

# JOURNEY ENTERPRISES LTD

England & Wales · Charity number 514827

## Details

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**Other names** DAYBREAK CENTRES, NORTHUMBRIA DAYBREAK

**Status** Registered

**Legal form** Charitable company

**Company number** [01780839](#)

**Registered** 1984-02-20

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Network House  
Acomb  
Hexham  
Northumberland  
NE46 4SA

**Phone** 01434608118

**Email** [info@journeyenterprises.co.uk](mailto:info@journeyenterprises.co.uk)

**Website** [www.journeyenterprises.co.uk](http://www.journeyenterprises.co.uk)

## Activities

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**Objects:** THE RELIEF OF MENTALLY HANDICAPPED PERSONS IN ANY MANNER WHICH IS NOW OR HEREAFTER MAY BE DEEMED CHARITABLE.

**Activities:** Journey supports adults with learning disability to develop life and work skills, and to maintain good health and well-being. Our services are delivered on our sites, through our community enterprises and in the wider community. The Charity's Staff work with Clients using person-centred and positive behavioural support (PBS) methods, enabling each Client to fulfil their potential.

## Classification

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- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Education/training, Disability, Economic/community Development/employment, Recreation
- **Who:** People With Disabilities

## Geography

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- Darlington
- Durham
- Gateshead
- Newcastle Upon Tyne City
- North Tyneside
- Northumberland
- South Tyneside
- Sunderland

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,258,212	£1,331,013	£693,654	27
2024-03-31	£1,138,822	£1,230,668	£766,455	25
2023-03-31	£86,661	£1,027,351	£858,301	24
2022-03-31	£894,466	£899,651	£885,806	24
2021-03-31	£807,312	£717,088	£890,991	24

## Trustees

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Name	Role	Appointed
<b>Barbara Simpson</b>	Chair	2015-04-29
Christopher Benn		2020-11-19
Joanna Kendrick		2022-06-11
Penny Hawley		2022-02-17
Sheena Montgomery		2022-07-11

**JOURNEY ENTERPRISES LTD**

England & Wales - Charity number 514827

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# Accounts

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COMPANY REGISTRATION NUMBER: 01780839  
CHARITY REGISTRATION NUMBER: 514827

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2025**

**T R DIXON AND CO LIMITED**

Chartered Certified Accountants

Statutory Auditors

1A Dinsdale Place

Jesmond

Newcastle upon Tyne

NE2 1BD

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Financial Statements**  
**Year ended 31 March 2025**

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# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

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The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

#### Reference and administrative details

**Registered charity name** Journey Enterprises Ltd

**Charity registration number** 514827

**Company registration number** 01780839

**Principal office and registered office** Network House  
Acomb  
Hexham  
Northumberland  
NE46 4SA

#### The trustees

C Benn  
P Hawley  
M Mathews  
B Simpson  
J Kendrick  
S Montgomery

#### Key Management Personnel

E V McPherson (Chief Executive Officer)  
M E Leadbeater (Operations Manager)

#### Auditor

T R Dixon and Co Limited

Chartered Certified Accountants  
Statutory Auditors  
1A Dinsdale Place  
Jesmond  
Newcastle upon Tyne  
NE2 1BD

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## **Structure, Governance and Management**

### **Nature of Governing Document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23rd December 1983, revised on 11th October 2012 and 14th September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827.

### **Recruitment and Appointment of Trustees**

The number and skills of Trustees is regularly reviewed, and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, fit and proper persons check and references.

### **Induction and Training of Trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest.

### **Arrangements for Setting Key Management Personnel Remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually together with all Staff. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding. The Charity commits to paying above the National Living Wage from its Spinal Point 1, and offers a competitive wider benefits package to attract and retain Staff.

### **Organisational Structure**

The Charitable Company consists of a Board of Trustees and an operational team of employees volunteers and postgraduate/undergraduates on practice-based placements. The Board is led by a Chair and has honorary positions for Designated Health & Safety and Designated Safeguarding Leads, linking these functions directly to Senior Leadership in the operational team.

The Senior Management Team, comprising Chief Executive Officer and Operations Manager, oversee implementation of the Board's strategy and day to day operations.

The Middle Management Team, comprising four Health & Social Care Managers and a Business Support Manager, are responsible for sites, Staff and operations in their specified roles.

Senior and Middle Managers meet bi-monthly. Teams meet monthly with Team briefings held daily. All meetings follow the same agenda ensuring effective compliance, transparency and quality control. Clients also meet in a mirroring agenda in Client Forums held bi-monthly.

### **Risk management**

Trustees meet quarterly to review operations, financial performance, quality and risk. The Trustees have agreed to examine the major risks faced by the Charitable Company on an annual basis. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company required to report to Commissioners, Regulators and to Funders.

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## **Financial review**

The results for the year and the financial position of the Charitable Company are shown in the attached financial statements.

In summary, the Charity's total income for the year was £1,258,212 (2024 - £1,138,822) of which £137,799 related to Restricted Project income (2024 - £116,973). Total expenditure for the year was £1,331,013 (2024 - £1,230,668) of which £207,871 related to Restricted Project expenditure (2024 - £132,632).

## **Reserves policy**

The Charitable Company has free reserves of £703,488 as at 31 March 2025 (2024 - £700,581). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted reserves held at the year-end.

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# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2025

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#### Objectives and activities

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability, life skills training and health & wellbeing activities for people with learning disabilities. Its operations are delivered from its sites in Acomb near Hexham (Northumberland), Blyth (Northumberland), Coundon near Bishop Auckland (Durham) and Newcastle (Tyne & Wear) and within local communities.

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the Health and Social care Sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported, and in raising awareness of the needs of adults with learning disability, their skills and aspirations.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five-year business plan and key strategic priorities. Our Business Strategy was refreshed in 2021.

The principal strategic priorities are:

- Employment, training and supported volunteering
- Health & wellbeing
- Expanding activities in community
- Supporting complex needs
- Putting Hubs at the heart of community
- Further developing the learning organisation
- Working in partnership
- Continuing to invest in and develop our resources

#### Future Plans

The Charity's overarching aim is to enable people with learning disability to achieve their potential. To achieve this the Charity provides specialist training to enable adults with learning disability to develop the key life, work and wellbeing skills, which will enable them to thrive and achieve their aspirations at each life stage. Each year we enhance the Service Offer to bring in new programmes or programme elements which will provide greater opportunity for the adults we support.

Within our last two reports we have discussed the need for new premises. This context continues with a prospect of a second site availability in Newcastle close to our Kenton Hub. Acomb Hub also remains on our sight-lines because of its current location, our aim to move it in to a town context. We have also prioritised enhancing facilities at our Coundon site, starting with the kitchen/café area.

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The Charity continues to prioritise its special projects, funded by charitable trusts and foundations, with an enhanced focus on vocational training for part-time paid employment and healthy and active living. We also prioritise work which will effect change in the lives of adults with intellectual disability more widely such as work to enable access, voice and inclusion. This work is particularly important, enabling the Charity to pilot programmes which can effect local changes, whilst working with partnerships across the UK to achieve more systemic changes.

Enterprise continues to be a pivotal part of our employability training, and one which enables the Charity to provide services to the wider community. We will continue to expand our enterprise activity in line with Clients' and local needs, bringing the Charity to the forefront of its immediate communities, building key partnerships which enable the Charity to develop its reach and services, and bringing in additional income.

Our Staff Team, our most important resource, remain our central focus as we look at the further development of the Charity's services, expertise and reputation for excellence. The Charity will continue to develop opportunities for progression, these aligned to specialist programmes, and to further enhance our volunteering and student placement places. The Charity has long-established partnerships with regional universities and colleges and these enable us to offer practice-based placements for graduates and undergraduates in a wide range of disciplines, as well as recently settled adults who bring prior relevant professional experience but do not have pass-portable qualifications.

### **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

### **Chair's Report**

Journey Enterprises continues to provide services recognised both regionally and nationally as best practice. From our beginnings in 1983 as a small charity, Forest and Gardens, based in Northumberland, to the Charity we see today, our values and aims have remained the same. Together these create a strong sense of family, the Journey family, the Charity aptly named for services for adults with intellectual (learning) disability today.

Looking back on another successful year, it is always a delight to see the wonderful coverage of Clients' achievements on our social media and website pages. It is the depth and range of these activities which shows the limitless aspirations and abilities of the Clients we support, and the flexibility of the Charity to be able to build in programmes which meet these needs.

None of this is possible without our extraordinary Staff team, my fellow Trustees, our employees, our volunteers and students who join us each year. They represent 'the Journey family'.

Long may this continue.

**Barbara Simpson**  
**Chair of the Board of Trustees**

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## Chief Executive Officer's Report: Achievements and Performance

### Learning and Growing: nurturing the new Journey

The year has been a very successful one at Journey, enabling us to focus forward as we begin the groundwork for our Business Strategy refresh and to expand the scope of opportunities for Clients under our grant-aided Projects.

The generous support of charitable trusts and foundations, both local and national, has become increasingly important at Journey. Like all Day Service Providers, our local authority and NHS funding, ranging from £6.20/hour - £9.70/hour in the financial year, is unable to cover the costs of a Staff member/hour, nor the wider direct and indirect costs of delivering a Day Service of the quality adults with intellectual (learning) disability should receive. Grant aid enables us to offer enhanced resourcing, both in terms of Staff and capital resources, and opportunities which we simply could not deliver on Statutory funding. We are indebted to our Funders for recognising and supporting Journey's programme aspirations, bringing real change to the lives of Clients in our care and, through their increasing confidence and independence, to the lives of unpaid Carers who support them at home.

We have seen a very significant shift in the relationship between charitable trust funders and their grant recipients bringing in closer collaboration, wider partnerships and additional opportunities not simply a grant award. This brings huge benefits to the Sector, from exchanging best practice to coming together to collectively move forward on campaigning issues, to providing specialist training and resources. Our wonderful *I Can be Canny* digital and financial inclusion programme funded by the Santander Foundation enabled the Charity to receive a fully funded package of support from the Media Trust, including film production, whilst our *I Can Live Well* health education programme funded by Make Some Noise, our independent radio stations, has brought us air-time on Heart FM locally and an opportunity to tour some of the major London studios and learn marketing techniques Managers greatly enjoyed exploring. *Women's Journeys*, a programme empowering the women in our care to develop voice, choice and control in the areas of income and care support planning, funded by the Smallwood Trust, runs parallel to a key forum, Routes to Power, bringing together disabled women leaders from the Sector for discussion of successes, challenges and ways forward. These examples show how strongly charitable trusts and foundations are prioritising capacity building in the Sector, enabling wider impact and supporting greater resilience.

### Trustees

The Charity's Trustees have led the Charity superbly, generously giving us their time, expertise and insights. Like all our Volunteers, Trustees give their time freely, most around busy working lives. Over 900,000 Trustees support charities across the UK which, if paid for their time, would cost the UK £1.2 billion annually. Our Board meets four times annually under our continuing and inspirational Chair, Barbara Simpson, a former parent Carer at Journey. We continue to reach out for 1 – 2 more Trustees, to bring in complementary skills and, based on our current Board locational gaps, ideally from County Durham.

### Volunteers

Volunteers sit at the heart of the work of the Voluntary Sector. Our wider volunteers are recruited and supported by Nathan Watson, Volunteering and Projects Manager. Nathan also manages our grant-aided programmes. Nathan's whirlwind of activity across our CVS networks, universities and colleges, employer partnerships and careers fairs, has brought a significant increase in the number of front-line volunteers, those working directly with Clients in our care. These include volunteers who are recently settled in the UK and who come from backgrounds where volunteering to support the community is very much part of day to day life. We have a long-established partnership in Newcastle with the West Road College, enabling us to recruit recently settled adults with relevant backgrounds who are developing their English skills and understanding of the context of Social Care and disability in the UK.

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Fatima El-Jellaoui, Hub Manager at Newcastle, is an outstanding example of this collaboration. With a former professional background in senior nursing in her home country, Fatima joined us 9 years ago as a volunteer, then a Support Worker, before rapid promotion to a Senior's role, and, with her NVQ5 in Health & Social Care, to Hub Manager. She has provided extraordinary leadership at Newcastle, bringing new perspectives on the role of a Day Centre within a diverse community and how we may reach in to diverse partnerships for Clients, Staff and wider networking. Newcastle has flourished, now with more referrals than we can accommodate at the single site in the City, giving us a platform to look for a second site close to Kenton, our current base. In recognition of her work, Fatima was one of Newcastle's Women of the Year this year. We are thrilled to see Fatima's achievements recognised in an event at City Hall attended by women from our Women's Journey project. This inspired the women in our care as they began work on looking at current and former 'inspirational women', the qualities which make women great and the challenges they have faced in their pathways to greatness.



The Volunteering programme gives opportunity not only for recently settled adults to develop their skills in a UK context, but for unemployed adults who are similarly looking to develop their skills. Some of these adults are unemployed because of health crisis, needing volunteering as their first step towards the normal patterns of work. For some this is a career change opportunity, and Journey has regularly recruited former volunteers who want to step change into Social Care. Lyndsey Jones, Senior at our Coundon Hub, is another outstanding example of this pathway, moving from volunteering to Support Worker to Senior. Lyndsey's work has been recognised nationally and featured.

None of this would be possible without the inspirational management Nathan Watson brings to the role. Like many of Journey's Staff, Nathan's path did not start in Social Care. Originally a drama graduate, Nathan retrained in Health & Social Care, moving from Support Worker to Senior to Management in tandem with his NVQ5 in Health & Social Care.

The pre Journey qualifications and career experience our Staff bring enables us to capitalise on these skills, and build teams which are multi talented and multi faceted. This is also reflected in the breadth of post graduate and undergraduate degree disciplines we host on student placements. Students join us from our regional universities from social work, medicine and wider health, sports, performing arts, marketing and IT, amongst other courses. We are delighted when students apply for subsequent employment at Journey, reflecting their enjoyment of the culture at Journey, the opportunities for Staff progression and the outcomes achieved for the Clients in our care.

## **Employees**

Journey's employees' diversity is one of our strengths, enriching the knowledge and expertise of the Staff teams. Journey had a core Staff team of 33 employees for the financial year, 27 full time equivalent. The Charity's retention rates are strong and, to strengthen this for all employees, the Charity implemented a new length of service leave accrual scheme as part of its benefits packages. This begins from 1 full year of service to a maximum of 10 years of service for additional leave accrual. The Staff benefits package includes private healthcare and counselling, a holiday buy-back scheme, Cycle to Work scheme, discounted meals and free refreshments on our sites, and a promotional Journey pack.

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**Senior Managers**

Elspeth McPherson, Chief Executive Officer  
Maggie Leadbeater, Operations Manager

**Middle Managers**

Adam Bird, Senior Hub Manager Acomb and Blyth  
Fatima El-Jellaoui, Hub Manager Newcastle  
Gemma Sowerby, Hub Manager Coundon  
Tabatha Tilley, Business Support Manager  
Nathan Watson, Volunteering and Projects Manager

**Specialists**

Rachel Crothers, Health & Wellbeing Coach  
Ken Gowland, Work Coach  
John Morgan, Work Coach  
Jennifer St Jacques, Work Coach  
Trish Thomas, Work Coach

**Senior Learning Disability Support Workers**

Paul Armstrong  
Lyndsey Jones

**Learning Disability Support Workers**

Kelly Appleby  
Kath Alderson  
Greg Byrne  
Danielle Cathrae  
Kevin Davies  
Katie-Louise Docherty  
Simon Docherty  
Paul Fatkin  
Lewis Gell  
Sallie Hughes  
Dawn Long  
Bethany Lowery  
Martin Maude  
Elaine Rollo  
Rachel Sheppard  
Lileah Theobald

**Café JJ Support Workers**

Maria Bates  
Touria El Jounhi

**Business Administrators**

Rachel Stott  
Sharon Wilson  
Helen Woods

**Drivers**

Leslie Bell  
Bryan Hall  
Barry Henderson

**Cleaners**

Chris Knowles  
Shirley Davison

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We bade farewell this autumn to Sallie Hughes from our Coundon Hub. Joining us after a past career as an OT in the NHS, Sallie worked at Journey for eight years as a Learning Disability Support Worker and as an interim Team Leader. Sallie was devoted to our Clients, thrived when the Hub was at its busiest, and greatly enjoyed taking both café sessions and outdoor education work, linking to her long-term volunteering as a Scout Leader. Sallie was always one of the first to volunteer for Client short breaks, in her element when working on these residential and, equally, delighted when given the opportunity to prove her Scouting skills, none more so than at our Staff Foraging Training Day at Kielder in 2022 where she produced a pocket-full of compasses with the skills of a magician. We wish her every success in her next career steps and at the Scouts.

We were delighted to appoint to the Team this year Acomb Client, Chris Knowles. This is Chris' first working role and he has blossomed under the support and guidance of Work Coach, Jennifer St Jacques and his Hub Manager, Adam Bird. Working part-time hours around his Day Service, Chris has found the perfect working combination on his new journey.

Our dynamic duo, Maria Bates and Touriah El Jounhi, are the front face of our new enterprise at Kenton Sports Centre, Café JJ. This café supplies the Sports Centre Client base but also provides vital meals for eligible primary age children during vacations. Once established, we were able to bring onboard our first Journey Clients for café work experience. My thanks to Nathan Watson who has overseen the development of Café JJ together with Fatima El-Jellaoui, and many thanks to Bobby Richardson, Manager of the Sports Centre, who has opened so many doors and opportunities for Journey over the past years. Our partnership with Bobby has been a remarkable success.

Recently resettled, Touriah's journey to employment exemplifies the enduring reciprocal relationship Voluntary Sector organisations have with their immediate and changing communities. Touriah joined us as a volunteer, coming to us from our established partnership with the West Road College, Newcastle. Building her English skills as she looked for suitable work, with the opening of the new café, that opportunity came for Touriah. Touriah follows a well-established path Journey has forged locally to give placements to suitably experienced recently settled adults, who wish to develop careers in health or social care. Time with Journey to see our sessional practice, the scope of needs we support in a disability Day Service, how we work on a Positive Behaviour Support approach and the wider inter-connected statutory services, is combined with immersion in the language of our work both with Clients and professionals.



Touriah supporting Journey Clients on work experience at café JJ

Fatima El-Jelloui and Nathan Watson have taken this work forward with the West Road College from Adam Bird, creating what has been a very successful partnership bridging cultures, experience and prior professional work.

Congratulations and thank you to our superbly hard-working, professional and knowledgeable Staff team for their dedication and practice during the year.

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## **Our Priorities in Day Services: towards Choice and Control**

Journey is contracted by six local authorities and the NHS to provide Day Services for adults with intellectual (learning) disability. Remodelling of 'day opportunities' began across the UK in the early 2000s accompanying Personalisation in Health & Social Care. With the emphasis on choice and control, the individual recipients of social care services were to move on with the ability to self-direct their care, choosing the right service, activities and Staff support to achieve their aspirations.

The growth of different models of Day Services since, as well as the growth of Direct Payment Support Services and 1:1 support services from Personal Assistants, has given wider choice. The degree of control is arguably less changed for adults with intellectual disabilities and a key part of our work is to enable greater control and independence. That can be challenging and can be restricted by the Clients' home setting, whether Clients are living with family or in Supported Living.

The far greater restriction comes from the environment where the barriers are longitudinal and, in some cases, increasing. This certainly in relation to employment of adults with intellectual disability and access to both Statutory and non Statutory services. From the NHS to DWP, from local Councils to services online and on the High Street, there are very few where an adult with intellectual disability can independently and safely navigate successfully through. This gives Journey opportunity to effect change.

Our Day Services centre on providing vocational training, now ASDAN accredited, for every Client in our care, and to provide training in life skills. Through specialist grant-aided programmes such as I Can Live Well, our health education programme led by Rachel Crothers, a health professional, and Take Five, a sports programme funded by Baily Thomas Charitable Trust, we also focus on living well, staying fit and managing disability. This model is leagues away from the historic day opportunities the Government's Personalisation agenda rightly moved to change, but we still see some day services in our region operating on past models. Some of these are within Supported Living, where Providers may also offer 'Day Services', confining Clients to a single setting day and night. Some are owned by local authorities. There is no doubt that the greatest innovation is found in Day Services run within the Voluntary & Community Sector, consistent with its history of piloting the new to meet unmet needs.

Journey works on a five day, ten unit schedule, on and off site, Clients choosing their activities and working groups. Each session is led or supported by a Specialist Learning Disability Support Worker, Work Coach or Health & Wellbeing Coach from Journey, including those where we commission off-site specialists in sports, dance and environmental education. We work with over 1100 organisational partnerships across the Charity as a whole, reflecting the depth of understanding we have of opportunities in the community, and of wider services essential to our delivery.

Clients' Forums, held quarterly, give direct feedback on our services, Staff, sites, transportation and systems, and feedforward on areas Clients want to see developed, changed and improved. Clients chair the Forums. Individual feedback is given throughout the working week from Clients, parent Carers and the organisational partnerships we work across, each reviewed and reported upon at Team, Managers and Board meetings, as are the Forum agenda and minutes.

Against a context in the media where Social Care recruitment is often associated with under-staffing and a need to recruit from overseas, Day Services represent the antithesis. Working on normal office hours, as a skills based service not personal care service, we have been very successful in our recruitment and retention of aspiring Support Workers and experienced Social Care workers. The greatest challenges have come in recruitment of bus drivers, promoted posts (Project specialists and Managers) where we have to compete with higher salaries offered in other Sectors for equitable roles.

We are indebted to our NVQ5 Health & Social Care Managers, Adam Bird (Acomb and Blyth), Fatima El-Jellaoui (Newcastle), Gemma Sowerby (Coundon) and Nathan Watson (Volunteering and Projects) for their professionalism, warmth and drive, in creating cultures where Staff feel supported, well trained and well matched in terms of their role responsibilities. Managed by Maggie Leadbeater, our Operations Manager and Designated Safeguarding Lead, the vision for leadership Maggie instils, combined with intuitive and responsive mentoring, enables our 'home grown' talent to flourish.

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They are, in turn, supported, as are Governance and Senior Leadership, by our Business Administration team, led with unstoppable enthusiasm and drive by Tabatha Tilley, Business Support Manager. Jointly spanning Hub and whole company responsibilities, the Team works to ensure business efficiency and best value, strong networks within the community for procurement and donations, and a warm and welcoming face for Clients and Visitors at our sites. Tabatha took over from Joanne Bramley, our first Business Support Manager, who moved on to the NHS as we completed the last financial year. Jo joined us in 2017, originally as a Hub Administrator having had a long-term career as an IT systems specialist before moving on to run the residential courses at MInsteracres Retreat Centre combining this with IT consultancy. Promoted to the Middle Management Team in 2019 to launch the new Business Support Manager role and team, after five years embedding this new team, we wish her every success in her latest role, in NHS Primary Care.

Journey now has its own list of Bank Staff, some who have volunteered initially with us, some who have retired from Journey but come back on a part-time basis together with new applicants. This has worked very successfully for the Charity, significantly reducing the eye-watering Agency costs. 20 Bank Staff have regular work from Journey. The continuity of Staff known to Clients, who know our culture, system, methodology and Staff teams, is essential.

### **Projects**

During the year Journey ran a range of charitable trust-funded projects. These included both short cycle programmes and longer programmes.

Coundon Allotments (Catherine Cookson Charity)  
I Can be Canny (Santander Foundation)  
I Can Live Well (Make Some Noise, Blyth Ports, Skipton Building Society)  
Outside In (Groundworks BUPA)  
Take Five (Baily Thomas Charity)  
Tyne Valley (Frederick Milburn)  
Working Journeys (Henry Smith Charity and TNL Community Foundation)

We completed, in December 2024, our flagship three year financial and digital literacy programme, *I Can be Canny*. This has been a very important programme, focusing not only on skills development and confidence-building, but accessibility and Safeguarding. The progression of Clients' IT skills has been quite remarkable. The 90 ipads, funded by the Programme, are now routinely used in sessions on and off sites. Accessibility in the digital space is an issue we tackle regularly, raising awareness with organisations, with campaigning groups (such as the Digital Poverty Alliance) and with MPs, on the lack of accessible resources for adults with intellectual disability. From Government to NHS online, from banks and other key institutions, to social networks and shopping channels, we don't see accessibility, Easy Read, provided for adults with intellectual disability. But, as inclusion and choice moves increasingly to digital platforms, to reduce the accessibility gap, we are focusing on increasing campaigning around the lack of Easy Read. We will also be looking at further funding for financial skills, particularly around card and mobile phone use for transactions. The concepts for Clients are very abstract but we teach using tactile resources to represent different parts of the process to enable understanding.

At the close of our partnership with Santander we were delighted to work with the Media Trust on our first Journey film. In true film scheduling style, this took many months to coordinate, and several sessions to complete, giving Clients a real insight in to the film process, its challenges and successes.

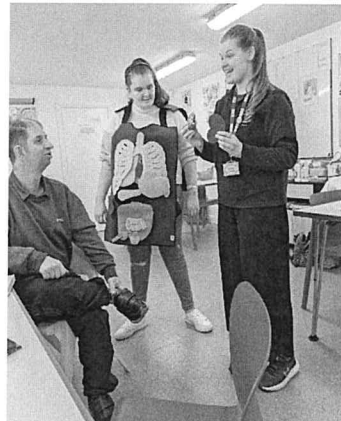


The launch of *I Can Live Well* was heralded across the UK, Make Some Noise a charity of all our major independent radio stations (Capital, Classic FM, Heart et al). The Charity has provided a wealth of marketing support for its chosen schemes and training for Project leads, as well as opportunities for broadcast interviews to promote our work. Adam Bird, Senior Hub Manager Acomb and Blyth, has twice visited Heart FM in Newcastle where he was interviewed by Vicky Pattinson. Vicky's enthusiasm for work to address the health inequities so prevalent in adults with intellectual disability, and for the dedication and professionalism of the Staff teams, was followed by an offer to join us as a volunteer.

Rachel Crothers, a former NHS hospital-based doctor, has shaped and led the Project's health education sessions, linking across our activities to other sessions such as diet and nutrition, sports and exercise. The Programme has been a remarkable success, making real and visible changes to the choices Clients make, activities they choose in and outside Journey, and their dietary planning. Feedback from parent Carers has been warmly welcomed, as they describe the impact they have seen, notably in Clients changing their dietary and exercise choices, reducing weight and encouraging active lifestyles.

The Programme has also enabled Clients who have had, or are experiencing, other disease pathways such as cancer, to talk about their experiences in same sex Journey groups. The lack of any specialist support groups for adults with intellectual disability and disease such as cancer locally, has prompted the Clients' expressed need to be able to share their experience with friends at Journey.

We are indebted to the Port of Blyth and to Skipton Building Society for their grants enabling us to buy health education resources. Tactile resources are so important for this work, supporting Clients' understanding of what are abstract concepts such as 'liver', 'pancreas', 'lungs', 'one pound of fat'.



[Clients working with Rachel Crothers, former NHS Dr, learning about fats and diabetes]

Newcastle and Coundon Hubs benefitted from more localised grants to enhance existing horticultural spaces: Newcastle was awarded a grant from Groundworks BUPA to further develop its gardens, created by Journey in a former nursery playground at the rear of Kenton Community Centre. Kelly Appleby, Learning Disability Support Worker, has led the work at Newcastle, with a sterling team of Clients dedicated to making the gardens productive (vegetables, herbs and flowers) and a relaxation and outdoor eating area.

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Newcastle Clients preparing outdoor furniture, and enjoying it, as part of Outdoor In

This area is used by the wider community outside our operating hours, whilst the garden continues to provide produce, sometimes at quite a scale!



Coundon has moved to allotments much closer to the Hub, reducing our carbon footprint, now within walking distance. These allotments have been completely overhauled by Coundon Clients working with Learning Disability Support Worker, Lewis Gell, supported by a grant from the Catherine Cookson Charitable Trust.



Coundon Clients shape our new allotments

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The pivotal role our community foundations across the UK play in supporting local charities and grassroots organisations continues as the foundations manage funds on behalf of donors, offering support and training. Ring-fenced for local areas, these funds are vitally important, none more so than in the north east where we have a strong tradition of philanthropy built from industry. Journey's *Tyne Valley* project was awarded through the Community Foundation Northumberland, Tyne & Wear from the Frederick Milburn Trust. We shaped the Programme to enable Clients to choose and map specific areas of the River Tyne, from west of Hexham at Haltwhistle east to Wallsend and the sea, to assess its accessibility for walkers with intellectual disability. This builds on a similar programme we ran for the HW1900 celebrations, *A Canny Journey*, mapping key attractions and Visitor Centres on the path of the Roman wall.

*Take Five*, our sports programme, set a challenge for our Clients. Funded by the Baily Thomas Charitable Fund, a charity which only funds work for people with learning (intellectual) disability, this programme was designed to broaden the scope of sports uptake both within Day Service and outwith. The challenge for Clients was to try five new sporting activities in Journey and at home. The range of activities we have seen has been a delight: from archery, bell boating, canoeing, adapted cycling, gorging, rafting and golf to shooting, surfing, shooting and trampolining amongst others. Clients have taken steps to join local clubs outside Day Service, one parent delighted to discover that adapted water sports mean that he can now share sports time with his son. Across our Hubs, the Clients' willingness to 'give it a go', despite greater challenges to overcome, shows the determination we see every day in sessional work. Our sporting men and women have been a joy to see.

The importance of increasing physical activity for adults with intellectual disability has underpinned this programme. The LedER (NHS Learning from Lives and Deaths of People with a Learning Disability and Autism) makes clear that early mortality, typically 15 – 20 years prematurely, is partially avoidable. Some of the conditions set out in the report as often contributory to early deaths, respiratory conditions and constipation, are greatly improved by physical activity, as is mental health. From our year of expanded specialist sports provision, it is clear that this work must continue at Journey, but this is reliant on succession funding.



*Working Journeys*, a project sitting at the heart of the Charity's remit, our charitable objects, had aspirations at its start in 2023 which we hoped would break new ground. This was not only in terms of providing real opportunity for more adults with intellectual disability to secure paid-part time work, but to show that a blended work & Day Service model produces more, and the most successful, work outcomes. We had trialled this model on earlier employability programmes. Our Clients needs for care and support will continue throughout their lives, critical at moments of transition. Whether this transition is entering work, changing work roles or organisations, tackling life and health changes, or addressing challenges shaping relationships, from family to friendships, work colleagues to community contacts, adults with intellectual disability need support and training to develop these skills. In Day Service they also form friendships for life, critical to their wellbeing.

Led by Nathan Watson, Volunteering and Projects Manager, and delivered by our superb Work Coaches, this Programme has far surpassed our ambitions. 156 adults have taken part in the Programme, every adult at Journey, as have all our Learning Disability Support Workers and Seniors, working with our specialist Work Coaches.

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Jennifer St Jacques, Work Coach came to Journey from a career with a major international retailer, and has delivered the Programme in a whirlwind of inspirational sessions both on and off site. Jen's aspirations for our Clients are wonderful, shaped by the partnerships Jen and Nathan have worked to secure externally, to provide real opportunities and insights for Clients at Journey.

Breaking our targets for Clients entering paid part-time employment (17) and those on work experience (63), we have built an enviable partnership base to support this Programme's continuation and development. Where we have cross-over with other Projects we have also seen unexpected benefits: through *Take Five*, a wonderful sports programme funded by Baily Thomas, and our links with AOA Surf School in Blyth, providing Clients with the opportunity to try surfing, developing their proprioception skills and confidence in water, we secured part-time employment for a Client. Assisting with sessional set-up for the School's tutors, preparing boards and wetsuits, working from shore-side, this has worked very successfully for the Client and for the Surf School which wants to specialise in 'assisted surfing' sessions.

In this context, Clients are very visible in the community, at Blyth Beach, working in a context which is enviable for any young adult.

Amongst our work outcomes we must mention Client, Toby, who has Down's Syndrome and is a passionate musician and actor. Through the Programme, and Nathan's prior contacts in the acting industry, Toby secured work through a local Acting Agency and made his first film debut. We can report with delight that Toby earned more per hour than any of the Journey Staff team.

Journey's Clients now take part in a diversity of external community service opportunities, each organised by Nathan Watson to give both a platform for those hoping to go in to paid work, and those who want to continue to volunteer. One of these programmes is at Live Theatre in Newcastle, where Clients have been working with Live's Fundraising and Development Manager, Alison Nichol, to develop their community gardens.



Our Client work entrants, and those on work experience, have demonstrated that adults with intellectual disability are dedicated and conscientious workers, who bring unique benefits to the composite of Staff teams and to the culture of organisations. Nonetheless, with a still salutary 96% of adults with intellectual disability across the UK without paid work, the majority wanting to be in employment, we need many more Journeys to effect a movement of real change.

To achieve this the Senior Leadership Team is in contact throughout the year with national and regional media, our local Councillors and local MPs, with Ministers and shadow Ministers. Responding to press coverage on key issues, we aim to raise awareness, to show best practice, challenge discriminatory practice and urge for policy and priorities change. With the announcement at financial year close of the National Insurance and National Living Wage increases, adding 12% to Journey's wage bill, our work achieved both an initial offer of an interview with Sky News, later cancelled as their priorities on the day shifted, and recording from the BBC's local news team, Look North. Using Acomb as our base for the filming, Clients had a wonderful opportunity to see how a news piece is put together. We were delighted to see the interaction between the camera crew and Reporter, Richard Moss, and Clients, explaining their roles, what they were shooting and why, and giving Clients a living insight in to the work of journalists.

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Some Clients recognised Richard and were thrilled to hear that Journey would be featured on the weekend's news. Whilst edited quite heavily, our key message focusing on the Day Service contract rates, our need to significantly subsidise these, and the impact of an unplanned 12% increase on payroll as we approached the new financial year, was conveyed very well by Adam Bird, Senior Hub Manager.



We hosted MPs, Ian Lavery and Joe Morris at our Blyth and Acomb Hubs respectively. Our thanks to Eileen Cartie, Manager at the Buffalo Centre, Blyth, as a local Labour Councillor, for her work assuring this partnership. Ian spent a couple of hours with Clients, listening to their views, hearing about changes they needed and explaining more about his role locally and in Parliament. Joe Morris, MP for Hexham, responded very quickly to our request for assistance addressing significant problems with the Department for Work & Pensions' Access to Work Scheme, not only in relation to one of Joe's constituents, and one of Journey's Clients, but with wider prospective impact for any of Journey's Clients, or future employees, with intellectual disability requiring Access to Work programme support to enter employment.

Joe spent time with Acomb Clients and our Staff, all of whom are within his Constituency, before sitting with Chris, the Constituent whose needs we were representing, to see what changes he could make. Within two weeks change had been made to ensure the issues Chris had encountered were addressed.

This responsive action from both local MPs is just the sort of support our Clients need. Journey's role in both facilitating the support and providing a safe space for Clients has been key. Journey has, over the past year, made contact with a range of local MPs, and prospective MPs, from different parties, to invite in to our Day Centres to speak to Clients. We continue to raise awareness of the lack of accessibility (Easy Read) to enable our Clients to be able to vote independently postally or at the ballot box in local and national elections.

Our final, but vital project, *Women's Journeys*, has provided the first opportunity at Journey to focus on women's development in all female groups. The Programme's two over-arching aims are to empower the women in our care to have greater control over, and access to, their care support planning, including the vital central document, the Care Support Plan produced by Adult Social Care (local authorities), and to have greater control over, and understanding of their finances including welfare benefits and any earned income. This programme has been a carefully tapered one, initially working with women on their self-identity in line with the aspirations of the Care Act's Wellbeing Domains, whilst building bonds and trust between the women in the group.

The women have had the opportunity to look at women of inspiration as the Project began, to give scope for aspiration. The work has developed enabling women from the Project to take part in external consultations including North Tyneside Council's Big Plan for disability.

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## Corporate Social Responsibility

Through our charitable grant aid for projects and through volunteering we see the impact of corporate social responsibility, a heritage which has for centuries now provided charitable support to local communities. From the earliest days of provision of sanitary workers' accommodation, healthcare and education, many of these led by company founders from the Quaker faith, to corporate giving and volunteering days today, businesses give back to the communities where they are based and within which they serve.

This year we were delighted to host Deloitte for a day of 'Glow Up' volunteering at our Newcastle Hub. Working to enhance the Hub's paintwork, and gardens, we are so grateful to the Staff who gave their time, skills and enthusiasm for the day.



Deloitte Staff volunteer for Newcastle's Glow Up day

## Manifest Clear

Looking forward our journey has a very well mapped route: expansion of our Day Centre sites to accommodate our referral numbers and Clients' needs, refunding of our specialist projects which have again proved their importance and relevance from the outcomes achieved and continuing growth of our volunteering base. These three points on the map need no compass. Journey's mission remains constant, our pathway set. With a fair wind, not unknown in the north east, we should reach these in double time, accompanied by the Journey Bear.



Phil and John take the Journey Bear to Wembley

## **Trustees' responsibilities statement**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
  - observe the methods and principles in the applicable Charities SORP;
  - make judgments and accounting estimates that are reasonable and prudent;
  - state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
  - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
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# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2025

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The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

#### **Auditor**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 29/11/2025..... and signed on behalf of the board of trustees by:



Mrs B Simpson  
Chair

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Journey Enterprises Ltd**

**Year ended 31 March 2025**

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#### **Opinion**

We have audited the financial statements of Journey Enterprises Ltd (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Journey Enterprises Ltd**

*(continued)*

**Year ended 31 March 2025**

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#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Journey Enterprises Ltd

*(continued)*

**Year ended 31 March 2025**

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#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Journey Enterprises Ltd

(continued)

Year ended 31 March 2025

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- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Use of our report

This report is made solely to the charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

*D. A. O'Toole*

T R Dixon and Co Limited

Chartered Certified Accountants  
Statutory Auditors  
1A Dinsdale Place  
Jesmond  
Newcastle upon Tyne  
NE2 1BD

# Journey Enterprises Ltd

Company Limited by Guarantee

## Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
<b>Income and endowments</b>	<b>Note</b>				
Donations and legacies	5	7,578	180,863	188,441	164,765
Charitable activities	6	1,059,539	–	1,059,539	954,497
Other trading activities	7	6,855	–	6,855	8,258
Investment income	8	1,826	–	1,826	2,048
Other income	9	1,551	–	1,551	9,254
<b>Total income</b>		<u>1,077,349</u>	<u>180,863</u>	<u>1,258,212</u>	<u>1,138,822</u>
<b>Expenditure</b>					
Expenditure on charitable activities	10,11	1,123,142	207,871	1,331,013	1,224,668
Other expenditure	12	–	–	–	6,000
<b>Total expenditure</b>		<u>1,123,142</u>	<u>207,871</u>	<u>1,331,013</u>	<u>1,230,668</u>
<b>Net expenditure and net movement in funds</b>		<u>(45,793)</u>	<u>(27,008)</u>	<u>(72,801)</u>	<u>(91,846)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>700,581</u>	<u>65,874</u>	<u>766,455</u>	<u>858,301</u>
<b>Total funds carried forward</b>		<u>654,788</u>	<u>38,866</u>	<u>693,654</u>	<u>766,455</u>

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

The notes on pages 11 to 21 form part of these financial statements.

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Statement of Financial Position**

**31 March 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Intangible assets	16	5,946	5,946
Tangible fixed assets	17	<u>550,679</u>	<u>516,936</u>
		556,625	522,882
<b>Current assets</b>			
Debtors	18	64,939	152,796
Cash at bank and in hand		<u>209,118</u>	<u>171,787</u>
		274,057	324,583
<b>Creditors: amounts falling due within one year</b>	19	<u>137,028</u>	<u>81,010</u>
<b>Net current assets</b>		137,029	243,573
<b>Total assets less current liabilities</b>		<u>693,654</u>	<u>766,455</u>
<b>Net assets</b>		<u>693,654</u>	<u>766,455</u>
<b>Funds of the charity</b>			
Restricted funds		38,866	65,874
Unrestricted funds		<u>654,788</u>	<u>700,581</u>
<b>Total charity funds</b>	21	<u>693,654</u>	<u>766,455</u>

These financial statements were approved by the board of trustees and authorised for issue on 29/11/2025, and are signed on behalf of the board by:

  
 Ms B Simpson  
 Trustee

The notes on pages 11 to 21 form part of these financial statements.

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Statement of Cash Flows**

**Year ended 31 March 2025**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net expenditure	(72,801)	(91,846)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	58,792	68,418
Dividends, interest and rents from investments	(1,826)	(2,048)
Accrued expenses/(income)	56,373	(56,373)
<i>Changes in:</i>		
Trade and other debtors	31,484	87,672
Trade and other creditors	<u>2,578</u>	<u>5,126</u>
Cash generated from operations	74,600	10,949
Interest paid	<u>(180)</u>	<u>4,503</u>
Net cash from operating activities	<u>74,420</u>	<u>15,452</u>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	1,826	2,048
Purchase of tangible assets	(92,535)	(39,641)
Purchase of intangible assets	<u>(5,946)</u>	<u>(5,946)</u>
Net cash used in investing activities	<u>(96,655)</u>	<u>(43,539)</u>
<b>Cash flows from financing activities</b>		
Proceeds from borrowings	(4,167)	2,435
Payments of finance lease liabilities	<u>57,787</u>	<u>(25,826)</u>
Net cash from/(used in) financing activities	<u>53,620</u>	<u>(23,391)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	37,331	(51,478)
<b>Cash and cash equivalents at beginning of year</b>	<u>171,787</u>	<u>223,265</u>
<b>Cash and cash equivalents at end of year</b>	<u>209,118</u>	<u>171,787</u>

The notes on pages 11 to 21 form part of these financial statements.

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2025**

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#### **1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Network House, Acomb, Hexham, Northumberland, NE46 4SA.

#### **2. Statement of compliance**

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)) and the Companies Act 2006.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue.

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### **Intangible assets**

Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation and impairment losses. Any intangible assets carried at revalued amounts, are recorded at the fair value at the date of revaluation, as determined by reference to an active market, less any subsequent accumulated amortisation and subsequent accumulated impairment losses.

Intangible assets acquired as part of a business combination are only recognised separately from goodwill when they arise from contractual or other legal rights, are separable, the expected future economic benefits are probable and the cost or value can be measured reliably.

##### **Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

##### **Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	10% straight line
Motor vehicles	-	25% straight line

##### **Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### **Impairment of fixed assets *(continued)***

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

##### **Finance leases and hire purchase contracts**

Assets held under finance leases and hire purchase contracts are recognised in the statement of financial position as assets and liabilities at the lower of the fair value of the assets and the present value of the minimum lease payments, which is determined at the inception of the lease term. Any initial direct costs of the lease are added to the amount recognised as an asset.

Lease payments are apportioned between the finance charges and reduction of the outstanding lease liability using the effective interest method. Finance charges are allocated to each period so as to produce a constant rate of interest on the remaining balance of the liability.

##### **Construction contracts**

Where the outcome of construction contracts can be reliably estimated, contract revenue and contract costs are recognised by reference to the stage of completion of the contract activity as at the period end.

Where the outcome of construction contracts cannot be estimated reliably, revenue is recognised to the extent of contract costs incurred that it is probable will be recoverable, and contract costs are recognised as an expense in the period in which they are incurred.

The entity uses the percentage of completion method to determine the amounts to be recognised in the period. The stage of completion is measured by reference to the contract costs incurred up to the end of the reporting period as a percentage of total estimated costs for each contract. Costs incurred for work performed to date do not include costs relating to future activity, such as for materials or prepayments.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

#### 4. Limited by guarantee

The Charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
<b>Donations</b>			
Donations	1,942	–	1,942
Grants	5,636	180,863	186,499
	<u>7,578</u>	<u>180,863</u>	<u>188,441</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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##### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	1,749	–	1,749
Grants	46,043	116,973	163,016
	<u>47,792</u>	<u>116,973</u>	<u>164,765</u>

##### 6. Charitable activities

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Client daycare funding	929,629	929,629	855,503	855,503
Daycare activity	62,320	62,320	52,241	52,241
Community Enterprise	67,590	67,590	46,753	46,753
	<u>1,059,539</u>	<u>1,059,539</u>	<u>954,497</u>	<u>954,497</u>

##### 7. Other trading activities

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Fundraising events	6,855	6,855	8,258	8,258

##### 8. Investment income

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Interest receivable	1,826	1,826	2,048	2,048

##### 9. Other income

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Miscellaneous income	1,551	1,551	9,254	9,254

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# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

#### 10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Daycare activity	54,161	–	54,161
Community enterprise	12,409	–	12,409
Direct service provision	185,849	207,871	393,720
Staff costs	870,723	–	870,723
	<u>1,123,142</u>	<u>207,871</u>	<u>1,331,013</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Daycare activity	45,285	–	45,285
Community enterprise	10,934	–	10,934
Direct service provision	320,607	132,632	438,598
Staff costs	729,851	–	729,851
	<u>1,106,677</u>	<u>132,632</u>	<u>1,224,668</u>

#### 11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Total funds 2025 £	Total fund 2024 £
Daycare activity	54,161	54,161	45,285
Community enterprise	12,409	12,409	10,934
Direct service provision	393,720	393,720	438,598
Staff costs	870,723	870,723	729,851
	<u>1,331,013</u>	<u>1,331,013</u>	<u>1,224,668</u>

#### 12. Other expenditure

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Fees payable for audit services	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>

#### 13. Net expenditure

Net expenditure is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>58,792</u>	<u>68,418</u>

#### 14. Staff costs

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 14. Staff costs *(continued)*

The average head count of employees during the year was 34 (2024: 25). The average number of full-time equivalent employees during the year is analysed as follows:

	<b>2025</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
Number of staff -	<u>27</u>	<u>25</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

#### 15. Trustee remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £Nil)

During the year ended 31st March 2025, no Trustees expenses have been incurred (2024 - £Nil)

#### 16. Intangible assets

	<b>Intangible assets £</b>
<b>Cost</b>	
Additions	5,946
<b>At 31 March 2025</b>	<u>5,946</u>
<b>Amortisation</b>	
<b>At 1 April 2024 and 31 March 2025</b>	—
<b>Carrying amount</b>	
<b>At 31 March 2025</b>	<u>5,946</u>
At 31 March 2024	<u>—</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 17. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
<b>Cost</b>				
At 1 April 2024	409,000	102,699	195,027	706,726
Additions	–	5,435	87,100	92,535
<b>At 31 March 2025</b>	<u>409,000</u>	<u>108,134</u>	<u>282,127</u>	<u>799,261</u>
<b>Depreciation</b>				
At 1 April 2024	–	50,278	139,512	189,790
Charge for the year	–	18,483	40,309	58,792
<b>At 31 March 2025</b>	<u>–</u>	<u>68,761</u>	<u>179,821</u>	<u>248,582</u>
<b>Carrying amount</b>				
<b>At 31 March 2025</b>	<u>409,000</u>	<u>39,373</u>	<u>102,306</u>	<u>550,679</u>
At 31 March 2024	<u>409,000</u>	<u>52,421</u>	<u>55,515</u>	<u>516,936</u>

The fair value of the Company's Land and Buildings at Acomb was revalued at £335,000 on 23 July 2020 by Joe Fraser Chartered Surveyors, an independent valuer.

On 24 July 2020, a valuation of £74,000 was prepared by Joe Fraser Chartered Surveyors for the Coundon Property

The Carrying amount under the cost model of the assets which have been revalued would have been £512,170 (£512,170-2024)

#### 18. Debtors

	2025 £	2024 £
Trade debtors	38,789	67,673
Prepayments and accrued income	22,262	85,123
Cycle to work	3,888	–
	<u>64,939</u>	<u>152,796</u>

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

	2025 £	2024 £
Accruals and deferred income	15,219	15,399
Pension	2,898	2,638
Obligations under finance leases and hire purchase contracts	64,900	7,113
Trade creditors	40,698	44,865
Paye	16,211	10,995
	<u>137,028</u>	<u>81,010</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 20. Finance leases and hire purchase contracts

Financial leases are measured as net liabilities

#### 21. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
Unrestricted Fund	700,581	1,077,349	(1,123,142)	654,788
	<u>700,581</u>	<u>1,126,049</u>	<u>(1,123,142)</u>	<u>703,488</u>

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
Unrestricted Fund	776,768	1,021,849	(1,098,036)	700,581
	<u>776,768</u>	<u>1,021,849</u>	<u>(1,112,677)</u>	<u>700,581</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 21. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
Restricted Fund	65,874	180,863	(207,871)	38,866
	<u>65,874</u>	<u>180,863</u>	<u>(207,871)</u>	<u>38,866</u>
	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
Restricted Fund	81,533	116,973	(132,632)	65,874
	<u>81,533</u>	<u>116,973</u>	<u>(132,632)</u>	<u>65,874</u>

#### 22. Analysis of Restricted funds Detailed

##### **Restricted Funds:**

Coronation Acomb & Blyth	Northumberland County Council Community Chest	98	0	0	98
I Can be Canny	Santander Foundation	47,263	0	(47,263)	0
I Can Live Well	Port of Blyth	0	500	0	500
I Can Live Well	Make Some Noise	0	23,641	(22,207)	1,434
I Can Live Well	Skipton Building Society	0	1,500	0	1,500
Learning Disability Support Worker	Mulchaly Smith	581	0	(581)	0
Outside In	Bupa Groundworks	0	1,769	(1,769)	0
Take Five	Baily Thomas	0	15,000	(8,729)	6,271
Tyne Valley Project Tyne and Wear	Frederick Milburn/Community Foundation	0	1,565	(1,565)	0
Women's Journey	Smallwood Trust/TNL Community Fund	0	18,804	(14,917)	3,887
Working Journeys	Henry Smith Charity	18,853	55,400	(50,814)	23,439
Working Journeys	TNL Community Fund	9,235	62,684	(70,184)	1,737
Prior Period	Accounts Adjustments	-10,156	0	10,156	0
<b>Totals</b>		<b>65,874</b>	<b>180,863</b>	<b>-207,871</b>	<b>38,866</b>

### 23. Analysis of Designated funds Detailed

#### Unrestricted Funds:

General fund	641,382	48700	592,682
Maternity costs	5,000		5,000
Sickness costs	16,209	2,907	19,116
Redundancy	37,000		37,000
Legal	1,500		1,500
40th year activity	-510		-510
Newcastle new site	0		0
Coundon extension	0		0
	<b>700,581</b>	<b>0</b>	<b>654,788</b>

**JOURNEY ENTERPRISES LTD**

England & Wales - Charity number 514827

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# Accounts

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**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2024**

**T R DIXON AND CO LTD**  
Chartered Certified Accountants  
Statutory Auditors  
1A Dinsdale Place  
Jesmond  
Newcastle upon Tyne  
NE2 1BD

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Financial Statements**  
**Year ended 31 March 2024**

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# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

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The Trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

#### Reference and administrative details

**Registered charity name** Journey Enterprises Ltd

**Charity registration number** 514827

**Company registration number** 01780839

**Principal office and registered office** Network House  
Acomb  
Hexham  
Northumberland  
NE46 4SA

#### The Trustees

C Benn  
P Hawley  
M Mathews  
B Simpson  
T Devereux  
J Kendrick  
S Montgomery

#### Key Management Personnel

E V McPherson (Chief Executive Officer)  
M E Leadbeater (Operations Manager)

#### Auditor

T R Dixon and Co Limited

Chartered Certified Accountants  
Statutory Auditors  
1A Dinsdale Place  
Jesmond  
Newcastle upon Tyne  
NE2 1BD

## **Structure, Governance and Management**

### **Nature of Governing Document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23<sup>rd</sup> December 1983, revised on 11<sup>th</sup> October 2012 and 14<sup>th</sup> September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827.

### **Recruitment and Appointment of Trustees**

The number and skills of Trustees is regularly reviewed, and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, fit and proper persons check and references.

### **Induction and Training of Trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest.

### **Arrangements for Setting Key Management Personnel Remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually together with all Staff. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding. The Charity commits to paying just above the National Living Wage at Spinal Point 1, and offers a competitive wider benefits package to attract and retain Staff.

### **Organisational Structure**

The Charitable Company consists of a Board of Trustees and an operational team of employees volunteers and postgraduate/undergraduates on practice-based placements. The Board is led by a Chair and has honorary positions for Designated Health & Safety and Designated Safeguarding Leads, linking these functions directly to Senior Leadership in the operational team.

The Senior Management Team, comprising Chief Executive Officer and Operations Manager, oversee implementation of the Board's strategy and day to day operations.

The Middle Management Team, comprising three Health & Social Care Managers and a Business Support Manager are responsible for sites, Staff and operations in their specified roles.

Senior and Middle Managers meet bi-monthly. Teams meet monthly with Team briefings held daily. All meetings follow the same agenda ensuring effective compliance, transparency and quality control. Clients also meet in a mirroring agenda in Client Forums held bi-monthly.

### **Risk management**

Trustees meet quarterly to review operations, financial performance, quality and risk. The Trustees have agreed to examine the major risks faced by the Charitable Company on an annual basis. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company required to report to Commissioners, Regulators and to Funders.

## **Financial review**

The results for the year and the financial position of the Charitable Company are shown in the attached financial statements.

In summary, the Charity's total income for the year was £1,138,822 (2023 - £999,846) of which £116,973 related to Restricted Project income (2023 - £52,486). Total expenditure for the year was £1,230,668 (2023 - £1,027,351) of which £132,632 related to Restricted Project expenditure (2023 - £105,004).

## **Reserves policy**

The Charitable Company has free reserves of £183,645 as at 31 March 2024 (2023 - £231,055). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted reserves held at the year-end.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

#### Year ended 31 March 2024

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#### Objectives and activities

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability, life skills training and health & wellbeing activities for people with learning disabilities. Its operations are delivered from its sites in Acomb near Hexham (Northumberland) Coundon near Bishop Auckland (Durham) and Newcastle (Tyne & Wear) and within local communities.

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the Health and Social care Sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported, and in raising awareness of the needs of adults with learning disability, their skills and aspirations.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five-year business plan and key strategic priorities. Our Business Strategy was refreshed in 2021.

The principal strategic priorities are:

- Employment, training and supported volunteering
- Health & wellbeing
- Expanding activities in community
- Supporting complex needs
- Putting Hubs at the heart of community
- Further developing the learning organisation
- Working in partnership
- Continuing to invest in and develop our resources

#### Future Plans

The Charity's overarching aim is to enable people with learning disability to achieve their potential. To achieve this the Charity provides specialist training to enable adults with learning disability to develop the key life, work and wellbeing skills, which will enable them to thrive and achieve their aspirations. Each year we enhance the Service Offer to bring in new programmes or programme elements which will provide greater opportunity for the adults we support.

Within our last Report we outlined our principal site development needs which remain. The most pressing has been the sourcing of appropriate accommodation to move our present Acomb site to the Prudhoe area where it should be able to deliver more accessible services both to adults with moderate learning disability and begin to serve those with profound and multiple complex learning disability.

We also continue to look for appropriate additional accommodation for Day Service delivery in Newcastle, a site taking referrals from four local authorities and at capacity. Our present intention is to return to North Tyneside if a suitable locality can be sourced for a fifth Hub.

We remain committed to opening up the Hubs to the wider community as have seen during our 40th year. Newcastle Hub has hosted a year of diverse events, celebrating the different journeys families from different cultures, faiths and countries have experienced in their pathway to lives in Newcastle. This, together with the appointment of Fatima El-Jellaoui from Senior to Hub Manager, has enabled Journey to attract both a more diverse Client base and diverse volunteering base. In Coundon, the Hub has expanded its 'pay what you can' shop, now partnering with Fareshare and a range of wider initiatives which have enabled us to offer more to the community. Ernie Journey, our food delivery van, now undertakes busy meal delivery rounds as well as providing a presence at events.

The Charity's Staffing remains its primary asset and one we continue to invest in. We recognise not only the vital roles of our front-line Staff but also the vital role our Middle Management Team plays. They lead, shape and support our front-line Staff teams and form a key element of the Charity's succession planning. Against the Cost of Living Crisis, the Board has remained committed to ensuring we offer pay awards annually which remain abreast of competitors and Sector trends. This, together with our wider benefits package, expanded further this year, has enabled us to retain Staff and to attract new Staff to the Team. As we moved to the close of the financial year the Charity launched its own Bank Staff programme which will reduce our reliance on costly Agency Staff and provide a potential recruitment pathway for prospective employees.

The Charity continues to develop its resource base, ensuring Clients and Staff are provided with a fully accessible and responsive working context from which they can showcase their strengths and work successfully collaboratively. Working from four sites and in the community, the Charity is mindful of the importance of continuing to invest in the 'three Ts': technology, transportation and training. These give us the tools to connect, to bridge between Clients' homes and Hubs, and to ensure Staff continue to offer skilled, professional and empathetic support for the adults in our care.

## **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

## **Chair's Report**

We have been delighted to celebrate Journey's 40th year of operations during the financial year 2023 – 2024. As a parent of young men with complex learning disability, the ongoing support of a charity founded by parent carers locally, founders with understanding and first-hand experience of the needs of adults with learning disability and the challenges they face, cannot be understated. Parent Carers of adults with learning disability are life-long Carers. Services such as Journey's enable us to work in partnership, knowing we are providing the best opportunities for those we love to thrive, to achieve their aspirations and to grow.

Seeing Journey similarly thrive, achieve its organisational aims and growth over the past years I have been a parent carer here, a trustee and the Chair, has been hugely rewarding. We know we can only achieve this where we have the right leadership, Staff teams, resources, systems and practices. As a small north east charity we are rightly proud of the Charity's achievements, recognition and longevity. As we look forward to what we hope are many more years, my thanks to my colleagues on the Board of Trustees, Journey's wonderful volunteers who join the Staff team daily at our sites, and to our splendid Staff Team.

**Barbara Simpson**  
**Chair of the Board of Trustees**

## Chief Executive Officer's Report: Achievements and Performance

Marking our 40th year throughout 2023, Journey has had an opportunity to reflect on the past, celebrate the present and to welcome the future. It is a testament to the vision and commitment of our founding parent-Carers who both recognised the need for the Charity and set such solid foundations for the Charity to flourish that we are here today.



[Clients enjoying Day Service]

During 2023 our celebratory destinations have been varied and hugely enjoyed: from the smallest local acts, the cards of friendship given out to older, frail adults living close to the Hubs to our riotous summer fayre and the spectacular Gala Ball in September, Journey's Clients, families and Staff have made the most of our celebrations. Where we have these opportunities to come together not only bringing all our Clients and Staff together but also hosting parent Carers, we get a real sense of the irreplaceable. This is the importance and difference Journey, the Charity, has made, and how vital it is that we continue with our work for another 40 years and more.

### Our People

Journey today is shaped by its people: from our wonderful Board of Trustees and our teams of volunteers to our extraordinarily dedicated and skilled Staff team, we collaboratively make Journey what it is today.

Our Board of Trustees has offered sterling support throughout the year, steering the Charity through its current to next course, championing the issues which need to be voiced externally and providing new networks for the Charity's development. Outside Board meetings Trustees have greatly enjoyed attending our 40th year events, most notably our Gala evening, and have generously offered time to provide specialist activities sessions for Clients. We are inordinately grateful to our Trustees for their dedication, professional and personal knowledge and passion for Journey.

Celebrating another year of Staff recognition regionally and nationally we were delighted to see Kelly Appleby, Learning Disability Support Worker (Newcastle) win the regional Best Newcomer section in the Best of British Care Awards 2023 and to progress to the National Finals in London. This was an outstanding achievement. She was joined in the regional finals by the Coundon Staff Team, Lyndsey Jones (Senior Learning Disability Support Worker), Helen Wood (Business Administrator) and Journey Enterprises 'the employer'.

We reached the National Finals of the National Learning Disability Awards for a fourth successive year. Our Finalists were Nathan Watson (Volunteering and Projects Manager – Front-line Leader award), Gemma Sowerby (Hub Manager Coundon – Making a Difference award) and Journey (employer award). Trustee, Christopher Benn, represented the Board of Trustees at the event which is held annually in Birmingham, together with Nathan and Gemma.



[Kelly Appleby, Learning Disability Support Worker, Newcastle Hub]

This recognition is very important, not only for the Staff involved but for the Charity. As a small north east charity we have the opportunity to raise awareness of our work, the issues facing adults with learning disability in our region and the quality of delivery within Day Services. Day Services are often overlooked when social care is discussed in the media, but are a vital prevention and intervention service, easing pressure on over-stretched NHS teams, Social Workers and unpaid Carers.

Journey now has an employee base of 32, seeing year on year growth now over the last few years. This is aligned to the development of our projects base and creation of promoted posts to enable career progression within Journey.

Operating from four sites, our employees are managed by a skilled team of Middle Managers: Adam Bird (Senior Hub Manager Acomb and Blyth), Fatima El-Jelloui (Hub Manager, Newcastle), Gemma Sowerby (Hub Manager, Coundon), Tabatha Tilley, Business Support Manager and Nathan Watson (Volunteering and Projects Manager). The Middle Management Team has tremendous energy and commitment, each team with a slightly different ethos and specialism reflective of its Line Manager. We are delighted to see our Management Team develop and look forward to these Staff aspiring to Senior Management roles in the future.

Maggie Leadbeater, Operations Manager and Designated Safeguarding Lead, continues to steer the Middle Management Team with wisdom, experience and passion. As my colleague on the Senior Leadership Team, Maggie wears many hats (and gloves), never losing sight of the Charity's purpose and the people at its heart, our Clients. We are indebted for her continuing contribution enabling strategy to have not only meaning but to make meaningful change in the lives of adults with learning disability.

Within our promoted posts we welcomed Alex Scott and Ken Gowland as our Work Coaches on Working Journeys. Funded by the Henry Smith Charity, these two specialists, line managed by Nathan Watson, provided 1:1 and group coaching at all our Hubs. Working across our existing partners externally and building their own partnerships, the team rapidly embedded the new Programme internally and externally.

Our Senior Learning Disability Support Workers, Paul Armstrong (Newcastle), Lyndsey Jones (Condon) and Nadiyah Storey (Acomb) continue to support the Learning Disability Support Worker teams in Day Service practice. Our Seniors mentor as well as deliver Day Service activities and lead on local projects.

Our wider Learning Disability Support Working Teams have delivered a breath-taking programme of activities, events and projects showcased throughout the year on our website and social media. We have an extraordinary mix of skills on the Teams reflecting the different career paths and training which have preceded Staff coming to the Social Care Sector and Journey. And it is these skills which enable us to really broaden the Service offer and create something quite unique for Clients.

The team of Learning Disability Support Workers in the financial year were: Kelly Appleby, Danielle

Cathrae, Kevin Davies, Simon Docherty, Paul Fatkin, Helen Hindhaugh\*, Sallie Hughes, Dawn Long, Beth Lowery\*, Martin Maude\*, Elaine Rollo (1:1 support) and Rachel Sheppard\*. Those Staff marked with an asterisk joined us during the financial year.

Our Business Administrators, Rachel Stott, formerly Teasdale (Coundon), Sharon Wilson (Newcastle) and Helen Wood (Acomb and Blyth) continue to support at both Hub level and undertaking work for the wider Charity. This vital team, managed by the Business Support Manager, are also the front-face of Journey at Reception desks for Clients, parent-Carers and wider visitors. The smooth running of business administration systems is absolutely vital in a multi site organisations. We are indebted to the Team for their tremendously hard work and a tenacious approach to procurement getting best value for the Charity, and local supply partnerships which work best for Journey.

Like gold dust, our minibus Drivers start and finish their days outside Journey's Day Service operations. Covering both busy urban routes and rurally dispersed routes, they are an essential link between home and Hub, for families and Clients. The Team is now at full strength, enabling us to continue to offer transportation as part of the Day Service. This is much needed. Our profound thanks to Les Bell, Kevin Davies, Stuart Fieldson and Elaine Rollo.

We said farewell at the end of the financial year to Jo Bramwell, Business Support Manager. Joining the Charity in 2017 initially as a Hub Administrator, Jo was our first appointee in the new role of Business Support Manager in 2019. This was a key role bringing together the more senior aspects of business administration processes with the front-line, coordinating business-critical elements such as IT and telecoms and procurement, and managing our equally wonderful team of Business Administrators. Jo is greatly missed and we wish her every success joining her partner, Matthew, supporting his business.

Newly appointed in June, Alex Scott came to Journey as an experienced employability Coach to deliver work coaching under our Working Journeys programme. Sadly, we were poached rapidly, as is the case with strong Project Staff, and Alex now works within a social prescribing role in the NHS. We sadly cannot compete with NHS salaries!

Learning Disability Support Workers, Nadiyah Storey (Senior) and Helen Hindhaugh have moved on to posts in the wider Care Sector. We are so pleased that colleagues remain in the Care Sector, particularly where we have trained Staff in first posts in the Sector.

Tanya Devereux bade farewell on the Board of Trustees in February. Running a busy farm in County Durham we thank Tanya for her choice of Journey for Trusteeship, her insight and wisdom, and the gift of her time as a volunteer.

We wish our former colleagues every success in their paths outside Journey.



[Jo Bramley with Fatima El-Jellaoui at our summer fayre]

## Ringling in the New: Restricted Projects

We were delighted to receive generous funding from TNL Community Fund and the Henry Smith Charity for us to launch **Working Journeys**, our employability programme. Running for three years initially, this important Programme aims to combat the still perniciously low levels of employment of adults with learning disability, now 3.6% nationally, a fall from 5.4% pre COVID.

Led by Nathan Watson, our Volunteering and Projects Manager, and delivered to all Clients by Work Coaches and our Learning Disability Support Workers, the Programme offers a carefully tapered activities schedule. Clients start by developing work skills through their Day Service timetable and progress to volunteering in our enterprises before working in small groups as volunteers externally. For Clients hoping to move on to paid part-time work, Clients then progress to individual and paired volunteering externally, work experience placements and entry to work.



[Clients practise work skills and visit employers]

This Programme has a very substantial volunteering element, not only in providing opportunity for Journey's Clients but in bringing in mentors to work with Clients, preparing work skills, practising for different working roles and gaining insights in to different types of jobs. Our Volunteer Manager, Nathan Watson, and our volunteering mentors form part of the generous funding from TNL Community Fund.

For all grant award holders with TNL Community Fund, the broader networking opportunities offered by the Fund provide superb opportunities to develop best practice, share expertise and build capacity in the Sector. Support too from Grant Officers is exemplary, a testimony to the development of the Fund's expertise and longevity now supporting grant holders regionally.

The Henry Smith Charity has been equally supportive, enabling us to fund both Work Coaches through the Programme and bearing with us as we passed through the first months of recruitment. Finding the right Staff for the Programme and for Journey means the process will take longer and we competing in a market of high employment.

In County Durham Coundon Hub received funding from Darlington Building Society through Point North (formerly the Durham Community Foundation) to purchase a superb range of health education resources. This important work aims to address the early mortality in adults with learning disability. Typically 10-15 years prematurely, 50% of these deaths are avoidable through effective health education, accessibility and training of professionals in working with adults with learning disability.

Coundon's programme has focused on prevention, understanding bodies, gender, ageing, lifestyle choices and discussing key diseases such as cancer which currently affects three of our Coundon Clients. Clients has been able to work both in mixed groups and in gender-specific groups enabling Clients to discuss their own experiences and understanding. The programme has been shaped around our wider Day Activities including the café (diet/nutrition), sports (body mass, blood pressure), digital literacy and off-site health walks.

Hub Manager, Gemma Sowerby, talks about the shape of the Programme:

*Within **I Can Live Well**, Clients concentrated on understanding their bodies. Using the funded equipment, Clients looked in depth into oral hygiene, lungs and their function and the benefits on health and fitness. Clients experienced brushing their teeth with discolouration tables and the different methods of brushing one's teeth. Sallie Hughes, Learning Disability Support Worker, created lungs using bottles, balloons and water. Clients were fascinated by how the experiment worked and how clean lungs were vital to a healthy body.*

*To support health living, Clients were encouraged to take part in the community gym sessions and swimming. This year saw Clients dramatically increase their health and fitness. One male Client began selecting healthy meals, choosing to drink water rather than sugary drinks and taking part to activities which were more active like, the Gym, Rambling and Swimming. As a result of this hard work he lost an amazing 3 stones.*

We have seen some wonderful break-throughs for individual Clients, particularly affecting where Clients have been able to reach personal goals and challenges. Whether this is to be able to be swim in a public pool without being body-conscious for the first time or seeing weight reduction by making small changes to lunchtime choices, to increase mobility to enable transfers or having the confidence to discuss your own experience of cancer, this has been a real achievement for the Clients. The work has been delivered by our Learning Disability Support Workers – Sallie Hughes, a former health professional, and Lyndsey Jones (Senior).



[Sallie Hughes, Learning Disability Support Worker, works with Clients on recovery positioning]

This important pilot programme is now succeeded in 2025/2026 by a company-wide health project under funding from Make Some Noise, the charity for our leading independent radio stations. It will be led by a trained health professional.

**Our Journeys** has been a single year programme at Newcastle Hub designed to reach out to the BAME community in the West End of Newcastle. This was to enable us to inform the BAME about the community space, unpaid Carers' services and learning disability services. It was also designed to provide links for Information & Advice Services, to encourage participation from the BAME community in volunteering and to bring together different cultural and faith communities to meet adults with learning disability at our Hub. The latter is particularly important as we look at concepts of disability in differing cultural contexts. The Programme was designed as a small revenue bid to enable us to offer a series of hosted lunches for as diverse a community as possible.

With the promotion of Fatima El-Jellaoui from Senior to Hub Manager this gave us a huge advantage reaching specific parts of the BAME community.

Fatima describes some of her own work on Programme:

*Individuals from diverse backgrounds attended the Hub to receive information about support services for unpaid Carers and adults with learning disabilities. Feedback was very positive, and volunteer application forms were distributed by the Volunteering and Employability Manager. Clients also had the opportunity to learn about different cultures and prepare various dishes for the event. Two members of the community are now successfully volunteering at the Newcastle Hub, and two are awaiting reference and DBS confirmation.*

As the 'Journey Project' fund ended and Ramadan began, the Hub organised an event to break the fast for sixty-five Muslim women and thirty children, many of whom are refugees or recently settled in the UK. Clients and staff worked together to prepare food, and each woman received a complimentary gift. During the event I spoke to attendees about support services for both unpaid Carers and adults with learning disabilities, as well as employment and volunteering opportunities at Journey. This was a wonderful opportunity to meet people from different communities, learn about their customs, and gain a deeper understanding of the holy month of Ramadan.

We are indebted to Newcastle City Council for their award of a small grant for this work.

### **Continuing Programmes**

***I Can be Canny*** completed its second year of funding from the Santander Foundation. The Programme has supported 160 adults in Day Service to develop their financial literacy and digital skills, and to ensure that they are safe when using new technologies. The 90 ipads funded by the Programme continue to be used across our activities on and off site. Remembering how former IT sessions were delivered on desktops in fixed locations, the mobility and agility of the ipads, and their accessibility, has really transformed Clients' ability, confidence and knowledge. With technology critical for the jobs market and for so many statutory services today, by supporting Clients to develop these skills we can begin to break down the barriers preventing integration and participation.

At baseline and at the close of each of the three years of the Programme we complete a detailed assessment of each Client. This explores their confidence, knowledge and interest in key areas of financial literacy and the use of IT. We also explore their aspirations for employment and day to day life outside Journey where these tools will provide opportunity and support.



[Clients using the ipads in the landscape]

Our experience working with the Santander Foundation has been one of extremely strong support, opening up of new networks and funding of additional services of benefit for the charities they support. We have been working with the Media Trust as part of this work, funding enabling commissioning of a professional film of the Charity. The Media Trust has provided each charity with a director and team to transform our vision to screen.

Work on this programme has attract interest from other organisations in the UK. After receiving contact from Liverpool-based CIC Digital Social Care Clients, parent Carers, and Staff were involved in a workshop focusing on exploring Clients' knowledge and understanding of cyber security, as well as their awareness of how organisations keep their information secure I Can Be Canny played a key role in developing Clients' cyber security and general online safety skills through a variety of linked workshops at Journey. As a result of this initiative, a new campaign was launched: It's My Information: Keep It Safe. This campaign aimed to gather insights on what individuals using care and support services know and think about how their information is stored and shared. Our work within this has now reached Whitehall and we hope that we can secure succession funding to continue programming to take Clients' skills to the next level.

**I Can Grow**, a capital programme for Acomb's gardens funded in YE23 by the Hadrian Trust and Northumberland County Council, has enabled us to create new working spaces outside. These include new space for tool and machinery storage, plant propagation and growth, and a quiet small group area in a new summer house. Completion of this work has continued well in to this financial year. Work picked up apace with the recruitment of Volunteers adept at building erection. We are so grateful for their support and enthusiasm.



[Maggie Leadbeater, Operations Manager, expresses her amazement at the Volunteers' work]

## Service Data

Journey supported 158 adults with learning disability in the financial year, 49% of these adults under the age of 34, 27% aged 35 – 44, 11% aged 45 – 55, 5% aged 55 – 64 and 8% aged 65+. 43% were women, 57% men. For our new referrals we have seen a reduction in Clients entering full time and an increase in those coming in part-time. This may reflect reductions in funding awards or an increase in attendance at dual provision. More women have been referred in than men, but our ratio of men to women in service has increased.

61% of Clients live with family showing the still significant role of family caring responsibilities. 21% lived in shared supported living contexts where they are sharing with unrelated disabled adults. 7% are living singly in supported living with a further 4% living independently. The ratio of both Clients hosted by Shared Lives Carers and those living with a partner are small at 3% and 4% respectively. These figures reinforce the scope of need outwith Day Service, the support adults with learning disability need to enable them to thrive at home.

More Clients at Journey live outside the family home than the average England ratio of adults with learning disability. The national average is now 21%. At Journey it is 39%. This may be because we have greater availability of supported living housing and that Clients receive strong support to develop life skills to enable them to move out of family homes.

52% of Clients attend Journey part-time with no secondary provision, 16% full time and 27% attending dual provision. With Working Journeys underway we would expect the number of Clients either volunteering or undertaking paid part-time work to increase. This was at 5% during the financial year, already 1.6% above national average.

Our Day Activities sessions continue to extend, given Clients greater scope of opportunity matched to interests and skills development need. During the year we provided 210 different types of activities sessions with 6794 Client attendances. The most popular activity attracting the most Clients in session regularly was drama followed by sports. The majority of our activities are delivered by our own Staff, but we do bring in specialists, or go out to community facilities with specialists, for areas such as sport, drama and dance.



As we move in to YE25, the Charity will be launching ASDAN qualifications. These will be shaped within our existing programming. This will enable every Client at Journey to complete at least one qualification annually. Recognition of the skills they develop in Day Service by an awarding body is a very significant step. We hope that this will support our working age adults in their aspirations towards part-time working lives, giving them the tools, evidence and confidence that they need.

For some, that confidence is well on the way..



[Inspiration at Newcastle United Football Club]

## **Volunteering**

Volunteers remain central to the principles and commitments of the Voluntary Sector. From our Trustees to our front-line mentors, the skills and knowledge volunteers gift to Journey are invaluable. We are so grateful to our wonderful Trustees and wider volunteers for their generous gift to us.

We have been building our volunteering base throughout the past year, this increase reflected in the number of hours. Nathan Watson's leadership and development of our Volunteering Programme has been energetic and innovative, with new partnerships now spanning both the immediate community around our Hubs, and local and national corporates. Amongst these are Amazon UK and Deloitte. It is a delight to welcome employees from firms working locally.

Our volunteers and Trustees have committed an extraordinary 6667 hours of volunteering equivalent to £49476 hours of paid work (average regional wage and NED salaries).

Clients too have carried the volunteering torch through in their continuing hours of voluntary service to local communities and businesses. These have included:

- TVCRP and Northern Rail-Volunteering
- Action 4 Acomb
- Friends of Crofton Park
- Blyth Food Bank
- Live Theatre Newcastle and the Queen's Theatre Hexham
- Meals on Wheels at Coundon

At two Hubs, Blyth and Coundon, Clients have trained to deliver sessions for other Clients on their non-Day Service days. It is a tremendous achievement.

## **Our Funders**

We are indebted to our Commissioners and to our grant aid funders who have generously supported the Charity during the financial year.

### **Local Authorities: Personal Budgets & Grant Aid**

- Birmingham City Council
- Durham County Council
- Gateshead Council
- Newcastle City Council
- North Tyneside Council
- Northumberland County Council

### **National Health Service: Continuing Healthcare**

- Durham Clinical Commissioning Group
- Northumbria Healthcare Foundation Trust

### **Charitable Trusts & Foundation Grants: New Programme Grants**

- Darlington Building Society (I Can Live Well – Coundon)
- Cathrine Cookson Trust (Coundon allotments)
- Henry Smith Foundation (Working Journeys)
- TNL Community Foundation (Working Journeys)

### **Charitable Trusts & Foundation Grants: Continuing Programme Grants**

- Santander Foundation (I Can be Canny)

## **Journeying with the new tides: our Manifest**

Over the financial year we have seen very significant world events whose ripples are felt across the globe and in the UK. As charities we anticipate the exceptional as we budget set each year. No organisations could have predicted the volatility of the last three years - a pandemic, war in the Middle East and Europe, highly polarising politics and a cost of living crisis.

For Journey, like all charities, we have responded by procuring carefully and reducing variables such as mileage expenditure. However, we have seen substantial price rises in areas core to our business delivery and outside our control. These include agency staffing costs, fuel, energy and food supplies, transportation insurance and repairs. No Government grant aid or assistance has been available for not-for-profit provision working in critical areas such as social care to ride these tides. As we move forward in to 2024/25 our introduction of Bank Staffing contracts, careful management of deployment and transportation routes, repurchasing energy forward to secure protected pricing

Despite the turbulence, the Board and Senior Leadership Team remain committed to ensuring our Staff receive the fairest pay uplifts we can annually offer with an increasing benefits package. At local authority level slightly enhanced contract rates are operated for Providers committed to paying the National Living Wage.

In the preceding financial year local authority expenditure on Adult Social Care cost £28 billion (report by the Kings Fund). Of this 68% was spent in the working age cohort, 18 – 64 years, on adults with learning disability, by far the largest commitment. This reduces to 9% at 65 years. This is reflective of the early mortality of adults with learning disability and also of the far greater and increasing demand for physical and memory support in older frail adults. Over half the requests for social care support in the same year received no services. Social Care is funded partly by Government grants and by local contributions within Council Tax. At the same time, social care income has risen to its highest level at £2.48 billion, the average adult now having to pay £100,000 upwards towards their care, if they fall above the threshold set for contribution.

The pressure on social care coming from an ageing population living longer with long-term conditions, the spiralling numbers of people with mental health disability and more complex childhood illnesses, will have an impact on Social Care budgets. It will further affect local authority's capacity for timely assessments of need, care plan reviews, how Social Work teams are structured and whether or not our Clients have an allocated Social Worker. Above all, it is likely to affect the scope of awards made and which provision is selected by Care Managers. Cost will be a major determinant in that choice.

As a charity for adults with learning disability we will continue to raise awareness nationally and regionally of the need for fair contract rates for Providers of social care services, and for the award of appropriate social care packages to meet care support needs.



[Acomb Clients at Hadrian's Wall]

## **Winds Set Fair**

Spinnaker out, we sail squarely ahead, ready to embrace opportunities, challenges and the odd rip tide. As we do so, we must not only thank our Staff, Trustees and Volunteers, but our colleagues in wider organisations who provide support, opportunities and resources which enable Journey to thrive.

With over 1100 organisations now on our Contact Management System and 460 Professionals, the data on partnership work is quickly evidenced. But it is the outcomes of the work and the feedback we receive which show how meaningful partnerships are. The Voluntary Sector works most effectively when it works in partnership, an approach we mirror in our work with Clients and their families.



## **Trustees' responsibilities statement**

The Trustees, who are also directors for the purposes of company law, are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity's Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the Charitable Company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2024

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The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

#### **Auditor**

Each of the persons who is a Trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

The Trustees' annual report and the strategic report were approved on 18<sup>th</sup> December 2024 and signed on behalf of the Board of Trustees by:



Babara Simpson  
Chair Board of Trustees

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Journey Enterprises Ltd**

**Year ended 31 March 2024**

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#### **Opinion**

We have audited the financial statements of Journey Enterprises Ltd (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Journey Enterprises Ltd**

*(continued)*

**Year ended 31 March 2024**

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#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Journey Enterprises Ltd**

*(continued)*

#### **Year ended 31 March 2024**

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##### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

##### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Journey Enterprises Ltd

(continued)

#### Year ended 31 March 2024

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- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Use of our report

This report is made solely to the charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



T R Dixon and Co Limited

Chartered Certified Accountants  
Statutory Auditors  
1A Dinsdale Place  
Jesmond  
Newcastle upon Tyne  
NE2 1BD

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		2024		2023	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	47,792	116,973	164,765	95,773
Charitable activities	6	954,497	–	954,497	901,202
Other trading activities	7	8,258	–	8,258	51
Investment income	8	2,048	–	2,048	366
Other income	9	9,254	–	9,254	2,454
<b>Total income</b>		<u>1,021,849</u>	<u>116,973</u>	<u>1,138,822</u>	<u>999,846</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of raising donations and legacies	10	–	–	–	240
Expenditure on charitable activities	11,12	1,092,036	132,632	1,224,668	921,424
Other expenditure	13	6,000	–	6,000	105,687
<b>Total expenditure</b>		<u>1,098,036</u>	<u>132,632</u>	<u>1,230,668</u>	<u>1,027,351</u>
<b>Net expenditure and net movement in funds</b>		<u>(76,187)</u>	<u>(15,659)</u>	<u>(91,846)</u>	<u>(27,505)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		776,768	81,533	858,301	885,806
<b>Total funds carried forward</b>		<u>700,581</u>	<u>65,874</u>	<u>766,455</u>	<u>858,301</u>

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

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Statement of Financial Position**  
**31 March 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	17	5,946	–
Tangible fixed assets	18	516,936	545,713
		<u>522,882</u>	<u>545,713</u>
<b>Current assets</b>			
Debtors	19	152,796	184,095
Cash at bank and in hand		171,787	223,265
		<u>324,583</u>	<u>407,360</u>
<b>Creditors: amounts falling due within one year</b>	<b>20</b>	<u>81,010</u>	<u>94,772</u>
<b>Net current assets</b>		<u>243,573</u>	<u>312,588</u>
<b>Total assets less current liabilities</b>		<u>766,455</u>	<u>858,301</u>
<b>Net assets</b>		<u>766,455</u>	<u>858,301</u>
<b>Funds of the charity</b>			
Restricted funds		65,874	81,533
Unrestricted funds		700,581	776,768
<b>Total charity funds</b>	<b>22</b>	<u>766,455</u>	<u>858,301</u>

These financial statements were approved by the Board of Trustees and authorised for issue on 18<sup>th</sup> December, 2024, and are signed on behalf of the Board by:



Barbara Simpson  
Trustee

**Journey Enterprises Ltd**  
**Company Limited by Guarantee**  
**Statement of Cash Flows**  
**Year ended 31 March 2024**

	<b>2024</b>	2023
	£	£
<b>Cash flows from operating activities</b>		
Net expenditure	(91,846)	(27,505)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	68,418	46,874
Dividends, interest and rents from investments	(2,048)	(366)
Accrued income	(56,373)	–
<i>Changes in:</i>		
Trade and other debtors	87,672	9,999
Trade and other creditors	5,126	24,125
Cash generated from operations	10,949	53,127
Interest paid	4,503	0
Net cash from/(used in) operating activities	<u>15,452</u>	<u>53,127</u>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	2,048	366
Purchase of tangible assets	(39,641)	(16,361)
Purchase of intangible assets	(5,946)	–
Net cash used in investing activities	<u>(43,539)</u>	<u>(15,995)</u>
<b>Cash flows from financing activities</b>		
Proceeds from borrowings	2,435	0
Payments of finance lease liabilities	(25,826)	(43,156)
Net cash (used in)/from financing activities	<u>(23,391)</u>	<u>(43,156)</u>
<b>Net decrease in cash and cash equivalents</b>	(51,478)	(6,024)
<b>Cash and cash equivalents at beginning of year</b>	<u>223,265</u>	<u>229,289</u>
<b>Cash and cash equivalents at end of year</b>	<u>171,787</u>	<u>223,265</u>

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2024**

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#### **1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Network House, Acomb, Hexham, Northumberland, NE46 4SA.

#### **2. Statement of compliance**

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)) and the Companies Act 2006.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue. The trustees consider the use of the going concern basis of accounting is appropriate because there is no material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern.

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

---

#### 3. Accounting policies *(continued)*

##### Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

---

### 3. Accounting policies *(continued)*

#### Intangible assets

Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation and impairment losses. Any intangible assets carried at revalued amounts, are recorded at the fair value at the date of revaluation, as determined by reference to an active market, less any subsequent accumulated amortisation and subsequent accumulated impairment losses.

Intangible assets acquired as part of a business combination are only recognised separately from goodwill when they arise from contractual or other legal rights, are separable, the expected future economic benefits are probable and the cost or value can be measured reliably.

#### Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

#### Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	10% straight line
Motor vehicles	-	25% straight line

#### Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### **Impairment of fixed assets *(continued)***

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

##### **Finance leases and hire purchase contracts**

Assets held under finance leases and hire purchase contracts are recognised in the statement of financial position as assets and liabilities at the lower of the fair value of the assets and the present value of the minimum lease payments, which is determined at the inception of the lease term. Any initial direct costs of the lease are added to the amount recognised as an asset.

Lease payments are apportioned between the finance charges and reduction of the outstanding lease liability using the effective interest method. Finance charges are allocated to each period so as to produce a constant rate of interest on the remaining balance of the liability.

##### **Construction contracts**

Where the outcome of construction contracts can be reliably estimated, contract revenue and contract costs are recognised by reference to the stage of completion of the contract activity as at the period end.

Where the outcome of construction contracts cannot be estimated reliably, revenue is recognised to the extent of contract costs incurred that it is probable will be recoverable, and contract costs are recognised as an expense in the period in which they are incurred.

The entity uses the percentage of completion method to determine the amounts to be recognised in the period. The stage of completion is measured by reference to the contract costs incurred up to the end of the reporting period as a percentage of total estimated costs for each contract. Costs incurred for work performed to date do not include costs relating to future activity, such as for materials or prepayments.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

#### 4. Limited by guarantee

The Charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	1,749	–	1,749
Grants	46,043	116,973	163,016
	<u>47,792</u>	<u>116,973</u>	<u>164,765</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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##### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	4,068	–	4,068
Grants	39,219	52,486	91,705
	<u>43,287</u>	<u>52,486</u>	<u>95,773</u>

##### 6. Charitable activities

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Client daycare funding	855,503	855,503	740,926	740,926
Daycare Activity	52,241	52,241	122,683	122,683
Community Enterprise	46,753	46,753	37,593	37,593
	<u>954,497</u>	<u>954,497</u>	<u>901,202</u>	<u>901,202</u>

##### 7. Other trading activities

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Fundraising events	<u>8,258</u>	<u>8,258</u>	<u>51</u>	<u>51</u>

##### 8. Investment income

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Interest Receivable	<u>2,048</u>	<u>2,048</u>	<u>366</u>	<u>366</u>

##### 9. Other income

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Miscellaneous Income	<u>9,254</u>	<u>9,254</u>	<u>0</u>	<u>0</u>

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 10. Costs of raising donations and legacies

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Purchases	–	–	240	240

#### 11. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2024 £</b>
Daycare activity	45,285	–	45,285
Community enterprise	10,934	–	10,934
Direct service provision	305,966	132,632	423,957
Staff Costs	729,851	–	729,851
	<u>1,092,036</u>	<u>132,632</u>	<u>1,224,668</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Daycare activity	7,808	30,022	37,830
Community enterprise	7,991	–	7,991
Direct service provision	212,919	74,982	287,901
Staff costs	587,702	–	587,702
	<u>816,420</u>	<u>105,004</u>	<u>921,424</u>

#### 12. Expenditure on charitable activities by activity type

	Activities undertaken directly £	<b>Total funds 2024 £</b>	Total fund 2023 £
Daycare activity	45,285	45,285	37,830
Community enterprise	10,934	10,934	7,991
Direct service provision	438,598	438,598	287,901
Staff costs	729,851	729,851	587,702
	<u>1,224,668</u>	<u>1,224,668</u>	<u>921,424</u>

#### 13. Other expenditure

	Unrestricted Funds £	<b>Total Funds 2024 £</b>	Unrestricted Funds £	Total Funds 2023 £
Fees payable for audit services	6,000	6,000	1700	1700

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 14. Net expenditure

Net expenditure is stated after charging/(crediting):

	<b>2024</b>	2023
	<b>£</b>	£
Depreciation of tangible fixed assets	68,418	46,874

#### 15. Staff costs

The average head count of employees during the year was 25 (2023: 25). The average number of full-time equivalent employees during the year is analysed as follows:

	<b>2024</b>	2023
	<b>No.</b>	No.
Number of staff - type 1	25	—

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

#### 16. Trustee remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £Nil)

During the year ended 31st March 2024, no Trustees expenses have been incurred (2023 - £Nil)

#### 17. Intangible assets

	<b>Intangible assets £</b>
<b>Cost</b>	
Additions	5,946
<b>At 31 March 2024</b>	<u>5,946</u>
<b>Amortisation</b>	
<b>At 1 April 2023 and 31 March 2024</b>	—
<b>Carrying amount</b>	
<b>At 31 March 2024</b>	<u>5,946</u>
At 31 March 2023	—

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 18. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	<b>Total £</b>
<b>Cost</b>				
At 1 April 2023	409,000	88,420	169,665	667,085
Additions	–	14,279	25,362	39,641
<b>At 31 March 2024</b>	<u>409,000</u>	<u>102,699</u>	<u>195,027</u>	<u>706,726</u>
<b>Depreciation</b>				
At 1 April 2023	–	30,617	90,755	121,372
Charge for the year	–	19,661	48,757	68,418
<b>At 31 March 2024</b>	<u>–</u>	<u>50,278</u>	<u>139,512</u>	<u>189,790</u>
<b>Carrying amount</b>				
<b>At 31 March 2024</b>	<u>409,000</u>	<u>52,421</u>	<u>55,515</u>	<u>516,936</u>
At 31 March 2023	<u>409,000</u>	<u>57,803</u>	<u>78,910</u>	<u>545,713</u>

The fair value of the Company's Land and Buildings at Acomb was revalued at £335,000 on 23 July 2020 by Joe Fraser Chartered Surveyors, an independent valuer.

On 24 July 2020, a valuation of £74,000 was prepared by Joe Fraser Chartered Surveyors for the Coundon property

The Carrying amount under the cost model of the assets which have been revalued would have been £512,170 (2022-£525,460)

#### 19. Debtors

	<b>2024 £</b>	<b>2023 £</b>
Trade debtors	67,673	92,979
Prepayments and accrued income	85,123	91,116
	<u>152,796</u>	<u>184,095</u>

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

	<b>2024 £</b>	<b>2023 £</b>
Accruals and deferred income	15,399	10,896
Pension liabilities	2,638	69
Obligations under finance leases and hire purchase contracts	7,113	32,939
Trade creditors	44,865	42,430
Social security and other taxes	10,995	8,438
	<u>81,010</u>	<u>94,772</u>

#### 21. Finance leases and hire purchase contracts

Financial leases are measured as net liabilities

# Journey Enterprises Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 22. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Unrestricted funds	<u>776,768</u>	<u>1,021,849</u>	<u>(1,098,036)</u>	<u>–</u>	<u>700,581</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Unrestricted funds	<u>757,687</u>	<u>947,360</u>	<u>(922,347)</u>	<u>(5,932)</u>	<u>776,768</u>

##### Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted Fund	<u>81,533</u>	<u>116,973</u>	<u>(132,632)</u>	<u>–</u>	<u>65,874</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted Fund	<u>128,119</u>	<u>52,486</u>	<u>(105,004)</u>	<u>5,932</u>	<u>81,533</u>

**JOURNEY ENTERPRISES LTD**

England & Wales - Charity number 514827

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# Accounts

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## **Journey Enterprises Ltd**

(a company limited by guarantee)

### **Annual Report and Financial Statements for the year ending 31<sup>st</sup> March 2023**

Charity registration number      514827  
Company registration number      01780839

# Journey Enterprises Ltd

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## Journey Enterprises Ltd

### Reference and Administrative Duties

Trustees	C Benn T Devereux P Hawley J Kendrick M Mathews S Montgomery B Simpson
Key Management Personnel	E V McPherson  M E Leadbeater
Principal Office	Network House Acomb Industrial Estate Hexham Northumberland NE46 4SA
Company Registration Number	01780839
Charity Registration Number	514827
Independent Examiner	Armstrong Watson Audit Limited One Strawberry Lane Newcastle Upon Tyne NE1 4BX
Bankers	Unity Trust Bank plc 9 Brindley Place Birmingham B1 2HB

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Trustees**

The Trustees, who are directors for the purposes of Company law, present the Annual Report together with the Financial Statements and Auditors' Report of the Charitable Company for the year ended 31 March 2023.

#### **Structure, Governance and Management**

##### **Nature of Governing Document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23rd December 1983, revised on 11th October 2012 and 14th September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827. The members have agreed to contribute £1 in the event of the Charitable Company winding up.

##### **Recruitment and Appointment of Trustees**

The number and skills of Trustees is regularly reviewed, and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, *fit and proper persons* check and references.

One third of the Trustees in office retire by rotation at each Annual General Meeting. A retiring Trustee is eligible for re-election. Members of the charitable company may propose other persons for election as Trustees.

##### **Induction and Training of Trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest. Trustees with a professional understanding of Safeguarding are invited to act as Trustee Safeguarding Lead. This role links to the Designated Safeguarding Lead who is the Charity's Operations Manager.

## **Trustees Report Journey Enterprises Ltd**

### **Arrangements for Setting Key Management Personnel Remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually and normally increased in line with average earnings. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding.

### **Organisational Structure**

The Charitable Company is organized so that the Trustees meet quarterly through the year to review its affairs and set objectives. The Senior Management Team, comprising Chief Executive Officer and Operations Manager, oversee implementation of the Board's strategy and day to day operations in a Staff Team of 28 employees.

### **Risk management**

The Trustees have agreed to examine the major risks faced by the Charitable Company on a quarterly basis. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company required to report to commissioners, regulators and to funders.

### **Financial review**

The results for the year and the financial position of the charitable company are shown in the attached financial statements.

In summary, the Charity's total income for the year was £999,846 (2022 - £894,466) of which £52,486 related to Restricted Project income (2022 - £180,125). Total expenditure for the year was £1,027,351 (2022 - £899,651) of which £105,004 related to Restricted Project expenditure (2022 - £30,958).

### **Reserves policy**

The charitable company has free reserves of £231,055 as at 31 March 2023 (2022 - £181,461). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted reserves held at the year-end.

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Objectives and activities**

##### **Objects and Aims**

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability, life skills training and health & wellbeing activities for people with learning disabilities. Its operations are delivered from its sites in Acomb near Hexham (Northumberland) Coundon near Bishop Auckland (Durham) and Newcastle (Tyne & Wear) and within local communities.

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the Health and Social care Sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported, and in raising awareness of the needs of adults with learning disability, their skills and aspirations.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five-year business plan and key strategic priorities. Our Business Strategy was refreshed in 2021.

The principal strategic priorities are:

- Employment, training and supported volunteering
- Health & wellbeing
- Expanding activities in community
- Supporting complex needs
- Putting Hubs at the heart of community
- Further developing the learning organisation
- Working in partnership
- Continuing to invest in and develop our resources

## **Trustees Report Journey Enterprises Ltd**

### **Future Plans**

The Charity's overarching aim is to enable people with learning disability to enjoy active, inclusive and fulfilling lives. To achieve this the Charity provides specialist training to enable adults with learning disability to develop the key life, work and wellbeing skills, which will enable them to thrive and achieve their aspirations.

Traditionally the Charity has supported adults with moderate learning disability (MLD) but has stated its longer term commitment to extend its provision to support adults with profound and multiple complex learning disability (PMLD) when suitable accommodation has been found.

With more immediate need, the Charity is looking for additional premises in Tyne & Wear to accommodate the increasing capacity of referrals coming into our Newcastle Hub from three local authorities. In addition, our Acomb Hub, which is sited at the rear of a local industrial estate in a village outside Hexham has long needed relocation. Committing to bringing services into local communities where Clients access wider services and transportation links, the Charity hopes it can relocate Acomb Hub to Prudhoe, when suitable premises are available.

The Charity will continue to develop closer partnership working with local communities, providing opportunities for local people to visit our sites and enjoy the services delivered by our social enterprises, these partnerships extending in our future plans. Our social enterprises include community cafes, outreach meals for older frail adults, horticultural and woodwork services, and a pay what you can afford shop.

We are also committed to opening our facilities for the benefit of other community groups, extending the opportunities we offer year on year. By working in partnership in local communities, we provide opportunity for people with learning disability to serve and support their community whilst bring diverse sections of our localities together. Journey has a vital place at the heart of the local communities surrounding our sites.

The Charity's Staffing remains its primary asset and is a principal focus of our future development plans. We are conscious of the challenges facing all employers in a high employment market, and of those employers specifically recruiting in the Social Care Sector. The Charity is extending the scope of opportunities, particularly those offered through apprenticeships, work experience and volunteering, to enable those who are considering a career in Social Care, those without work, and recently settled, to experience working at Journey. We continue to enhance our employee benefits package to attract and retain Staff, whilst maintaining prioritisation of our Staff training and development programming for service excellence and career progression. In addition to front-line roles, the Charity also recognises the importance of not only training and supporting new managers but retaining managers in a competitive environment and of inspiring the next generation of managers and senior managers. These roles give the Charity stability and succession.

Like all small charities, the Charity does not have the largesse of marketing teams but recognises the importance today of presence, position and profile in the online space and our role as a champion and advocate for learning disability.

## **Trustees Report Journey Enterprises Ltd**

We will continue to invest in and develop our IT infrastructure, our website and social media marketing, and to support Clients to develop skills in campaigning and marketing as voices of those with learning disability. Our forthcoming partnership with the Media Trust, generously funded by the Santander Foundation as part of our *I Can be Canny* programme, will give the Charity a unique opportunity to refresh its marketing, platforms and position.

### **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

**Trustees Report  
Journey Enterprises Ltd**

**Chair's Report**

**Barbara Simpson (Chair)**

After the close of another financial year of Journey Enterprises' 40 years of existence, it falls on me on behalf of our trustees to thank everyone for their Herculean work and dedication.

Thanks to all our Staff, Volunteers, families and above all the people who use our Hubs. You have made Journey Enterprises the great success it is.

You have achieved and been nominated for more awards than ever, continued to expand the huge range of exciting and fulfilling activities and adventures and secured substantial funds from many sources.

We all look forward to continued expansion and development as we enter the next 40 years!

Barbara Simpson  
Chair of the Board of Trustees

## Trustees Report Journey Enterprises Ltd

### Chief Executive Officer's Report: The Charity's Performance & Achievements

The year has been one of new starts, celebration and commemoration as the Charity delighted in its 'service as normal' operations post COVID and moved in to its 40<sup>th</sup> year in 2023.

Founded in Northumberland in December 1983 by parent Carers of young adults with learning disability, Journey was originally called Northumbria Forest and Gardens. Now operating across the northeast, with referrals from six local authority areas we have come a long way in our journey as a charity. From a single operating site through various moves to our four Day Centres (Blyth, Acomb, Newcastle and Coundon), the Charity has developed its services, resources, sites and Staffing to reach more adults with learning disability as close to home communities as possible.

Our four Day Centres (Hubs) at Blyth and Acomb in Northumberland, Kenton in Newcastle and Coundon in Bishop Auckland have thrived in our first 'service as normal' year post COVID lock-down. We have seen remarkable individual Client achievements and progression in programmes such as *I Can be Canny*, a three-year financial and digital inclusion programme generously funded by the Santander Foundation, and outstanding achievements by Staff/Client Hub teams working together in service of their local community.

For our Staff teams we have been delighted to see colleagues again reach the National Learning Disability Award finals, recognising their skill, knowledge and dedication to their practice, and to see individual Staff chosen for filmed biographies as 'best in practice'. Lyndsey Jones, Senior Learning Disability Worker (SLDSW), Coundon, has featured nationally for her outstanding practice in support of her Client base and her colleagues on the Team. Lyndsey joined us as a volunteer, referred by her Specialist Nurse.

Lyndsey's pathway through Journey shows the very best of the Charity's diversity, ability to nurture and inspire both Clients and Staff. Gaining the confidence finally to apply for an opening on the Support Worker Team, Lyndsey has taken the transition in leaps and bounds. We had no doubt at all that she would rapidly rise to a Senior, promoted, post. And, for Lyndsey, the daily journey still holds joy: "I just love it....If you cut me in half you'd see Journey through and through."



[Lyndsey Jones, far right, with colleagues Sallies Hughes and Rachel Teasdale]

## Trustees Report Journey Enterprises Ltd

At Governance level we have been delighted to welcome four new Trustees to the Board, Tanya Devereux, Jo Kendrick, Mel Mathews and Sheena Montgomery. Many applicants are exploring Trusteeship for the first time, bring with them both professional expertise in the field of learning disability and a good understanding of the context in which Journey operates, supported by a passion to make positive change for adults with learning disability. We are hugely grateful to all our Trustees for their time, commitment and wisdom.

During the year we have also, very sadly, said farewell to both a Client and a Staff member through early mortality.

Gemma Prosser, Newcastle Hub Client, became very much the public face of Journey's successful pre COVID employability programming, carving a pathway to show the skills of adults with learning disability in the workplace, and the very positive difference they make to team dynamics. Gemma was unfailingly positive, a warm and welcoming person who saw Journey as a second home. Her very sudden death affected Clients and Staff significantly: she is an undeniably hard act to follow.

Adam Bird, Newcastle Hub Manager:

*"Gemma Prosser started Journey over 15 years ago, and in that time made lifelong friends and built a great working relationship with staff.*

*In 2016, Journey trialled a job coaching service after building a partnership with Costa coffee, and Gemma was one of the first clients to take part in this programme. Gemma loved working at Costa; her favourite tasks were making hot drinks and catching up with some of the regulars. This was so important for Journey, and influenced others to think about the world of work-she was a real trail blazer!*

*Gemma's warmth, fun nature and love for Journey is, and will remain, a big miss for everyone at Journey."*



[Gemma at her workplace, Costa]

## Trustees Report Journey Enterprises Ltd

Stephen Armstrong was a much-loved colleague and Staff member at our Newcastle Hub. Stephen worked as a Volunteer, before joining our Staff team as a Learning Disability Support Worker and a Driver, joining Journey in 2011. A keen sportsman and trained archery tutor, Stephen's links enabled us to develop many of our key partnerships including Kenton Sports Centre, a partnership critical to Journey finding its new home for the Newcastle Hub. Stephen's health began to decline in the last years he was at Journey, forcing him to reduce hours and the activities he could undertake, to Stephen's inordinate sadness.

Adam Bird, Stephen's Line Manager:

*"Joining us as a Volunteer, Stephen quickly grew to love the service, and most importantly the Clients. Over the next two years, Stephen gained lots of experience and training, and eventually applied to become a full time Learning Disability Support Worker in 2013.*

*With Stephen's incredible local knowledge he was able to develop a range of community-based activities for the Clients, including swimming, gym, multi-sports and archery. Stephen was so proud to fly the Journey flag for the Charity, and helped cultivate long lasting partnerships with a host of people in the community.*

*Stephen was also a Driver for Journey for many years, and took immense pride in being the face of the Charity for a lot of parents/Carers. Robert, a Client who attends Newcastle and Blyth said "I like being last on the bus, because I get to have some time to chat to Stephen on my own".*

*Stephen was a wonderful listener for Clients, and they always felt comfortable telling him what was going on in their lives.*

*Journey meant everything to Stephen, it wasn't just a job, it was his life, and everyone at Journey were his friends."*

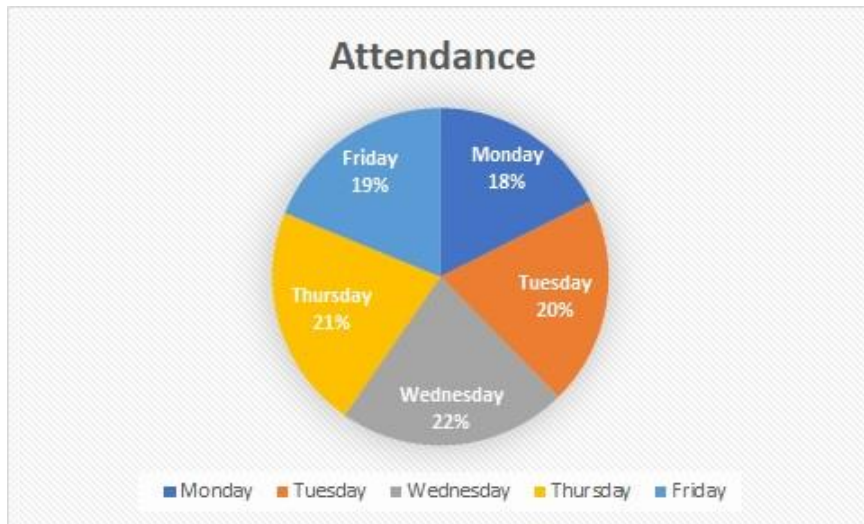


[Stephen Armstrong, LDSW and Driver and a Client]

## Trustees Report Journey Enterprises Ltd

Journey supported 172 adults with learning disability in the financial year, 48% of these adults under the age of 34, 42% aged 35 - 44 and 10% aged 55+. 45% were women, 55% men. 60% of our Clients fall within the highest vulnerability cohort: this arises from a number of factors including context outside Journey, complexity of condition and Safeguarding risk, and shows the importance of the support provided by Day Services for these adults during the week.

During the year we hosted 4333 Client days in service, with the peak of attendance mid-week. This pattern has been consistent now for some years.



Funding of Day Services through local authority contracts remains one of the campaigning issues Journey has championed in our contacts with central Government, local MPs, the national Third Sector voice and in the media. During 2022 – 2023 an hour of highly specialist care and support for an adult with complex learning disability averaged £8.60/hour across our contracts. This will rise to £9.60/hour in 2023 – 2024, still well below the national minimum wage payable to front-line, trained and highly skilled Learning Disability Support Workers. ‘

The funding gap, between the Staffing, resourcing and wider direct costs needed to provide a Day Service of excellence, has widened in the Cost of Living Crisis. Journey saw electricity bills in Day Centres rise from £4.6K to £28K, no additional concessions or Government funding provided to support charities providing social care services. In addition to the well documented spiralling cost rises in fuel for minibuses and food for our community kitchens, our minibus insurance also rose from £9.6K to £14.9K. Against this backdrop, the Charity continued to procure and travel smartly, secure grant aid to develop its services and resources, and raise awareness of the critical need in England for a 'living charge' for specialist social care services.

With service finally as normal post COVID, we welcomed the return of a full Day Service Activities schedule, launch and extension of our grant-aided programmes and the welcome relaunch of our enterprises. 103 different types of activities sessions were offered across the four Day Centres' scheduling.



## Trustees Report Journey Enterprises Ltd



A Blyth Client and Simon Docherty, LDSW

### Staffing

The Charity retained a core Staffing team of 24, 19.8 FTE during the financial year. Journey has faced the same challenges in recruiting new Staff to vacancies as other providers in the Social Care Sector, and wider employer market. The Charity has worked hard to provide the most attractive salary and benefits package within our resource capability as a not for profit. The Board and Senior Leadership Team continue their commitment to uplift salaries year on year in line with the National Joint Council Scale. A 7.5% uplift was agreed for the financial year.

As we review the year it is our opportunity to publicly thank our Trustees, employees and volunteers for their commitment, vision and hard work which enables Journey Clients to thrive and the Charity to continue to deliver its mission.

### Trustees

Welcoming our new Trustees to the Board, the new Board composite has provided sterling support for the Charity during 2022 – 2023. Trustees meet four times annually and we have gradually begun the movement back to on site meetings, interspersed with the continuing virtual meetings. Meetings are now held on Saturday mornings, reflective of the needs of the majority of Trustees who are in working roles full-time.

Our new Trustees have brought both career experience and contacts, and skills to the Board. This has enabled us to broaden the scope of our partnership base, of our Client activities and consider new avenues to achieve our strategic priorities, particularly around our presence and visibility within the wider community including employer networks.

Barbara Simpson has continued to Chair the Board with characteristic wisdom, as a parent Carer of two sons with profound and multiple complex learning disability, and unswerving commitment to Journey. We are very grateful for the additional time Barbara gives to Journey as Chair and for her support for her colleagues on the Board.

We continue to recruit Trustees focusing both on greater cultural diversity which is particularly important in reaching wider communities in Tyne & Wear, and additional skills.

## **Trustees Report Journey Enterprises Ltd**

### **Volunteers**

Looking back at each financial year we review how many hours our wonderful volunteers and Trustees have committed to Journey each year, and the equivalent value in terms of average regional wage (volunteers) or Non-Executive Director salary. 1807 hours of volunteering were gifted to the Charity during 2022 - 2023 equivalent to £49953 hours of paid work (average regional wage). Volunteers bring extraordinary commitment, skills and knowledge to their roles, with a real drive to make a difference for local adults with learning disability and for Journey.

## Trustees Report Journey Enterprises Ltd

### Senior Leadership Team

Journey maintains a small Senior Leadership Team consisting of Chief Executive Officer, Elspeth McPherson, and Operations Manager & Designated Safeguarding Lead, Maggie Leadbeater. We contract out our Finance Manager and administration functions to the Counting House Northeast, enabling us to create efficiencies and provide external analysis of the Organisation's financial health, controls and systems throughout the financial year.

Three key operational priorities in 2022 – 2023 have been to extend our grant-aided programming, addressing utilities, fuel and food pricing increases, and employee recruitment.

Traditionally, Journey has run its core provision, the Day Service, through income derived from personal budgets (local authorities). Each Client in service is referred into Journey with a care support package. Over the past five years the Charity has increased its grant-aided programming. The Charity runs both major funded programmes and smaller localised programmes, giving us an opportunity to pilot initiatives, build specific partnerships and share best practice. Journey worked with 15 Funders across the financial year supporting programming from small localised capital grants to larger multiyear multi site revenue funds. These funds give Journey the opportunity to enhance its services for Clients, to build capacity and resourcing, and to pilot potential programme concepts. We are indebted to our Funders for their commitment to Journey and to our local Community Foundations for their continued support.

The eye-watering increases in fuel, food, utilities and minibus insurance over the financial year have tested the Charity's resilience and ability to procure smartly and run leanly. With no additional Government support open for not for profits, many charities have found the economic climate over-whelming. Against this context, the Board and Senior Leadership Team's commitment to maintain an attractive salary and benefits package for Staff re-emphasises our recognition not only of the professionalism, skills and knowledge of our Staff but of the pressure Staff too have faced as the Cost of Living crisis has hit. Uptake of services such as our Benenden counselling, consultant referral, diagnostic testing and physiotherapy packages, reflects the acceleration of need, and Journey's determination to provide as much practical support for Staff as a small charity can muster.

The Cost of Living Crisis has also heightened the risks of abuse of vulnerable adults, most commonly financial abuse, and the Charity's Safeguarding processes have been primed to identify quickly and report in to Local Authorities any incidents within our Client base. All Journey's Staff are trained in Safeguarding in a range from Level 1 – 3 depending upon role seniority and Safeguarding responsibility. With Safeguarding at the centre of all practice, we recognise, as we review and report cases and outcomes, not only the impact for those experiencing abuse but the potential impact on Staff identifying and reporting incidents.

Maggie Leadbeater, Operations Manager and Designated Safeguarding Lead:

*The Care Act 2014 sets out clear guidance on Safeguarding that underpins all Journey policies, procedures and recording processes on our management information systems.*

*Safeguarding incidents gives us the opportunity to work in partnership with Clients and Parents/Carers to ensure that they are fully supported and safe, allowing them to aspire and achieve.*

*Safeguarding is agenda item in all meetings, from Board to Senior Leadership, Middle Managers and Hub Teams. We identify the learning from incidents from the Safeguarding reports through further discussions at every level of the organisation.*

## **Trustees Report Journey Enterprises Ltd**

*As Journey Safeguarding Lead I will also oversee every report as it is written and audit all outcomes when an incident occurs, jointly ensuring we facilitate the right support for all Staff at every level involved in the process.*

*By identifying the learning from every incident it gives us a pre-emptive approach for good practice, and for developing the future training needs for Staff and Clients.*

*Staff have been excellent at recording:*

- actions, and reasons for those actions*
- decisions, and reasons for those decisions*
- progress clients make towards their desired outcomes*
- views of the adult experiencing abuse*
- the adult's life history and previous Safeguarding incidents while at Journey*
- correct information to make a professional assessment and analysis of current and future risk*

*In 2022/23 we recorded and reported to our local authorities in 51 individual safeguarding reports*

<i>Durham County Council</i>	<i>18</i>
<i>Gateshead Council</i>	<i>7</i>
<i>Newcastle City Council</i>	<i>6</i>
<i>North Tyneside Council</i>	<i>3</i>
<i>Northumberland County Council</i>	<i>17</i>

*Of those 51 reports 17 attend Journey full time, 30 part time and 4 Clients in dual provision. From these figures we may interpret that adults with learning disability are safer where they are seen, i.e. when they are in Day Service.*

*Within the primary categories of abuse, we referred the following cases:*

<i>Discrimination</i>	<i>2</i>
<i>Domestic Abuse</i>	<i>2</i>
<i>Financial Abuse</i>	<i>6</i>
<i>Neglect</i>	<i>4</i>
<i>Self-neglect</i>	<i>1</i>
<i>Physical</i>	<i>16</i>
<i>Psychological</i>	<i>8</i>
<i>Self-Harm</i>	<i>5</i>
<i>Sexual Assault</i>	<i>3</i>

## **Trustees Report Journey Enterprises Ltd**

*From our referrals we have referred significant more Client cases into Local Authority Adult Safeguarding Teams where Clients live at home with Parent/Carers. 61% of cases we referred concerned abuse in these contexts. 14% of cases involved Clients living in NHS Shared Lives accommodation, and 12% in Local Authority supported living contexts. Clients living alone were the least likely to experience abuse. However, where this occurs it can escalate rapidly: criminal cuckooing is the most common Safeguarding risk for these Clients in our experience.*

*We can see from the statistics above that we need to continue to deliver safeguarding training to Staff to support them to understand not only the issues but the contexts where abuse may typically occur, and what the triggering factors are.*

*We are only one piece of a bigger jigsaw of a Client's life and we cannot work alone. Engagement with the community and building solid networks will continue to enable us to raise awareness, remove the barriers that prevent Clients from being seen and being socially active, and to begin to live free of discrimination and harm.*

*To say we are immensely proud of the Staff and Clients in this safeguarding partnership is an understatement."*

### **Middle Management Team**

Journey has a middle management team of four Staff - three Hub Managers (NVQ5 Health & Social Care) and a Business Support Manager (CIPD/HR specialist). Our Middle Management Team is operationally responsible for their designated sites and infrastructural services, under the leadership of the Operations Manager.

We have a tremendously dedicated team of Managers: Jo Bramley (Business Support Manager), Adam Bird (Senior Hub Manager Blyth/Newcastle), Erica Carter (Hub Manager/Acomb) and Gemma Sowerby (Hub Manager/Coundon). The Team works with passion, knowledge and commitment.

The year has brought large workload challenges for our Managers because of persistently unfilled Staff vacancies in their teams. With Agency Staff equally in short supply to cover these roles, this has invariably pulled Managers in to delivering front-line duties to ensure operations continue without disruption. This scenario will be repeated in charities across the country.

Jo Bramley, Business Support Manager, has covered two Business Administrator vacancies (Acomb and Newcastle/Blyth), for a substantial period of the financial year. As Governance Officer, Jo continues to provide responsive support for our Trustees, and an anchor for Head Office and wider high value procurement. We are indebted to Jo for her expertise not only as our HR lead but as a former IT professional.

## **Trustees Report Journey Enterprises Ltd**

Adam Bird, Senior Hub Manager Blyth & Newcastle, has shown how important speed and dexterity are as essential tools for Managers. In addition to his role, Adam has filled three Team vacancies during the year, and wider days where Staff are on planned/unplanned leave, and we have been unable to secure Agency cover. Overseeing our largest Hub, we are indebted to Adam for both delivering his own role and providing essential cover during a very challenging recruitment period. It is a testament to Adam and his Team that Newcastle Hub continues to attract our highest Client referral numbers.

We welcomed Erica Carter as new Hub Manager at Acomb. Erica joined us from Senior Leadership in the Education Sector and is from the Acomb Community, bringing with her a passion for community-based practice and sharing of resources for reciprocal benefit. Step-changing to Adult Social Care, Erica has thrown herself in to day-to-day operations with enthusiasm and unsurmountable energy. Mirroring her colleague on the Management Team, Erica has also provided significant front-line cover, giving her an insight in to the Client base, our service delivery, ideas and opportunities which can be explored for the benefit of the Hub.

Gemma Sowerby, Hub Manager Coundon, has steered her team through a year of tremendous work supporting both Clients and the local community. Gemma's vision for her team and the Hub has enabled this work to thrive and she deserves huge praise for the Team's achievements, Clients' progress and the recognition the Team has secured in national nominations. Coundon Hub epitomises the very best of whole community working and enterprise initiative.

### **Volunteering Lead**

Nathan Watson, SLDSW Newcastle, stepped up to coordinate Journey's transition to relaunch its Volunteering Programme post COVID. Initially undertaking this new role for two days weekly, the aim was to increase the role to a fuller time post with funding for the financial years 2023+. During the 2022 – 2023 financial year Nathan's key role was to build the foundations for a new volunteering programme. Nathan has completed his Volunteering Leadership training, put in place the key partnerships needed to promote Journey's new volunteering opportunities, attended a wide range of events to showcase Journey's programming across the region, fine-tuned Journey's volunteering role profiles and identified how we work both with external volunteers coming in to Journey and extend our Client-based community service (volunteering).

As we approached the close of the financial year we laid the groundwork for grant aid for three years of the new extended role, funding secured as we entered 2023 – 2024. Nathan's leadership of the preliminary programme has been energetic, aspirational and creative: a tremendous start.

## Trustees Report Journey Enterprises Ltd

### Wider Staff Team

Our Drivers, Business Administrators and Learning Disability Support Workers are very much the welcoming face of Journey for our Clients, parents/Carers and visitors to our sites. We have a tremendously committed team of colleagues who have supported our Clients, parent Carers and visitors this year. We are indebted to them for their hard work, unfailing positivity and empathy, and are delighted to see colleagues recognised nationally for their award-winning practice.

Kelly Appleby (LDSW and Driver Newcastle)  
Stephen Armstrong (LDSW Newcastle)  
Danielle Cathrae (LDSW Acomb)  
Kevin Davies (LDSW and Driver Newcastle)  
Simon Docherty (LDSW Blyth)  
Stuart Fieldson (Driver Coundon)  
Sallie Hughes (LDSW Coundon)  
Fatima El-Jellaoui (Senior LDSW Newcastle)  
Lyndsey Jones (Senior LDSW Coundon)  
Kayleigh Maughan (LDSW Acomb)  
Claire McGettigan (BA Newcastle)  
Rosina Precious (LDSW Coundon)  
Elaine Rollo (1:1 LDSW and Driver Coundon)  
Nadiyah Storey (Senior LDSW Acomb)  
Rachel Teasdale (BA Coundon)  
Helen Wood (BA Acomb)

### Staff Nominated for National Learning Disability Awards Finals – Best Practice

Journey – Employer of the Year nominee  
Gemma Sowerby (Hub Manager Coundon) – Making a Difference Award nominee.  
Nathan Watson (Volunteering Lead) – Front Line Leader Award nominee

We were delighted not only to see Staff reach this prestigious final for a successive year at Journey but also to see our work as an employer recognised. Congratulations to Gemma and Nathan for their very well deserved nominations.



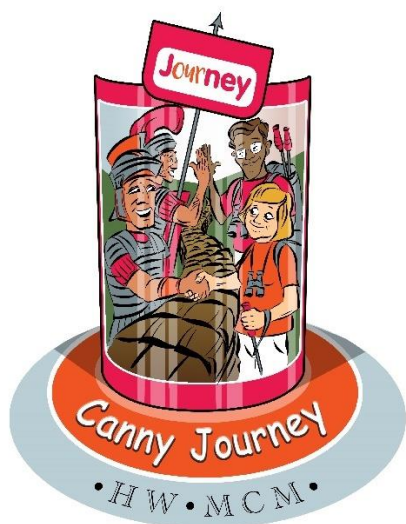
## Trustees Report Journey Enterprises Ltd

### A Journey through our Programmes

With a return to service as normal, the Journey year started apace, finishing the final quarter with huge excitement as the 40<sup>th</sup> year launched.

We run a full Day Service as our core programming, operating for Clients between 09.30 and 15.30 during weekdays, and build our projects within the Day Service schedule. This enables us to provide extended activities, enriched resources, Staffing and partnerships, which would not be achievable within the Day Service statutory funding. It also gives the Charity more flexibility to create innovative approaches and to pilot concepts.

### A Canny Journey: TNL Community Foundation Heritage Hadrian 1900



Journey was delighted to receive a grant to take part in the Hadrian 1900 programme. Funded by a Lottery Heritage grant, this programme invited local community groups with a connection to Hadrian's Wall to apply for funding to celebrate 1900 years of the Wall. Our funding enabled us to equip all Clients with walking equipment and binoculars, to fund the minibus fuel from the four Hubs to their various destinations on the Wall route, and to produce some Easy Read resources.

Our Project was designed for all our Hubs to take a part of the Wall experience, and to map the experience and accessibility for adults with learning disability. The Project spanned a very brief operating window as part the celebrations but enabled Clients to make the most of the summer months to undertake field work, capture photography, video and audio, and to complete the preliminary and post fieldwork tasks on their iPads. For many of our Clients this was their opportunity to explore the history of Roman invasion and see the Wall in its rural and urban contexts.

**Trustees Report  
Journey Enterprises Ltd**



Coundon Clients explore the Wall.



A Newcastle Client struggles with non Easy Read displays



A Newcastle Client uses the Santander Foundation iPads to record the Wall.

## Trustees Report Journey Enterprises Ltd

### Newcastle Hub Gardens and Outdoor Eating Area: Cooperative Community

Shoppers at the Coop have again supported Journey with their fundraising for local charities. Newcastle Hub has benefitted from their generosity to enable it to complete the development of the gardens and outdoor eating area, started when we moved into the Hub in 2021 – 2022. Support from the local community is so important for Journey, and we were delighted to build further on our partnership with the Cooperative during the year.



Adam Bird, Senior Hub Manager and Staff at Cooperative Funeral Care

### Coundon Café: Clothworkers Foundation

Clients and Staff at Coundon were over the moon to hear of our award from the Clothworkers Foundation for part funding for our first commercial food delivery van. Clients quickly dubbed the van 'Ernie' who, since his arrival, has been delivering an extraordinary range of hot and cold food and drinks to older frail adults in the local community, and to the general public.

The van is Staffed by a Learning Disability Support Worker (LDSW) and Client each week, a small team of Clients preparing and packaging the wonderful meals and drinks for the Friday delivery rounds. Our Coundon gardening team is able to supply home-grown produce for the meals, keeping food miles to 'less than a mile' from recipients of the Ernie Journey service.

## Trustees Report Journey Enterprises Ltd

This tremendous development has extended further the employability skills Clients are able to learn and practise at Journey, and brought adults with learning disability further into their local community providing an essential service.



[Coundon Clients stocking 'Ernie']



['Ernie' at Coundon Hub]

### **Journey Together: NHS Durham, Darlington & Teesside Mental Health and Learning Disability Partnership**

The Day Service runs all year round for five days a week at all four Hubs. Our Coundon Hub continued to provide a pilot Saturday opening, funding received in 2021 – 2022 from NHS Durham, Darlington & Teesside Mental Health and Learning Disability Partnership but rolled forward because of COVID closure.

Designed as a pilot drop-in programme this Project demonstrated that there is a real need for provision for adults with learning disability at weekends. We know from our Client surveys that this is time when many of our Clients may not have opportunities for social engagement and activities. However, transportation remains a key barrier to both existing Clients and non-Journey Clients attending.

We are very grateful to County Durham Community Foundation for their support for Journey as we submitted an application for the Fund, and for their generous flexibility as the Programme launch was rolled forward with COVID.

### **I Can by Canny: Santander Foundation**

The Santander Foundation continues to provide trail-blazing support for small regional charities. In addition to our generous three year award for our financial and digital inclusion programme, *I Can be Canny*, the Foundation has made additional unrestricted grants to assist all of its grant holding charities as they face the Cost of Living Crisis. For small charities, this proactive step has been invaluable. We are indebted to the Foundation for selecting Journey as a grant holder.

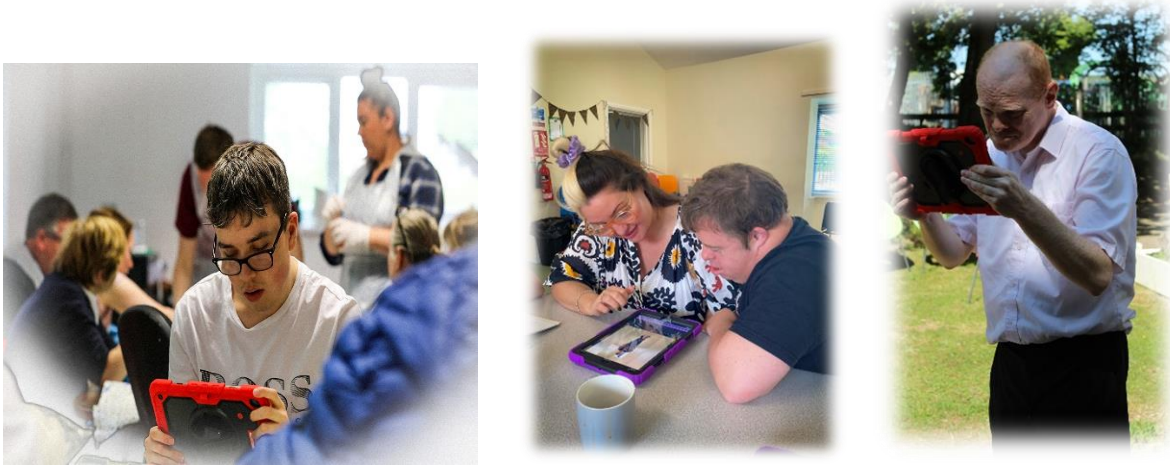
Bringing together outcomes measurement across all grant holders, we work on Programme with Think NPC, Connecting all of its grant holders, we have also benefitted from virtual meetings bringing together digital specialists and consultants, and move, in 2023 – 2024 to marketing advisory work from the Media Trust.

## Trustees Report Journey Enterprises Ltd

*I Can be Canny* has enabled us to focus on developing the key skills Clients need today to remain included in a digital Society, and to do so safely. The COVID 19 period shone a light on the gulf between those 'who can access and use digital technology' and those who cannot. From accessing critical services such as healthcare, benefits systems, banking and utilities, to planning journeys and holidays, connecting with others, purchasing and exploring information, adults with learning disability must be able to navigate digital resources.

Our funding combines revenue and capital, the capital consisting of 90 ipads for Clients use across the four pads. It is no understatement to say that the ipads are used across all our activities range, and have opened doors for Clients who have no experience in IT or access to IT, and developed further the skills of those with some experience.

The portability of the technology was critical to the planning of this programme, moving digital work from desktops in discrete IT rooms on site, to use IT across the gamut of life skills, work skills and health & wellbeing skills on and off site.



Clients at Acomb and Blyth Hubs using the ipads

We have seen some extraordinary outcomes on the Programme which launched in January 2022 for three years, doors opened to the most reluctant and fearful users, to those who needed support, training and guidance to explore more. As we move in to 2023 – 2024, the Charity launches robotics and coding as one of its new offers, building on this new-found digital confidence and enjoyment.

The Programme's dual focus on financial skills has given us an opportunity to work with Clients to have more understanding of their money, their benefits awards, budgeting, buying 'cannily' and understanding issues such as financial abuse. Clients' work across our enterprises has developed, and we now have Clients who support the wider Hub activities such as weekly food ordering online, getting the best prices and more than a few bargains.

## Trustees Report Journey Enterprises Ltd

### **I Can Grow: Hadrian Trust and Northumberland County Council Community Chest**

Acomb Hub has long needed a transformation of its garden buildings and hard-standing area. This dual funding enabled us to purchase a toolshed, potting shed and summer house, a pizza oven and surround. We have now created a larger work skills training area including the facility offered by the summer house for small group work, 1:1s and Client 'chill out' space, and an outdoor eating area able to support café enterprise. Sited on the local industrial estate, Acomb Hub has a captive audience for sizzling pizza sales.

To achieve this transformation we are indebted to our Volunteers, Mick and Bill, who joined us more than once weekly to clear the ground, set the groundworks in place and work with Clients and our LDSWs on the painting of building parts before installation began. This has been accompanied by a flurry of activity at Acomb Hub to create more productive herb and vegetable planters and some ingenious hanging herbs – produce which can now be used in the Community Cafe.



Volunteers celebrate completing the buildings whilst Clients work on beds and tubs

### **Kick Start Apprentices**

Journey hosted two Kick Start administrative apprentices under Department for Work & Pensions grant funding. This important Scheme gave our apprentices an opportunity to experience both the Third Sector and social care Day Services, supporting decisions for onward training and later career entry.

In addition to our apprentices Journey remains committed to providing practice-based placement opportunities for undergraduate and graduate students and routinely hosts students from our local universities. The Charity takes part in regional recruitment fairs at College and University campuses in addition to hosted recruitment fairs at Job Centre Plus and wider network partners.

## **Trustees Report Journey Enterprises Ltd**

### **Our Funders**

We are indebted to our Commissioners and to our grant aid funders who have generously supported the Charity during the financial year.

#### **Local Authorities: Personal Budgets & Grant Aid**

- Birmingham City Council
- Durham County Council
- Gateshead Council
- Newcastle City Council
- North Tyneside Council
- Northumberland County Council

#### **National Health Service: Continuing Healthcare**

- Durham Clinical Commissioning Group
- Northumbria Healthcare Foundation Trust

#### **Charitable Trusts & Foundation Grants: New Programme Grants**

- Clothworkers Foundation (Coundon Café van)
- Cooperative Community Fund (Newcastle Hub gardens and outdoor eating)
- TNL Community Foundation Heritage (Hadrian 1900)
- Hadrian Trust (I Can Grow Acomb Hub)
- Henry Smith Foundation (Working Journeys)
- Northumberland County Council Community Chest (I Can Grow)
- Northumberland County Council Community Chest (Jubilee Fund)
- Mulcahy Smith LLP (Blyth Hub part Learning Disability Support Worker salary)

#### **Charitable Trusts & Foundation Grants: Continuing Programme Grants**

- Santander Foundation (I Can be Canny)

#### **Central Government Grant**

- Department for Work & Pensions (Kickstart Apprentices)

### **Journeying through our 40<sup>th</sup> Year**

The landmark 40<sup>th</sup> year for Journey is a testament both to the enduring need within our community for aspirational services to support adults with learning disability and of the strong directorship and management of the Charity over this period.

The external market has seen more flux in the past three years than the Charity will have experienced in forty. The strength and survival of an organisation is its ability to flex operationally to meet change, and to have robust mission and management not to let change pull the organisation away from its charitable objects and core capabilities.

## Trustees Report Journey Enterprises Ltd

Our transformation work in recent years scoping both the investment in resources (people, places, infrastructure, equipment) and services, has been built from our core competencies. We have recognised what is most needed by our current Clients, what is needed to attract new Clients and grant aid, and what skills and knowledge Staff will need to continue to provide a quality service. We learn daily from the observations our Clients make about Journey, our Staff and services and where the Charity's work should be developed.

As we move through and our 40<sup>th</sup> year, we recall and celebrate what the Charity has achieved, making such meaningful changes to the lives of people with learning disability. We look ahead to the opportunities and challenges, and to inspiring all who move through the Journey family to make the most of past and future.

"The past is not better because it is old, nor the future best because it is new:  
our job is to find the best in both and, in doing so, to cherish it."

(adapted from Hindemith's Posthorn Dialogue)



Elspeth McPherson  
Chief Executive Officer

**Trustees Report  
Journey Enterprises Ltd**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

01780839 (England and Wales)

**Registered Charity number**

514827

**Registered office**

Network House  
Acomb  
Hexham  
Northumberland  
NE46 4SA

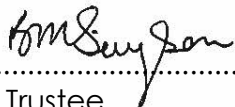
**Trustees**

C Benn  
T Devereux  
P Hawley  
Jo Kendrick  
M Mathews  
S Montgomery  
B Simpson

**Independent Examiner**

Armstrong Watson Audit Limited  
One Strawberry Lane  
Newcastle Upon Tyne  
NE1 4BX

Approved by order of the board of Trustees on 14<sup>th</sup> December 2023 and signed on its behalf by:



.....  
Ms B Simpson - Trustee

## Trustees Report Journey Enterprises Ltd

### Independent Examiner's report to the Trustees of Journey Enterprises Ltd ('the Company')

I report to the Charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

#### Responsibilities and basis of report

As the Charity's Trustees of the Company (and also its Directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### Independent examiner's statement

Since your Charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's 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 Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 14 December 2023

Simon Turner

Armstrong Watson Audit Limited  
Newcastle

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	4	52,486	43,287	95,773	225,372
Charitable activities	5	-	901,202	901,202	663,516
Other trading activities	6	-	51	51	4,110
Investments	7	-	366	366	39
Other income		-	2,454	2,454	1,429
<b>Total income</b>		<b>52,486</b>	<b>947,360</b>	<b>999,846</b>	<b>894,466</b>
<b>Expenditure on:</b>					
Raising funds	8	-	240	240	3,914
Charitable activities	9	105,004	816,420	921,424	790,050
Other expenditure	10	-	105,687	105,687	105,687
<b>Total expenditure</b>		<b>105,004</b>	<b>922,347</b>	<b>1,027,351</b>	<b>899,651</b>
<b>Net (expenditure)/income</b>		<b>(52,518)</b>	<b>25,013</b>	<b>(27,505)</b>	<b>(5,185)</b>
Transfers between funds	20	5,932	(5,932)	-	-
<b>Net movement in funds</b>		<b>(46,586)</b>	<b>19,081</b>	<b>(27,505)</b>	<b>(5,185)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		128,119	757,687	885,806	890,991
Net movement in funds		(46,586)	19,081	(27,505)	(5,185)
<b>Total funds carried forward</b>		<b>81,533</b>	<b>776,768</b>	<b>858,301</b>	<b>885,806</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 31 form part of these financial statements.

**JOURNEY ENTERPRISE LTD**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 01780839**

**BALANCE SHEET**  
**AS AT 31 MARCH 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	15	545,713	576,226
<b>Current assets</b>			
Debtors	16	184,095	194,094
Cash at bank and in hand		223,265	229,289
		407,360	423,383
Creditors: amounts falling due within one year	17	(94,772)	(76,919)
<b>Net current assets</b>		312,588	346,464
<b>Total assets less current liabilities</b>		858,301	922,690
Creditors: amounts falling due after more than one year	18	-	(36,884)
<b>Total net assets</b>		858,301	885,806
<b>Charity funds</b>			
Restricted funds	20	81,533	128,119
Unrestricted funds	20	776,768	757,687
<b>Total funds</b>		858,301	885,806

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 14 December 2023 and signed on their behalf by:



The notes on pages 15 to 31 form part of these financial statements.

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>53,127</b>	<b>(98,588)</b>
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	<b>(16,361)</b>	<b>(86,413)</b>
Interest received	<b>366</b>	<b>39</b>
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(15,995)</b>	<b>(86,374)</b>
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	<b>-</b>	<b>(94,138)</b>
Capital repayments	<b>(43,156)</b>	<b>6,998</b>
	<hr/>	<hr/>
<b>Net cash used in financing activities</b>	<b>(43,156)</b>	<b>(87,140)</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>(6,024)</b>	<b>(272,102)</b>
Cash and cash equivalents at the beginning of the year	<b>229,289</b>	<b>501,391</b>
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>223,265</b>	<b>229,289</b>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 15 to 31 form part of these financial statements

**JOURNEY ENTERPRISE LTD**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**1. General information**

The Charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

The address of its registered office is Network House, Acomb Industrial Estate, Hexham, Northumberland, NE46 4SA.

The accounts are prepared in Sterling, which is the functional currency of the charity.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements of the charitable company have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Going concern**

The financial statements have been prepared on a going concern basis. In the opinion of the trustees, the charity has sufficient working capital to meet its liabilities and pay its obligations and pay its liabilities as they fall due for the foreseeable future and therefore the accounts have been prepared on a going concern basis.

The trustees have considered the level of reserves held and expected level of income and expenditure for the twelve months from authorising these financial statements and consider that the charity is able to continue as a going concern.

**2.3 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**JOURNEY ENTERPRISE LTD**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**2. Accounting policies (continued)**

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Taxation**

The Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**2. Accounting policies (continued)**

**2.7 Tangible fixed assets and depreciation (continued)**

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold property	- Revaluation every 2 years by an independent valuer
Motor vehicles	- 25% straight line
Fixtures and fittings	- 10 - 30% straight line

**2.8 Debtors**

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

**2.9 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.10 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.11 Financial instruments**

The Company 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.12 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Company. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**2. Accounting policies (continued)**

**2.13 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.14 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgement**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. Other than estimates of prepayments, accruals and depreciation, there are no significant judgements or estimates included within the financial statements.

**4. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Donations	-	4,068	<b>4,068</b>	5,760
Grants	52,486	39,219	<b>91,705</b>	219,612
<b>Total 2023</b>	<u>52,486</u>	<u>43,287</u>	<u><b>95,773</b></u>	<u>225,372</u>
<i>Total 2022</i>	<u>180,125</u>	<u>45,247</u>	<u>225,372</u>	

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**5. Income from charitable activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Client daycare funding	740,926	<b>740,926</b>	621,248
Daycare activity	122,683	<b>122,683</b>	28,730
Fuel duty rebate	-	-	(3,454)
Community enterprises	37,593	<b>37,593</b>	16,992
<b>Total 2023</b>	<u>901,202</u>	<u><b>901,202</b></u>	<u>663,516</u>
<i>Total 2022</i>	<u>663,516</u>	<u>663,516</u>	

**6. Income from other trading activities**

**Income from fundraising events**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Fundraising events	51	<b>51</b>	23
Kiosk income	-	-	4,087
<b>Total 2023</b>	<u>51</u>	<u><b>51</b></u>	<u>4,110</u>
<i>Total 2022</i>	<u>4,110</u>	<u>4,110</u>	

**7. Investment income**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Investment income	366	<b>366</b>	39

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**8. Expenditure on raising funds**

**Other trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Purchases	240	<b>240</b>	3,914

**9. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Daycare activity	30,022	7,808	<b>37,830</b>	51,257
Community enterprises	-	7,991	<b>7,991</b>	6,080
Direct service provision	74,982	212,919	<b>287,901</b>	224,992
Staff costs	-	587,702	<b>587,702</b>	507,721
<b>Total 2023</b>	<b>105,004</b>	<b>816,420</b>	<b>921,424</b>	<b>790,050</b>
<i>Total 2022</i>	<i>26,848</i>	<i>763,202</i>	<i>790,050</i>	

**10. Other expenditure**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Other resources expended	105,687	<b>105,687</b>	105,687
<i>Total 2022</i>	<i>105,687</i>	<i>105,687</i>	

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**11. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Daycare activity	37,830	-	<b>37,830</b>	276,971
Community enterprises	7,991	-	<b>7,991</b>	7,152
Direct service provision	174,664	113,237	<b>287,901</b>	2,316
Staff costs	562,180	25,522	<b>587,702</b>	503,611
	<u>782,665</u>	<u>138,759</u>	<u><b>921,424</b></u>	<u>790,050</u>
<i>Total 2022</i>	<u>785,940</u>	<u>4,110</u>	<u>790,050</u>	

**12. Independent examiner's remuneration**

	<b>2023 £</b>	<i>2022 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<b>1,700</b>	<i>1,700</i>

**13. Staff costs**

	<b>2023 £</b>	<i>2022 £</i>
Wages and salaries	<b>545,225</b>	<i>474,498</i>
Social security costs	<b>32,796</b>	<i>25,657</i>
Contribution to defined contribution pension schemes	<b>9,681</b>	<i>7,566</i>
	<u><b>587,702</b></u>	<u><i>507,721</i></u>

The average number of persons employed by the Company during the year was as follows:

	<b>2023 No.</b>	<i>2022 No.</i>
Staff numbers	<b>24</b>	<i>25</i>

No employee received remuneration amounting to more than £60,000 in either year.

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**14. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

**15. Tangible fixed assets**

	Freehold property £	Motor vehicles £	Fixtures and fittings £	Total £
<b>Cost or valuation</b>				
At 1 April 2022	409,000	169,665	72,059	650,724
Additions	-	-	16,361	16,361
At 31 March 2023	<u>409,000</u>	<u>169,665</u>	<u>88,420</u>	<u>667,085</u>
<b>Depreciation</b>				
At 1 April 2022	-	55,045	19,453	74,498
Charge for the year	-	35,710	11,164	46,874
At 31 March 2023	<u>-</u>	<u>90,755</u>	<u>30,617</u>	<u>121,372</u>
<b>Net book value</b>				
At 31 March 2023	<u><u>409,000</u></u>	<u><u>78,910</u></u>	<u><u>57,803</u></u>	<u><u>545,713</u></u>
At 31 March 2022	<u><u>409,000</u></u>	<u><u>114,620</u></u>	<u><u>52,606</u></u>	<u><u>576,226</u></u>

The fair value of the Company's Land and Buildings at Acomb was revalued at £335,000 on 23 July 2020 by Joe Fraser Chartered Surveyors, an independent valuer.

On 24 July 2020, a valuation of £74,000 was prepared by Joe Fraser Chartered Surveyors for the Coundon property.

The carrying amount under the cost model of the assets which have been revalued would have been £512,170 (2022 - £525,460).

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**16. Debtors**

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	92,979	107,075
Prepayments and accrued income	91,116	87,019
	<b>184,095</b>	<b>194,094</b>
	<b>184,095</b>	<b>194,094</b>

**17. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Trade creditors	42,430	16,917
Other taxation and social security	8,438	8,356
Obligations under finance lease and hire purchase contracts	32,939	39,211
Pension fund loan payable	69	1,539
Accruals and deferred income	10,896	10,896
	<b>94,772</b>	<b>76,919</b>
	<b>94,772</b>	<b>76,919</b>

**18. Creditors: Amounts falling due after more than one year**

	2023 £	2022 £
Net obligations under finance lease and hire purchase contracts	-	36,884
	<b>-</b>	<b>36,884</b>

**19. Financial instruments**

	2023 £	2022 £
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	223,265	229,289
	<b>223,265</b>	<b>229,289</b>

Financial assets measured at fair value through income and expenditure comprise cash at bank.

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>					
General Funds	698,516	934,860	(877,390)	(56,761)	699,225
Maternity costs	922	-	(6,734)	4,078	(1,734)
Sickness costs	1,810	-	(5,497)	8,190	4,503
Redundancy	5,000	-	-	29,000	34,000
Premises (All Hubs)	25	-	(10,944)	19,975	9,056
New premises	12,454	-	-	7,546	20,000
Legal	-	-	(79)	2,500	2,421
IT	2,935	-	(2,307)	2,065	2,693
40th year activity	-	-	(3,500)	3,500	-
Cost of living - Santander Foundation	-	12,500	(7,913)	-	4,587
Marketing costs	722	-	(7,983)	9,278	2,017
Repair & Replacement	15,303	-	-	(15,303)	-
Outreach services	20,000	-	-	(20,000)	-
General Funds 14	-	-	-	-	-
	<b>757,687</b>	<b>947,360</b>	<b>(922,347)</b>	<b>(5,932)</b>	<b>776,768</b>
<b>Restricted funds</b>					
Blyth Activites - EDF Wind Farms	2,328	-	(3,571)	1,243	-
I Can Be Canny - Santander Foundation	91,982	-	(41,543)	-	50,439
Blyth Hub - Arnold Clark and Northumberland CC Community Chest	82	-	(82)	-	-
Journey Friends - McCarthy & Stone Foundation	5,444	-	(2,265)	-	3,179
Journey Together - NHS D. D & T Mental Health and Learning Disability Partnership	24,572	-	(28,943)	4,371	-
Newcastle DIY Skills/Outdoor Area - Screwfix Foundation	3,711	-	(3,719)	8	-
A Canny Journey - Hardians 1900 Celebrations	-	2,674	(2,674)	-	-
I Can Grow - Hardrian Trust and Northumberland CC Community Chest	-	5,000	(4,416)	-	584

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds (continued)**

**Statement of funds - current year (continued)**

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Jubilee Celebrations Acomb & Blyth - Northumberland cc Community Chest	-	470	(479)	9	-
Life Skills Blyth - Mulchachy Smith Fund	-	8,407	(7,826)	-	581
Kickstart Apprentices - Dept for Work & Pensions	-	7,382	(7,683)	301	-
Newcastle Hub - Cooperative Community Fund	-	1,803	(1,803)	-	-
Working Journeys - Henry Smith Charity	-	26,750	-	-	26,750
	<u>128,119</u>	<u>52,486</u>	<u>(105,004)</u>	<u>5,932</u>	<u>81,533</u>
<b>Total of funds</b>	<u><u>885,806</u></u>	<u><u>999,846</u></u>	<u><u>(1,027,351)</u></u>	<u><u>-</u></u>	<u><u>858,301</u></u>

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2022</i>
	£	£	£	£	£
<b>Unrestricted funds</b>					
General Fund	799,766	714,341	(824,217)	8,626	698,516
Staffing and maternity costs	5,000	-	(4,078)	-	922
Marketing costs	9,350	-	(9,278)	650	722
Sickness	-	-	(8,190)	10,000	1,810
Redundancy	23,000	-	-	(18,000)	5,000
Repair & Replacement	10,370	-	(7,197)	12,130	15,303
Premises	516	-	(4,975)	4,484	25
New premises	15,000	-	(7,546)	5,000	12,454
Legal	1,325	-	(3,212)	1,887	-
Lifts	5,894	-	-	(5,894)	-
IT	11,455	-	-	(8,520)	2,935
Covid control measures	2,109	-	-	(2,109)	-
Transportation	634	-	-	(634)	-
Outreach services	-	-	-	20,000	20,000
	<u>884,419</u>	<u>714,341</u>	<u>(868,693)</u>	<u>27,620</u>	<u>757,687</u>
<b>Restricted funds</b>					
Big Lottery Covid fund	6,572	-	(7,355)	783	-
Blyth activities	-	4,345	(2,017)	-	2,328
Journey Blyth	-	5,000	(4,918)	-	82
I Can Be Canny	-	125,000	(4,308)	(28,710)	91,982
I Can Perform	-	1,000	(1,249)	249	-
Journey Friends	-	6,000	(556)	-	5,444
Journey Together	-	24,572	-	-	24,572
Kikstarts	-	1,500	(1,500)	-	-
Newcastle Hub	-	4,908	(4,966)	58	-
Screwfix Foundation	-	7,800	(4,089)	-	3,711
Kickstart Apprentices - Dept for Work & Pensions	-	-	-	-	-
Newcastle Hub - Cooperative Community Fund	-	-	-	-	-
Working Journeys - Henry Smith Charity	-	-	-	-	-

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds (continued)**

**Statement of funds - prior year (continued)**

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2022 £</i>
	6,572	180,125	(30,958)	(27,620)	128,119
<b>Total of funds</b>	890,991	894,466	(899,651)	-	885,806

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds (continued)**

**MOVEMENT IN FUNDS - continued**

The specific purposes for which the funds are to be applied are as follows:

**Big Lottery Covid fund**

Restricted to provide mental & emotional health, and nutrition, activities packs to be distributed to Clients at home by our Life Skills Coaches as part of our J2U new outreach service.

**Blyth Activities**

For the development of arts, craft and sport therapy resources for the new Journey Blyth Hub for adults with learning disability (funder EDF Wind Farms)

**Blyth Funding**

This fund combines funding received from Arnold Clark and Northumberland CC Community Chest. Restricted for the development of kitchen and catering resources for use by adults with complex learning disability.

**Can be Canny**

A programme to develop financial and digital skills, and Safeguard, adults with complex learning disability.

**Can Perform**

A programme to equip three Day Centres for adults with learning disability with stage pianos for performances.

**Journey Friends**

A programme to provide friendship activities for older, frail adults living in proximity to Journey's Hubs.

**Journey Together**

A programme to open a Saturday free activities drop-in for adults with complex learning disability living in the Coundon area.

**Kickstarts**

Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. Restricted for employment costs.

**Newcastle Hub**

Capital funding to equip our new Newcastle Day Centre with catering resources which will benefit adults with complex learning disability and the wider community using the Kenton Community Centre.

**Screwfix Foundation**

Funding to equip our new Newcastle Day Centre with resources to develop our gardening and outdoor eating area and associated enterprise. Fully completed fund details can be found below for comparative information purposes:

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**20. Statement of funds (continued)**

**A Canny Journey**

A programme celebrating the history of Hadrian's Wall and its accessibility today.

**I Can Grow**

A programme enhancing the garden buildings at Acomb Hub

**Jubilee Celebrations**

A celebration of the diamond jubilee of Queen Elizabeth II

**Learning Disability Support Worker Blyth**

Funding for part salary of a Staff member

**Working Journeys**

A new employability programme for all adults attending Journey

**Transfers between funds**

Transfers have been made from restricted funds to general funds where the restriction has been fulfilled by the purchase of tangible fixed assets.

Transfers have been made from general funds to restricted funds to cover any overspend on restricted funds.

Transfers in designated funds have occurred where the trustees have approved changes to the balances designated and/or these balances have been spent on tangible fixed assets.

**21. Summary of funds**

**Summary of funds - current year**

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
General funds	757,687	947,360	(922,347)	(5,932)	776,768
Restricted funds	128,119	52,486	(105,004)	5,932	81,533
	<u>885,806</u>	<u>999,846</u>	<u>(1,027,351)</u>	<u>-</u>	<u>858,301</u>

**Summary of funds - prior year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds	884,419	714,341	(868,693)	27,620	757,687
Restricted funds	6,572	180,125	(30,958)	(27,620)	128,119
	<u>890,991</u>	<u>894,466</u>	<u>(899,651)</u>	<u>-</u>	<u>885,806</u>

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**22. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Tangible fixed assets	-	545,713	<b>545,713</b>
Current assets	81,533	325,827	<b>407,360</b>
Creditors due within one year	-	(94,772)	<b>(94,772)</b>
<b>Total</b>	<b>81,533</b>	<b>776,768</b>	<b>858,301</b>

**Analysis of net assets between funds - prior year**

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	576,226	576,226
Current assets	128,119	295,264	423,383
Creditors due within one year	-	(76,919)	(76,919)
Creditors due in more than one year	-	(36,884)	(36,884)
<b>Total</b>	<b>128,119</b>	<b>757,687</b>	<b>885,806</b>

**23. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2023 £</b>	<b>2022 £</b>
Net expenditure for the year (as per Statement of Financial Activities)	<b>(27,505)</b>	(5,185)
<b>Adjustments for:</b>		
Depreciation charges	<b>46,874</b>	46,874
Loss on disposal of fixed assets	-	383
Interest received	<b>(366)</b>	(39)
Decrease/(increase) in debtors	<b>9,999</b>	(128,691)
Increase/(decrease) in creditors	<b>24,125</b>	(11,930)
<b>Net cash provided by/(used in) operating activities</b>	<b>53,127</b>	(98,588)

**JOURNEY ENTERPRISE LTD**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**24. Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash in hand	223,265	229,289
<b>Total cash and cash equivalents</b>	<b>223,265</b>	<b>229,289</b>

**25. Analysis of changes in net debt**

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	229,289	(6,024)	223,265
Debt due within 1 year	(1,539)	1,470	(69)
Finance leases	(76,095)	43,156	(32,939)
	<b>151,655</b>	<b>38,602</b>	<b>190,257</b>

**26. Pension commitments**

The Charity operates a defined contribution pension scheme. The employer pension charge for the year represents contributions payable by the Charity to the scheme and amounted to £9,681 (2022 - £7,566).

Contributions totalling £69 (2022 - £1,539) were payable to the scheme at the end of the year and are included in creditors.

**27. Related party transactions**

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 March 2023.

**JOURNEY ENTERPRISES LTD**

England & Wales - Charity number 514827

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# Accounts

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**Journey Enterprises Ltd**



**Journey Enterprises Ltd**

(a company limited by guarantee)

**Annual Report and Financial Statements  
for the year ending 31<sup>st</sup> March 2022**

Charity registration number      514827  
Company registration number      178083

# Journey Enterprises Ltd

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## Journey Enterprises Ltd

### Reference and Administrative Duties

Trustees	C Benn K I Milton - resigned 08/10/2021 B Simpson C H S Swinburne - resigned 18/02/2022 T Devereux – appointed 11/07/2022 J Kendrick – appointed 11/06/2022 M Mathews – appointed 11/06/2022 S Montgomery – appointed 11/07/2022 P Hawley – appointed 17/02/2022
Key Management Personnel	E V McPherson  M E Leadbeater
Principal Office	Network House Acomb Industrial Estate Hexham Northumberland NE46 4SA
Company Registration Number	01780839
Charity Registration Number	514827
Independent Examiner	Armstrong Watson Burn Lane Hexham NE46 3RU
Bankers	Lloyds Bank plc Hexham Priestpopple Hexham NE46 IPE  Unity Trust Bank plc 9 Brindley Place Birmingham B1 2HB

## **Trustees Report Journey Enterprises Ltd**

### **Trustees**

The Trustees, who are directors for the purposes of Company law, present the Annual Report together with the Financial Statements and Independent Examiners' Report of the Charitable Company for the year ended 31 March 2022.

### **Structure, Governance and Management**

#### **Nature of Governing Document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23rd December 1983, revised on 11th October 2012 and 14th September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827. The members have agreed to contribute £1 in the event of the Charitable Company winding up.

#### **Recruitment and Appointment of Trustees**

The number and skills of Trustees is regularly reviewed and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, *fit and proper persons* check and references.

One third of the Trustees in office retire by rotation at each Annual General Meeting. A retiring Trustee is eligible for re-election. Members of the charitable company may propose other persons for election as Trustees.

#### **Induction and Training of Trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest.

Trustees with a professional understanding of Safeguarding are invited to act as Trustee Safeguarding Lead. This role links to the Designated Safeguarding Lead who is the Charity's Operations Manager.

#### **Arrangements for Setting Key Management Personnel Remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually and normally increased in line with average earnings. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding.

## **Trustees Report Journey Enterprises Ltd**

### **Organisational Structure**

The Charitable Company is organized so that the Trustees meet quarterly through the year to review its affairs and set objectives. The Senior Management Team, comprising Chief Executive Officer and Operations Manager, oversee implementation of the Board's strategy and day to day operations in a staff team of 25 FTE employees.

### **Risk management**

The Trustees have agreed to examine on a quarterly basis the major risks faced by the Charitable Company. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company is required to report to commissioners, regulators and to funders.

### **Objectives and activities**

#### **Objects and Aims**

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability & life skills training, health & wellbeing activities for people with learning disabilities from its sites in Acomb near Hexham, and Blyth (Northumberland) Coundon near Bishop Auckland (Durham) and Newcastle (Tyne & Wear). Journey offers its Clients opportunities to undertake work experience through its enterprise initiatives which provide vital services for local communities.

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the health and social care sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five-year business plan and key strategic priorities. The principal strategic development priorities for 2021 – 2026 are:

- Employability, training and supported volunteering
- Health & wellbeing initiatives
- Expanding our activities in the community
- Supporting more complex needs

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

#### **Chair's Report**

Once again the last year has been an exciting journey. Thanks to everyone who has been on board at Journey - all the people we support and their families, our wonderful operational team, our financial team, our Trustees and our friends and partners.

We are very proud of the growth of our Day Services, with the opening of a fourth site, Blyth, and the ability to return our service to 'normality' after the last two disrupted years.

We can now focus on further development so that we can reach even more people with learning disabilities closer to their homes.

Barbara Simpson  
May 2022

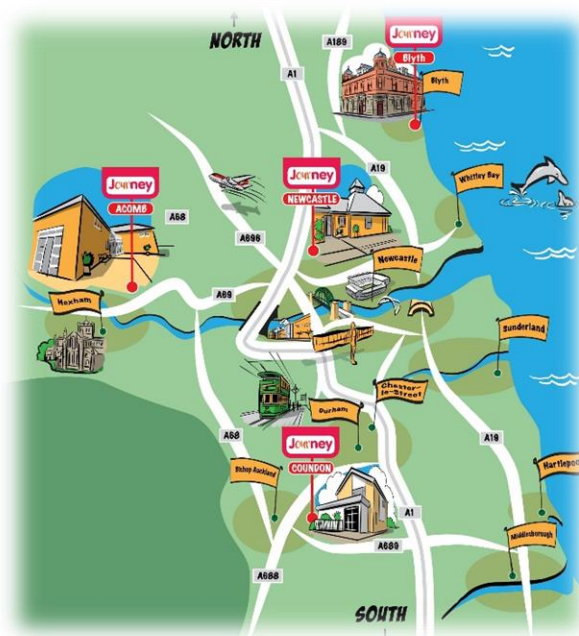
# Trustees Report Journey Enterprises Ltd

## Chief Executive Officer's Report: The Charity's Performance & Achievements

This has been a year of return and growth. Journey began the financial year continuing with COVID-19 restrictions. Like so many employers in health & social care we were delivering a blended service. The blended service consisted of both site-based practice and delivery supporting Clients still locked down at home. Led by Safeguarding and level of needs, we risk assessed the Clients who needed to be in Day Services on site daily and those who could continue to receive outreach programming.

The very successful J2U programme, developed in March/April 2020, was designed to provide a busy schedule of outreach activities and support for Clients at home. Funded by CAF and by the Big Lottery, we remain indebted to our funders for supporting the Charity to resource a rapidly re-engineered service delivery mode. The capital equipment we were able to procure to deliver mental & emotional health and nutritional support packs, and the additional Staff hours to man our contact calls and outreach visits, underpinned the success of this vital programme. Resources continued to be developed through the Big Lottery funding as we blended the Day Service return.

With sites 'set for the future', the Charity was delighted to finally welcome back all Clients back on to sites and to open its fourth Hub, Blyth, in September. The opening of a new Hub has been an important milestone: it has marked the beginning of the Charity's move to take Day Services closer to Clients' home locations, a significant number of Clients coming to Journey from south east Northumberland.



(Journey's map by Dave Bull)

## Trustees Report Journey Enterprises Ltd

Day Services local for Clients we are able to work within Clients' home communities, building on the networks which will support Clients in their lives outside the Hub and making new partnerships to support Clients' activities in Journey's service. This supports our drive to ensure adults with learning disability are visible within their home communities, and can lead active, fulfilling and inclusive lives.

Our new site is within the pretty stable courtyard at the Buffalo Community Centre. This is a bustling and buoyant Community Centre right at the heart of Blyth, close to the High Street and within easy reach of the coast. The Centre has a wonderfully diverse programme of groups and activities throughout the week, Journey quickly becoming part of the Community and programming.

We have been so warmly welcomed by Eileen Cartie, Centre Director, and her wonderful team of volunteers. Journey's Life Skills Coaches, Stephen Armstrong and Simon Docherty have led our activities with tremendous enthusiasm, managed by Senior Hub Manager, Adam Bird, and supported by Hub Administrator, Claire McGettigan.



[Eileen Cartie with Journey Clients and the nesting boxes they made for the Friends of Crofton Field]

It has been extraordinary to see how quickly Clients have adapted to a new setting and made the Hub very much their own. Adam's hard work putting in place key partnerships to enrich the Hub has enabled Clients to enjoy a very busy and fulfilling programme with its unique 'Blyth identity'.

**Trustees Report**  
**Journey Enterprises Ltd**



[Blyth Hub Clients out and about]

We are also indebted to Parents - Carers who have been tremendously supportive of the Hub and given us lots of contacts for Client activities and voluntary service in the community. We are now planning to double our capacity at Blyth, a very exciting journey for 2022-2023.

## **Trustees Report Journey Enterprises Ltd**

Our Newcastle Hub which has seen so much transition over the past five years as short-term leases fore-closed, has made what we hope will be a long-term move now to the Shandon Way Community Centre in Kenton. With the support of the wonderful Bobby Richardson, Manager at Kenton Sports Centre and a volunteer Trustee at Shandon Way Community Association, we secured the whole site for use during our operating hours. Bobby was also able to offer us the entirety of the Sports Centre during the lock-down period to give Newcastle Clients and Staff a temporary home as the Community Centre was refurbished. The final move on to site was made in May 2021.

Both Coundon and Acomb sites used the lock-down period to enhance and develop the buildings and resources, giving a refreshed feel for Clients returning to Day Service. Gemma Sowerby came in to post as the new Hub Manager at Coundon, Sarah Smith in her second year as Hub Manager at Acomb, both Managers with energetic visions for their service, Clients and Staff alike.

### **Staffing**

For 2021-2022 our priorities focused on ensuring all Clients remained safe whether on site or at home, to enable Clients to thrive and continue to reach Care Support Plan aspirations, despite restrictions, but also to support our extraordinary Staff team to deliver both on site(s) and also in a lone working capacity during outreach activities. My thanks to my colleagues on the Journey team for an exceptional year of work amidst a still challenging COVID context. Our thanks also to Jen Richardson and her colleagues, Emily Mitchell and Tom Mackay at Ward Goodman who operate as an outsourced finance manager function with huge efficiency and professionalism.

As employers in social care we are acutely conscious of the demands a normal year of operations bring. During the COVID period expectations of Staff working in social care have been unprecedented. Recognising the double demands of providing both site-based and outreach Day Service, mirroring the challenges schools & colleges have faced, a new package of support for Staff was put in place and has continued.

This includes access to enhanced support for health needs through Benenden Healthcare, recognising the very challenging delays now in healthcare referrals, and to provide equipment for Staff to exercise within our Better Health at Work programme.

The Better Health at Work programme was led by Maggie Leadbeater (Operations Manager) and Asma Shitar. It enabled us to consult with Staff on health issues of concern and need, and to develop resources, campaigns and sign-posting to support these needs. We were delighted to receive our Bronze Award during 2021-2022 and now move forward to our Silver Award. Our thanks to Maggie and Asma for their commitment to designing and spear-heading the programme at Journey, and to all the Staff for their enthusiastic participation.

## Trustees Report Journey Enterprises Ltd

Taking the Staff far from COVID restrictions and challenges, our Away Day in October 2021 was held initially outdoors at the wonderful Kielder Water. The Staff were trained in wild foraging by Northern Wilds, exploring the woodland abundant with nature's produce, enjoyed an open air foraged food snack, before moving indoors for the more traditional training day activities. We hope to train Clients in wild foraging during 2022-2023 and to see some foraged lunches perhaps in Hubs!



[Journey Staff foraging at Kielder – Away Day 2021]

Away Days for Managers and for Business Administrators were also held during the year using the new venue of the Biscuit Factory in Newcastle. These days give Staff an opportunity to focus on key areas of the business as a team and enjoy time away from our busy sites to collaborate with colleagues.



[Managers exploring business continuity planning in unexpected ways]

For the first time two Staff from Journey reached the National Learning Disability Awards final. We were all very proud to hear that Maggie Leadbeater was a Finalist for Senior Managers in Social Care and Asma Shitar for Best Newcomer. This was a really tremendous achievement by both Staff, reflecting their commitment, skills and hard work.

## Trustees Report Journey Enterprises Ltd

Attending the Gala Awards Night in November in Birmingham, Maggie and Asma met inspirational adults with learning disability and had an opportunity to network with other providers and nominees. Well done indeed Maggie and Asma!



[Maggie and Asma – finalists in the National Learning Disability Awards 2021]

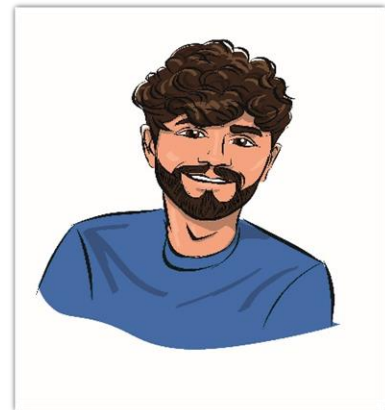
As a thank you to the Staff team we have commissioned Dave Bull to create Staff images in the Journey branding. A sample of Staff are shown below:



Fatima El-Jellaoui



Dave Brown



Nathan Watson

These images can now be used by Staff in Easy Read information for Clients, our website and for 365 accounts. We are indebted to Dave Bull for his support for Journey and his exceptionally appealing artwork which has so delighted our Clients.

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Volunteering**

1440 hours of volunteering were gifted to the Charity during 2021-2022 equivalent to £19,584 hours of paid work (average regional wage). Volunteering is the lifeblood of the Charity sector and we thank our superb volunteers for their skills, expertise and commitment to the Journey family. This financial year has seen a reduction in Journey hosting volunteering because of the continuing restrictions on Day Centre settings.

Nathan Watson was appointed our first Volunteering Lead to spearhead both volunteers joining Journey and Clients volunteering externally. He has worked in close collaboration with Jo Bramley who is the key link for our volunteer Trustees.

#### **Trustees**

Amongst our Volunteers we thank our Trustees for their commitment to Journey through such a turbulent period externally. Led by Barbara Simpson, Chair, our small but hard-working Board continued to bring their professional expertise, vision and lived experience to reflect on work passing and to shape work forward.

We said farewell to two Trustees this year: Christian Swinburne, who joined the Charity in 2015, and Kenneth Milton, a recently appointed Trustee. Christian's long-term commitment to the Voluntary & Community Sector is exceptional, set around a busy legal working life. We are delighted that he gave his time and skills to Journey and wish him every success for the future. Kenneth resigned on health grounds and, despite a short time at Journey, we are so grateful for his perspective as a Community Trustee for the Hexham area.

Applications for new Trustees have been very buoyant and we are looking forward to the new, expanded Board in 2022-2023.

#### **Journey Volunteers**

Nathan launched in to this new role by setting up new external partnerships and working with Managers to design volunteering roles throughout the organisation. The majority of these are roles supporting Client activities.

Journey is now working with Volunteer Action Blyth, Newcastle Volunteering Matters CVS, and is in the process of registering with Durham Community Action Volunteering Platform. We continue to advertise Trustee vacancies through our local infrastructural organisations and Reach. Nathan is also attending employability events to showcase opportunities at Journey including volunteering as a platform for work skills development.

Nathan recently attended Tynedale Jobs Fair *Women into Work* events, which was a great opportunity to link in with local organisations, including North East Jobs, Home Group, Employment and Skills North Tyneside Business Forum, and AK Teaching Limited. This was the first jobs fair of its kind giving women who have been out of work the opportunity and skills required to return to employment. Journey has been invited to return to the next Women into Work event, taking place on June 27, 2022.

## Trustees Report Journey Enterprises Ltd



*For future events, Journey Clients are planning to make delicious treats to showcase their talents and tempt in new volunteers: after all, who can resist a good cake?*

*(Nathan Watson, Volunteering Lead)*

### **Client Volunteers**

Volunteering is real work and a service to the community: it may be a stepping stone to future part-time employment or self-employment for some of Journey's Clients. For other Clients they may wish to continue in a non-paid role, giving service to the local community. We value enormously the commitment of our Clients in giving their time to serve others.

Clients start their volunteering at Journey during Day Activities working in groups on site and in the community. This enables us to support, train and guidance Clients and ensure they stay safe learning and applying work skills. For Clients who have gained confidence we then explore volunteering placements in other organisations.

Journey Clients have committed hundreds of hours annually to volunteering in the local community. Coundon Hub has trail-blazed our work as community volunteers with some inspirational programmes which have earned Coundon Hub a rightful place at the heart of the Coundon community.

One of our most longstanding volunteering commitments has been at Bishop Auckland Castle where Coundon Clients have helped maintain the gardens with great enthusiasm and skill since 2015.

Nigel, a Client from Coundon started volunteering at the Tanfield Railway in January 2018: Nigel's blog on his love of railways, the history of Tanfield and his volunteering at the Railway features on our website regularly and is a must-read for Staff, Clients and Parent-Carers.

## Trustees Report Journey Enterprises Ltd



[Nigel: Tanfield Railway Volunteer and Journey's favourite blogger]

More recently Shildon Live, the community shop hosted at Coundon Hub, has given Clients an exciting new opportunity to serve the public, understand the issues of managing budgets and food waste, and to practise work skills for a retail setting.

Coundon's very successful Community Café which serves nutritious meals for vulnerable people locally performed a magical transformation during the COVID-19 period. Clients and Staff began preparing meal boxes which were delivered to residents locally. This has been an extraordinary challenge and a wonderful solution to show the very best of Clients' skills, determination and desire to support the local community.



[Coundon Community Café goes mobile!]

## Trustees Report Journey Enterprises Ltd

We are now hoping to raise funds to equip our Hubs with small vans to enable us to deliver mobile cafe services to older, frail members of the community. This vision has been inspired by the work of Coundon Hub. Very well done indeed, Coundon!

At Acomb Hub Clients have volunteered for the past six years to maintain the wonderful planters and hanging baskets at Hexham Station. This work has been extended now in our new partnership with McCarthy & Stone, funders of our Journey Friends project for older adults. Clients now help with the gardens at McCarthy & Stone's retirement living complex in Hexham.



[Acomb Clients volunteering at McCarthy & Stone Hexham]

In Acomb village Clients have also recently volunteered at the WI's pop up community café. Held in the village hall Clients had an opportunity to meet and serve local vulnerable residents, many of whom are frail elderly.

We are also delighted to report that we have Acomb Hub Wombles! This is a local litter picking initiative hosted by Acomb village: Acomb Clients were delighted to sign up as Wombles.



[Acomb Hub Wombles]

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At our newest Hub, Blyth, volunteering started very soon after our arrival. We are very grateful to Parents-Carers of Clients at Blyth Hub who have connections with voluntary & community organisations and who also volunteer. We have been able to build on these connections to introduce Clients to new volunteering opportunities.

Blyth Clients have volunteered with the Friends of Crofton Fields to plant trees to celebrate the Queen's Platinum Jubilee. Crofton Fields are on the site of the former Crofton Mill Colliery which closed in 1969.



[Blyth Client planting Jubilee trees at Crofton Fields]

Adam Bird (Senior Hub Manager Blyth and Hexham) describes the work of Blyth Clients as volunteers in the Love Northumberland garden Project:

*"We are one of 12 groups who are working together to create a long and colourful herbaceous border, attracting bees, butterflies and other wildlife. The border is in the Dune Walk car park in Blyth.*

*All plants are being grown from seeds. Journey Clients have been working really hard to propagate the plants, water them and protect them from the colder weather. We recently assembled two mini greenhouses in the courtyard at the hub to help create the right growing conditions. We are growing dwarf sunflowers, salvia, calendula and other wildlife-attracting varieties.*

*It will be exciting to see how the project grows and develops and we are enjoying nurturing the plants and being involved in the project."*

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[Blyth Clients take part in the Love Northumberland Garden Project]

As part of Journey Friends, our new project to support older adults, Blyth Clients have prepared amazing treats boxes which were presented at the Buffalo Centre.



[Journey Friends: sweet treats made by Clients for local older adults]

### **Newcastle Hub**

Newcastle Hub has a proud tradition of volunteering in the Community with a keen focus on environmental issues. Now in Kenton the Team has begun partnering with local schools and with local businesses to extend their voluntary activity. Clients have recently made wonderful marble art to decorate the Tesco Community Room at Kingston Park, and fabulous Pot People for the children at St Cuthbert's Roman Catholic Primary School.

## Trustees Report Journey Enterprises Ltd

Clients chose this message to give to the children:

"Be kind, Be Brave, Be honest, Be happy, Be You."



[Nathan and Fatima at St Cuthberts school for pot people and a surprise cheque]

### Individual Volunteering: Clients



We are very proud of Journey Clients who give their time individually to local voluntary & community groups. From volunteering at local theatres to paint sets to serving in community cafes, working at food banks and preparing food parcels, they have been unstoppable and are an inspiration. Well done everyone!

### Managing the Journey Ahead

The principal focus for the Senior Leadership Team have been ensuring operational stability through a very complex period and, as we move beyond COVID, exploring potential for growth opportunities.

The Organisation's move towards 'service as normal' in quarter two of the financial year enabled us to finally revisit the Business Strategy. We closed the last financial year with our Business Strategy completed but awaiting review when the external context began to re-balance. By June we were able to revisit the Strategy with the Board and sign-off the growth and stability priorities for the coming five years. These were presented to the Staff team on our Away Day, giving us time with the Team to discuss the business case behind our recommendations.

## Trustees Report Journey Enterprises Ltd

As we look at growth, our commitment to ensuring the Charity develops its reach in to communities is not only shaped around increased geographical placement but also unmet needs. Provision within community for more complex needs is sparse and the Senior Leadership Team has been in regular discussion with Commissioners in Northumberland during the past year to consider development plans. One priority, subject to planning consent, is to extend our Acomb site physically to enable us to offer places for adults with profound and multiply complex learning disability. We have also explored further extending our physical sites in Northumberland to give us a presence in mid Northumberland. A suitable site has been identified. This can progress if we have assurances from the Local Authority of referral numbers.

Extending our reach and core service has pulled both enhancements to Staff training and development programming and knowledge management systems. The COVID-19 period has provided an enhanced opportunity for Staff to complete further training and for us to introduce the new management information system, Charitylog, to fully support the Charity's extension of its programming and funded projects. From a base of relying wholly on public sector contracting to one where we run a mixed portfolio of projects and contracts, enables the Charity to increase and diversify income, explore new partnerships and practice and develop its resources.

Maggie Leadbeater, Operations Manager and Designated Safeguarding Lead, has championed the introduction of Positive Behaviour Support, our largest training commitment in the past two years, as part of our wider focus on enhancing quality of delivery and Staffing expertise.

Now integral to learning disability best practice, its implementation allows Life Skills Coaches to work from the Client's experience outwards, ensuring all that we do is enabling and does not create barriers.

She has also driven forward our work on the I Can assessment framework which the Charity has designed to more accurately measure Client's progress in both life and work skills.

*"The main aim of my role over the last year as Operations Manager has been to bring stability and quality into the delivery of the service in Hubs which ultimately benefit the Clients, Commissioners and wider Funders. This has been a challenge due to coming out of COVID delivering blended services so not one we didn't expect and then to plan for normal working practices. The challenge came from a variety of areas: one was keeping safe in an ever-changing landscape the other, we still were restricted due to the worlds and our apprehension.*

*In April last year we didn't know what was ahead in relation to funding and COVID restrictions and we started to roll out plans and strategies we had developed i.e. Moving Blyth Clients nearer to where they lived.*

*As the year progressed the world started to open up we were then able to begin reconnecting with old relationship and partnership and the development of creating and meeting new partners got underway.*

*Our focus for the next three years for Clients is health, well-being and financial Inclusion using our I can assessment tool to support Clients to achieve those aims. The I can assessment tool was developed by Staff in partnership with Clients. We co-produced a framework where Clients in partnership with Staff can assess where they think they are and where they want to be in relation to one of the six primary domains of the tool. These are then broken down in to incremental achievement stages."*

## **Trustees Report**

### **Journey Enterprises Ltd**

Journey's Middle Management Team, responsible for managing our Day Services and Hubs and for administration of the Charity's business & governance functions, have worked with characteristic determination and optimism despite very challenging COVID-related business interruption.

Like businesses across the UK the primary impacts have been COVID-related sickness absences, with resulting difficulties in securing agency cover, and a high employment market hitting recruitment hard. For our Clients and families the ongoing isolation requirements, like Staff, in the rightly tight testing regime in social care settings, have significantly interrupted Day Service continuity.

Adam Bird, Senior Hub Manager Blyth & Newcastle, has led two Hubs and provided operational deputisation for Maggie Leadbeater as required, through the year. Adam has forged a tight-knit team at Newcastle, expanded with Blyth, and the whole team has worked as one to launch the new Hub. Adam has also led on our marketing and community fundraising with a new, fresh look for the Journey website developed with Digital Milkshake based locally in Northumberland. We are indebted to Adam for safe and inspirational hands moving both Hubs forward.

Jo Bramley has continue to lead and develop our Business Administration Team which has been the pivot around which the flux of COVID-19 operations has been stabilised, in addition to supporting Governance. The Team works dually to provide Hub level administration and reception support, and also to work on whole Charity administration. Jo's team enjoyed its first Away Day in December at the Biscuit Factory. The day consisted of reviewing the admin role within the organisation, processes and discussing if there could be improvements/efficiencies.

Activities reviewed the impact of missed tasks in the wider operations flow, financial controls, the importance of Safeguarding within Business Administration processes as well as discussing strategies for Staff wellbeing and workload management.

Sarah Smith has championed environmentalism and building local partnerships in her second full year as Hub Manager at Acomb. The Hub has thrived under her leadership, adapting quickly to the departure of Clients moving to the new Blyth Hub, and forging a strong and vibrant presence in the local community. We look forward to Sarah's vision expanding and developing now that we are 'business as usual'.

We were delighted to see Gemma Sowerby appointed as the new Hub Manager at Coundon Hub. Prior to joining Journey Gemma was a manager in the commercial sector and has retrained for health & social care practice. A passionate community networker, Gemma's vision for Coundon as a community enterprise Hub serving the people of Coundon and surrounding areas has already taken its first steps.

All our Hub Managers have been reshaping enterprise activities. These were closed completely by COVID-19. Deciding not to re-open our Hexham Kiosks, Hub Managers have explored different models of enterprise which enable Clients' skills development, new partnerships and which help to generate funds for Journey. In Acomb new partnerships have been formed with local holiday cottage lets to provide bakery goods.

## Trustees Report Journey Enterprises Ltd

In Coundon we now host Shildon Alive, a 'spend what you can afford' shop supplying food donations from Greggs and other local retailers. The shop is staffed by our Clients and is thriving, a life line for local families on low incomes in Coundon, struggling with the spiralling costs of living. Very well done Coundon on a great initiative during challenging times!



[Ready for Business and Shildon Alive: Coundon Hub hosts its community shop]

### Hub Staff 2021 - 2022

Our teams of Life Skills Coaches, Business Administrators and Drivers have forged through the year with determination, commitment and optimism. In a year dogged by Staff absences and unfilled vacancies at all three Hubs, our Staff have shown the unique culture and qualities of the Journey family. Putting Clients' needs forefront, Day Service has continued without interruption for Clients.

We warmly welcomed our new Staff\* at Acomb, Coundon and Newcastle Hubs. New Staff come to us, as with our existing Team, from a wide range of professional backgrounds. It is this unique mix of pathways which gives our Clients and the organisation such a rich experience at Journey.

We said farewell to Dave Brown at the close of the year: Dave was a long-serving Staff member, having joined the Coundon Team in April 2016. He retired at the close of March. Dave was a compassionate, kind and patient Life Skills Coach and Driver who is both missed by the Clients and Staff colleagues. We very much hope Dave will come back to see us.

### Staff Teams

#### Acomb Hub

- Gillian Aitchison (Business Administrator)
- Danielle Cathrae\* (Life Skills Coach)
- Kayleigh Maughan\* (Life Skills Coach)
- Nadiyah Storey (Senior Life Skills Coach)

## Trustees Report Journey Enterprises Ltd

### Blyth Hub

- Stephen Armstrong (Life Skills Coach)
- Simon Docherty (Life Skills Coach)
- Claire McGettigan (Business Administrator)

### Coundon Hub

- Dave Brown
- Samantha Falls\* (Business Administrator)
- Paul Fatkin\* (Senior Life Skills Coach)
- Stuart Fieldson (Driver)
- Sallie Hughes (Life Skills Coach)
- Lyndsey Jones (Life Skills Coach)
- Derek Stables (Driver)
- Rachael Teasdale\* (Life Skills Coach)

### Newcastle Hub

- Kelly Appleby\* (Driver)
- Stephen Armstrong (Life Skills Coach)
- Kevin Davies (Life Skills Coach & Driver)
- Fatima El-Jellaoui (Senior Life Skills Coach)
- Claire McGettigan (Business Administrator)
- Asma Shitar (Life Skills Coach)
- Nathan Watson (Senior Life Skills Coach & Volunteering Lead)

The wider Staff Team have been joined by various visiting specialists this year including the superb Masters students from Nordoff Robbins. Music therapy has provided opportunities for Clients to work both in groups and on a 1:1 basis, exploring their creativity, communication, physical and sensory skills. The Staff have very much enjoyed learning new techniques and approaches to use with our pitched and unpitched (Orff) percussion stock.

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[Pippa, Masters student at Nordoff Robbins, with Acomb Clients]

We were also delighted to appoint our first apprentice, Elise Moore, on the Kickstart Scheme. Elise joined our Coundon Hub team. As a young adult with lived experience of learning disability, Elise brought her invaluable perspective to the work of the Hub. A wonderful artist, avid Marvel fan, she soon found herself extremely popular with Clients, and much in demand. We wish her every success as she now moves on to higher education.

The Team summary would not be complete without mentioning our animal friends which so enrich the life of our Hubs. We very sadly said farewell to Taz, a Tasmanian lizard, at Coundon who became very unwell, but welcomed some much furrer replacements with the arrival of two rabbits and two guinea pigs. Elise gave a very inspirational and informative talk on guinea-pig care to Clients before our new friends arrived.



## Trustees Report Journey Enterprises Ltd

With great pride, we can report that Senior Life Skills Coach, Nadiyah Storey's, dog, Oakley, has qualified as a petting dog. He brings much joy to everyone at Acomb:



On sites the Staff teams worked to make sites appear as normal as possible, enabling Clients to begin to regain confidence, re-establish friendships and rebuild lost skills. We saw a significant change in some Clients' communication skills during the lock-down period in addition to impact on mental & emotional health.

The Charity's Day Services supported 153 people with learning disabilities from Northumberland, Tyne & Wear and County Durham during 2021-2022. Journey's Clients have longitudinal learning disability from conditions at birth. The conditions the Charity supports include Coffin-Lowry, Down's, Fragile X, Prader-Willi. Sotos, Smith-Megenis and Williams Syndromes and cerebral palsy. We also work with Clients with autism. Co-morbidity is prevalent in a significant ratio of Clients, autism and mental health disability the two most commonly reported co-morbidities in service. Half of our Clients live at home with Parent-Carers and half in supported living contexts. The largest ratio of Clients in Day Service are aged between 25 – 45 years. Smaller numbers of older adults in service reflect the earlier morbidity rates adults with learning disability experience.

### **Funding Priorities**

The majority of Journey's Clients receive care support packages in the form of personal budgets from local authorities and/or the NHS (Continuing Health Care), these constituting 69% of the Charity's income. Expenditure on delivery of Client services assumes 98% of the Charity's costs annually, requiring Journey to source the balance of costs for individual Clients, new programming and resourcing each year.

The Charity continued its programme of development through commitment of designated reserves with a focus on establishing the new Hubs in Blyth and Newcastle, continuing to develop both Acomb and Coundon sites, and to continue with our infrastructural development.

## **Trustees Report Journey Enterprises Ltd**

A key priority in procurement remains to source local suppliers where possible who are able to respond to needs quickly with a clear understanding of our business and the impact of any potential down-time. Jo Bramley has coordinated centrally the Business Administrators to work on low value procurement and provide the administrative support for higher value procurement overseen by the Senior Leadership Team.

We continued to set aside COVID contingency funds for Staff absences and PPE and cleaning and were reassured to see the salary uplift grants provided by local authorities and the NHS coming through for the final quarter. These were designed to enhance the very low salaries Staff experience in adult social care. Paid directly to Staff these funds have made a significant difference in the context of rising prices.

Our wider fundraising has focused on capital fundraising to equip the Blyth and Newcastle Hubs, revenue funding for Saturday drop-ins and a friendship programme, and funding to enable us to develop performance-based programmes and a financial and digital inclusion programme.

The Charity is indebted to its funders who have supported us. During 2021-2022 these funders have enabled us establish our Hub sites and begin the focus on new activities design. Our profound thanks to our commissioners, funders and fundraisers enabling our service development and hub growth.

### **Charitable Trusts & Foundation Grants: Programme Grants**

- Big Lottery COVID Fund (J2U)
- Curtin PARP Fund – Community Foundation Tyne & Wear (Puppetry)
- David Solomons Trust (I Can Perform)
- EDF Wind Farms – Community Foundation Tyne & Wear (Blyth Hub: puppetry, sports and arts equipment)
- Muckle Fund – Community Foundation Tyne & Wear (Puppetry)

### **Community and Corporate: Programme Grants & Capital Awards**

- Arnold Clark (Newcastle Hub catering equipment)
- McCarthy & Stone (Journey Friends)
- Newcastle Building Society (Newcastle Hub: mobile catering and pizza oven)
- Santander Foundation (I Can be Canny)
- Screwfix Foundation (Newcastle Hub: garden area and enterprise)
- Tyne Valley Beer Festival (Acomb Hub)

### **Department for Work & Pensions**

- Kickstart Apprenticeship Scheme

### **Local Authorities: Personal Budgets**

- Birmingham City Council
- Durham County Council
- Gateshead Council
- Newcastle City Council
- North Tyneside Council
- Northumberland County Council

## Trustees Report Journey Enterprises Ltd

### Local Authority & Town Council Grant Aid

- Northumberland County Council Community Chest (Blyth Hub kitchen equipment)
- Durham County Council (Staff salary grant)
- Gateshead Council (Staff salary grant)
- North Tyneside Council (Staff salary grant)
- Northumberland County Council (Staff salary grant)

### National Health Service: Continuing Healthcare

- Durham Clinical Commissioning Group
- Northumbria Healthcare Foundation Trust

### National Health Service:

- Community Foundation Durham - NHS Durham, Darlington & Teeside Mental Health and Learning Disability Partnership (Journey Together)

### Tynedale Beer Festival

We were honoured to have been chosen as one of the charities to be supported by the Tynedale Beer Festival for a second year. This popular Festival is run by Tynedale Rugby Club and the Tynedale Lions. Each year a small number of local charities are chosen to receive fundraising support.

Beer drinkers and Festival supporters raised a staggering £2,500 for Journey over the three day Festival. A huge well done to everyone who supported Journey, and the other local charities.



[Sarah Smith receives the funds raised by the Tyne Valley Beer Festival]

## Trustees Report Journey Enterprises Ltd

### A Year through Journey's Programmes

#### Blyth Funding: EDF Wind Farms

Administered through the Community Foundation Tyne & Wear the generous EDF Wind Farms funding has enabled us to equip our new Blyth Hub with a wonderful range of life-size puppets, arts and crafts materials and sports therapy resources. This provided a superb welcome for Clients moving from Acomb to Blyth and a rich resource for our activities ahead. We are so grateful to both EDF Wind Farms and the Community Foundation Tyne & Wear for enabling us to establish such a rich resource base for people with learning disability, and would welcome a visit from EDF to the Blyth Hub.

#### Blyth Funding: Northumberland County Council Community Chest

We applied to the County Council Community Chest for capital funding for us to equip the Annex kitchen with two Norseman catering units, some smaller catering equipment such as a potato oven, and the day to day utensils and adapted utensils needed for our Clients to practise cookery skills. The Norseman catering units are superbly versatile and have been much admired by the Buffalo Centre. These can be used both on and off site, giving us tremendous scope now for our catering skills development.



[Blyth Clients with the new Norseman mobile catering units]

## **Trustees Report Journey Enterprises Ltd**

### **I can be Canny**

Journey was delighted to be chosen to receive a large grant from the Santander Foundation to run a financial and digital inclusion programme over three years. This generous funding has enabled us to equip all Hubs with a set of iPads which we have configured with apps to support develop of financial skills, and to appoint three part-time Life Skills Coaches dedicated to delivering the Programme. The iPads will be used across the Day Activities spectrum, supporting Clients to remain safe, learn how to use programmes and applications to support life and work skills, and to develop confidence in handling money and technology.

Sadly we see many safeguarding incidents annually which are reported in to Adult Safeguarding Teams. In many cases abuse occurs in the home and this typically can be physical, emotional and financial abuse and neglect. Clients in Day Service receive a combination of benefits – Care Support award, Personal Independence Payment, Universal Credit – which cumulatively give a comfortably liveable income. In some cases this will be wrongly absorbed as ‘family money’ and it is these cases which are referred in to Safeguarding. This is because our Clients do not have access to the funds granted by Government and Local Authorities to enable their care & support and daily living needs to be met.

Whilst this Project gives Journey the capability to focus on improving Clients' awareness of their money, their rights and how to stay safe or raise concerns, we were also aware during lock-down that Clients without digital skills were locked out of the world we had now entered. The Project enables us to work with Clients through the Day Activities programming to uplift their ability and confidence in a supported environment.

We are delighted to work with the Santander Foundation and look forward to sharing our outcomes with the Foundation and other award holders as the programme progresses. Our profound thanks to the Santander Foundation for selecting our bid.

### **I can Perform**

We are indebted to the David Solomons Trust for their funding of one stage piano, stand and sustaining pedal which has been given to the Coundon Hub. The stage piano can be used for drama performances, 1:1 music therapy work and in supporting group work. Coundon is host to an aspiring Client musician, a very talented visually impaired man who has an extraordinary aural ability, taking down complex patterns by ear. He is overjoyed to now have a full-size, weighted stage piano to play. Coundon is the second Hub where we host Nordoff Robbins Masters students. Together with our Orff instruments we now have an impressive array of instrumentation to use for music therapy.

## **Trustees Report Journey Enterprises Ltd**

### **J2U (Big Lottery)**

This year we were able to continue with our work on mental & emotional health and nutrition, moving with the blended return to mixed on and off site work. As we moved through 2021 we commissioned a local dietician, Helen Buchan, to work with our Clients, Life Skills Coaches and Hub Managers to redesign our café offer to ensure both value for money and healthier options. With the arrival of our first proper cash tills and card payment terminals, Clients will now be able to experience a High Street café offer and gain confidence using card payment systems whilst in Day Service. The first Clients to use the terminals in the Hubs were very excited. Our thanks to the Big Lottery for this vital and rapidly administered fund across the COVID-19 period.

### **Journey Friends**

This welcome new programme extends the excellent work our Hubs have traditionally undertaken volunteering to support older frail adults in the community. We are committed to opening up our Hubs and to promoting community service as a key way to develop life and work skills.

We were delighted to form a new partnership with the McCarthy & Stone Foundation. The Foundation provides grant aid to organisations working to support older frail adults and promoting inclusion.

Journey Friends builds on a collaborative model we ran successfully in Coundon in 2020. The programme provides regular hosted lunches, friendship and activities sessions at our Hubs, Clients preparing and serving meals and taking an active part in sessions. Each of our Hubs is sited in an area where we have social housing. These include sheltered housing units. By reaching out to this community we can offer a hand of friendship, companionship and inclusion.

Like other programmes, we have been affected by COVID restrictions. This has meant both prevention of visitors on site and continuing isolation of older adults in the community. Levels of fear within the extremely clinically vulnerable groups have remained high.

Quickly reshaping the programme to ensure we could still reach out to older frail adults each Hub worked to make links with local sheltered housing units and nursing homes, in addition to older adults' groups. All our Hubs have been busily making meals and treats which have been taken out to older adults in the community. This has been so well received, many of the recipients without family support or contact with anyone daily. As we move through 2022-2023 we hope finally to host our recipients on site.

## Trustees Report Journey Enterprises Ltd



[Master chefs: wonderful treats to go out to isolated older adults from Coundon]

Our grateful thanks to McCarthy & Stone for their generosity and coming to visit us as the Programme launched. Everyone had a tremendous day.



[Acomb Clients host McCarthy & Stone]

### **Journey Together**

This important programme was to be the first of a series of new Saturday drop-in facilities at each of our Hubs. The programme has been significantly impacted by COVID-19 with Day Centre closures and restrictions over the past year preventing on site visitors. Daily testing and isolation protocols have remained in force in social care settings with visitors severely restricted. By kind agreement of the funders, NHS Durham, Darlington & Teeside Mental Health and Learning Disability Partnership and the Community Foundation Durham we have delayed roll out to adults with learning disabilities until June 2022.

## Trustees Report Journey Enterprises Ltd

All the preliminary programme work, Staffing, resourcing, shaping of proposed activities and branding have been completed this financial year. We welcomed this first NHS grant funding for extension of the service, and look forward to Journey Together opening its doors in 2022-2023.

### **Newcastle Hub: Arnold Clark**

Arnold Clark's community fundraising kindly donated £1K which we have used to purchase kitchen equipment for the new Newcastle Hub. These smaller community funds are so vital for the Voluntary Sector and we are very grateful for the Company's support.

### **Newcastle Hub: Newcastle Building Society**

It is always thrilling to receive support from a local business brand which has impact in the community. Newcastle Building Society has a long history of supporting projects in its immediate communities, recommended by Members.

We applied to the Society for support for capital equipment for the new Newcastle Hub. Very generously Newcastle Building Society provided a grant for us to purchase an outdoor pizza oven and two Norseman mobile catering units.

These will be not only a benefit for Journey's Clients but for the local community using the Shandon way Community Centre. The pizza oven has been installed in our now lovely outdoor courtyard area which was derelict when we moved in to the Centre.

Clients and Staff have worked tirelessly to transform this area for gardening, outdoor activities, relaxation and food & drink.

[Newcastle Clients build and admire the finished pizza oven]



## Trustees Report Journey Enterprises Ltd



[TIMBER!...early days in the clearing of Newcastle Hub outdoor area]

### **Newcastle Hub: Screwfix Foundation**

The Screwfix Foundation funding has been warmly received by the Newcastle Hub Team. This funding has enabled us to overhaul the garden and courtyard area of the Community Centre, buy garden equipment, soil, plants and seeds, and packs to start some gardening enterprise activity. The hard work which Journey has put in to developing this area benefits not only the Journey family but the wider community which uses the Community Centre outside our operational hours. We are hugely grateful to the Foundation for their support.

### **Puppets (Curtin PARP and Muckle Funds)**

We were thrilled to host a visit from the Community Foundation Tyne & Wear this year to meet Clients at Acomb Hub and experience some puppetry 'in action'. Kevin Maloney very much enjoyed joining an ABBA tribute in the puppetry session, and having an opportunity to talk with Clients about their lives, their time at Journey and their aspirations.

The visit also gave us the chance to talk in more detail with the Foundation about the importance of the two funds in enabling us to acquire resources which have had both intended impact and unexpected impact.

We had anticipated that the puppets would form a vital tool in enabling us to broaden Clients' social and communication skills, explore issues relating to identify, life, feelings, experiences, emotions and relationships and to use the puppets to build confidence.

## Trustees Report Journey Enterprises Ltd

We had not anticipated COVID-19 and how essential the puppets would become in enabling Clients to re-emerge in to the world, to come back in to Day Service and to go out in to the community. The puppets went everywhere and have made such huge impact which is ongoing. Our thanks to the Curtin Parp and Muckle Funds for supporting Journey, and to the Community Foundation for its work.



[Out and about at last!]

### **An Unexpected Journey**

We finish this year's Annual Report with reflections on different journeys for Clients and Staff alike. We very sadly heard the news at the close of 2021 that a Client from our Newcastle Hub, Yvonne, had died very unexpectedly. A young woman with Down's Syndrome, Yvonne's early mortality is a context which families and Staff working with adults with learning disability experience too often. It is devastating for families and has a huge impact on those in the wider circle of support.



[Yvonne]

We celebrated Yvonne's life, her wonderful presence, joy and friendships, at our Newcastle Hub in a special tribute also attended by her family. With the funds raised so generously from Yvonne's funeral collection, we were able to buy a lovely bench to put in the Hub gardens.

**Trustees Report**  
**Journey Enterprises Ltd**

As we look forward, we, like many people in the past 20 months, live every moment knowing that the journey is one to be cherished. For every challenge our Clients have shown us that they have extraordinary resilience and an ability to move uniquely through the world seeing what others do not.

We have greatly enjoyed accompanying our Clients on their journeys in the past year and look forward to the unexpected, exciting and challenging in the next year.

“Keep journeying!”

Elspeth McPherson  
Chief Executive Officer

## **Trustees Report Journey Enterprises Ltd**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, 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 2019).

The Trustees, who are directors for the purposes of Company law, present the Annual Report together with the Financial Statements and Auditors' Report of the Charitable Company for the year ended 31 March 2020.

### **OBJECTIVES AND ACTIVITIES**

#### **Objectives and aims**

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability & life skills training, health & wellbeing activities for people with learning disabilities. It offers its Clients opportunities to undertake work experience through its enterprise initiatives which provide vital services for local communities. These include community kitchens, horticultural services and kiosks. Operations were delivered in 2019-2020 from the Charitable Company's sites at Acomb, Hexham, Northumberland, Coundon, Bishop Auckland, County Durham and the Wallsend, North Tyneside; through its enterprises in community and in wider outreach .

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the health and social care sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported and their carers.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five year business plan and key strategic priorities. The principal strategic priorities for 2015-2020 are:

- Providing services for people with additional needs within their home communities;
- Growth of a supported employment programme;
- Extension of services for young people with additional needs;
- Providing high quality, flexible services for people with additional needs;
- Maintaining and enhancing what works well.

## **Trustees Report Journey Enterprises Ltd**

### **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

### **FINANCIAL REVIEW**

#### **Financial position**

The principal funding sources continued to be client day-care funding of £800,570 (2019 - £809,380). Total funds as at 31 March 2020 were £810,271 (2019 - £971,442) of which £19,822 (2019 - £18,996) were held as restricted funds. Details of restricted funds can be seen in note 21 of these financial statements.

#### **Reserves policy**

The charitable company has free reserves of £341,035 as at 31 March 2020 (2019 - £526,438). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months giving regard to the risks identified above. Free reserves are calculated by deducting fixed assets from the unrestricted reserves held at the year-end.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Governing document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23rd December 1983, revised on 11th October 2012 and 14th September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827. The members have agreed to contribute £1 in the event of the Charitable Company winding up.

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

The number and skills of Trustees is regularly reviewed and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, fit and proper persons check and references.

One third of the Trustees in office retire by rotation at each Annual General Meeting. A retiring Trustee is eligible for re-election. Members of the charitable company may propose other persons for election as Trustees.

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Organisational structure**

The Charitable Company is organized so that the Trustees meet quarterly through the year to review its affairs and set objectives. The Senior Management Team Day comprising Chief Executive Officer, Finance Manager and Operations Manager oversee implementation of the Board's strategy and day to day operations in a staff team of 24 FTE employees. Hub, Service and a Development Manager manage front-line staff teams at the Charity's three sites, Acomb, Coundon and Wallsend. Staff include Life Skills Coaches, Job Coaches, Catering/Kiosk Staff, Drivers and Cleaners.

#### **Induction and training of new trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest.

Trustees with a professional understanding of Safeguarding are invited to act as Trustee Safeguarding Lead. This role links to the Designated Safeguarding Lead who is the Charity's Operations Manager.

#### **Key management remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually and normally increased in line with average earnings. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding.

#### **Risk management**

The Trustees have agreed to examine on a quarterly basis the major risks faced by the Charitable Company. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company required to report to commissioners, regulators and to funders.

**Trustees Report**  
**Journey Enterprises Ltd**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

01780839 (England and Wales)

**Registered Charity number**

514827

**Registered office**

Network House  
Acomb  
Hexham  
Northumberland  
NE46 4SA

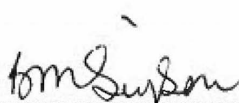
**Trustees**

Ms B Simpson  
C H S Swinburne  
T Devereux  
S Montgomery  
J Kendrick  
A M Mathews  
P Hawley  
C Benn

**Independent Examiner**

Armstrong Watson Audit Limited  
Milburn House  
Hexham Business Park  
Burn Lane  
Hexham  
NE46 3RU

Approved by order of the board of trustees on 19th November 2022 and signed on its behalf by:

  
.....  
Ms B Simpson / Trustee

## Independent Examiners Report to the Trustees of Journey Enterprises Ltd

### Independent examiner's report to the trustees of Journey Enterprises Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

#### Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA/ACCA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

  
Simon Turner  
Armstrong Watson Audit Limited  
Milburn House  
Hexam Business Park  
Burn Lane  
Hexham  
NE46 3RU

Date: .....19-11-2022.....

**Statement of Financial Activities**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	45,247	180,125	225,372	74,268
<b>Charitable activities</b>					
Client daycare funding	6	621,248	-	621,248	730,040
Daycare activity		28,730	-	28,730	(756)
Fuel duty rebate		(3,454)	-	(3,454)	1,800
Community enterprises		16,992	-	16,992	765
<b>Other activities</b>					
Other trading activities	4	4,110	-	4,110	304
Investment income	5	39	-	39	131
Other income		<u>1,429</u>	<u>-</u>	<u>1,429</u>	<u>760</u>
<b>Total</b>		714,341	180,125	894,466	807,312
<b>EXPENDITURE ON</b>					
Raising funds	7	3,914	-	3,914	2,236
<b>Charitable activities</b>					
Daycare activity	8	33,877	17,380	51,257	26,048
Community enterprises		3,764	2,316	6,080	1,856
Direct service provision		217,840	7,152	224,992	177,273
Staff costs		503,611	4,110	507,721	402,562
<b>Other</b>		<u>105,687</u>	<u>-</u>	<u>105,687</u>	<u>107,113</u>
<b>Total</b>		868,693	30,958	899,651	717,088
<b>NET INCOME/(EXPENDITURE)</b>		(154,352)	149,167	(5,185)	90,224
<b>Transfers between funds</b>	20	<u>27,620</u>	<u>(27,620)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		(126,732)	121,547	(5,185)	90,224
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		884,419	6,572	890,991	800,767
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>757,687</u>	<u>128,119</u>	<u>885,806</u>	<u>890,991</u>

The notes form part of these financial statements

**Balance Sheet**  
**Journey Enterprises Ltd (Registered Number: 01780839)**  
**31 March 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	14	576,226	-	576,226	537,071
<b>CURRENT ASSETS</b>					
Debtors	15	194,094	-	194,094	65,403
Cash at bank and in hand		<u>101,170</u>	<u>128,119</u>	<u>229,289</u>	<u>501,391</u>
		295,264	128,119	423,383	566,794
<b>CREDITORS</b>					
Amounts falling due within one year	16	(76,919)	-	(76,919)	(168,848)
		<u>218,345</u>	<u>128,119</u>	<u>346,464</u>	<u>397,946</u>
<b>NET CURRENT ASSETS</b>					
		794,571	128,119	922,690	935,017
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>CREDITORS</b>					
Amounts falling due after more than one year	17	(36,884)	-	(36,884)	(44,026)
		<u>757,687</u>	<u>128,119</u>	<u>885,806</u>	<u>890,991</u>
<b>NET ASSETS</b>					
<b>FUNDS</b>					
Unrestricted funds	20			757,687	884,419
Restricted funds				<u>128,119</u>	<u>6,572</u>
<b>TOTAL FUNDS</b>					
				<u>885,806</u>	<u>890,991</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

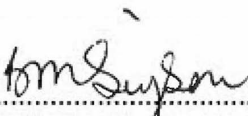
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

**Balance Sheet**  
**Journey Enterprises Ltd (Registered Number: 01780839)**  
**31 March 2022**

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 19th November 2022 and were signed on its behalf by:

  
.....  
Ms B Simpson / Trustee

The notes form part of these financial statements

**Cash Flow Statement**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

	Notes	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(98,588)</u>	<u>146,713</u>
Net cash (used in)/provided by operating activities		<u>(98,588)</u>	<u>146,713</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(86,413)	(136,958)
Interest received		<u>39</u>	<u>131</u>
Net cash used in investing activities		<u>(86,374)</u>	<u>(136,827)</u>
<b>Cash flows from financing activities</b>			
Loan repayments in year		(94,138)	(7,151)
Capital repayments in year		<u>6,998</u>	<u>69,097</u>
Net cash (used in)/provided by financing activities		<u>(87,140)</u>	<u>61,946</u>
		—————	—————
<b>Change in cash and cash equivalents in the reporting period</b>		(272,102)	71,832
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>501,391</u>	<u>429,559</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		229,289	501,391

The notes form part of these financial statements

**Notes to the Cash Flow Statement  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

**1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2022 £	2021 £
<b>Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)</b>	(5,185)	90,224
<b>Adjustments for:</b>		
Depreciation charges	46,874	36,711
Loss on disposal of fixed assets	383	12,589
Interest received	(39)	(131)
(Increase)/decrease in debtors	(128,691)	40,759
Decrease in creditors	<u>(11,930)</u>	<u>(33,439)</u>
<b>Net cash (used in)/provided by operations</b>	<u><u>(98,588)</u></u>	<u><u>146,713</u></u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.21 £	Cash flow £	At 31.3.22 £
<b>Net cash</b>			
Cash at bank and in hand	<u>501,391</u>	<u>(272,102)</u>	<u>229,289</u>
	<u>501,391</u>	<u>(272,102)</u>	<u>229,289</u>
<b>Debt</b>			
Finance leases	(69,097)	(6,998)	(76,095)
Debts falling due within 1 year	<u>(94,139)</u>	<u>94,139</u>	<u>-</u>
	<u>(163,236)</u>	<u>87,141</u>	<u>(76,095)</u>
<b>Total</b>	338,155	(184,961)	153,194

**1. CHARITY STATUS**

The Charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

The address of its registered office is: Network House, Acomb Industrial Estate, Hexham, Northumberland, NE46 4SA.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

## **2. ACCOUNTING POLICIES**

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

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102 1A) '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 1A) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

The accounts are presented in Sterling, which is the functional currency of the charity.

### **Going concern**

The financial statements have been prepared on a going concern basis. The trustees have considered the uncertainty relating to the coronavirus pandemic and its impact on the charity's operations and finances. In the opinion of the trustees, with the additional grant funding received, considerations on loan financing and proactively managing cash flow, the charity has sufficient working capital to meet its financial obligations and pay its liabilities as they fall due for the foreseeable future, and therefore the financial statements have been prepared on a going concern basis.

The trustees have considered the level of reserves held and expected level of income and expenditure for the twelve months from authorising these financial statements and consider that the charity is able to continue as a going concern.

### **Estimation uncertainty and judgements**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. Other than estimates of prepayments, accruals and depreciation, there are no significant judgements or estimates included within the financial statements.

### **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.

### **Donations and legacies**

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity 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 these conditions will be fulfilled in the reporting period.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**2. ACCOUNTING POLICIES - continued**

**Grants receivable**

Grants are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Other trading activities**

Income from other trading activities is recognised when it is receivable and is earned by the charity.

**Income**

**Investment income**

Interest on funds held on deposit is included upon notification of the interest paid or payable by the bank. This is normally upon receiving the bank statement from the bank.

**Charitable activities**

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**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, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

**Charitable activities**

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**2. ACCOUNTING POLICIES - continued**

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

**Tangible fixed assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

**Tangible fixed assets**

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class, depreciation method and rate

Freehold property: Revaluation every 2 years by an independent valuer.

Fixtures and fittings: 10 - 30% straight line

Motor vehicles: 25% straight line

Equipment: 20 - 33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

**Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**2. ACCOUNTING POLICIES - continued**

**Fund accounting**

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

Designated funds are unrestricted funds set aside for specific purposes 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.

**Pension costs and other post-retirement benefits**

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

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

**Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers.

**Borrowings**

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**2. ACCOUNTING POLICIES - continued**

Borrowings are classified as current liabilities unless the Charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

**Financial instruments**

Classification

Financial assets and financial liabilities are recognised when the Charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

**3. DONATIONS AND LEGACIES**

	2022	2021
	£	£
Donations	5,760	2,414
Grants	<u>219,612</u>	<u>71,854</u>
	<u>225,372</u>	<u>74,268</u>

**4. OTHER TRADING ACTIVITIES**

	2022	2021
	£	£
Fundraising events	23	279
Kiosk income	<u>4,087</u>	<u>25</u>
	<u>4,110</u>	<u>304</u>

**5. INVESTMENT INCOME**

	2022	2021
	£	£
Deposit account interest	<u>39</u>	<u>131</u>

**6. INCOME FROM CHARITABLE ACTIVITIES**

	2022	2021
	£	£
Charitable Activities	621,248	730,040
Charitable Activities	28,730	(756)
Charitable Activities	(3,454)	1,800
Charitable Activities	<u>16,992</u>	<u>765</u>
	<u>663,516</u>	<u>731,849</u>

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

**7. RAISING FUNDS**

**Other trading activities**

	2022	2021
	£	£
Purchases	<u>3,914</u>	<u>2,236</u>

**8. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 9) £	Totals £
Daycare activity	51,257	-	51,257
Community enterprises	6,080	-	6,080
Direct service provision	224,992	-	224,992
Staff costs	<u>482,657</u>	<u>25,064</u>	<u>507,721</u>
	<u>764,986</u>	<u>25,064</u>	<u>790,050</u>

**9. SUPPORT COSTS**

	Finance £	Communication & IT £	Other £	Governance costs £	Totals £
Other resources expended	8,377	49,061	7,874	40,375	105,687
Staff costs	<u>5,553</u>	<u>-</u>	<u>-</u>	<u>19,511</u>	<u>25,064</u>
	<u>13,930</u>	<u>49,061</u>	<u>7,874</u>	<u>59,886</u>	<u>130,751</u>

**10. NET INCOME/(EXPENDITURE)**

Net income /(expenditure) is stated after charging /(crediting):

	2022	2021
	£	£
Depreciation - owned assets	46,875	36,711
Deficit on disposal of fixed assets	383	12,589
Independent Examiner fees	<u>1,700</u>	<u>1,700</u>

**11. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**12. STAFF COSTS**

	2022	2021
	£	£
Wages and salaries	474,498	375,093
Social security costs	25,657	20,690
Other pension costs	<u>7,566</u>	<u>6,779</u>
	<u>507,721</u>	<u>402,562</u>

The total employee benefits of the key management personnel of the Charity were £81,235 (2021: £115,185). These staff are defined on page 1.

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

	2022	2021
Staff Numbers	<u>25</u>	<u>21</u>

No employees received emoluments in excess of £60,000.

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

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

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	914	73,354	74,268
<b>Charitable activities</b>			
Client daycare funding	730,040	-	730,040
Daycare activity	(756)	-	(756)
Fuel duty rebate	1,800	-	1,800
Community enterprises	765	-	765
Other trading activities	304	-	304
Investment income	131	-	131
Other income	<u>760</u>	<u>-</u>	<u>760</u>
<b>Total</b>	733,958	73,354	807,312
<b>EXPENDITURE ON</b>			
Raising funds	303	1,933	2,236
<b>Charitable activities</b>			
Daycare activity	12,249	13,799	26,048
Community enterprises	1,357	499	1,856
Direct service provision	170,185	7,088	177,273
Staff costs	372,618	29,944	402,562
Other	<u>102,605</u>	<u>4,508</u>	<u>107,113</u>
<b>Total</b>	659,317	57,771	717,088
<b>NET INCOME</b>	74,641	15,583	90,224
<b>Transfers between funds</b>	<u>10,939</u>	<u>(10,939)</u>	<u>-</u>
<b>Net movement in funds</b>	85,580	4,644	90,224
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	798,839	1,928	800,767
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>884,419</u></u>	<u><u>6,572</u></u>	<u><u>890,991</u></u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**14. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>				
At 1 April 2021	409,000	40,257	136,712	585,969
Additions	-	32,760	53,653	86,413
Disposals	<u>-</u>	<u>(958)</u>	<u>(20,700)</u>	<u>(21,658)</u>
At 31 March 2022	<u>409,000</u>	<u>72,059</u>	<u>169,665</u>	<u>650,724</u>
<b>DEPRECIATION</b>				
At 1 April 2021	-	8,863	40,035	48,898
Charge for year	-	11,165	35,710	46,875
Eliminated on disposal	<u>-</u>	<u>(575)</u>	<u>(20,700)</u>	<u>(21,275)</u>
At 31 March 2022	<u>-</u>	<u>19,453</u>	<u>55,045</u>	<u>74,498</u>
<b>NET BOOK VALUE</b>				
At 31 March 2022	<u>409,000</u>	<u>52,606</u>	<u>114,620</u>	<u>576,226</u>
At 31 March 2021	<u>409,000</u>	<u>31,394</u>	<u>96,677</u>	<u>537,071</u>

**Revaluation**

The fair value of the company's Land and Buildings at Acomb was revalued at £335,000 on 23 July 2020 by Joe Fraser Chartered Surveyors, an independent valuer.

On the 24 July 2020 a valuation of £74,000 was prepared by Joe Fraser Chartered Surveyors for the Coundon property.

Had this class of asset been measured on a historical cost basis, their carrying amount would have been £525,460 (2021 - £538,750).

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

	2022 £	2021 £
Trade debtors	107,075	31,554
Other debtors	-	326
Accrued Income	59,564	6,432
Prepayments	<u>27,455</u>	<u>27,091</u>
	<u>194,094</u>	<u>65,403</u>

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

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

	2022	2021
	£	£
Bank loans and overdrafts (see note 18)	-	94,139
Hire purchase (see note 19)	39,211	25,071
Trade creditors	16,917	29,624
Social security and other taxes	8,356	7,884
Other creditors	-	1,947
Pension Liability	1,539	-
Accruals and deferred income	<u>10,896</u>	<u>10,183</u>
	<u><u>76,919</u></u>	<u><u>168,848</u></u>

**Bank borrowings**

The Unity Trust bank loan was denominated in sterling with a nominal interest rate of 4% and the loan was repaid early in full in the year. The carrying amount at year end is £nil (2021 - £94,139).

**17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2022	2021
	£	£
Hire purchase (see note 19)	<u>36,884</u>	<u>44,026</u>

**18. LOANS**

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>-</u>	<u>94,139</u>

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

**19. LEASING AGREEMENTS**

Minimum lease payments fall due as follows:

	Hire purchase contracts	
	2022	2021
	£	£
Gross obligations repayable:		
Within one year	43,555	29,509
Between one and five years	<u>38,482</u>	<u>46,922</u>
	<u>82,037</u>	<u>76,431</u>
Finance charges repayable:		
Within one year	4,344	4,438
Between one and five years	<u>1,598</u>	<u>2,896</u>
	<u>5,942</u>	<u>7,334</u>
Net obligations repayable:		
Within one year	39,211	25,071
Between one and five years	<u>36,884</u>	<u>44,026</u>
	<u>76,095</u>	<u>69,097</u>
	Non-cancellable operating leases	
	2022	2021
	£	£
Within one year	32,685	42,702
Between one and five years	<u>53,820</u>	<u>57,775</u>
	<u>86,505</u>	<u>100,477</u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS**

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	799,766	(109,876)	8,626	698,516
Staffing and maternity costs	5,000	(4,078)	-	922
Marketing costs	9,350	(9,278)	650	722
Sickness	-	(8,190)	10,000	1,810
Redundancy	23,000	-	(18,000)	5,000
Repair & Replacement	10,370	(7,197)	12,130	15,303
Premises	516	(4,975)	4,484	25
New premises	15,000	(7,546)	5,000	12,454
Legal	1,325	(3,212)	1,887	-
Lifts	5,894	-	(5,894)	-
IT	11,455	-	(8,520)	2,935
Covid control measures	2,109	-	(2,109)	-
Transportation	634	-	(634)	-
Outreach services	-	-	20,000	20,000
	<u>884,419</u>	<u>(154,352)</u>	<u>27,620</u>	<u>757,687</u>
<b>Restricted funds</b>				
Big Lottery Covid fund	6,572	(7,355)	783	-
Blyth activities	-	2,328	-	2,328
Journey Blyth	-	82	-	82
I Can Be Canny	-	120,692	(28,710)	91,982
I Can Perform	-	(249)	249	-
Journey Friends	-	5,444	-	5,444
Journey Together	-	24,572	-	24,572
Newcastle Hub	-	(58)	58	-
Screwfix Foundation	-	3,711	-	3,711
	<u>6,572</u>	<u>149,167</u>	<u>(27,620)</u>	<u>128,119</u>
<b>TOTAL FUNDS</b>	<u>890,991</u>	<u>(5,185)</u>	<u>-</u>	<u>885,806</u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	714,341	(824,217)	(109,876)
Staffing and maternity costs	-	(4,078)	(4,078)
Marketing costs	-	(9,278)	(9,278)
Sickness	-	(8,190)	(8,190)
Repair & Replacement	-	(7,197)	(7,197)
Premises	-	(4,975)	(4,975)
New premises	-	(7,546)	(7,546)
Legal	-	(3,212)	(3,212)
	<u>714,341</u>	<u>(868,693)</u>	<u>(154,352)</u>
<b>Restricted funds</b>			
Big Lottery Covid fund	-	(7,355)	(7,355)
Blyth activities	4,345	(2,017)	2,328
Journey Blyth	5,000	(4,918)	82
I Can Be Canny	125,000	(4,308)	120,692
I Can Perform	1,000	(1,249)	(249)
Journey Friends	6,000	(556)	5,444
Journey Together	24,572	-	24,572
Kickstarts	1,500	(1,500)	-
Newcastle Hub	4,908	(4,966)	(58)
Screwfix Foundation	<u>7,800</u>	<u>(4,089)</u>	<u>3,711</u>
	<u>180,125</u>	<u>(30,958)</u>	<u>149,167</u>
<b>TOTAL FUNDS</b>	<u><u>894,466</u></u>	<u><u>(899,651)</u></u>	<u><u>(5,185)</u></u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	620,229	122,263	57,274	799,766
Staffing and maternity costs	2,125	-	2,875	5,000
Marketing costs	5,000	(650)	5,000	9,350
Sickness	-	(7,046)	7,046	-
Redundancy	4,071	-	18,929	23,000
Repair & Replacement	30,000	(3,693)	(15,937)	10,370
Pension	2,500	-	(2,500)	-
Premises	31,893	(13,955)	(17,422)	516
New premises	50,000	-	(35,000)	15,000
Legal	12,000	(675)	(10,000)	1,325
Relocation	24,719	-	(24,719)	-
Lifts	13,500	(16,106)	8,500	5,894
IT	2,802	(606)	9,259	11,455
Covid control measures	-	(4,891)	7,000	2,109
Transportation	-	-	634	634
	<u>798,839</u>	<u>74,641</u>	<u>10,939</u>	<u>884,419</u>
<b>Restricted funds</b>				
Acomb Furniture	928	-	(928)	-
Hexham Station Planters	499	(499)	-	-
Wild!	501	(747)	246	-
Return play outdoor gym	-	10,320	(10,320)	-
Big Lottery Covid fund	-	6,572	-	6,572
CAF Covid	-	(480)	480	-
Puppetry	-	(6)	6	-
Keeping You Safe & Well	-	(7)	7	-
Sports Therapy Equipment	-	(70)	70	-
Wheels Meet Again	-	500	(500)	-
	<u>1,928</u>	<u>15,583</u>	<u>(10,939)</u>	<u>6,572</u>
<b>TOTAL FUNDS</b>	<u><u>800,767</u></u>	<u><u>90,224</u></u>	<u><u>-</u></u>	<u><u>890,991</u></u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	733,958	(611,695)	122,263
Marketing costs	-	(650)	(650)
Sickness	-	(7,046)	(7,046)
Repair & Replacement	-	(3,693)	(3,693)
Premises	-	(13,955)	(13,955)
Legal	-	(675)	(675)
Lifts	-	(16,106)	(16,106)
IT	-	(606)	(606)
Covid control measures	-	(4,891)	(4,891)
	<u>733,958</u>	<u>(659,317)</u>	<u>74,641</u>
<b>Restricted funds</b>			
Hexham Station Planters	-	(499)	(499)
Wild!	1,000	(1,747)	(747)
Return play outdoor gym	10,320	-	10,320
Big Lottery Covid fund	8,580	(2,008)	6,572
CAF Covid	41,000	(41,480)	(480)
Puppetry	2,013	(2,019)	(6)
Keeping You Safe & Well	4,083	(4,090)	(7)
Sports Therapy Equipment	5,858	(5,928)	(70)
Wheels Meet Again	500	-	500
	<u>73,354</u>	<u>(57,771)</u>	<u>15,583</u>
<b>TOTAL FUNDS</b>	<u><u>807,312</u></u>	<u><u>(717,088)</u></u>	<u><u>90,224</u></u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	620,229	12,387	65,900	698,516
Staffing and maternity costs	2,125	(4,078)	2,875	922
Marketing costs	5,000	(9,928)	5,650	722
Sickness	-	(15,236)	17,046	1,810
Redundancy	4,071	-	929	5,000
Repair & Replacement	30,000	(10,890)	(3,807)	15,303
Pension	2,500	-	(2,500)	-
Premises	31,893	(18,930)	(12,938)	25
New premises	50,000	(7,546)	(30,000)	12,454
Legal	12,000	(3,887)	(8,113)	-
Relocation	24,719	-	(24,719)	-
Lifts	13,500	(16,106)	2,606	-
IT	2,802	(606)	739	2,935
Covid control measures	-	(4,891)	4,891	-
Outreach services	-	-	20,000	20,000
	<u>798,839</u>	<u>(79,711)</u>	<u>38,559</u>	<u>757,687</u>
<b>Restricted funds</b>				
Acomb Furniture	928	-	(928)	-
Hexham Station Planters	499	(499)	-	-
Wild!	501	(747)	246	-
Return play outdoor gym	-	10,320	(10,320)	-
Big Lottery Covid fund	-	(783)	783	-
CAF Covid	-	(480)	480	-
Puppetry	-	(6)	6	-
Keeping You Safe & Well	-	(7)	7	-
Sports Therapy Equipment	-	(70)	70	-
Wheels Meet Again	-	500	(500)	-
Blyth activities	-	2,328	-	2,328
Journey Blyth	-	82	-	82
I Can Be Canny	-	120,692	(28,710)	91,982
I Can Perform	-	(249)	249	-
Journey Friends	-	5,444	-	5,444
Journey Together	-	24,572	-	24,572
Newcastle Hub	-	(58)	58	-
Screwfix Foundation	-	3,711	-	3,711
	<u>1,928</u>	<u>164,750</u>	<u>(38,559)</u>	<u>128,119</u>
<b>TOTAL FUNDS</b>	<u>800,767</u>	<u>85,039</u>	<u>-</u>	<u>885,806</u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,448,299	(1,435,912)	12,387
Staffing and maternity costs	-	(4,078)	(4,078)
Marketing costs	-	(9,928)	(9,928)
Sickness	-	(15,236)	(15,236)
Repair & Replacement	-	(10,890)	(10,890)
Premises	-	(18,930)	(18,930)
New premises	-	(7,546)	(7,546)
Legal	-	(3,887)	(3,887)
Lifts	-	(16,106)	(16,106)
IT	-	(606)	(606)
Covid control measures	-	(4,891)	(4,891)
	<u>1,448,299</u>	<u>(1,528,010)</u>	<u>(79,711)</u>
<b>Restricted funds</b>			
Hexham Station Planters	-	(499)	(499)
Wild!	1,000	(1,747)	(747)
Return play outdoor gym	10,320	-	10,320
Big Lottery Covid fund	8,580	(9,363)	(783)
CAF Covid	41,000	(41,480)	(480)
Puppetry	2,013	(2,019)	(6)
Keeping You Safe & Well	4,083	(4,090)	(7)
Sports Therapy Equipment	5,858	(5,928)	(70)
Wheels Meet Again	500	-	500
Blyth activities	4,345	(2,017)	2,328
Journey Blyth	5,000	(4,918)	82
I Can Be Canny	125,000	(4,308)	120,692
I Can Perform	1,000	(1,249)	(249)
Journey Friends	6,000	(556)	5,444
Journey Together	24,572	-	24,572
Kickstarts	1,500	(1,500)	-
Newcastle Hub	4,908	(4,966)	(58)
Screwfix Foundation	7,800	(4,089)	3,711
	<u>253,479</u>	<u>(88,729)</u>	<u>164,750</u>
<b>TOTAL FUNDS</b>	<u>1,701,778</u>	<u>(1,616,739)</u>	<u>85,039</u>

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

The specific purposes for which the funds are to be applied are as follows:

**Big Lottery Covid fund**

Restricted to provide mental & emotional health, and nutrition, activities packs to be distributed to Clients at home by our Life Skills Coaches as part of our J2U new outreach service.

**Blyth Activities**

For the development of arts, craft and sport therapy resources for the new Journey Blyth Hub for adults with learning disability (funder EDF Wind Farms)

**Blyth Funding**

This fund combines funding received from Arnold Clark and Northumberland CC Community Chest. Restricted for the development of kitchen and catering resources for use by adults with complex learning disability.

**I Can be Canny**

A programme to develop financial and digital skills, and Safeguard, adults with complex learning disability.

**I Can Perform**

A programme to equip three Day Centres for adults with learning disability with stage pianos for performances.

**Journey Friends**

A programme to provide friendship activities for older, frail adults living in proximity to Journey's Hubs.

**Journey Together**

A programme to open a Saturday free activities drop-in for adults with complex learning disability living in the Coundon area.

**Kickstarts**

Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. Restricted for employment costs.

**Newcastle Hub**

Capital funding to equip our new Newcastle Day Centre with catering resources which will benefit adults with complex learning disability and the wider community using the Kenton Community Centre.

**Screwfix Foundation**

Funding to equip our new Newcastle Day Centre with resources to develop our gardening and outdoor eating area and associated enterprise.

Fully completed fund details can be found below for comparative information purposes:

**Mobile Kiosk**

This historic fund represents monies secured via Social Enterprise Acumen from the 'Do It For Real' disability fund, to give young people, with a disability the opportunity to meet their needs and interests, via the funding of a mobile kiosk that can be used to attend summer festivals.

**Sounds Different**

This fund was granted to purchase Orff instrumentation to enable the Charity to develop a music therapy programme, Sounds Different. This programme is ongoing.

**Notes to the Financial Statements  
Journey Enterprises Ltd  
For the Year Ended 31 March 2022**

**20. MOVEMENT IN FUNDS - continued**

**Acomb Furniture**

Funding for the purchase of new furniture for Client areas at Acomb Hub.

**Friendship**

Funding for hosting of friendship coffee/cake and lunch sessions for older frail adults from Coundon hosted by Clients at Coundon Hub.

**Hexham Station Planters**

Funding for the purchase of plants for hanging baskets and planters at Hexham Station.

**I Can Go Green**

Funding for National Vegetarian Week events at all Hubs.

**I Can Work**

Funding for Job Coaching (employability) programming in Northumberland, Tyne & Wear

**Wild!**

Funding for development of a habitat and multi-sensory garden at Acomb Hub.

**Return play outdoor gym**

Funding received from Sport England for the installation of an outdoor Gym area at the Acomb centre.

**CAF Covid**

Restricted to support COVID-response resilience activities. For Journey this was in the form of the new Journey service, J2U covering our Staffing of care calls and outreach programming.

**Puppetry**

Funding restricted for the purchase of puppets and puppetry equipment.

**Keeping You Safe & Well**

Funded by County Durham Community Foundation and restricted for providing short-cycle early funding to begin to deliver our J2U care calls to clients at home and to develop the Client Chat area of the website.

**Sports Therapy Equipment**

Funding received for the purchase of equipment to be used for Sports Therapy.

**Wheels Meet Again**

Restricted for replacement of the minibus fleet.

**Transfers between funds**

Transfers have been made from restricted funds to general funds where the restriction has been fulfilled by the purchase of tangible fixed assets.

Transfers have been made from general funds to restricted funds to cover any overspend on restricted funds.

Transfers in designated funds have occurred where the trustees have approved changes to the balances designated and/or these balances have been spent on tangible fixed assets.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2022**

**21. EMPLOYEE BENEFIT OBLIGATIONS**

The Charity operates a defined contribution pension scheme. The employer pension cost charge for the year represents contributions payable by the Charity to the scheme and amounted to £7,566 (2021 - £6,780).

Contributions totalling £1,539 (2021 - £nil) were payable to the scheme at the end of the year and are included in creditors.

**22. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.

**JOURNEY ENTERPRISES LTD**

England & Wales - Charity number 514827

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# Accounts

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## **Journey Enterprises Ltd**

(a company limited by guarantee)

### **Annual Report and Financial Statements for the year ending 31<sup>st</sup> March 2021**

Charity registration number      514827  
Company registration number      1780839

# Journey Enterprises Ltd

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## Journey Enterprises Ltd

### Reference and Administrative Duties

Trustees	C Benn E Jennings (resigned) K I Milton B Simpson C H S Swinburne
Key Management Personnel	E V McPherson  M E Leadbeater
Principal Office	Network House Acomb Industrial Estate Hexham Northumberland NE46 4SA
Company Registration Number	01780839
Charity Registration Number	514827
Independent Examiner	Armstrong Watson Burn Lane Hexham NE46 3RU
Bankers	Lloyds Bank plc Hexham Priestpopple Hexham NE46 IPE  Unity Trust Bank plc 9 Brindley Place Birmingham B1 2HB

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Trustees**

The Trustees, who are directors for the purposes of Company law, present the Annual Report together with the Financial Statements and Auditors' Report of the Charitable Company for the year ended 31 March 2021.

#### **Structure, Governance and Management**

##### **Nature of Governing Document**

Journey Enterprises Ltd is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 23rd December 1983, revised on 11th October 2012 and 14th September 2017. The Company's registration number is 01780839. It is registered as a charity with the Charity Commission, number 514827. The members have agreed to contribute £1 in the event of the Charitable Company winding up.

##### **Recruitment and Appointment of Trustees**

The number and skills of Trustees is regularly reviewed and any gaps identified. Existing members approach suitable candidates who are invited to attend meeting, initially as observers, before being invited formally to join the Board following application, *fit and proper persons* check and references.

One third of the Trustees in office retire by rotation at each Annual General Meeting. A retiring Trustee is eligible for re-election. Members of the charitable company may propose other persons for election as Trustees.

##### **Induction and Training of Trustees**

All new Trustees undertake induction and Safeguarding training to support their roles and to understand the context of learning disability today. Each Trustee is issued with the Directory of Social Change Trustee Handbook which explains their role and principal responsibilities. Wider training is provided both internally and externally, enabling Trustees to develop their knowledge of Journey and of the Charity's contribution within the disability sector and to explore areas of interest. Trustees with a professional understanding of Safeguarding are invited to act as Trustee Safeguarding Lead. This role links to the Designated Safeguarding Lead who is the Charity's Operations Manager.

## **Trustees Report Journey Enterprises Ltd**

### **Arrangements for Setting Key Management Personnel Remuneration**

The Board of Trustees gift their time to the Charity. No Trustees received remuneration in the year. Day-to-day management of the Charity is delegated to the operational team, the Charity's Key Management Personnel (KMP), as noted in the Reference and Administration section. Together with the Board the KMP direct, control, run and operate the activities of the Charity. The pay of the KMP is reviewed annually and normally increased in line with average earnings. The Trustees benchmark against pay levels within the Third Sector regionally, incremental increases accommodated within forecast budgets and applications for funding.

### **Organisational Structure**

The Charitable Company is organized so that the Trustees meet quarterly through the year to review its affairs and set objectives. The Senior Management Team Day comprising Chief Executive Officer and Operations Manager oversee implementation of the Board's strategy and day to day operations in a staff team of 17 FTE employees.

### **Risk management**

The Trustees have agreed to examine on a quarterly basis the major risks faced by the Charitable Company. These risks include financial, operational and regulatory risks. Systems are in place to minimize these risks, the Charitable Company required to report to commissioners, regulators and to funders.

### **Financial review**

The results for the year and the financial position of the charitable company are shown in the attached financial statements.

In summary, the Charity's total income for the year was £807,312 (2020 - £919,759) of which £73,354 related to restricted project income (2020 - £33,335). Total expenditure for the year was £717,088 (2020 - £1,082,791) of which £57,771 related to restricted project expenditure (2020 - £34,541).

### **Reserves policy**

The charitable company has free reserves of £347,348 as at 31 March 2021 (2020 - £341,035). The Trustees consider this level of reserves to be sufficient to deliver charitable objectives for the next twelve months. Free reserves are calculated by deducting fixed assets from the unrestricted reserves held at the year-end.

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Objectives and activities**

##### **Objects and Aims**

The Charitable Company's object and principal activities are to:

- Assist and encourage the education and vocational training of people with a learning disability and complex needs enabling them to promote their independence and find gainful employment opportunities;
- Provide or assist people with a learning disability and complex needs to partake in recreational and other leisure time activities with the object of improving their conditions of life and achieving their individual goals and aspirations;
- The Charitable Company also aims to raise awareness of learning disability.

The Charitable Company provides employability & life skills training, health & wellbeing activities for people with learning disabilities from its sites in Acomb near Hexham (Northumberland) Coundon near Bishop Auckland (Durham) and Newcastle (Tyne & Wear). In its normal operational delivery Journey offers its Clients opportunities to undertake work experience through its enterprise initiatives which provide vital services for local communities.

These include community kitchens, horticultural services and kiosks. However, the Charity's operations were re-designed in 2020-2021 to deliver virtual and outreach services during COVID-related compulsory closures of social care Day Centres, and resumed conjointly on site from September 2020.

The Charity continues to ensure that its objectives remain relevant to the ever-changing challenges within the health and social care sector to meet the needs of its Clients. The Charity has a vital role to play in the well-being and improvement of quality of life of the people supported.

Expenditure and development initiatives are planned, executed and monitored in line with the Charity's five-year business plan and key strategic priorities. Our Business Strategy was refreshed in February 2020, new strategic priorities confirmed in February 2021 as the external context amidst COVID-19 began to settle.

The principal strategic priorities for 2021-2026 are:

- Employment, training and supported volunteering
- Health & wellbeing
- Expanding activities in community
- Supporting complex needs
- Putting Hubs at the heart of community
- Further developing the learning organisation
- Working in partnership
- Continuing to invest in and develop our resources

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Future Plans**

The Charity's overarching aims are enabling people with complex needs to enjoy active, inclusive and fulfilling lives within their community.

To realise this ambition, and following the significant investment reserves to improve and enhance its sites and services, the Charity is committed to further developing its Hubs and resources. This is not only to support people with learning disability but to open Journey's sites to local communities. These initiatives have been trialled very successfully in Coundon and are now being taken forward at our Acomb and our new Newcastle sites. By working in partnership in local communities, we provide opportunity for people with learning disability to serve and support their community whilst bring diverse sections of our localities together. Journey has a vital place at the heart of the communities surrounding our sites.

Recognising the sparsity of effective longitudinal provision for people with the most complex needs, particularly in rurally dispersed catchments like Northumberland, the Charity is committed to diversifying its service offer and enhancing its resources to support the needs of people with profound and multiple learning disability. This work will commence at our main site at Acomb requiring further development of the site and resources, and a commitment to further Staff training and specialism.

The Charity has prioritised Staff development and increasing opportunities to bring our Hub teams together, learning from best practice inside and outside the Organisation. Our creation of specialist and lead roles is giving opportunity for career advancement, ensuring the Charity retains knowledge and skills and giving continuity of social care provision to our Clients. We will continue with our investment in Staff training and also in our wellbeing services for Staff. This year has shown the importance of providing responsive and effective health & wellbeing support systems in the social care sector.

With the challenges of COVID-19 abating, the Charity takes the lessons learned through the pandemic period, shaping the priorities around the new external context. Leading our strategic vision, our Board of Trustees, look forward to further expansion of their numbers, the skills and interests of Board members, enabling the Charity to benefit from different lived experience and perspectives for a new era at Journey.

#### **Public benefit**

As set out within Objects & Aims, the Charity delivers public benefit. A full explanation of the activities delivering public benefit are set out in the Achievements section of this Report. The section describes the Charity's activities during the year to deliver its business strategy and its charitable objects.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

## **Trustees Report Journey Enterprises Ltd**

### **Chair's Report**

To everyone who has been with us on our Journey throughout the last year, a huge thank you! Thank you to the whole operational team, the Trustees, our financial team at Ward Goodman and, most of all, to the 165 people we support and their families.

To say that this year has been a little out of the usual is a bit of an understatement. Everyone has had to find new ways to work and they have done so with flying colours. Amazingly, not only have we survived but have actually developed, finding new and innovative ways to deliver our service, opening a new Hub in Newcastle, starting new opportunities, such as gardening projects, sports and wellbeing libraries at home and many others.

We are now looking to extend our scope in other areas of the region, hoping to give more people like you the chance to join us on the next stage of our exciting Journey.

Thank you!

**Barbara Simpson (Chair)**

## **Trustees Report Journey Enterprises Ltd**

### **Chief Executive Officer's Report: The Charity's Performance & Achievements**

This year has been one of the most challenging and one of the most rewarding for the Journey family. The test of resilience all at Journey have experienced has enabled the Charity to try new models of delivery and modes of deployment, our Clients and families to experience new services and connections, and our partnerships to come on board with us for this very different Journey.

We have closed the year in a remarkably strong position financially and in terms of wider performance. This is testament to the vision and determination of the Board and Senior Leadership Team, the commitment and flexibility of our Staff Teams, the strength of our financial team at Ward Goodman Accounting and to the quiet courage of our Clients and families.

Reviewing the year's shape and key milestones: as we approached the new financial year the United Kingdom approached COVID. From the final weeks in March 2020 the Charity began preparing for Day Centre and enterprise closures. Our pending launch of the new Business Strategy and strategic objectives was rolled forward to be refreshed when we could reasonably assess the new external context emerging from COVID.

Key decisions were made quickly to mitigate losses and to ensure we could direct resources to service re-engineering, Staff support, COVID protection measures and continuity of Client care. The Board of Trustees and Senior Leadership Team, now meeting weekly, assessed the potential longevity of business interruption for enterprise as 'long term' and made the very difficult decision to take the associated enterprise Staff through consultation and closure. Vehicle stock was returned, reducing cost burdens. Our new website launch was extended giving us time to develop further Client-side resources securely to support virtual delivery, Clients involved in testing at all stages.

The Senior Leadership Team re-designed the Charity's service over a three week period to enable us to deliver Day Services in a blended model offering face to face mentoring near Clients' homes, virtual group sessions and care calls. Applying for a wide range of available grants and agreeing reallocation of some existing capital grants with funders, the Charity was able to offer a dynamic programme of well-resourced activities packs and a comprehensive exercise equipment library. These focused on three principal areas: Clients' mental health, Clients' physical health and wider wellbeing. The aim was to enable us to continue to support the key outcomes of the Clients' Care Plans by mirroring their normal schedules in Day Service and to provide respite for family carers.

For our Staff, equipment was reallocated ensuring Staff were resourced to work safely and effectively from home and in community. This work was led with remarkable dexterity by our Business Support Manager, Jo Bramley, ably supported by Hub Administrators, Gillian Aitchison, Claire McGettigan and Gemma Sowerby and by our impeccable IT service support at local SME, NE Solutions. The importance of a strong administrative hub supporting fully dispersed operations has been demonstrated amply throughout this year.

## Trustees Report Journey Enterprises Ltd

Support and communication systems were very significantly enhanced to ensure Staff remained in contact daily across operations, were able to access critical systems and also received the Charity's fullest support, particularly in relation to mental & emotional health. All Staff have found the year challenging, particularly those who normally work on site face to face with Client groups and colleagues, and the Staff Team has also included a small number of employees who have been in the shielding group for 13 months. This included a comprehensive healthcare package with 24/7 access to both GPs and counselling and enhanced support, supervision and Staff meetings. Sitting together with the Charity's roll on of the Better Health at Work award programme, and the wider work undertaken as part of Investors in People and Disability Confident quality marks, Journey's continuing investment in Staff wellbeing remains a priority

The Charity's day and employability services supported 165 people with learning disabilities from Northumberland, Tyne & Wear and County Durham during 2020-2021. Journey's Clients have longitudinal learning disability, the majority of Clients with conditions from birth. These include Down's syndrome, Williams syndrome, Fragile X, cerebral palsy, Sotos, Prader-Willi and also autism. Co-morbidity is prevalent in the majority of Clients, autism and mental health disability the two most commonly reported co-morbidities in service. Mental health disability has been significantly impacted by the COVID shielding period with our most vulnerable Clients remaining in the shielding group at home for over a year. A ratio of Clients have also shielded because of frail elderly parent carers. Some Clients, sadly, like Staff, have lost close family members from COVID during this period.

Operating in Journey 'Hububs' – our unique support bubbles – the Charity's Staff Teams trained with the NHS to create a COVID secure context for Clients to return from September. We commissioned Northumbrian artist, Dave Bull, who visited our Hubs and met Clients pre lock-down, to design the artwork both for the new website and our COVID posters and aide-memoires.



Making COVID measures on site friendly and welcoming was important, Clients having chosen the design of the new artwork. Our initial return was a blended first step with Staff working both on site and off site providing our outreach support (J2U), continuing the care calls and virtual delivery, and also providing on site activities. We are indebted to our Life Skills Coaches for their professionalism, enthusiasm and creativity in managing 'two services' jointly.

## **Trustees Report**

### **Journey Enterprises Ltd**

#### **Staffing**

The Charity retained a core Staffing team of 17 FTE during the financial year. Our continuing priority has been investment in front-line, Client-facing roles.

As we review the year it is our opportunity to thank our unique Staff Team for their knowledge, commitment and service, and also to thank our Volunteers and Trustees who add inordinate value to the Charity.

#### **Trustees**

This year has placed high demands on Trustees and we are so grateful for their support for the Charity. The requirement to make responsive and significant decisions demanded a very busy schedule of regular meetings and communications. The Board moved in to this new era with positivism, confident in the Charity's ability to respond appropriately and to be able to provide critical support at a time when the familiar world for people with learning disability seemed to be closing down at pace.

Trustees' perspective, gleaned from lived experience of learning disability and their professional expertise, give a layer of insight which guides the Charity through periods of calm and challenge equally.

We were delighted to welcome two new Trustees to Journey, Christopher Benn and Kenneth Milton, joining us in a virtual AGM in September. At the same time we bade farewell to Chair, Emma Jennings. Emma very kindly chose to extend her Chairmanship with the Board through the first stages of COVID and until we were joined by our new Trustees. We thank Emma for her commitment to Journey over the past years and wish her every success in her increasingly full commercial life.

We are conscious like many regional charities of the challenges of Trustee recruitment. One of the great benefits of the COVID period has been realisation that much more work can be conducted effectively at distance. Whilst we all miss the physical presence of the Board meetings on site, if the Charity is able to encourage more potential Trustees on board by adapting virtually, this may be particularly attractive for Trustees who have disabilities or caring roles.

#### **Volunteers**

1440 hours of volunteering were gifted to the Charity during 2020-2021 equivalent to £19584 hours of paid work (average regional wage). Volunteering is the lifeblood of the Charity sector and we thank our superb volunteers for their skills, expertise and commitment to the Journey family.

## Trustees Report Journey Enterprises Ltd

### Senior Leadership Team: The Forward Vision

This has been a year of unprecedented demand on a very small Senior Leadership Team but one which has shown the Team's ability to respond quickly to emerging contexts to ensure operational delivery is maintained and cost burdens offset.

Our commitments in 2019-2020 to invest significantly from the Charity's reserves in to enhancement and development of our Client-based resourcing, from our Day Centre buildings and gardens to the equipment used in activities, was mirrored in our recommendations to the Board of Trustees for 2020-2021. The COVID year gave us an unique opportunity to undertake enhancement work on sites whilst Clients were Shielding at home (supported by our J2U programming) and also to configure the safest systems and deployment for 'Return Journey'. This was matched by the splendid range of resourcing we were able to secure through grant aid applications for the J2U Client programming, ensuring continuing development of Client skills whilst away from Day Centres and supporting wider wellbeing.

We completed a very successful Away Day with the Board of Trustees in February 2020 for our Business Strategy refresh, recommending to the Board that we put proposals for the key strategic priorities on hold until the COVID context settled. This enabled us to focus on business continuity and business recovery stages, with the key focus on ensuring both continuity of Client-side delivery and quality of delivery.

Safeguarding has had a very significant focus throughout the year and I am indebted to our Operations Manager and Designated Safeguarding Lead, Maggie Leadbeater, for leading a year of exceptional operational transition with resilience, vision and expectations set high. Our focus on Safeguarding vulnerable Clients/families through this very turbulent and, for Clients, frightening period, enabled us to identify quickly Clients/families of concern, refer promptly in to Safeguarding Adults Hubs and ensure risks of harm were reduced.

Maggie Leadbeater:

*"The country went into a COVID 19 lockdown 23<sup>rd</sup> March 2020, all Journey's Hubs closed their doors to social care delivery from the following day. As an organisation working with very vulnerable Clients we recognised the issues and possible dangers both Clients and unpaid Carers could be facing. Our reconfiguration of services and Staffing could not have been possible without the support of our local commissioned IT support services provided by NE Solutions and telephony by United Telephony Services.*

*As a Charity we prioritise local procurement and providers who share our values and the importance of our mission. These firms went 'above and beyond' to ensure the Charity could reach Clients quickly and without business interruption, whilst also ensuring Staff were safe and supported.*

*Managers and the Senior Leadership Team developed the protocols and support structure to continue supporting Clients remotely as well developing a safe chat room facility through our new website. These enabled Clients to make contact, to chat and support each other reducing some of the isolation we were all feeling.*

## **Trustees Report Journey Enterprises Ltd**

*All Clients received a welfare call whether it was by phone or via zoom weekly some daily as needed. At this time some Clients packages of care were closed by local authorities but we continued to offer our services to those Clients.*

*Where Staff had concerns these were passed to Social Workers and Care Managers in all cases additional support was given to families. All Clients were 'RAG' rated ensuring those at highest risk received the most tailored and intensive support. This rating was used to decide which Clients would first return to Hub-based service, in agreement with Care Managers.*

*Eighteen safeguarding alerts relating to Client/Carer welfare were identified and raised by the Journey Team during this period. These encompassed financial abuse, neglect, physical abuse, psychological/emotional abuse, self-harm, self-neglect and sexual abuse. Several Clients were placed in temporary accommodation, removing them from risk of further harm.*

*These interventions show the importance of the continuity of service provision from Journey for vulnerable adults/families in a climate of significant change."*

### **Middle Management Team**

Journey has a middle management team of four Staff - three Hub Managers and a Business Support Manager. The Team has faced a formidable year of continuous challenge, change and demand, tackling it head on with enthusiasm, close collaboration and unending optimism. Their work has been tireless.

Joanne Bramley, Business Support Manager, continues to steer our administrative and governance support functions with calm and decisive leadership. This has been tested at points critical to ensuring our ability to respond to the COVID context, most notably in the first weeks of lock-down and service redesign. We are indebted to her for her work and commitment to the Staff Team, Trustees and Journey's Clients/families.

Adam Bird (Newcastle) assumed a new role combining support for the Operations Manager and wider Hubs and leading on community fundraising across the Charity. These were combined with his continuing management of the Newcastle Hub Team. Moving in to new responsibilities during contextual crisis externally, the roles have proved central to the Organisation's future development. We thank Adam for his dedication and hard work this year.

We welcomed Sarah Smith as the new Hub Manager at Acomb, coming to Acomb from Journey's Newcastle Team. Sarah's first year has proved unique and given an opportunity to test our new ways of working to support Clients through the outreach programme, and also allowing time for the Hub on site enhancement work to progress. Sarah has approached the year with extraordinary positivism and drive, embracing challenges with a clear way forward. Her vision for Acomb, shaped around employability, enterprise and community partnerships is very dynamic and heralds a new start for the Hub family.

## **Trustees Report Journey Enterprises Ltd**

Emma Boyle, Hub Manager Coundon, bid farewell to Journey to return to educational practice (residential care). Emma joined us in 2018 and we have greatly enjoyed working with her and seeing her Team and service develop at Coundon. We wish Emma every success. Temporary management of the Hub has been overseen by our Middle Managers overseen by our Operations Manager, whilst we recruit for Emma's successor.

### **Funding Priorities**

The majority of Journey's Clients receive care support packages in the form of personal budgets from local authorities and/or the NHS (Continuing Health Care), these constituting 82% of the Charity's income mix annually. Expenditure on delivery of Client services assumes 98% of the Charity's costs annually, requiring Journey to source the balance of costs for individual Clients, new programming and resourcing each year.

The 'COVID year' has been an atypical year of funding both in the form of how payments have been awarded from Local Authorities and in the availability of grant aid from both statutory and non statutory sources.

In common with charities across the country, Journey has experienced loss of income streams as a direct result of the COVID pandemic.

The Charity lost revenue from the closure of its enterprises encompassing our two Kiosks, community kitchens and horticulture. Similar loss of revenue occurred where we lost our events (shows and fetes) and the wider fundraising opportunities which feature in normal operations. As a social care provider we could not uptake the furlough scheme on behalf of our enterprise Staff working in the Hexham Kiosks, nor our Enterprise Manager, these contexts genuine redundancies. With Kiosks closed for the long term and no associated salaries to support, we have been able to partially offset the loss of enterprise income.

The Board and Senior Leadership Team agreed with the approach of year end, that we would relaunch a single Kiosk only, this being at Hexham Bus Station. This Kiosk offered greater opportunities for more Clients to enjoy work experience concurrently and higher potential footfall. This sadly meant permanent closure of our Kiosk at Hexham Rail Station which has been such a feature of the Journey family. We value greatly the partnerships we have made in the past four years with the Staff at Northern Rail and Hexham Station, and at the Tyne Valley Rail Partnership. We continue to work with the Station Staff to maintain the platforms' planters and hanging baskets and look forward to working further with TVRP.

A small ratio of Clients moved out of Journey's service because they attended dual provision and had to make the decision to choose a single provider. This was at the direction of Care Managers and central Government, ensuring the risk of COVID transmission from Day Centre to Day Centre was reduced. However, these were partially offset by Clients similarly who increased days in service, choosing Journey's provision as their 'sole provision'.

## **Trustees Report Journey Enterprises Ltd**

The Charity continued its programme of development through commitment of designated reserves to complete refurbishment of Acomb site, installation of stair lifts at both Acomb and Coundon and repairs to the platform lift at Acomb, structural work to address flooding in the gardens at Acomb and deposits on four minibuses on a hire purchase basis. As set out in our Annual Report 2019-2020 these buses replace the former lease hires operated over many years by Journey which were proving cost prohibitive and increasingly unreliable.

We set aside reserves to address the additional costs arising from COVID including cover for Staff sickness absence, equipment needed to prepare sites to be COVID secure and consumables. These funds were matched by local authority grant aid from Durham County Council and Northumberland Council, and PPE stock being made available for our Coundon Hub from Durham County Council.

Our wider fundraising through grant aid has committed to securing capital grants to purchase activities equipment for Clients to use at home to support physical & mental health and wider wellbeing and additional Staffing to cover outreach activities and conjointly deliver Day Service Hub-based provision as a blended service offer from September 2020. Grants have also supported the cost of care calls which have provided a life line for Clients/families during the long period of shielding. As we moved back to Hub-based delivery grant aid focused on further new activities resources supporting drama and sports activities. The largest scale award for sports activity was from Sport England who have funded an outdoor gym which has been installed in the gardens at Acomb Hub.

The Charity is indebted to its funders who have supported us. During 2020-2021 these funders enabled us to deliver the new configured service provision, keep our Staff and our Clients/families safe and achieve a successful 'Return Journey' to Hubs mid year. This blend of continuing support from local authorities and the NHS, enhanced by grant aid from national and regional charitable trusts and foundations, community groups and companies, provides a platform of support which keeps smaller regional charities operating even in the most challenging of contexts. Our profound thanks to our commissioners, funders and fundraisers enabling our service continuity and success.

## Trustees Report Journey Enterprises Ltd

### Local Authorities: Personal Budgets & Grant Aid

- Birmingham City Council
- Durham County Council
- Gateshead Council
- Newcastle City Council
- North Tyneside Council
- Northumberland County Council

### National Health Service: Continuing Healthcare

- Durham Clinical Commissioning Group
- Northumbria Healthcare Foundation Trust

### Charitable Trusts & Foundation Grants: Programme Grants

- Big Lottery COVID Fund (J2U)
- CAF COVID Resilience Fund (J2U)
- D'Oyly Carte (Sounds Different)
- Durham Community Foundation COVID Fund (J2U)
- Finnis Scott (Acomb Wild!)
- Muckle Fund – Community Foundation Tyne & Wear
- Curtin PARP Fund – Community Foundation Tyne & Wear
- Sport England Return Play (Acomb gym)

### Community and Corporate: Programme Grants & Capital Awards

- Tyne Valley Beer Festival (Wheels Meet Again - minibus fund)
- Leeds Building Society (Acomb Hub/furniture for Client areas)
- The Tyne Valley Company (Hexham Station: planters and hanging baskets)



Tyne Valley Beer Festival donation received by Client with Sarah Smith (Hub Manager Acomb)

## Trustees Report Journey Enterprises Ltd

### A Year through Journey's Programmes

Journey's Day Activities sit at the heart of our work with Clients. Life Skills Coaches are trained to work with adults with learning disability in a Positive Behaviour Framework. Our normal group sizes are of 8-10 adults of different abilities and disabilities, unified in having learning disability as their primary condition.

Led by Maggie Leadbeater, Operations Manager, Hub Managers plan schemes of activities with their Life Skills Coaches which will meet each Client's Care Support Plan needs. Working with Clients, the Charity aims to enable Clients to develop life and work skills, to manage and thrive with their disability, to make friendships and to stay healthy and active.

Maggie Leadbeater:

*"PBS is a person-centred framework for providing long term support to people with learning disability and/or autism. It includes those with mental health conditions, forensic background and those who have or maybe at risk of developing behaviours that challenge.*

*PBS approach is based on a set of values that provides support to promote inclusion, choice, participation and equality of opportunity, perfectly aligning to Journey values.*

*In 2019 Journey Enterprises committed financially to implementing PBS across the Organisation. This encompassed training of all Staff and the establishment of a framework and best practice which would enable us to deliver Client's aims and aspirations consistently in line with Person Centred Plans. BILD were commissioned by Journey to support the Middle and Senior Management Teams to develop and embed the new PBS quality framework."*

In this COVID year we have worked initially in 1:1s with Clients going out to mentor Clients in their home area. This work provided a vital bridge for Clients, seeing familiar Staff, occasionally one other Client from the same 'Hubub', and a means of re-accessing a very different world outside with support.

Fatima El-Jellaoui, Simon Docherty and Stephen Armstrong - Life Skills Coaches delivering 1:1 befriending and mentoring visits during national lock-down.



## **Trustees Report**

### **Journey Enterprises Ltd**

For many of our Clients we have seen a significant deterioration in communication skills. In this context the face to face visits, supported by the wider work of online group sessions, care calls and visits with exercise and activities libraries, have enabled us to ensure changes in condition and capability receive appropriate support. And, as we transitioned towards 'Return Journey' our virtual sessions and mentoring visits could prepare Clients for the new world at Journey.

Virtual sessions have been a voyage of discovery, from dance lessons, discos and musicals, to exercise, science experiments, cookery and sugar craft, to quizzes, competitions, forums, health & safety lessons, and much more. We welcomed a Commissioner from Northumberland County Council to one of our sessions who described the experience as 'the best day's work I've had in years.'

Clients showed us their extraordinary talent not only adapting so quickly to this new way of receiving Journey's services but their ability to make technology 'work for them'. Clients involved in interviewing potential Staff via Zoom showed that virtual distance is no barrier to finding not only the person for the job but the right person for Journey. Their questioning would put even the most seasoned interviewer 'through their paces'.

Just as we had redesigned services to go in to lock-down and outreach work, we remodelled the 'Return Journey' to enable Clients to work in small groups of up to four initially remaining in the same working areas and with the same Life Skills Coach throughout the day. A significant reduction in numbers able to travel socially distanced on Journey's minibus has resulted in the Charity having to provide double runs with associated cost increases, and loss of revenue where we only take a quarter of bus capacity.

Against this complex backdrop, the Charity was delighted to be re-awarded its Investors in People award in December 2020 and to receive notification that it was one of fifteen organisations identified by Lords Pickles and Blunkett as exemplars of best practice. The Charity was invited to be featured in the Parliamentary Review which was launched as the financial year came to close. The Charity joined the National Leaders Council of Great Britain and Northern Ireland, giving it greater opportunity and profile to raise issues affecting the lives of people with complex learning disability and their families and to recommend life changing possibilities.

# Journey Enterprises



Stephanie (client) and Hub Manager Sarah Smith showcase Journey's Job Coaching programme



CEO Elspeth McPherson

Bringing communities together through an ethos of “seeing learning ability”, Journey Enterprises work with individuals with complex conditions such as Down’s, Williams and Prader–Willi syndromes; cerebral palsy; fragile X syndrome; and autism. Fifty per cent of its clients have Down’s syndrome, a significantly higher ratio than the condition prevalence, which speaks to the organisation’s reputation within the field. CEO Elspeth McPherson explains more.

With a vision to enable people with complex needs to live happy, socially inclusive and fulfilling lives in their own community, we have worked through years of significant health, social care, education and welfare transition, changing the landscape of third-sector service provision and partnerships. We remain regional and community based, working from three wellbeing bases and through small social enterprises in the North East. Now hosting 171 clients aged from 17 to over 70, our focus is on enabling people with learning disabilities to gain the skills and experience to live and work successfully.

## Values at heart

At the heart of our delivery are five key values: accountability, person-centred delivery, openness, inclusivity and creativity. Shaping all aspects of operations and practice, the application of the central tenet of personalisation across an organisational culture demonstrates how disability practice has driven innovation.

## FACTS ABOUT JOURNEY ENTERPRISES

- » CEO: Elspeth McPherson
- » Established in 1983
- » Based in Hexham, Newcastle and Bishop Auckland
- » Services: Life and work skills training for people with complex learning disability
- » No. of employees: 25
- » IIP, BILD (PBS) and Disability Confident quality marks
- » [www.journeyenterprises.co.uk](http://www.journeyenterprises.co.uk)

## Trustees Report Journey Enterprises Ltd

### **Acomb Wild! (Finnis Scott Foundation)**

Journey was delighted to have been awarded a generous grant from the Finnis Scott Foundation to continue our work to develop Acomb Hub's gardens. The planned focus for 2020 – 2021 to landscape and plant areas supporting our new sensory and habitat structures, was aborted both by the arrival of COVID-19 and significant flooding in the gardens. Journey's Designated Reserves commitment to enhance Acomb Hub enabled us to commission site clearance and re-channelling, diverting overflow off area. With the Clients' phased return beginning in initially small bubbles of four Clients/session, we began shaping Wild Stage Two.



We decided to meet with a designer from Groundworks and are now looking at developing a commissioned project to formally restructure the grounds and undertake some of the larger scale work which Clients are unable to complete. Clients worked with Life Skills Coaches, Andy Davy, Simon Docherty and Nadiyah Storey, to decide on the key features of the work. Clients decided that the key priorities were further sensory features, areas for growing and cooking, relaxation, keep fit and more wildlife. A water feature and edible plants were high on the agenda, as was space for Clients to meet, eat and relax together outside throughout the year.

Clients have started the work ahead with clearing of the old polytunnels.



## **Trustees Report Journey Enterprises Ltd**

### **Acomb Furniture (Leeds Building Society)**

Supported by the Leeds Building Society Acomb's new stock of furniture arrived in bright Journey colours. We decided on stock which would enable us to keep COVID-safe at the end of use, wipe down, easy maintainable. We are indebted to the Leeds Building Society for helping us transform our Hub in to a strongly Journey but COVID-safe Day Centre.

### **COVID Resilience Funding (CAF Bank)**

Our largest grant award in 2020-2021 was received from the CAF Bank's COVID Resilience funding stream. This was a very significant award which added substantial underpinning financially for Journey's new outreach service, J2U, specifically for Staffing of this service after we had returned some Clients to sites and were operating a blended service model. Our thanks to the CAF Team for the rapidity of grant turnaround which enabled us to focus fully on service sustainability and quality.

### **COVID Resilience Grant (Durham County Council)**

Durham County Council's award of additional grant aid to regional charities working in social care provided invaluable support for our reconfigured service costs in our Coundon Hub. The award enabled us both to part-fund some of the costs of the new service activities shaped as the J2U Programme and also to cover some of our additional Staffing costs arising from Staff isolation absences. We are indebted to the Local Authority for its responsive handling of funding as we moved through the first months of the COVID 'era', ensure monies were streamed quickly to the Third Sector working to support vulnerable adults.

### **J2U (Big Lottery and CAF Bank)**

Our J2U programme brought together the COVID Resilience Fund award from the CAF bank with emergency COVID funding streaming through the Big Lottery. Our focus for the Big Lottery grant was creation of Client packs and programming to support mental & emotional health and nutrition. These were a priority for the extended lock-down period ensuring Safeguarding and wellbeing.

The packs brought delight for Clients throughout the year and respite for unpaid Carers. The creativity of our Life Skills Coaches in creating these packs and structuring virtual sessions has been astonishing and we thank this Team for their innovation, determination and enthusiasm. We also thank the Hub Administrators who undertook marathons of photocopying and pack collating each week.

We have all greatly enjoyed learning more about our Staff Team through the year with strikingly 'hidden talents', emerging to provide fun, challenging and adventurous activities for Clients.

## Trustees Report Journey Enterprises Ltd

The Life Skills Coaches and Hub Administrators Team:

Gillian Aitchison (HA Acomb)  
Stephen Armstrong (LSC Newcastle)  
Dave Brown LSC (Coundon)  
Kevin Davies (LSC Newcastle)  
Andy Davy (LSC Acomb)  
Simon Docherty (LSC Acomb)  
Stuart Fieldson (LSC Coundon)  
Sallie Hughes (LSC Coundon)  
Fatima El-Jellaoui (LSC Newcastle)  
Claire McGettigan (HA Newcastle)  
Lyndsey Jones (LSC Coundon)  
Gemma Sowerby (HA Coundon)  
Asma Shitar (LSC Newcastle)  
Nadiyah Storey (Senior LSC Acomb)  
Nathan Watson (Senior LSC & Volunteering Lead Newcastle)

### **Keeping you Safe and Well (Durham Community Foundation)**

This vital grant provided funding for Coundon Hub's care calls and activities packs throughout lock-down and, critically, very early in to the first weeks of our new service delivery. Our colleagues at both Tyne & Wear and Durham Community Foundations provide sterling support for the Sector, helping small charities locally to access funds committed to the region. Award decisions are made swiftly and this enables us to roll-out programmes reactively, none moreso important than during a pandemic.

### **Puppets (Curtin PARP and Muckle Funds)**

The arrival of our wonderful array of life-size puppets funded dually by the Curtin PARP Fund (Community Foundation Tyne & Wear) and the Muckle Fund, has enabled us to build a programme of work at each Hub to support the development of communication, inclusion and social identity skills. Puppets are used to help Clients communicate, express, explore and develop a range of themes and contexts, building confidence and enabling access. They have been very helpful supporting Clients who are non-verbal and those who find it difficult to express their thoughts, views or feelings using spoken language or in inter-personal interactions.



## Trustees Report Journey Enterprises Ltd

### Return Play (Sport England)

Acomb is the first Hub to have its own gym. With generous funding from Sport England a new outdoor gym was designed and installed in the final quarter of 2020-2021. This resource is available to all Hubs to use. Together with our super range of sports equipment funded by the Cooperative Community and Big Lottery, Clients are aiming high in their sporting goals.



### Sports Exercise Library and Day Service Activities (Cooperative Community Fund)

Shoppers at the Cooperative in Hexham have been generously fundraising for Journey throughout the past year. Achieving a wonderful £5858 these funds allowed us to develop an exercise library of sports equipment which was taken out to Clients' homes by the Life Skills Coaches during lock-down, and also to buy adapted sports equipment for use in the Day Centres. Whether joining a virtual sports session on line with friends and Staff from Journey, practising with a 1:1 home visit from a Life Skills Coach or working in small groups at the Day Centres, this equipment has brought huge joy and enabled Clients to stay fit, healthy and hopeful during a very challenging year.

## Trustees Report Journey Enterprises Ltd

### Staff Programming

This year has seen a significant investment in Staff training and development, aided by the dispersed working environment and move to virtual communications across the Charity's operational team. Working leanly and without travel to/from sites or training venues, the rate of learning in the Organisation has seen a very substantial increase.

Leading the learning organisation has been our commitment to supporting Staff health & wellbeing under the Better Health at Work Award.



In Nov 2020 Journey signed up to the Award Scheme which is solely focused on Staff health & wellbeing and is Staff-led. Two Health Advocates have been trained to take the Programme forward, a Life Skills Coach and the Operations Manager.

At the start of the Programme we consulted with all Staff using an NHS-based health & wellbeing questionnaire recommended by the Better Health at Work Team but incorporating some additional questions we wanted to include covering the COVID context. The Survey was voluntary, confidential and achieved a 60% return rate. The results were sent back to the NHS to compile the statistics before review by the Senior Leadership Team and Middle Management Team. This Survey would enable us to zone our campaigns in the areas Staff felt were needed.

The results included areas which we estimated there would be Staff need such as mental health but also some areas which we had not anticipated. We were made aware from Staff who are recently settled in this country that their awareness of prevention and early treatment services to support their needs was not equitable with Staff who have always lived in the UK.

The Programme is now being rolled out in thematic areas led by our Health Advocates. All Staff will have access to a new range of sports and therapy equipment on a loan basis, and a resource library of health & wellbeing literature to support needs.

Our three key areas are mental health, physical health, and health & safety at work. We will be hosting specialists during the year to talk to Staff about key health issues, and further building our already substantial signposting database on Charitylog. We currently can signpost to 870 organisations.

Staff's new-found confidence in, and enthusiasm for, Yammer and Teams has embedded the Programme quickly, enabling sharing of advice, tips, links to services and setting of fun challenges. And we will never forget the fancy dress Staff meetings which have raised spirits at some of the year's toughest points

## Trustees Report Journey Enterprises Ltd

### Journey Full Steam Ahead

We move to the new forward year with our strategic priority recommendations for the Board clear in a balance of both growth and stability priorities. These ensure the Charity maintains and develops what works well and explores new opportunities to enrich the lives of people with complex needs.

Our growth priorities reflect the most challenging needs of people with learning disability. They are:

- Employment, training and supported volunteering
- Health & wellbeing
- Expanding activities in community
- Supporting complex needs

Looking back as we move forward, the highlight of the year for all of us has been the return of Clients to our sites again. The sounds and sights of people with complex learning disability welcoming long-missed friends, excitedly exploring the new COVID-secure Hubs with expressions of joy at seeing the whole Staff Team, has been unforgettable.

Client, Stephen, gave us an insight in to his feelings returning to Newcastle Hub:

"I can't sleep. My mind is full of a million colours to make dreams and I don't know where to start..."

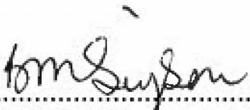


With Stephen's vision reflective of the opportunities of our work ahead, we look forward now with mirroring optimism, sight-lines clearly set for our Journey on.

Elspeth McPherson  
Chief Executive Officer

**Trustees Report**  
**Journey Enterprises Ltd**

Approved by order of the board of Trustees on 21<sup>st</sup> September 2021 and signed  
on its behalf by:

  
.....  
Ms B Simpson / Trustee

**Independent Examiners Report to the Trustees of  
Journey Enterprises Ltd  
For the Year Ended 31 March 2021**

**Independent examiner's report to the trustees of Journey Enterprises Ltd ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA/ACCA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

*Armstrong Watson Audit Limited*

Armstrong Watson, CHARTERED ACCOUNTANTS

ACA/ACCA *SIMON TURNER*

Armstrong Watson Audit Limited

Milburn House

Hexam Business Park

Burn Lane

Hexham

NE46 3RU

Date: ..... *21 September 2021* .....

**Statement of Financial Activities**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds as restated £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	914	73,354	74,268	33,813
<b>Charitable activities</b>					
Client daycare funding	6	730,040	-	730,040	815,559
Daycare activity		(756)	-	(756)	5,839
Fuel duty rebate		1,800	-	1,800	8,487
Feed in tariff		-	-	-	(250)
Community enterprises		765	-	765	28,310
Other trading activities	4	304	-	304	26,996
Investment income	5	131	-	131	815
Other income		760	-	760	190
<b>Total</b>		<b>733,958</b>	<b>73,354</b>	<b>807,312</b>	<b>919,759</b>
<b>EXPENDITURE ON</b>					
Raising funds	7	303	1,933	2,236	10,158
<b>Charitable activities</b>					
Daycare activity	8	12,249	13,799	26,048	25,895
Community enterprises		1,357	499	1,856	18,927
Direct service provision		170,185	7,088	177,273	262,324
Staff costs		372,618	29,944	402,562	681,660
Other		102,605	4,508	107,113	83,827
<b>Total</b>		<b>659,317</b>	<b>57,771</b>	<b>717,088</b>	<b>1,082,791</b>
Net gains/(losses) on fixed asset revaluation		-	-	-	(7,643)
<b>NET INCOME/(EXPENDITURE)</b>		<b>74,641</b>	<b>15,583</b>	<b>90,224</b>	<b>(170,675)</b>
<b>Transfers between funds</b>	21	<b>10,939</b>	<b>(10,939)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>85,580</b>	<b>4,644</b>	<b>90,224</b>	<b>(170,675)</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>798,839</b>	<b>1,928</b>	<b>800,767</b>	<b>971,442</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>884,419</b>	<b>6,572</b>	<b>890,991</b>	<b>800,767</b>

These notes form part of these financial statements

**Balance Sheet**  
**Journey Enterprises Ltd**  
**31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds as restated £
<b>FIXED ASSETS</b>					
Tangible assets	15	537,071	-	537,071	449,414
<b>CURRENT ASSETS</b>					
Debtors	16	64,371	1,032	65,403	106,162
Cash at bank and in hand		<u>495,851</u>	<u>5,540</u>	<u>501,391</u>	<u>429,559</u>
		560,222	6,572	566,794	535,721
<b>CREDITORS</b>					
Amounts falling due within one year	17	(168,848)	-	(168,848)	(184,368)
<b>NET CURRENT ASSETS</b>					
		<u>391,374</u>	<u>6,572</u>	<u>397,946</u>	<u>351,353</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		928,445	6,572	935,017	800,767
<b>CREDITORS</b>					
Amounts falling due after more than one year	18	(44,026)	-	(44,026)	-
<b>NET ASSETS</b>					
		<u>884,419</u>	<u>6,572</u>	<u>890,991</u>	<u>800,767</u>
<b>FUNDS</b>					
Unrestricted funds	21			884,419	798,839
Restricted funds				<u>6,572</u>	<u>1,928</u>
<b>TOTAL FUNDS</b>					
				<u>890,991</u>	<u>800,767</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 and Sections 144-145 of the Charities Act 2011 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

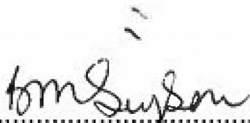
The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

**Balance Sheet – continued**  
**Journey Enterprises Ltd**  
**31 March 2021**

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ~~21<sup>st</sup> September 2021~~..... and were signed on its behalf by:

  
.....  
Ms B Simpson / Trustee

**Cash Flow Statement**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

	Notes	2021 £	2020 as restated £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>146,713</u>	<u>(129,009)</u>
Net cash provided by/(used in) operating activities		<u>146,713</u>	<u>(129,009)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(136,958)	(56,949)
Interest received		<u>131</u>	<u>815</u>
Net cash used in investing activities		<u>(136,827)</u>	<u>(56,134)</u>
<b>Cash flows from financing activities</b>			
Loan repayments in year		(7,151)	(6,861)
Capital repayments in year		<u>69,097</u>	<u>-</u>
Net cash provided by/(used in) financing activities		<u>61,946</u>	<u>(6,861)</u>
<b>Change in cash and cash equivalents in the reporting period</b>			
		71,832	(192,004)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>429,559</u>	<u>621,563</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>501,391</u>	<u>429,559</u>

These notes form part of these financial statements

**Notes to the Cash Flow Statement  
Journey Enterprises Ltd  
For the Year Ended 31 March 2021**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	2021	2020
	£	as restated £
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	90,224	(170,675)
<b>Adjustments for:</b>		
Depreciation charges	36,711	25,899
Losses on investments	-	7,643
Loss on disposal of fixed assets	12,589	-
Interest received	(131)	(815)
Decrease in stocks	-	489
Decrease/(increase) in debtors	40,759	(4,129)
(Decrease)/increase in creditors	<u>(33,439)</u>	<u>12,579</u>
<b>Net cash provided by/(used in) operations</b>	<u>146,713</u>	<u>(129,009)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
<b>Net cash</b>			
Cash at bank and in hand	<u>429,559</u>	<u>71,832</u>	<u>501,391</u>
	<u>429,559</u>	<u>71,832</u>	<u>501,391</u>
<b>Debt</b>			
Finance leases	-	(69,097)	(69,097)
Debts falling due within 1 year	<u>(101,290)</u>	<u>7,151</u>	<u>(94,139)</u>
	<u>(101,290)</u>	<u>(61,946)</u>	<u>(163,236)</u>
<b>Total</b>	<u>328,269</u>	<u>9,886</u>	<u>338,155</u>

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**1. CHARITY STATUS**

The Charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

The address of its registered office is: Network House, Acomb Industrial Estate, Hexham, Northumberland, NE46 4SA.

**2. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102 1A) '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 1A) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

The accounts are presented in Sterling, which is the functional currency of the charity.

**Going concern**

The financial statements have been prepared on a going concern basis. The trustees have considered the uncertainty relating to the coronavirus pandemic and its impact on the charity's operations and finances. In the opinion of the trustees, with the additional grant funding received, considerations on loan financing and proactively managing cash flow, the charity has sufficient working capital to meet its financial obligations and pay its liabilities as they fall due for the foreseeable future, and therefore the financial statements have been prepared on a going concern basis.

The trustees have considered the level of reserves held and expected level of income and expenditure for the twelve months from authorising these financial statements and consider that the charity is able to continue as a going concern.

**Estimation uncertainty and judgements**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. Other than estimates of prepayments, accruals and depreciation, there are no significant judgements or estimates included within the financial statements.

**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.

**Notes to the Financial Statements**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**Donations and legacies**

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity 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 these conditions will be fulfilled in the reporting period.

**Grants receivable**

Grants are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**Other trading activities**

Income from other trading activities is recognised when it is receivable and is earned by the charity.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**2. ACCOUNTING POLICIES - continued**

**Income**

**Investment income**

Interest on funds held on deposit is included upon notification of the interest paid or payable by the bank. This is normally upon receiving the bank statement from the bank.

**Charitable activities**

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**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, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

**Charitable activities**

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**Tangible fixed assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at

the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**2. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class, depreciation method and rate

Freehold property: Revaluation every 2 years by an independent valuer.

Fixtures and fittings: 10 - 30% straight line

Motor vehicles: 25% straight line

Equipment 20: 33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

**Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Fund accounting**

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

Designated funds are unrestricted funds set aside for specific purposes 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.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**Pension costs and other post-retirement benefits**

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

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

**Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**2. ACCOUNTING POLICIES - continued**

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers.

**Borrowings**

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the Charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

**Financial instruments**

**Classification**

Financial assets and financial liabilities are recognised when the Charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

**3. DONATIONS AND LEGACIES**

	2021	2020 as restated
	£	£
Donations	2,414	478
Grants	<u>71,854</u>	<u>33,335</u>
	<u>74,268</u>	<u>33,813</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**4. OTHER TRADING ACTIVITIES**

	2021	2020 as restated
	£	£
Fundraising events	279	16
Kiosk income	<u>25</u>	<u>26,980</u>
	<u>304</u>	<u>26,996</u>

**5. INVESTMENT INCOME**

	2021	2020 as restated
	£	£
Deposit account interest	<u>131</u>	<u>815</u>

**6. INCOME FROM CHARITABLE ACTIVITIES**

		2021	2020 as restated
	Activity	£	£
Charitable Activities	Client daycare funding	730,040	815,559
Charitable Activities	Daycare activity	(756)	5,839
Charitable Activities	Fuel duty rebate	1,800	8,487
Charitable Activities	Feed in tariff	-	(250)
Charitable Activities	Community enterprises	<u>765</u>	<u>28,310</u>
		<u>731,849</u>	<u>857,945</u>

**7. RAISING FUNDS**

**Other trading activities**

	2021	2020 as restated
	£	£
Purchases	<u>2,236</u>	<u>10,158</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**8. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 9) £	Totals £
Daycare activity	26,048	-	26,048
Community enterprises	1,856	-	1,856
Direct service provision	177,273	-	177,273
Staff costs	<u>365,629</u>	<u>36,933</u>	<u>402,562</u>
	<u>570,806</u>	<u>36,933</u>	<u>607,739</u>

**9. SUPPORT COSTS**

	Finance £	Communication & IT £	Other £	Governance costs £	Totals £
Other resources expended	7,483	50,420	4,682	44,528	107,113
Staff costs	<u>16,890</u>	-	-	<u>20,043</u>	<u>36,933</u>
	<u>24,373</u>	<u>50,420</u>	<u>4,682</u>	<u>64,571</u>	<u>144,046</u>

**10. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 as restated £
Depreciation - owned assets	36,711	25,900
Deficit on disposal of fixed assets	12,589	-
Audit fees	-	4,200
Independent Examiner fees	<u>1,700</u>	<u>-</u>

Fees are stated net of VAT.

**11. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**11. TRUSTEES' REMUNERATION AND BENEFITS - continued**

**Trustees' expenses**

During the year the Charity made the following transactions with trustees:

E Jennings

£308 (2019: £50) of expenses were reimbursed to E Jennings during the year.

B Simpson

£322 (2019: £63) of expenses were reimbursed to B Simpson during the year.

**12. STAFF COSTS**

	2021	2020 as restated
	£	£
Wages and salaries	375,093	631,543
Social security costs	20,690	41,072
Other pension costs	<u>6,779</u>	<u>9,045</u>
	<u>402,562</u>	<u>681,660</u>

During the year, the Charity made redundancy and/or termination payments which totalled £3,698 (2019: £Nil).

The total employee benefits of the key management personnel of the Charity were £115,185 (2019: £108,815). These staff are defined on page 1.

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

	2021	2020 as restated
Staff Numbers	<u>21</u>	<u>32</u>

No employees received emoluments in excess of £60,000.

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

	Unrestricted funds	Restricted funds	Total funds as restated
	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	478	33,335	33,813
<b>Charitable activities</b>			
Client daycare funding	815,559	-	815,559
Daycare activity	5,839	-	5,839
Fuel duty rebate	8,487	-	8,487
Feed in tariff	(250)	-	(250)
Community enterprises	28,310	-	28,310
Other trading activities	26,996	-	26,996
Investment income	815	-	815

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds	Restricted funds	Total funds as restated
	£	£	£
Other income	<u>190</u>	<u>-</u>	<u>190</u>
<b>Total</b>	886,424	33,335	919,759
<b>EXPENDITURE ON</b>			
Raising funds	10,158	-	10,158
<b>Charitable activities</b>			
Daycare activity	15,632	10,263	25,895
Community enterprises	17,300	1,627	18,927
Direct service provision	262,324	-	262,324
Staff costs	659,009	22,651	681,660
Other	<u>83,827</u>	<u>-</u>	<u>83,827</u>
<b>Total</b>	1,048,250	34,541	1,082,791
Net gains/(losses) on fixed asset revaluation	<u>(7,643)</u>	<u>-</u>	<u>(7,643)</u>
<b>NET INCOME/(EXPENDITURE)</b>	(169,469)	(1,206)	(170,675)
<b>Transfers between funds</b>	<u>(2,034)</u>	<u>2,034</u>	<u>-</u>
<b>Net movement in funds</b>	(171,503)	828	(170,675)
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	970,342	1,100	971,442
	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>798,839</u></u>	<u><u>1,928</u></u>	<u><u>800,767</u></u>

**14. PRIOR YEAR ADJUSTMENT**

A prior year adjustment was made to remove some brought forward restricted funds that were incorrectly carried forward in the prior year accounts. These funds were received and fully spent by 31 March 2019 and have been reported to the funder. An adjustment has been made to remove the balances from the prior year. The total adjustment moved restricted funds brought forward in 2019 totalling £17,896 to unrestricted funds. Total funds were unaffected by the changes.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**15. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
<b>COST</b>				
At 1 April 2020	409,000	294,284	34,400	737,684
Additions	-	20,946	116,012	136,958
Disposals	<u>-</u>	<u>(274,973)</u>	<u>(13,700)</u>	<u>(288,673)</u>
At 31 March 2021	<u>409,000</u>	<u>40,257</u>	<u>136,712</u>	<u>585,969</u>
<b>DEPRECIATION</b>				
At 1 April 2020	-	253,870	34,400	288,270
Charge for year	-	17,376	19,335	36,711
Eliminated on disposal	<u>-</u>	<u>(262,383)</u>	<u>(13,700)</u>	<u>(276,083)</u>
At 31 March 2021	<u>-</u>	<u>8,863</u>	<u>40,035</u>	<u>48,898</u>
<b>NET BOOK VALUE</b>				
At 31 March 2021	<u>409,000</u>	<u>31,394</u>	<u>96,677</u>	<u>537,071</u>
At 31 March 2020	<u>409,000</u>	<u>40,414</u>	<u>-</u>	<u>449,414</u>

**Revaluation**

The fair value of the company's Land and Buildings at Acomb was revalued at £335,000 on 23 July 2020 by Joe Fraser Chartered Surveyors, an independent valuer.

On the 24 July 2020 a valuation of £74,000 was prepared by Joe Fraser Chartered Surveyors for the Coundon property.

Had this class of asset been measured on a historical cost basis, their carrying amount would have been £552,040 (2019 - £565,330).

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

	2021 £	2020 as restated £
Trade debtors	31,554	73,458
Other debtors	326	2,109
Accrued Income	6,432	18,589
Prepayments	<u>27,091</u>	<u>12,006</u>
	<u>65,403</u>	<u>106,162</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

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

	2021	2020 as restated
	£	£
Bank loans and overdrafts (see note 19)	94,139	101,290
Hire purchase (see note 20)	25,071	-
Trade creditors	29,624	44,713
Social security and other taxes	7,884	10,198
Other creditors	1,947	13,328
Wages liability	-	2,724
Pension Liability	-	1,811
Accruals and deferred income	<u>10,183</u>	<u>10,304</u>
	<u>168,848</u>	<u>184,368</u>

**Bank borrowings**

The Unity Trust bank loan is denominated in sterling with a nominal interest rate of 4% (2019 - 4%), and the final instalment is due on 12 January 2031. The carrying amount at year end is £101,290 (2019 - £108,150).

The Unity Trust bank loan is secured against Network House, Acomb Industrial Estate. This loan is being recognised as a current liability due to the trustees' intention to repay the loan in full within the next 12 months.

**18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2021	2020 as restated
	£	£
Hire purchase (see note 20)	<u>44,026</u>	<u>-</u>

**19. LOANS**

An analysis of the maturity of loans is given below:

	2021	2020 as restated
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>94,139</u>	<u>101,290</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**20. LEASING AGREEMENTS**

Minimum lease payments fall due as follows:

	Hire purchase contracts 2021	2020 as restated
	£	£
Gross obligations repayable:		
Within one year	29,509	-
Between one and five years	<u>46,922</u>	<u>-</u>
	<u>76,431</u>	<u>-</u>
Finance charges repayable:		
Within one year	4,438	-
Between one and five years	<u>2,896</u>	<u>-</u>
	<u>7,334</u>	<u>-</u>
Net obligations repayable:		
Within one year	25,071	-
Between one and five years	<u>44,026</u>	<u>-</u>
	<u>69,097</u>	<u>-</u>
	Non-cancellable operating leases	
	2021	2020 as restated
	£	£
Within one year	42,702	26,824
Between one and five years	<u>57,775</u>	<u>22,477</u>
	<u>100,477</u>	<u>49,301</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS**

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	620,229	122,263	57,274	799,766
Staffing and maternity costs	2,125	-	2,875	5,000
Marketing costs	5,000	(650)	5,000	9,350
Sickness	-	(7,046)	7,046	-
Redundancy	4,071	-	18,929	23,000
Repair & Replacement	30,000	(3,693)	(15,937)	10,370
Pension	2,500	-	(2,500)	-
Premises	31,893	(13,955)	(17,422)	516
New premises	50,000	-	(35,000)	15,000
Legal	12,000	(675)	(10,000)	1,325
Relocation	24,719	-	(24,719)	-
Lifts	13,500	(16,106)	8,500	5,894
IT	2,802	(606)	9,259	11,455
Covid control measures	-	(4,891)	7,000	2,109
Transportation	-	-	634	634
	<u>798,839</u>	<u>74,641</u>	<u>10,939</u>	<u>884,419</u>
<b>Restricted funds</b>				
Acomb Furniture	928	-	(928)	-
Hexham Station Planters	499	(499)	-	-
Wild!	501	(747)	246	-
Return play outdoor gym	-	10,320	(10,320)	-
Big Lottery Covid fund	-	6,572	-	6,572
CAF Covid	-	(480)	480	-
Puppetry	-	(6)	6	-
Keeping You Safe & Well	-	(7)	7	-
Sports Therapy Equipment	-	(70)	70	-
Wheels Meet Again	-	500	(500)	-
	<u>1,928</u>	<u>15,583</u>	<u>(10,939)</u>	<u>6,572</u>
<b>TOTAL FUNDS</b>	<u><u>800,767</u></u>	<u><u>90,224</u></u>	<u><u>-</u></u>	<u><u>890,991</u></u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	733,958	(611,695)	122,263
Marketing costs	-	(650)	(650)
Sickness	-	(7,046)	(7,046)
Repair & Replacement	-	(3,693)	(3,693)
Premises	-	(13,955)	(13,955)
Legal	-	(675)	(675)
Lifts	-	(16,106)	(16,106)
IT	-	(606)	(606)
Covid control measures	<u>-</u>	<u>(4,891)</u>	<u>(4,891)</u>
	733,958	(659,317)	74,641
<b>Restricted funds</b>			
Hexham Station Planters	-	(499)	(499)
Wild!	1,000	(1,747)	(747)
Return play outdoor gym	10,320	-	10,320
Big Lottery Covid fund	8,580	(2,008)	6,572
CAF Covid	41,000	(41,480)	(480)
Puppetry	2,013	(2,019)	(6)
Keeping You Safe & Well	4,083	(4,090)	(7)
Sports Therapy Equipment	5,858	(5,928)	(70)
Wheels Meet Again	<u>500</u>	<u>-</u>	<u>500</u>
	<u>73,354</u>	<u>(57,771)</u>	<u>15,583</u>
<b>TOTAL FUNDS</b>	<u>807,312</u>	<u>(717,088)</u>	<u>90,224</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
<b>Unrestricted funds</b>				
General fund	580,563	(161,016)	200,682	620,229
Coundon Revaluation reserve	779	-	(779)	-
Staffing and maternity costs	4,000	(375)	(1,500)	2,125
Marketing costs	-	-	5,000	5,000
6 month reserves costs	170,000	-	(170,000)	-
Sickness	10,000	(6,868)	(3,132)	-
Redundancy	120,000	(929)	(115,000)	4,071
Repair & Replacement	40,000	-	(10,000)	30,000
Pension	10,000	-	(7,500)	2,500
Premises	35,000	-	(3,107)	31,893
New premises	-	-	50,000	50,000
Legal	-	-	12,000	12,000
Relocation	-	(281)	25,000	24,719
Lifts	-	-	13,500	13,500
IT	-	-	2,802	2,802
	<u>970,342</u>	<u>(169,469)</u>	<u>(2,034)</u>	<u>798,839</u>
<b>Restricted funds</b>				
Mobile Kiosk	-	(2)	2	-
Sounds Different	1,100	(4,671)	3,571	-
Acomb Furniture	-	928	-	928
Friendship	-	(95)	95	-
Hexham Station Planters	-	499	-	499
I Can Go Green	-	(96)	96	-
I Can Work	-	1,730	(1,730)	-
Wild!	-	501	-	501
	<u>1,100</u>	<u>(1,206)</u>	<u>2,034</u>	<u>1,928</u>
<b>TOTAL FUNDS</b>	<u><u>971,442</u></u>	<u><u>(170,675)</u></u>	<u><u>-</u></u>	<u><u>800,767</u></u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	886,424	(1,039,797)	(7,643)	(161,016)
Staffing and maternity costs	-	(375)	-	(375)
Sickness	-	(6,868)	-	(6,868)
Redundancy	-	(929)	-	(929)
Relocation	-	(281)	-	(281)
	<u>886,424</u>	<u>(1,048,250)</u>	<u>(7,643)</u>	<u>(169,469)</u>
<b>Restricted funds</b>				
Mobile Kiosk	500	(502)	-	(2)
Sounds Different	3,000	(7,671)	-	(4,671)
Acomb Furniture	928	-	-	928
Friendship	2,000	(2,095)	-	(95)
Hexham Station Planters	700	(201)	-	499
I Can Go Green	200	(296)	-	(96)
I Can Work	24,381	(22,651)	-	1,730
Wild!	1,626	(1,125)	-	501
	<u>33,335</u>	<u>(34,541)</u>	<u>-</u>	<u>(1,206)</u>
<b>TOTAL FUNDS</b>	<u>919,759</u>	<u>(1,082,791)</u>	<u>(7,643)</u>	<u>(170,675)</u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	580,563	(38,753)	257,956	799,766
Coundon Revaluation reserve	779	-	(779)	-
Staffing and maternity costs	4,000	(375)	1,375	5,000
Marketing costs	-	(650)	10,000	9,350
6 month reserves costs	170,000	-	(170,000)	-
Sickness	10,000	(13,914)	3,914	-
Redundancy	120,000	(929)	(96,071)	23,000
Repair & Replacement	40,000	(3,693)	(25,937)	10,370
Pension	10,000	-	(10,000)	-
Premises	35,000	(13,955)	(20,529)	516
New premises	-	-	15,000	15,000
Legal	-	(675)	2,000	1,325
Relocation	-	(281)	281	-
Lifts	-	(16,106)	22,000	5,894
IT	-	(606)	12,061	11,455
Covid control measures	-	(4,891)	7,000	2,109
Transportation	-	-	634	634
	<u>970,342</u>	<u>(94,828)</u>	<u>8,905</u>	<u>884,419</u>
<b>Restricted funds</b>				
Mobile Kiosk	-	(2)	2	-
Sounds Different	1,100	(4,671)	3,571	-
Acomb Furniture	-	928	(928)	-
Friendship	-	(95)	95	-
I Can Go Green	-	(96)	96	-
I Can Work	-	1,730	(1,730)	-
Wild!	-	(246)	246	-
Return play outdoor gym	-	10,320	(10,320)	-
Big Lottery Covid fund	-	6,572	-	6,572
CAF Covid	-	(480)	480	-
Puppetry	-	(6)	6	-
Keeping You Safe & Well	-	(7)	7	-
Sports Therapy Equipment	-	(70)	70	-
Wheels Meet Again	-	500	(500)	-
	<u>1,100</u>	<u>14,377</u>	<u>(8,905)</u>	<u>6,572</u>
<b>TOTAL FUNDS</b>	<u><u>971,442</u></u>	<u><u>(80,451)</u></u>	<u><u>-</u></u>	<u><u>890,991</u></u>

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	1,620,382	(1,651,492)	(7,643)	(38,753)
Staffing and maternity costs	-	(375)	-	(375)
Marketing costs	-	(650)	-	(650)
Sickness	-	(13,914)	-	(13,914)
Redundancy	-	(929)	-	(929)
Repair & Replacement	-	(3,693)	-	(3,693)
Premises	-	(13,955)	-	(13,955)
Legal	-	(675)	-	(675)
Relocation	-	(281)	-	(281)
Lifts	-	(16,106)	-	(16,106)
IT	-	(606)	-	(606)
Covid control measures	-	(4,891)	-	(4,891)
	<u>1,620,382</u>	<u>(1,707,567)</u>	<u>(7,643)</u>	<u>(94,828)</u>
<b>Restricted funds</b>				
Mobile Kiosk	500	(502)	-	(2)
Sounds Different	3,000	(7,671)	-	(4,671)
Acomb Furniture	928	-	-	928
Friendship	2,000	(2,095)	-	(95)
Hexham Station Planters	700	(700)	-	-
I Can Go Green	200	(296)	-	(96)
I Can Work	24,381	(22,651)	-	1,730
Wild!	2,626	(2,872)	-	(246)
Return play outdoor gym	10,320	-	-	10,320
Big Lottery Covid fund	8,580	(2,008)	-	6,572
CAF Covid	41,000	(41,480)	-	(480)
Puppetry	2,013	(2,019)	-	(6)
Keeping You Safe & Well	4,083	(4,090)	-	(7)
Sports Therapy Equipment	5,858	(5,928)	-	(70)
Wheels Meet Again	500	-	-	500
	<u>106,689</u>	<u>(92,312)</u>	<u>-</u>	<u>14,377</u>
<b>TOTAL FUNDS</b>	<u>1,727,071</u>	<u>(1,799,879)</u>	<u>(7,643)</u>	<u>(80,451)</u>

The specific purposes for which the funds are to be applied are as follows:

**Mobile Kiosk**

This historic fund represents monies secured via Social Enterprise Acumen from the 'Do It For Real' disability fund, to give young people, with a disability the opportunity to meet their needs and interests, via the funding of a mobile kiosk that can be used to attend summer festivals.

**Sounds Different**

This fund was granted to purchase Orff instrumentation to enable the Charity to develop a music therapy programme, Sounds Different. This programme is ongoing.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

Acomb Furniture

Funding for the purchase of new furniture for Client areas at Acomb Hub.

Friendship

Funding for hosting of friendship coffee/cake and lunch sessions for older frail adults from Coundon hosted by Clients at Coundon Hub.

Hexham Station Planters

Funding for the purchase of plants for hanging baskets and planters at Hexham Station.

I Can Go Green

Funding for National Vegetarian Week events at all Hubs.

I Can Work

Funding for Job Coaching (employability) programming in Northumberland, Tyne & Wear

Wild!

Funding for development of a habitat and multi-sensory garden at Acomb Hub.

Return play outdoor gym

Funding received from Sport England for the installation of an outdoor Gym area at the Acomb centre.

Big Lottery Covid fund

Restricted to provide mental & emotional health, and nutrition, activities packs to be distributed to Clients at home by our Life Skills Coaches as part of our J2U new outreach service.

CAF Covid

Restricted to support COVID-response resilience activities. For Journey this was in the form of the new Journey service, J2U covering our Staffing of care calls and outreach programming.

Puppetry

Funding restricted for the purchase of puppets and puppetry equipment.

Keeping You Safe & Well

Funded by County Durham Community Foundation and restricted for providing short-cycle early funding to begin to deliver our J2U care calls to clients at home and to develop the Client Chat area of the website.

Sports Therapy Equipment

Funding received for the purchase of equipment to be used for Sports Therapy.

Wheels Meet Again

Restricted for replacement of the minibus fleet.

**Notes to the Financial Statements – continued**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

**21. MOVEMENT IN FUNDS - continued**

**Transfers between funds**

Transfers have been made from restricted funds to general funds where the restriction has been fulfilled by the purchase of tangible fixed assets.

Transfers have been made from general funds to restricted funds to cover any overspend on restricted funds.

**Transfers between funds - continued**

Transfers in designated funds have occurred where the trustees have approved changes to the balances designated and/or these balances have been spent on tangible fixed assets.

An adjustment was made to opening brought forward restricted balances. See note 14 for more information.

**22. EMPLOYEE BENEFIT OBLIGATIONS**

The Charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Charity to the scheme and amounted to £9,045 (2019 - £5,084).

Contributions totalling £1,811 (2019 - £1,145) were payable to the scheme at the end of the year and are included in creditors.

**23. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.

**Detailed Statement of Financial Activities**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

	2021	2020 as restated
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	2,414	478
Grants	<u>71,854</u>	<u>33,335</u>
	74,268	33,813
<b>Other trading activities</b>		
Fundraising events	279	16
Kiosk income	<u>25</u>	<u>26,980</u>
	304	26,996
<b>Investment income</b>		
Deposit account interest	131	815
<b>Charitable activities</b>		
Charitable Activities	731,849	857,945
<b>Other income</b>		
Other income	<u>760</u>	<u>190</u>
<b>Total incoming resources</b>	807,312	919,759
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Cost of trading activities	2,236	10,158
<b>Charitable activities</b>		
Wages	341,232	505,822
Social security	18,218	41,072
Pensions	6,179	9,045
Rates and water	3,701	32,983
Insurance	4,007	1,137
Light and heat	10,389	14,432
Repairs & maintenance	50,682	19,230
General Administration	39,387	60,894
Motor vehicle expenses	11,304	56,020
Vehicle leasing	(182)	35,374
Daycare activity expenditure	26,048	25,895
Enterprise activity expense	1,856	18,927
Carried forward	512,821	820,831

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**Detailed Statement of Financial Activities**  
**Journey Enterprises Ltd**  
**For the Year Ended 31 March 2021**

	2021	2020
	£	as restated £
<b>Charitable activities</b>		
Brought forward	512,821	820,831
Bad debt	8,685	16,355
Depreciation of tangible fixed assets	36,711	25,899
Loss on sale of tangible fixed assets	<u>12,589</u>	<u>-</u>
	570,806	863,085
<b>Support costs</b>		
<b>Finance</b>		
Wages	15,810	106,616
Social security	936	-
Pensions	144	-
Bank charges	<u>7,483</u>	<u>5,283</u>
	24,373	111,899
<b>Communication &amp; IT</b>		
Telephone & IT	42,333	33,753
Postage and stationery	<u>8,087</u>	<u>6,670</u>
	50,420	40,423
<b>Other</b>		
Training costs	4,682	13,685
<b>Governance costs</b>		
Wages	18,051	19,105
Social security	1,536	-
Pensions	456	-
Accountancy fees	39,972	11,810
Consultancy & Legal fees	4,196	11,476
Other Professional fees	<u>360</u>	<u>1,150</u>
	64,571	43,541
Total resources expended	<u>717,088</u>	<u>1,082,791</u>
<b>Net income/(expenditure) before gains and losses</b>	90,224	(163,032)
<b>Realised gains on FA revaluation</b>		
Realised gains/losses FA reval	<u>-</u>	<u>(7,643)</u>
<b>Net income/(expenditure)</b>	<u>90,224</u>	<u>(170,675)</u>

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