

Report of the Trustees and
Unaudited Financial Statements for the Year Ended
31st March 2020
for
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

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

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

Contents of the Financial Statements
for the Year Ended 31st March 2020

	Page
Chair's Report	1
Report of the Trustees	2 to 11
Independent Examiner's Report	12
Statement of Financial Activities	13
Balance Sheet	14
Notes to the Financial Statements	15 to 23

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

Chair's Report
for the Year Ended 31st March 2020

This is my first annual report and I am grateful to share a few words to acknowledge the work of our amazing team and to affirm my commitment to supporting the charity over the coming years as chair. As the new chair of Voyage I am pleased to review the progress that has been achieved by Voyage over the course of 2019/20 and I write this statement for 2019/20 whilst being in the middle of a global pandemic. This new environment is both challenging and strange, challenging as we are yet to understand the full implication of the pandemic on the funding landscape and strange as we have to anticipate the new and emerging support needs of our young people. Clearly we feel this is a moving picture and there will be stronger emphasis on introducing alternative engagement plans, introducing digital systems and adopting new safeguarding measures going forward.

It has been inspirational to witness young people's responsiveness to our calls to action and engagement which is so powerful in these times, watching them rise within their schools and communities emerging as inspired young leaders. Much of this work has been lead by our amazingly dedicated team of staff, trustees and donors which has been wonderfully supported by our growing numbers of volunteers and our active Youth Advisory Board. It is also clear that Voyage is operating under a more solid foundation of investment in a time that is challenging and risky without any real understanding about how this will impact on the charity sector in the long term. We therefore wish to maintain a watchful eye on the situation and continue to review our strategies, systems and our finances over the next few years to ensure we are able to meet the rising demands of our young leaders.

Finally, I am pleased to present our 2019/20 finances and observe similar income levels from that of the previous year, demonstrating our will to thrive in these very uncertain times. Its been heart warming observing significant increases income from a growing list of corporate partners, individual donors and income from commercial activities.



.....
A R O'Flaherty - Chair

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

Report of the Trustees
for the Year Ended 31st March 2020

The Trustees present their report along with the financial statements of the Charity for the year ended 31st March 2020.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by its governing document and memorandums of association constituting an unincorporated charity.

The Charity's Background

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report.

Voyage is based in Hackney's New City College to ensure young people under 16 who wish to become young leaders understand the importance of sustaining their involvement in higher education beyond secondary school. Voyage stands for Voice of Youth and Genuine Empowerment. We chose this name because we are committed to empowerment, youth advocacy and community leadership. We want young people to use their voices to have a stake and say in the wider community and we want to empower them with a greater understanding of community safety and criminal justice agendas. Our expansion plans include the exploration of new educational courses and partnerships from which leadership development can be explored and new employability routes can be strengthened and eventually accessed.

Voyage wishes to sustain its reputation supporting vulnerable young people across London and strengthening their developmental journeys towards higher education and employment. In so doing we aim to reduce secondary school exclusions, maintain and improve academic performance, improving young people ability to speak out whilst making our young leaders more resilient and active contributors in their communities. As we support young people making these journeys we wish to ensure their voices are heard and speak on agendas that affect their lives and their communities.

REFERENCES AND ADMINISTRATIVE DETAILS

Registered Charity number

1068108

Principle address

The Hackney Community College
Shoreditch Campus
Falkirk Street
London
N1 6QH

Trustees

L Logan, PhD, MBE	- resigned 30.9.20
P Ramsay	- resigned 30.4.20
S Awak - Essien	
Ms K Morris	
Ms M Grell	- resigned 31.1.20
Ms K Okolo	
A R O'Flaherty	
R Nix	
Ms O Matthews	
K Muhammad	

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

Report of the Trustees
for the Year Ended 31st March 2020

Independent examiner

R. J. Sears, FCCA
Meyer Williams
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer

P Anderson, MBE

Charity's website address

<https://voyageyouth.com>

Recruitment and Appointment of Management Board

Voyage appoints relevant professionals, lay people and young people to serve as Trustee Board members and to nominate others. The maximum of Trustee Board (the Board) members is 9 comprising a mix of education, environmental, political, legal, financial, criminal justice, community safety and youth engagement specialists. Our trustees are supported by an active Youth Advisory Board who work collectively to ensure decision making takes full account of the young peoples views and work together define the vision and assist the senior management team to:

- strengthen new routes to higher education and employment.
- develop strategies to ensure the charity is a new framework of events and fundraising activities that
- improve organisational sustainability and raise its profile and reputation.
- expand our repertoire of leadership courses, partners and projects, creating new employability programmes
- to ensure young leaders rise.
- involve and embed our graduates into our reporting, monitoring and decision making structures.
- appoint and nurture staff, volunteers and mentors who contribute to the delivery of our courses,
- programmes and projects.

Trustee Induction and Training

Most Trustees are familiar with the work of the organisation since the Board of Trustees are selected from professionals and young people that have had significant levels of involvement in our work streams and partnerships. Our younger Trustees will have been recipients of our programmes or services in the past or have significant lived experience in leadership from which our beneficiaries can engage, access and learn from.

An induction pack has been put together which includes various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, a working budget as well as the Memorandum and Articles. As a more recent contribution to these papers we include all Safeguarding, health & safety and all risk management policy documentation which can be access on our new online repository. All Trustees, staff and volunteers are vetted through our newly adopted disclosure baring portal.

Our Chair of the Trustee Board and Chief Executive meet regularly with each other and with new Trustees to discuss obligations and actions of Trustee Board members. This meeting covers;

- All matters of risk, safeguarding and health and safety.
- Documentation setting out the strategic/operational framework of the Charity including the constitution and Memorandum and Articles.
- Resources and the current financial position as set out in the latest published accounts and management reports.
- Future strategic policies, plans and goals.
- An overview of the work of the organisation and its staff team.

Trustee training and development takes place according to need, in response to changes in the external environment and in response to individual requests. A dedicated budget is allocated for this purpose.

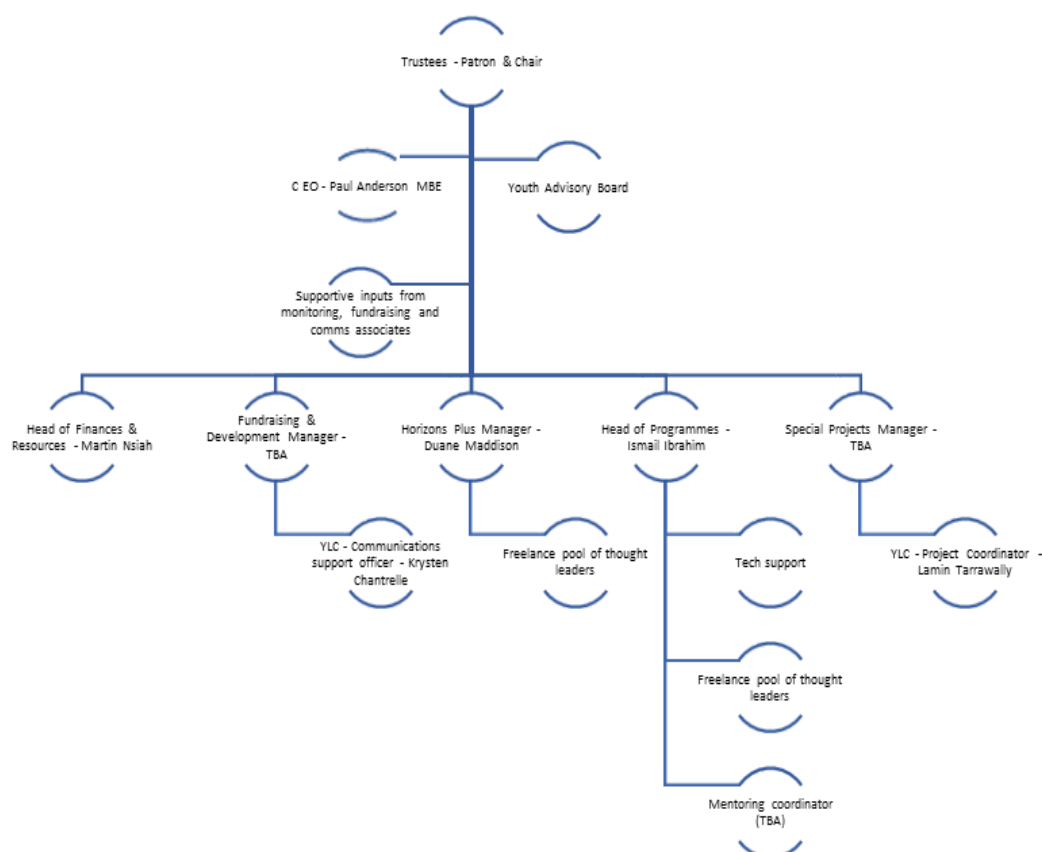
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2020

Delivery and Team Structure

Voyage organisational structure is growing and we are able to create short term roles to support additional capacity needs over the summer and other holiday periods.

Voyage organisational Structure



Risk Management

The Board is responsible for the management of risks faced by the Charity. Detailed consideration of risk and mitigating actions are delegated to the CEO and other senior staff members. Risks are perennially identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and individual risks are reviewed at each Trustee Board meeting on a rolling cycle.

The key controls used by the Charity to mitigate risks include:-

- Safeguarding and the welfare of beneficiaries and our staff
- Strategic planning, budgeting and management accounting
- Established organisational and governance structure and lines of reporting, with declarations and register of interests for Trustees and the executive team
- building our financial reserves

Additional functions include: -

- Formal written policies, which are reviewed annually
- Hierarchical authorisation and approval levels
- Regular assessments of risk at board meetings including key business risks
- Annual consideration of the level of reserves and the reserves and investment policy
- Formal agenda for Board activity and detailed minutes of decisions

Through the risk management processes established for the charity, our Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

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

Report of the Trustees
for the Year Ended 31st March 2020

Staff Recruitment and Remuneration

Voyage is committed to encouraging diversity and promoting equal opportunities to provide a working environment that is inclusive, free from discrimination and where everyone is treated with respect. We have a fully inclusive recruitment process which guarantees an interview for applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working/ job sharing where appropriate in order to meet staff needs and also support employee incentives such as the bike to work scheme.

We follow the NJC salary scales for administration and project staff and are progressing plans to become a Living Wage employer in 2021. Key management personnel salaries are set by Trustees on appointment according to skills and experience. The Board reviews all salaries on an annual basis and managers also review during staff annual appraisals. Our Trustees, staff and volunteers are important to our programme because they have had similar experiences to our beneficiaries and are from similar social, economic and demographic backgrounds.

OBJECTIVES AND ACTIVITIES

Voyage is currently overhauling its constitutional framework and wishes to reframe its objects whilst reviewing its governing document. We wish to ensure stated objects and activities reflect our vision and mission whilst clearly underpinning emerging plans for expansion, diversification of income streams and undertaking more commissioning activities. This can mean undertaking work for other organisations on a paid basis where such work facilitates a service to children and families which could not otherwise be provided. We wish to grow this area of work as this improves the effectiveness of partner organisations and these significant incomes can contribute to the administration and managerial overheads of the Charity.

Currently our activities are to

- To encourage the development and formation of plans that assist the reduction of disproportionate impact on black and minority ethnic communities
- To promote active and responsive citizenship particularly amongst members of the public who are from black or from other minority ethnic groups across England and Wales.
- To empower, advocate, facilitate support for and champion the needs and voice of young people involved in the criminal justice system
- To reduce the disproportionate number of young offenders from black and minority ethnic communities in England and Wales.

Our Mission

We want to empower marginalised young black and minority ethnic people and provide them with the self-awareness and motivation to Transform themselves and their communities. We aim to enable them to sustain successful partnerships and meaningful relationships and to

- Reduce crime in at-risk boroughs by challenging the need to join gangs.
- Improve the community's trust and confidence in the police.
- Augment participation in community structures and stimulate positive representation of black and minority communities across localised participation structures.
- Raise educational attainment levels in secondary schools; particularly for black and minority ethnic communities.

Voyage manages three programmes guided by its themes:

- 1 Empower - Voyage is committed to ensuring that young people in London have an opportunity to honour and develop their skills, and does this through the Young Leaders for Safer Cities programme, which epitomises Its leadership focus.
- 2 Transform - Voyage aims to make significant contributions to alter the future of those at risk of potential criminal activity. Voyage's Horizons programme is focused on this.
- 3 Sustain - This area supports our work with young people that have completed our programmes and want to continue supporting/working with Voyage. This is expressed in the form of an ambassadorial team formed from our alumni.

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

Report of the Trustees
for the Year Ended 31st March 2020

The activities for each financial year are detailed in the sections, which follow, and broadly comprise:

- Acting as a voice for the children, young people and families voluntary sector, promoting the sector's interest and ensuring its views are heard in national, regional and local decision making structures which have a bearing on work with children and families.
- The provision of advice, briefings and information to trustees, regional groups, government departments, statutory and non-statutory organisations, professional bodies, the media and the public.
- The organising of seminars, workshops and round tables, consultation meetings, and expert working groups on issues of concern to the sector.
- Preparing, publishing and distributing material on matters relating to black and minority children, young people and their families, and voluntary sector concerns.

In providing these services and undertaking the activities described, Voyage is providing public benefit in line with its primary charitable objectives. When planning activities for the year ahead, Voyage has considered the Charity Commission guidance on public benefit. Voyage also ensures that its young people, their families and schools, and partner organisations help to shape the way that our work is carried out. Voyage actively consults its beneficiaries before, during and after their engagement with us using a broad range of survey tools. This includes interviews and informal interactions (talking heads). We also regularly seek feedback from parents/carers, and from schoolteachers.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

We believe Voyage is well placed to meet the needs of our beneficiaries because of our unique position in the community and our voluntary sector partnerships providing us with the following:

Strong understanding of Community: We are embedded within Hackney's community and voluntary sector and have connections in the other 5 other local authority areas.

Strong understanding of Criminal Justice Sector: We have strong policy and consultative links with the IPOC, Criminal justice alliance, CLINKS and Met Police teams at Scotland Yard including Trident and individual Borough commanders.

Strong understanding of employment progression:

We have developed dynamic partnerships with specialist organisations and an extensive list of over 40 corporate partners for improved employment progression planning. We are able to support young people access a mix of employability projects which include access to our growing pool of professionals, visits to places of interest, coaching and Voyage growing peer to peer projects.

Voyage believes in creating a society where children and young people from black and minority communities are valued, protected, and listened to, their families are supported and communities in which they live are properly resourced; and we are committed to working alongside partners in the voluntary, community and statutory sector and others who share our vision. We believe that the voluntary sector has a vital role to play in achieving this vision in partnership both in the delivery of child and youth centered services and in the advocacy and campaign work required to highlight need, challenge discrimination and change public perceptions of our young.

Achievements for the period

We are proud to highlight our successes in the period between April 2019 and March 2020, which celebrates Voyage's second year of sustained growth, slightly raised activities and comparable incomes. The implementation of our business plan, full adoption of our theory of change and the formal adoption of our Youth Advisory Board has helped to instill additional confidence in our progression orientated work and has helped Voyage to

- Expand the staff team - increasing from 3 FTE to 5 FTEs
- Almost doubling volunteering contributions - increasing from 25 - 47
- Adopting new safeguarding policies and practices and introducing safeguarding discussions at every meeting of our Trustees
- Expansion of the number of partnering organisations engaged to support our work
- winning 3 external commissions to position our young leaders and their unique insights and contributions to policy and practice
- Produced 4 thought piece blogs and articles that received significant press and social media attention
- Increasing social media presence using Instagram, Twitter, Facebook and Snapchat

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

Report of the Trustees
for the Year Ended 31st March 2020

Our plans in coming year are to:

- Expansion of current learning suite to include Young Leaders for Sustainable Cities in 2021 and Young leaders for smart Cities 2022
- Deepen relationships with conservation, nature, financial and fin tech companies to ensure progression steps are embedded into our new courses and projects
- Launch our Mentoring Programme - supported by our new corporate partnerships and Black Men 4 Change
- Expansion of our Youth Advisory Board to support raised social media, fund raising and doing more commissioned work
- Test the impact (recruitment, retention and progression) of Peer Leadership Programme
- Set up and embed a new Employability Framework and strategy that is designed to support the commercial and corporate partners who will offer structured employability projects
- Provide additional Learning Support to young people struggling in these challenging times
- Migrate all our courses, workshops and sharable information onto our online portal to facilitate expansion and improved access in the event of lockdowns
- Adopt a new customer relationship management software to ensure efficient multi channelled segmentation with our growing partnership base

Programme impact 2019/20

We have also evaluated the impact of our programmes delivered over this period and we are proud to state our prevention programmes aimed at low to medium risk young people help us to measure and grow our impact. Below is a summary for this year.

Recruitment to seek referrals - Prevention

- 2600 young people benefited from our secondary school workshops focused on community safety, leadership and mental health (our recruitment tool for the Young Leaders for Safer Cities (YLFSC) course.
- 320 young people and families made contact to participate in after school sessions to learn more about Voyage and our courses
- 120 formally registered their interest and signed up to the YLFSC course 2019

Young Leader sign up

- 89 young people started our Young Leaders for Safer Cities programme
- 84 young people took part in our weekend residential to Kent
- 82 young people completed the course and attended our graduation ceremony
- 53 of whom returned for our graduate programme in the summer.

Delivery Outcomes

- 94% of prevention graduates are currently engaged in mainstream education
- 90% of young people demonstrated improved relationships with people in authority
- 80% of young people stated that they were better placed to deal with negative behaviour of friends and or family.

For our Horizons "At Risk" Programme delivered from March to August 2019 we summarise our impact over the period as follows.

Recruitment to seek referrals

- 15 referral partners were targeted to refer young people to both the Easter and Summer periods of Horizons.
- 6 targeted visits were carried out to promote Horizons to referral partners working with at risk under 21 year olds.
- 4 targeted visits were carried out to promote the scheme to young people 16 years old.

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

Report of the Trustees
for the Year Ended 31st March 2020

Horizons Plus sign up

- 37 young people were referred to our first and second Horizons Plus programmes.
- 32 young people took part in the screening.
- 32 young people will proceed through the screening phase and be offered a place on the scheme
- 28 young people completed the course and received certificates and awards

Delivery Outcomes

- 21 personalised development plans were produced and shared with the referral partner setting out recommendations for ongoing mentoring support.
- 12 young people registered and signed up to participation in ongoing supportive mentoring.
- 11 young people received ongoing support referred to specialist service.
- 9 young people sign up to Hackney Colleges for further education courses and programmes.

Longer term impact across both programmes:

- 100% of our young people agreed their mental health has been improved
- 75% young people continue to access further education, training or an apprenticeship.
- 65% of young people show a reduction in reoffending behaviours and lifestyles.
- 48% young people continue to access further education, training or apprenticeship.
- 25% young people recorded lower reoffending rates and effective resettlement.
- 7 young people gained employment.

Organisational Growth in the period

Voyage was able to provide more effective tracking of its organisational successes and summarises its impact as follows:

In strategic terms

- 5 new trustees appointed to our board including one Voyage graduate.
- 4 new corporate relationships
- 3 strategic partnerships were formed in 3 new local authorities.
- 2 trips to Europe supported by our European Erasmus project
- 1 consultancy developed and sustained, offering diversity and inclusion, unconscious bias training, research and leadership workshops regionally

In operational terms

- Supported and delivered 3 external commission project giving work experience to 25 young people under 18
- Secured Home Office Funds to produce Voyage's First Archive of the Windrush Generation in Haringey
- Secured 1 long term investor from the private sector
- Produced 4 large reports involving young people securing increase social media followers
- Secured investment from the Local Police Service in Hackney to fund our 2019 Summer scheme
- Two visits to EU were successful and concluded our three-year programme
- Producing 4 Voyage Newsletters promoting our projects and programmes and highlighting important case studies

Business plan impacts

Our main structured programmes are Young Leaders for Safer Cities (YLfSC) and the Horizons Plus and our graduate project the South Hackney Leadership Academy. However, over the last year we have also developed a series of 'transitions' courses enabling us to work with a wider range of schools, alternative provisions and community groups reaching a larger cohort.

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

Report of the Trustees
for the Year Ended 31st March 2020

The following narrative explains how we have been able to increase our income in addition to outlining some of our future aims across different streams of our work with young people. The annual review of our business plan impacts saw Voyage record

- a stronger focus on supporting young people transitioning from young leaders to our graduate schemes and joining our youth advisory board
- recruitment of Voyage graduates with a lived experience to act as youth leadership coordinators
- increased income through commissioning and commercial work
- widening the scope of our geographical area to deliver in new locations

Due to a forecasting similar levels of funding for 2020 Voyage Trustees chose to use the new financial year April 2020 to commence more robust testing of our graduate schemes. This focus led to the development of four new (6 - 10-week) Transition programmes testing youth engagement in new localities/ communities and with younger children. These transition programmes were designed with a flexible curriculum and a strong focus on mental health. This helped us to support a variety of at risk young people as they rise to make transitions towards new academic years/ schools, higher education or to get out of criminal justice affected lifestyles.

In the same period Voyage was able to expand its partnership base and join new networks, forums and wider circles of influence in order to find new ways to offer its services both for a fee and to support joint approaches to working in the community. This led to Voyage being invited to joining a new network called Black Men for Change. This network and strong emphasis on progression has encouraged commissioning opportunities from New City College who wish to embed our services into its work supporting vulnerable learners.

Fundraising Strategy

For the financial year ending in March 2020, we had aimed to report a significant increase in income helped through increased fundraising activities being undertaken. However, due to events outside of our control (including the onset of the Coronavirus pandemic) the charity has managed to increase revenue by approximately £3K over last year.

Despite the small increase, our target for 2020 (£220,000) was not achieved and our income fell short by just under £27K. However, Voyage's income and financing is now on a more solid and sustainable footing and will continue to strengthen fund-raising by

- producing a new constitution and associated memorandums
- Utilizing the Youth Advisory Board and our Trustees to garner funding from appropriate avenues and individual donors
- Continuing to pursue corporate and individual giving through association with Affinity Groups and corporate CSRs
- Developing a stronger and multi channelled communication strategy ensuring that our messaging is more regular, pronounced and impactful.
- Embracing the digital divide and ensuring our contacts and databases are managed more centrally through a customer relationship management system
- Expanding our income generated from external commissions, research projects and consultation work on diversity, inclusion and working with hard to reach young people through commissioning
- Overhauling, reproducing and editing all our policies, procedures and practices

Large Trusts and Foundations

Voyage has seen a reduction in investment coming from our partnership list of large trusts and foundations. We believe this has come about due to not having the time to nurture and develop relationships to minimise rejects at this level. Given this we wish to make and take bigger strides to pursue relationships at this level and encourage large trusts and foundations to invest longer term and more sustain investment levels due to our focus supporting young leaders over a three-year developmental journey.

Currently we are seeking support from the Esmée Fairbairn Foundation, Paul Hamlyn Foundation, The Henry Smith Charity and City Bridge Trust to secure investment to support our growing staff team, innovative and accredited courses and programmes. We believe our chances of success will be greater given our fully embedded theory of change, deeper levels of graduate involvement, an active Youth Advisory Board and active participation from our board of Trustees. We are also exploring relationships with two new funders The Youth Futures Foundation and the Youth Endowment Fund who we wish to pursue to support our long term employability and mentoring programmes.

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

Report of the Trustees
for the Year Ended 31st March 2020

Small Trusts and Foundations

In support of our need to provide deeper, robust and impactful progression orientated projects and interventions we work more closely with smaller trusts and foundations. In 2019/20 we have seen new partnerships being formed with Livery Companies, corporate trusts such as Englefield Trust, Allhallows and Aldgate and Salters to name a few. Voyage has seen a slow but steady rise in donations to support shorter projects, youth leadership coordinators positions and investment to uplift key strands of our larger and more structured programmes. These levels of investment help to test engagement impacts of small projects such as mentoring, graduate's schemes and our emerging range of peer programmes designed to test progression. We believe by growing more of these relationships Voyage will strengthen organisational capacity and thus provide new impacts that support growth and expansion.

Corporations and Donations

In 2019/20 Voyage was able to attract relationships with 4 new corporate companies and commercial partners. These relationships were developed in response to Voyage's raised presence on social media due to the positioning of our blogs, articles and newsletters. Due to the onset of the Coronavirus pandemic and a huge spotlight on race equality and justice we believe our corporate and commercial relationships will expand and grow. We believe this will give us greater confidence to

- Appoint new post holders - Head of programmes, special projects and event fund raisers
- Remunerate our Youth Advisory Board for their contributions to participate at a higher levels within Voyage
- Develop and implement an equipment loan scheme to ensure our graduates are supported with technical equipment to ensure they complete their education, access employment and participate in more online engagement with younger people
- Introduce an annual framework of events to raise additional incomes
- Build relations with wealthy individuals, corporate giving circles and fraternities

Commissioning and income generation

Voyage's suite of learning, hard to reach interventions and our talented pool of lived experienced tutors provide unique opportunities to share our work in new locations across London. This includes offering services to local authorities, a wider network of schools (PRUs) and youth offending organisations and youth offending institutes.

Guided by the disproportionate impacts of the Coronavirus and events in the US inspired by the Black Lives Matter movement we believe our commissioning and access to income generation will grow. This includes our Diversity and inclusion training typically offered to more embryonic voluntary organisations with non-diverse staff teams and challenges with reaching marginalised young people (especially BAME young people).

Voyage will be working with experienced team of fundraisers in the future, ensuring that we are in a better position to gain larger contributions from individuals and corporations supported by an annual fund-raising events programme.

Funds in deficit

YLFSC – YLFSC is the flagship programme for Voyage but unfortunately over the years Voyage has struggled to raise the required funding to sustain this programme. During the year 2019/2020 there was insufficient funds raised at the beginning of the programme before it started and therefore Voyage has had to finance the over expenditure from the free reserves.

SHLA – During the year SHLA programme expenditure went over budget by £5,766 due to unforeseen expenditure being incurred. The overspend was also supported using free reserves from the general fund.

The Trustees are of the opinion that the overspend for both programmes (YLFSC and SHLA) will be covered by the funding application which Voyage is waiting to receive in 2020/2021. The shortfall will be reimbursed once these funds have been received.

Reserves policy

The Trustees recognise that they have an overriding duty to act in the best interest of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed. Reserve policy is in place whereby the unrestricted funds not committed should be held in reserve and maintained at a level which ensures that VOYAGE's core activity can continue during a period of unforeseen difficulty. This represents at least three months' (13 weeks) expenditure of about £18,000. This will be reviewed annually.

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

Report of the Trustees
for the Year Ended 31st March 2020

FUTURE PLANS

Coronavirus

At the date of this report, there remains a level of uncertainty surrounding the impact of the Coronavirus pandemic and the consequences that it will have on the global economy. The trustees consider that the charity is financially robust and that its operations will not be adversely affected by the continued lockdowns and restriction imposed by the UK Government. The trustees continuously monitor the charity's cost base for any significant movements and are well placed to take action if deemed necessary in protecting stakeholders interests should the period of uncertainty continue for longer than expected.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

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

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

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

30th January 2021

Approved by order of the board of trustees on and signed on its behalf by:



.....
A R O'Flaherty - Trustee

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

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

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

Responsibilities and basis of report

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

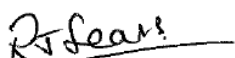
I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

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

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

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



R. J. Sears, FCCA
Meyer Williams
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: 30th January 2021

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

Statement of Financial Activities
for the Year Ended 31st March 2020

		Unrestricted fund £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	47,129	49,244	96,373	29,276
Other charitable activities	3	3,297	93,575	96,872	160,731
Other income		<u>26</u>	<u>123</u>	<u>149</u>	<u>10</u>
Total		50,452	142,942	193,394	190,017
 EXPENDITURE ON					
Charitable activities	4				
Charitable activities		<u>40,539</u>	<u>148,632</u>	<u>189,171</u>	<u>148,274</u>
NET INCOME/(EXPENDITURE)		9,913	(5,690)	4,223	41,743
 RECONCILIATION OF FUNDS					
Total funds brought forward		19,135	35,450	54,585	12,842
 TOTAL FUNDS CARRIED FORWARD		<u>29,048</u>	<u>29,760</u>	<u>58,808</u>	<u>54,585</u>
 CONTINUING OPERATIONS					
All income and expenditure has arisen from continuing activities.					

The notes form part of these financial statements

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

Balance Sheet
At 31st March 2020

		Unrestricted fund	Restricted funds	Total	31.3.20 funds	31.3.19 Total funds
	Notes	£	£		£	£
FIXED ASSETS						
Tangible assets	10	3,533	-		3,533	4,649
CURRENT ASSETS						
Debtors	11	200	31,776		31,976	28,005
Cash at bank		<u>38,465</u>	<u>6,184</u>		<u>44,649</u>	<u>45,977</u>
		38,665	37,960		76,625	73,982
CREDITORS						
Amounts falling due within one year	12	(13,150)	(8,200)		(21,350)	(24,046)
NET CURRENT ASSETS		<u>25,515</u>	<u>29,760</u>		<u>55,275</u>	<u>49,936</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		29,048	29,760		58,808	54,585
NET ASSETS		<u>29,048</u>	<u>29,760</u>		<u>58,808</u>	<u>54,585</u>
FUNDS	13					
Unrestricted funds					29,048	19,135
Restricted funds					<u>29,760</u>	<u>35,450</u>
TOTAL FUNDS					<u>58,808</u>	<u>54,585</u>

The financial statements were approved by the Board of Trustees on 30th January 2021 and were signed on its behalf by:



.....
A R O'Flaherty -Trustee

The notes form part of these financial statements

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

Notes to the Financial Statements
for the Year Ended 31st March 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements 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 January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

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

Going Concern

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

On the date of these financial statements' approval, there is great uncertainty surrounding the impact of the Coronavirus pandemic and its affects it will have on the global economy. The trustees consider the charity to be sufficiently robust that its operations will not be significantly affected by the containment lockdowns that are currently in place. The trustees are continuously monitoring the charity's income and cost base for any adverse movements in value and costs and will take action wherever necessary to protect the charity's stakeholders interests should the period of uncertainty continue for longer than expected.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

Incoming resources

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

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

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

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

1. ACCOUNTING POLICIES - continued

Expenditure

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

Tangible fixed assets

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

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

Impairment of fixed assets

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

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

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

1. ACCOUNTING POLICIES - continued

Foreign currencies

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

Irrecoverable vat

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

2. VOLUNTARY INCOME

	31.3.20	31.3.19
	£	£
Donations	<u>96,373</u>	<u>29,276</u>

3. OTHER CHARITABLE ACTIVITIES

	31.3.20	31.3.19
	£	£
Fundraising events	35,739	-
Grants receivable	<u>61,133</u>	<u>160,731</u>
	<u>96,872</u>	<u>160,731</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Totals
	(See note 5)	(See note 6)	
	£	£	£
Charitable activities	<u>164,301</u>	<u>24,870</u>	<u>189,171</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.20	31.3.19
	£	£
Staff costs	56,902	54,905
Rent and rates	19,289	14,062
Telephone	1,340	38
Postage and stationery	754	312
Tutors	36,451	16,749
Project costs	43,278	25,293
Travel and accommodation	2,041	2,840
Website and IT	380	1,359
Volunteer reimbursement of costs	3,306	-
Consultancy and professional	-	5,859
Depreciation	<u>560</u>	<u>965</u>
	<u>164,301</u>	<u>122,382</u>

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

6. SUPPORT COSTS

	Other	Governance	Totals
	£	costs	£
	£	£	£
Charitable activities	<u>21,270</u>	<u>3,600</u>	<u>24,870</u>

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

Other

	31.3.20	31.3.19
	Charitable	Total
	activities	activities
	£	£
Wages and related costs	6,721	8,121
Telephone	1,340	23
Postage	1,124	240
Sundries	25	150
Rent and rates	7,603	6,755
Website IT and advertising	1,010	2,561
Bank charges and interest	54	50
Printing	2,188	370
Travel	-	15
Consultancy and professional	59	2,511
Insurance	587	624
Depreciation of tangible fixed assets	559	965
	<u>21,270</u>	<u>22,385</u>

Governance costs

	31.3.20	31.3.19
	Charitable	Total
	activities	activities
	£	£
Sundries	100	7
Accountancy and legal fees	3,500	3,500
	<u>3,600</u>	<u>3,507</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2020 amounted to £nil (2019 - £nil).

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

8. STAFF COSTS

Staff costs were as follows:

	31.3.20	31.3.19
	£	£
Salaries and wages	62,369	62,152
Social security	312	117
Pension	942	756
	<u>63,623</u>	<u>63,025</u>

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

	31.3.20	31.3.19
Administration and fundraising	2	3
Project officer	2	3
	<u>4</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	18,329	10,947	29,276
Other charitable activities	21,962	138,769	160,731
Other income	10	-	10
Total	40,301	149,716	190,017
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>25,766</u>	<u>122,508</u>	<u>148,274</u>
Total	<u>25,766</u>	<u>122,508</u>	<u>148,274</u>
NET INCOME/(EXPENDITURE)	14,535	27,208	41,743
RECONCILIATION OF FUNDS			
Total funds brought forward	4,600	8,242	12,842
TOTAL FUNDS CARRIED FORWARD	<u>19,135</u>	<u>35,450</u>	<u>54,585</u>

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

10. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1st April 2019 and 31st March 2020	<u>10,980</u>	<u>680</u>	<u>5,261</u>	<u>16,921</u>
DEPRECIATION				
At 1st April 2019	8,790	614	2,868	12,272
Charge for year	<u>437</u>	<u>66</u>	<u>613</u>	<u>1,116</u>
At 31st March 2020	<u>9,227</u>	<u>680</u>	<u>3,481</u>	<u>13,388</u>
NET BOOK VALUE				
At 31st March 2020	<u>1,753</u>	<u>-</u>	<u>1,780</u>	<u>3,533</u>
At 31st March 2019	<u>2,190</u>	<u>66</u>	<u>2,393</u>	<u>4,649</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20	31.3.19
	£	£
Trade debtors	17,335	10,205
Other debtors	<u>14,641</u>	<u>17,800</u>
	<u>31,976</u>	<u>28,005</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20	31.3.19
	£	£
Trade creditors	7,144	14,097
Other creditors	2,506	6,449
Accruals and deferred income	<u>11,700</u>	<u>3,500</u>
	<u>21,350</u>	<u>24,046</u>

Deferred income

The charity has received income from a number of benefactors who have stipulated that the funds are provided on the condition that they are used over a specified period of time.

Grants and donations received which have these conditions attached are held as deferred income until the charity has met the criteria, at which point it is then entitled to recognise this money as income received in the statement of financial activity (SOFA).

The movement on deferred income was as follows:

	31.3.20	31.3.19
	£	£
Brought forward as at 1st April	-	-
Deferred income recognised	8,200	-
Deferred income released	<u>-</u>	<u>-</u>
Balance carried forward as at 31st March	<u>8,200</u>	<u>-</u>

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

13. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	19,135	9,913	29,048
Restricted funds			
YLFC - Young Leaders for Safer Cities	1,679	(16,519)	(14,840)
SHLA - South Hackney Leadership Academy	2,650	(8,416)	(5,766)
Horizon Plus	31,022	658	31,680
Luton Project	99	-	99
Erasmus project	-	14,877	14,877
Street doctor	-	3,710	3,710
	<u>35,450</u>	<u>(5,690)</u>	<u>29,760</u>
TOTAL FUNDS	<u><u>54,585</u></u>	<u><u>4,223</u></u>	<u><u>58,808</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	50,452	(40,539)	9,913
Restricted funds			
YLFC - Young Leaders for Safer Cities	44,475	(60,994)	(16,519)
SHLA - South Hackney Leadership Academy	39,381	(47,797)	(8,416)
Horizon Plus	26,456	(25,798)	658
Erasmus project	24,674	(9,797)	14,877
Street doctor	7,956	(4,246)	3,710
	<u>142,942</u>	<u>(148,632)</u>	<u>(5,690)</u>
TOTAL FUNDS	<u><u>193,394</u></u>	<u><u>(189,171)</u></u>	<u><u>4,223</u></u>

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
Unrestricted Funds			
General fund	4,600	14,535	19,135
Restricted Funds			
YLFC - Young Leaders for Safer Cities	(16,813)	18,492	1,679
SHLA - South Hackney Leadership Academy	(7,243)	9,893	2,650
Horizon Plus	32,199	(1,177)	31,022
Luton Project	99	-	99
	<u>8,242</u>	<u>27,208</u>	<u>35,450</u>
TOTAL FUNDS	<u><u>12,842</u></u>	<u><u>41,743</u></u>	<u><u>54,585</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	40,301	(25,766)	14,535
Restricted funds			
YLFC - Young Leaders for Safer Cities	90,817	(72,325)	18,492
SHLA - South Hackney Leadership Academy	30,030	(20,137)	9,893
Horizon Plus	28,869	(30,046)	(1,177)
	<u>149,716</u>	<u>(122,508)</u>	<u>27,208</u>
TOTAL FUNDS	<u><u>190,017</u></u>	<u><u>(148,274)</u></u>	<u><u>41,743</u></u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2020.

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

Notes to the Financial Statements - continued
for the Year Ended 31st March 2020

15. FINANCIAL INSTRUMENTS

	31.3.20	31.3.19
	£	£
Financial assets		
Financial assets measured at fair value through the statement of financial activity (SOFA)	<u>14,641</u>	<u>-</u>

Financial instruments have been revalued using the prevailing exchange rate applicable to the entity at the balance sheet date.

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

SHLA (South Hackney Leadership Academy) - is an inspired leadership academy to provide a powerful framework designed to encourage educational and career progression, build skills and raise confidence in graduates of YLFSC programme.

Horizons Plus - is a dynamic and challenging reoffending programme that combines our innovative therapeutic sessions alongside an evolving byte size accredited work based learning course designed to transform offending.

Luton Project - is a commission by the Tutu Foundation to produce a Knife Crime resource pack for Luton Borough Council.

Street Doctors - Stepwise project is a structured partnership project with the local Hackney based reduction violence partner Street Doctors. This project targets at risk young people and provides a mix of highly structured workshops teaching first aid, peer to peer teaching skills and delivered through supported mentoring, visits to places of interest and advice with career development.

Climb Over - Is a unique two-year EU Erasmus Funded programme which facilitates the partnership between Voyage London, Brodoto in Croatia and Active Youth in Lithuania. The two-year programme explores the barriers to career development and employment for young people with criminal justice backgrounds. The project facilitates professional dialogue, exchange visits between our staff, young people and the wider circle of Hackney based youth organisations.

Further details regarding the Funds are included in the report of the Trustees.

At the balance sheet date, the YLFSC and SHLA funds were both in a deficit position by £14,840 and £5,766 respectively. The trustees are confident that sufficient funds have been received post balance sheet date to bring these funds back to a surplus position instead of making transfers from the general fund to return them to a net neutral position despite sufficient capital being available to do this.