

REGISTERED CHARITY NUMBER: 1068108

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2019
FOR**

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

Wilkins Kennedy
Accountants
5 Yeomans Court
Ware Road
Hertford
Hertfordshire
SG13 7HJ

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the Financial Statements	13 to 19
Detailed Statement of Financial Activities	20 to 22

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

The Trustees present their report along with the financial statements of the Charity for the year ended 31 March 2019.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity Trust Deed, 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 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1068108

Principal address

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

Trustees

Leroy Logan PhD, MBE - Chairperson
Paul Ramsay
Samson Awak – Essien
Katrina Morris
Kosi Okolo
Andrew O’Flaherty
Rashid Nix – appointed 22 January 2019
Miranda Grell – appointed 22 January 2019
Olga Matthews – appointed 22 January 2019
Kanar Muhammad – appointed 22 January 2019

Chief Executive Officer

Paul Anderson MBE

Independent examiner

Wilkins Kennedy
Accountants
5 Yeomans Court
Ware Road
Hertford
Hertfordshire
SG13 7HJ

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Chair's report

I am pleased with the progress that has been achieved by Voyage over the course of this year and it's great to see the charity demonstrating its ability to expand in these austere times. I am proud to see we have managed to support new entry groups into our core programmes whilst continuing to offer ongoing support to our graduates from previous years.

I am also proud of the fact that we have adopted a new business plan and Theory of Change that will be used to map and track the progress of our young people and demonstrate more robustness about our operational model. Our Theory of Change is now embedded into our monitoring practices and all staff are trained on how to implement assessment tools into our programmes thus ensuring a stronger focus on evaluating progression.

I am also pleased to highlight the significant financial improvements made, with an increase of almost 40% in raised income from the previous year. We successfully managed to increase our partnerships with Trusts and Foundations (including some substantive relationships with livery companies), build partnerships with corporate partners and generate income from more commercial sources.

I also must thank the staff team for staying with the charity and committing their time whilst we have undergone many challenges.

Structure, Governance and Management

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report. The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

Voyage is based in Hackney Community College to ensure young people under 16 understand the importance of sustaining their involvement in higher education beyond Key Stage 4. 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 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. Voyage has successfully built a reputation of supporting vulnerable young people in London to maintain and improve academic performance and make them generally more resilient and active contributors of their communities.

Recruitment and Appointment of Management Board

Relevant professionals, lay people and young people are eligible to serve as Trustee Board members or to nominate others. The maximum of Trustee Board (the Board) members is 12, comprising a mix of education, political, legal, financial, criminal justice, community safety and youth engagement specialists. Our trustees have been specially appointed to support Voyage's vision to involve young people in its governance structures and working groups and in particular assist the senior management team involve and embed its graduates into its decision-making structures.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Trustee Induction and Training

Most Trustees are familiar with the work of Voyage since the Board is selected from professionals and young people that have had significant levels of involvement in the organisation or have been recipients of its programmes or services in the past.

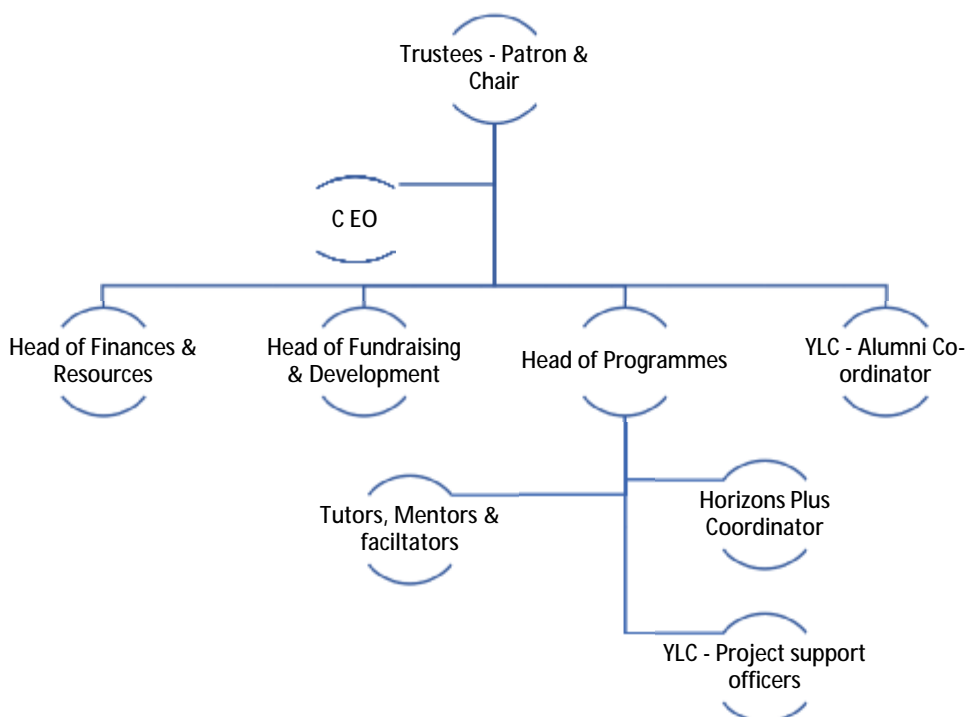
An induction pack has been put together which includes various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, a working budget and the Memorandum and Articles. As a more recent contribution to these documents, we now include safeguarding policy documentation, a DBS Form and a recommendation to undertake the NSPCC child protection training for all Trustees, staff and volunteers.

The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members. This meeting covers;

- The main documents which set out the strategic/operational framework of the Charity including the Memorandum and Articles;
- Resources and the current financial position as set out in the latest published accounts and management reports
- Future plans and objectives
- An overview of the work of the organization and staff team.
- Expectations of what is required from new board members.

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.

Voyage Team Structure



**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

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 senior management staff. Risks are 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 Board meeting on a rolling cycle.

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

- Strategic planning, budgeting and management accounting
- Established organization and governance structure and lines of reporting, with declarations and register of interests for Trustees and senior

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, the 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.

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, where everyone is treated with respect. We take pride in our staff team members, many of whom infuse our work with their lived experience, cultural relevance and capacity to transform the attitudes, opportunities and lives of our beneficiaries.

We have a fully inclusive recruitment process which guarantees an interview for all applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working where appropriate in order to meet staff needs and support environmental initiatives such as the bike 2 work scheme.

We follow the NJC salary scales for administration and project staff and are a Living Wage employer. 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.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Objects and Activities

The objects of Voyage, as laid out in the Memorandum and Articles, are:

- 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

By achieving these objectives, we will fulfill our mission of reducing crime in high risk boroughs, improving community trust in the police, raising attainment levels and increasing positive participation in community structures.

Voyage's work is guided by three themes:

- **Empower** - Voyage is committed to ensuring that young people in London have an opportunity to honour and develop their skills. We do this through our Young Leaders for Safer Cities programme, which is focused on the importance of leadership.
- **Transform** - Voyage aims to make significant contributions to alter the future of those at risk of potential criminal activity. Voyage's Horizons and transition programmes are focused on this.
- **Sustain** - This area supports our work with young people that have completed our programmes and want to continue supporting/working with Voyage. This is represented by our Leadership Academy.

The additional activities for each financial year are detailed in the separate reports, which follow & broadly comprise:

- Acting as a voice for the children, young people and family's 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, especially where such work facilitates a service which could not otherwise be provided.
- 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, the organisation has considered the Charity Commission guidance on public benefit. Voyage also ensures that our young people, their families and schools, and our partner organisations help to shape the way that our work is carried out. We actively consult our beneficiaries before, during and after their engagement with us using survey tools, interviews and informal interactions (talking heads). We also regularly seek feedback from parents/carers, and from schoolteachers.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Achievements and Performance

Achievements for the period

Voyage is proud to announce its successes in the period between April 2018 and March 2019, including the following.

- Engaging over 2500 young people through our suite of mental health, transition & legal rights workshops.
- Worked with over 48 committed education, business and progression partners.
- Secured involvement in an Erasmus Plus KA2 programme, connecting Voyage with community partners across Europe.

Voyage has produced surveys to evaluate the impacts of its Young Leaders for Safer Cities project and we are proud to state that we:

- Recruited 110 year 9/10 young people from 12 secondary schools from 6 London Boroughs
- Retained 103 young people who went on to complete the 5-month intensive course to receive a BTEC Level ii
- Promoted 50% of the cohort in to our graduate programme.

For our graduates we are proud to announce;

- Unlocking the social capacity of 50 young people through placements in research, volunteering, social action and internship positions.
- The successful recruitment of young people to act in raised positions, acting as classroom assistants, communication and recruitment specialists and mentors to our new cohorts.
- Over 20 graduates were successfully involved as key speakers in various seminars, conferences and consultations impacting their surroundings.

We are also proud to announce the full adoption of our Theory of Change and a new business plan for 2019-2022, which proves a framework for activities, partnerships and overall strategy.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Voyage 2020 Vision

Voyage's new business plan was supported through a successful application to the National Lottery in the summer 2017 and was completed in April 2019. The newly adopted business plan was produced in partnership with The Social Investment Company. The business plan is expansive and sets out Voyage's ambitious plans to expand and to continue to find new and innovative ways to reach out to meet the needs of young people across London.

Key concepts explored in the plan include:

- Offering leadership programmes to children under the age of 11 transitioning into secondary schools.
- Exploring like-minded partners willing to join forces to deliver co-produced services from new locations in the community to build on Voyage 'Hub and spoke' aspirations
- Explore the development of projects and new ideas to connect young people on the edges of mainstream provision to opportunities that link them to mainstream college courses.
- Progress the delivery of Voyage flagship course YLFSC to every two years to create a stronger focus supporting graduates to access higher education and employment
- Secure funding to appoint a much-needed post holder (Head of Programmes) responsible for leadership of Voyage education and engagement programmes
- Develop shorter courses and workshops to enable access to increased commissioning and income generation opportunities
- Drive up social media to ensure Voyage raises its profile and status
- Take on more and more public speaking opportunities in order to showcase Voyages talented young people
- Continue to build on and accelerate plans to ensure Voyage becomes youth lead.

Whilst Voyage implements the above it will continue to explore new options to secure a more permanent base from which Voyage can expand whilst managing its costs. Voyage base expansion options include:

- To identify a space in the heart of a community allowing us to create a separation between administrative operations and project delivery.
- Exploring partners in Hackney and beyond with a fixed or expanding facility who wish to join forces to offer a unique combination of services to meet need
- Identifying spaces in a local community (London borough) which can act as a hub to separate our entry level projects from our graduate programme being delivered in New City College.

Achievements and strategy

Fundraising Strategy

For the financial year ending in March 2020, we aim to have an income level of approximately £200,000. This income will include restricted contributions for leadership programmes and interventions, commissioning and earned income and unrestricted funding covering running costs and organisational development. To achieve this, we will need to develop:

- A clearer process of making applications for programmes and core funding, utilising the team effectively to garner funding from appropriate avenues.
- Stronger pursuance of corporate income generation through association with corporate social responsibility programmes and individual giving approaches
- A clearer communication strategy and ensuring that our messaging is more pronounced and impactful. This involves utilising digital channels more effectively and participating in more pertinent regional agendas.
- Striving to form better relationships with our current funders, driving continued support.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Fundraising Strategy (continued)

Our main structured programmes are Young Leaders for Safer Cities (YLfSC) and the Horizons project, but over the last year we have also developed a series of 'Transitions' projects enabling us to work with a wider range of school, alternative provisions and community groups reaching a larger cohort. 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.

Large Trusts and Foundations

Over the last few years we have received large contributions from Trust for London and City Bridge Trust for approximately £170,000. This financial year, these grants come to an end. To maintain partnerships, we will ensure that we demonstrate effectively how these contributions have enabled us to achieve KPIs and supported broader development.

Similarly, we will need to improve our approach to be more successful with other large funders (e.g. Paul Hamlyn and Henry Smith). We feel we are in a better position to be successful with these funders because:

- We have a clearer focus of our strategic aims over the next three years, having completed our Business and Strategic Plan.
- We completed our Theory of Change in 2019, which has helped us develop improved evaluation tools demonstrating our impact and ability to reach KPIs. This allows us to express our Social Return on Investment more clearly to potential supporters.

Small Trusts and Foundations

Over 2019, Voyage has increased relationships with smaller Trusts and Foundations, predominantly supporting our leadership programmes. In 2019, we were funded by over 20 foundations - primarily Livery Companies and London-based family trusts. We have increased our success rates with applications for grants below £10,000 from approximately 20% to over 30% mainly because we have been able to demonstrate the need for our work more effectively. At any time we have up to 15 applications being considered. Growing more relationships will allow us to transform small, short-term grants into longer term partnerships supporting sustainability (Current grantees have provided pro-bono support, promoted our programmes). To consolidate/grow these relationships we need to ensure we have a social/community presence, effectively utilise our trustees and continue to send reports evidencing our outcomes (and being candid about our shortfalls).

Corporations and Donations

Despite our continuing efforts to expand our trust and foundation-based funding, we recognise that there are a growing number of charities and community groups applying for grants from these sources, meaning we need to diversify our income streams. At the end of 2018, we developed a partnership with Quadrature Capital, who committed to providing us with £20,000 per annum (unrestricted), with a three-year notice period of concluding funding. Not only was this crucial for supporting our programme/core costs but also emphasised the need to explore corporate relationships. Over 2019, we have received additional support from Private Equity firms, Recruitment firms and Property groups providing financial support, promotional support and in-kind contributions. Moving forward we will aim to develop this income stream by building our relationships and investing greater resources in business development.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019 (CONTINUED)**

Commissioning

Voyage's suite of programmes and interventions provide us with an opportunity to offer unique initiatives to marginalised and behaviourally challenged young people funded by local authorities and schools including:

1. 'Transitions' workshops provided to schools, pupil referral units and alternative provisions. These programmes are designed to support academic, emotional, educational and social transitions for 10 to 17-year olds.
2. Interactive workshops focused on the importance of community safety agendas, mental health and self-development, delivered to Key Stage 3 and 4 students.

Additionally, we have provided consultations to charities and community groups keen to utilise our curricular, experienced facilitators and position in the voluntary sector. 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). This commissioning work provides us with another opportunity to diversify our income streams. We aim to employ a development officer who will be responsible for building this arm of work.

Voyage will be working with experienced freelance fundraisers in the future, ensuring that we are in a better position to gain larger contributions from statutory sources and trusts. We have an improved team of trustees who have supported us with expressing our impact and strengths and an expanding group of supporters, volunteers and advocates. This improved team will help us explore new avenues and partnerships and support our sustainability.

Reserves Policy

The Trustees recognise that they have an overriding duty to act prudently and in the best interests 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.

Approved by order of the board of trustees on 30 January 2020 and signed on its behalf by:

Dr Leroy Logan – Chairman, Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

Independent examiner's report to the trustees of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E)

I report to the charity trustees on my examination of the accounts of the Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) (the Trust) for the year ended 31 March 2019.

Responsibilities and basis of report

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

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

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:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts to be reached.

Alison Nayler BSc FCA
Wilkins Kennedy
Accountants
5 Yeomans Court
Ware Road
Hertford
Hertfordshire
SG13 7HJ

Date:

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		18,329	10,947	29,276	13,834
Other charitable activities	2	21,962	138,769	160,731	124,574
Other income		10	-	10	11
Total		40,301	149,716	190,017	138,419
EXPENDITURE ON					
Charitable activities					
YLFSC - Young Leaders for Safer Cities		-	69,786	69,786	30,753
SHLA - South Hackney Leadership Academy		-	20,137	20,137	21,178
Horizons Plus		-	28,776	28,776	23,865
Administrative costs		18,576	-	18,576	10,224
Governance costs		3,507	-	3,507	2,712
General fund project costs		3,683	-	3,683	22,784
Costs of generating funds		-	3,809	3,809	18,579
Luton Project		-	-	-	15,707
Total		25,766	122,508	148,274	145,802
NET INCOME/(EXPENDITURE)		14,535	27,208	41,743	(7,383)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,600	8,242	12,842	20,225
TOTAL FUNDS CARRIED FORWARD		19,135	35,450	54,585	12,842

The notes form part of these financial statements

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**BALANCE SHEET
AT 31 MARCH 2019**

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
FIXED ASSETS					
Tangible assets	6	4,649	-	4,649	3,217
CURRENT ASSETS					
Debtors	7	17,225	10,780	28,005	5,980
Cash at bank		<u>21,307</u>	<u>24,670</u>	<u>45,977</u>	<u>15,837</u>
		38,532	35,450	73,982	21,817
CREDITORS					
Amounts falling due within one year	8	<u>(24,046)</u>	-	<u>(24,046)</u>	<u>(12,192)</u>
NET CURRENT ASSETS		<u>14,486</u>	<u>35,450</u>	<u>49,936</u>	<u>9,625</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>19,135</u>	<u>35,450</u>	<u>54,585</u>	<u>12,842</u>
NET ASSETS		<u>19,135</u>	<u>35,450</u>	<u>54,585</u>	<u>12,842</u>
FUNDS	9				
Unrestricted funds				19,135	4,600
Restricted funds				<u>35,450</u>	<u>8,242</u>
TOTAL FUNDS				<u>54,585</u>	<u>12,842</u>

The financial statements were approved by the Board of Trustees on 30 January 2020 and were signed on its behalf by:

Dr Leroy Logan - 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 31 MARCH 2019**

ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going Concern

The Trustees continue to review fund raising activities and the cost structure of the Charity. The use of the going concern basis of accounting is considered appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Significant judgements and estimates

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 that 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.

Income

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

Expenditure

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

Tangible fixed assets

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

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

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

1. ACCOUNTING POLICIES - continued

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.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

2. OTHER CHARITABLE ACTIVITIES

	2019	2018
	£	£
Grants receivable	<u>160,731</u>	<u>124,574</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2019 amounted to £nil (2018 - £nil).

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

4. STAFF COSTS

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

	2019	2018
Administration and fundraising	3	3
Project officer	<u>3</u>	<u>3</u>
	<u>6</u>	<u>6</u>

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

Staff costs were as follows:-

	2019	2018
	£	£
Salaries and wages	62,152	64,134
Social security	117	978
Pension	<u>756</u>	<u>178</u>
	<u>63,025</u>	<u>65,290</u>

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,644	4,190	13,834
Other trading activities	38,434	86,140	124,574
Other income	<u>11</u>	<u>-</u>	<u>11</u>
Total	48,089	90,330	138,419
EXPENDITURE ON			
Charitable activities			
YLFSC - Young Leaders for Safer Cities	-	30,753	30,753
SHLA - South Hackney Leadership Academy	-	21,178	21,178
Horizons Plus	-	23,865	23,865
Administrative costs	10,224	-	10,224
Governance costs	2,712	-	2,712
General fund project costs	22,784	-	22,784
Costs of generating funds	18,579	-	18,579
Luton Project	<u>-</u>	<u>15,707</u>	<u>15,707</u>
Total	<u>54,299</u>	<u>91,503</u>	<u>145,802</u>
NET INCOME/(EXPENDITURE)	(6,210)	(1,173)	(7,383)

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	10,810	9,415	20,225
TOTAL FUNDS CARRIED FORWARD	<u>4,600</u>	<u>8,242</u>	<u>12,842</u>

6. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2018	10,604	680	2,274	13,558
Additions	<u>376</u>	<u>-</u>	<u>2,987</u>	<u>3,363</u>
At 31 March 2019	<u>10,980</u>	<u>680</u>	<u>5,261</u>	<u>16,921</u>
DEPRECIATION				
At 1 April 2018	8,242	597	1,502	10,341
Charge for year	<u>548</u>	<u>17</u>	<u>1,366</u>	<u>1,931</u>
At 31 March 2019	<u>8,790</u>	<u>614</u>	<u>2,868</u>	<u>12,272</u>
NET BOOK VALUE				
At 31 March 2019	<u>2,190</u>	<u>66</u>	<u>2,393</u>	<u>4,649</u>
At 31 March 2018	<u>2,362</u>	<u>83</u>	<u>772</u>	<u>3,217</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade debtors	10,205	3,340
Other debtors	<u>17,800</u>	<u>2,640</u>
	<u>28,005</u>	<u>5,980</u>

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade creditors	14,097	5,857
Other creditors	<u>9,949</u>	<u>6,335</u>
	<u>24,046</u>	<u>12,192</u>

9. 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			
YLFSC - Young Leaders for Safer Cities	(16,813)	18,492	1,679
SHLA - South Hackney Leadership Academy	(7,243)	9,893	2,650
Horizon Plus	<u>32,298</u>	<u>(1,177)</u>	<u>31,121</u>
	8,242	27,208	35,450
TOTAL FUNDS	<u>12,842</u>	<u>41,743</u>	<u>54,585</u>

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			
YLFSC - Young Leaders for Safer Cities	90,817	(72,325)	18,492
SHLA - South Hackney Leadership Academy	30,030	(20,137)	9,893
Horizon Plus	<u>28,869</u>	<u>(30,046)</u>	<u>(1,177)</u>
	149,716	(122,508)	27,208
TOTAL FUNDS	<u>190,017</u>	<u>(148,274)</u>	<u>41,743</u>

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
Unrestricted Funds			
General fund	10,810	(6,210)	4,600
Restricted Funds			
YLFSC - Young Leaders for Safer Cities	-	(16,813)	(16,813)
SHLA - South Hackney Leadership Academy	4,185	(11,428)	(7,243)
Horizon Plus	5,230	26,969	32,199
Luton Project	-	99	99
	<u>9,415</u>	<u>(1,173)</u>	<u>8,242</u>
TOTAL FUNDS	<u><u>20,225</u></u>	<u><u>(7,383)</u></u>	<u><u>12,842</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	48,089	(54,299)	(6,210)
Restricted funds			
YLFSC - Young Leaders for Safer Cities	13,940	(30,753)	(16,813)
SHLA - South Hackney Leadership Academy	9,750	(21,178)	(11,428)
Horizon Plus	50,834	(23,865)	26,969
Luton Project	15,806	(15,707)	99
	<u>90,330</u>	<u>(91,503)</u>	<u>(1,173)</u>
TOTAL FUNDS	<u><u>138,419</u></u>	<u><u>(145,802)</u></u>	<u><u>(7,383)</u></u>

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	At 31.3.19 £
Unrestricted funds			
General fund	10,810	8,325	19,135
Restricted funds			
YLFSC - Young Leaders for Safer Cities	-	1,679	1,679
SHLA - South Hackney Leadership Academy	4,185	(1,535)	2,650
Horizon Plus	5,230	25,792	31,022
Luton Project	-	99	99
	<u>9,415</u>	<u>26,035</u>	<u>35,450</u>
TOTAL FUNDS	<u>20,225</u>	<u>34,360</u>	<u>54,585</u>

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 £
Unrestricted funds			
General fund	88,390	(80,065)	8,325
Restricted funds			
YLFSC - Young Leaders for Safer Cities	104,757	(103,078)	1,679
SHLA - South Hackney Leadership Academy	39,780	(41,315)	(1,535)
Horizon Plus	79,703	(53,911)	25,792
Luton Project	15,806	(15,707)	99
	<u>240,046</u>	<u>(214,011)</u>	<u>26,035</u>
TOTAL FUNDS	<u>328,436</u>	<u>(294,076)</u>	<u>34,360</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2019.

11. TAXATION

The charity is exempt from corporation tax on its charitable activities.

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

12. FUNDS

Restricted Funds :-

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

YOT (Horizons Young Offenders Teams) - Programmes for young offenders to support young people's behaviour management, to change their attitude towards crime and conflict and enable them to return to education or employment.

KYR (Know your Rights Workshops) - Sessions explaining stop-and-search legislation.

VC (Violent Crime Workshops) - Sessions focused on the consequences of violent crime.

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.

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

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019**

	2019 £	2018 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	-	7,350
Donations	<u>29,276</u>	<u>6,484</u>
	29,276	13,834
Other trading activities		
Grants receivable	160,731	124,574
Other income		
Bank interest receivable	<u>10</u>	<u>11</u>
Total incoming resources	190,017	138,419
EXPENDITURE		
Charitable activities		
Wages and related costs	54,905	58,774
Rent	14,062	10,418
Telephone	38	63
Postage and stationery	312	3,656
Advertising	-	794
Tutors	16,749	37,913
Project costs	25,293	16,801
Travel and accommodation	2,840	61
Website and IT	1,359	200
Consultancy and professional	5,859	259
Depreciation of plant and machinery	<u>965</u>	<u>496</u>
	122,382	129,435
Support costs		
Other		
Wages and related costs	8,121	6,517
Telephone and IT costs	23	63
Postage	240	3
Sundries	150	-
Rent and rates	6,755	5,518
Office repairs and maintenance	-	173
Website, IT and advertising	2,561	300
Bank charges and interest	50	(230)
Printing	370	592
Carried forward	18,270	12,936

This page does not form part of the statutory financial statements

**VOICE OF YOUTH AND GENUINE EMPOWERMENT
(V.O.Y.A.G.E)**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019**

	2019	2018
	£	£
Other		
Brought forward	18,270	12,936
Travel	15	92
Consultancy and professional	2,511	388
Insurance	624	-
Depreciation of plant and machinery	965	496
Loss on sale of tangible fixed assets	<u>-</u>	<u>(257)</u>
	22,385	13,655
Governance costs		
Sundries	7	-
Accountancy and legal fees	3,500	2,760
Trustee expenses	<u>-</u>	<u>(48)</u>
	<u>3,507</u>	<u>2,712</u>
Total resources expended	148,274	145,802
	<u> </u>	<u> </u>
Net income/(expenditure)	<u>41,743</u>	<u><u>(7,383)</u></u>

This page does not form part of the statutory financial statements