



Journey Enterprises Ltd

(a company limited by guarantee)

Annual Report and Financial Statements for the year ending 31st March 2023

Charity registration number 514827
Company registration number 01780839

Journey Enterprises Ltd

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Journey Enterprises Ltd

Reference and Administrative Duties

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

Trustees Report

Journey Enterprises Ltd

Trustees

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

Structure, Governance and Management

Nature of Governing Document

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

Recruitment and Appointment of Trustees

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

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

Induction and Training of Trustees

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

Trustees Report Journey Enterprises Ltd

Arrangements for Setting Key Management Personnel Remuneration

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

Organisational Structure

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

Risk management

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

Financial review

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

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

Reserves policy

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

Trustees Report

Journey Enterprises Ltd

Objectives and activities

Objects and Aims

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

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

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

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

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

The principal strategic priorities are:

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

Trustees Report

Journey Enterprises Ltd

Future Plans

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

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

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

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

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

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

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

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

Public benefit

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

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

**Trustees Report
Journey Enterprises Ltd**

Chair's Report

Barbara Simpson (Chair)

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

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

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

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

Barbara Simpson
Chair of the Board of Trustees

Trustees Report Journey Enterprises Ltd

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

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

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

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

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

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



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

Trustees Report Journey Enterprises Ltd

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

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

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

Adam Bird, Newcastle Hub Manager:

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

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

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



[Gemma at her workplace, Costa]

Trustees Report Journey Enterprises Ltd

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

Adam Bird, Stephen's Line Manager:

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

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

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

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

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

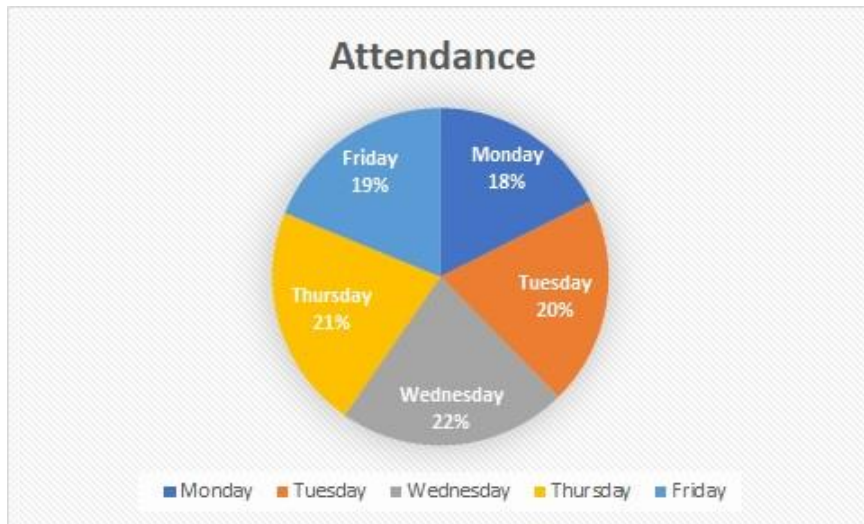


[Stephen Armstrong, LDSW and Driver and a Client]

Trustees Report Journey Enterprises Ltd

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

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



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

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

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

Trustees Report Journey Enterprises Ltd



A Blyth Client and Simon Docherty, LDSW

Staffing

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

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

Trustees

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

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

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

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

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Volunteers

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

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Senior Leadership Team

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

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

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

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

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

Maggie Leadbeater, Operations Manager and Designated Safeguarding Lead:

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

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

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

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

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

Staff have been excellent at recording:

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

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

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

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

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

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

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

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

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

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

Middle Management Team

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

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

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

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

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

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

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

Volunteering Lead

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

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

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Wider Staff Team

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

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

Staff Nominated for National Learning Disability Awards Finals – Best Practice

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

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



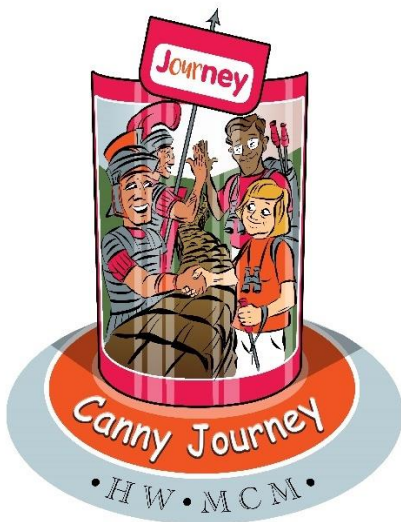
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A Journey through our Programmes

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

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

A Canny Journey: TNL Community Foundation Heritage Hadrian 1900



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

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

**Trustees Report
Journey Enterprises Ltd**



Coundon Clients explore the Wall.



A Newcastle Client struggles with non Easy Read displays



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

Trustees Report Journey Enterprises Ltd

Newcastle Hub Gardens and Outdoor Eating Area: Cooperative Community

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



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

Coundon Café: Clothworkers Foundation

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

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

Trustees Report Journey Enterprises Ltd

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



[Coundon Clients stocking 'Ernie']



['Ernie' at Coundon Hub]

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

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

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

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

I Can by Canny: Santander Foundation

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

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

Trustees Report Journey Enterprises Ltd

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

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

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



Clients at Acomb and Blyth Hubs using the ipads

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

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

Trustees Report Journey Enterprises Ltd

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

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

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



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

Kick Start Apprentices

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

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

Trustees Report Journey Enterprises Ltd

Our Funders

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

Local Authorities: Personal Budgets & Grant Aid

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

National Health Service: Continuing Healthcare

- Durham Clinical Commissioning Group
- Northumbria Healthcare Foundation Trust

Charitable Trusts & Foundation Grants: New Programme Grants

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

Charitable Trusts & Foundation Grants: Continuing Programme Grants

- Santander Foundation (I Can be Canny)

Central Government Grant

- Department for Work & Pensions (Kickstart Apprentices)

Journeying through our 40th Year

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

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

Trustees Report Journey Enterprises Ltd

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

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

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

(adapted from Hindemith's Posthorn Dialogue)



Elspeth McPherson
Chief Executive Officer

**Trustees Report
Journey Enterprises Ltd**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

01780839 (England and Wales)

Registered Charity number

514827

Registered office

Network House
Acomb
Hexham
Northumberland
NE46 4SA

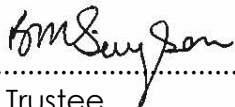
Trustees

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

Independent Examiner

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

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



.....
Ms B Simpson - Trustee

**Trustees Report
Journey Enterprises Ltd**

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 14 December 2023

Simon Turner

Armstrong Watson Audit Limited
Newcastle

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

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

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

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

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

BALANCE SHEET
AS AT 31 MARCH 2023

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

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

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

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

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

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



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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

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

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

1. General information

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

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

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

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements of the charitable company have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

2.2 Going concern

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

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

2.3 Income

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

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

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

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

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

2.6 Taxation

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

2.7 Tangible fixed assets and depreciation

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

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation (continued)

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

Depreciation is provided on the following bases:

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

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

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

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

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

2.11 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Finance leases and hire purchase

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

2. Accounting policies (continued)

2.13 Pensions

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

2.14 Fund accounting

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

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

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

3. Critical accounting estimates and areas of judgement

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

4. Income from donations and legacies

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

5. Income from charitable activities

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

6. Income from other trading activities

Income from fundraising events

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

7. Investment income

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

8. Expenditure on raising funds

Other trading activities

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

9. Analysis of expenditure on charitable activities

Summary by fund type

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

10. Other expenditure

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

JOURNEY ENTERPRISE LTD
(A company limited by guarantee)

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

11. Analysis of expenditure by activities

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

12. Independent examiner's remuneration

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

13. Staff costs

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

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

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

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

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FOR THE YEAR ENDED 31 MARCH 2023**

14. Trustees' remuneration and expenses

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

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

15. Tangible fixed assets

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

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

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

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

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16. Debtors

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

17. Creditors: Amounts falling due within one year

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

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

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

19. Financial instruments

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds

Statement of funds - current year

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

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Statement of funds - current year (continued)

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

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Statement of funds - prior year

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

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Statement of funds - prior year (continued)

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

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

20. Statement of funds (continued)

MOVEMENT IN FUNDS - continued

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

Big Lottery Covid fund

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

Blyth Activities

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

Blyth Funding

This fund combines funding received from Arnold Clark and Northumberland CC Community Chest. Restricted for the development of kitchen and catering resources for use by adults with complex learning disability.

Can be Canny

A programme to develop financial and digital skills, and Safeguard, adults with complex learning disability.

Can Perform

A programme to equip three Day Centres for adults with learning disability with stage pianos for performances.

Journey Friends

A programme to provide friendship activities for older, frail adults living in proximity to Journey's Hubs.

Journey Together

A programme to open a Saturday free activities drop-in for adults with complex learning disability living in the Coundon area.

Kickstarts

Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. Restricted for employment costs.

Newcastle Hub

Capital funding to equip our new Newcastle Day Centre with catering resources which will benefit adults with complex learning disability and the wider community using the Kenton Community Centre.

Screwfix Foundation

Funding to equip our new Newcastle Day Centre with resources to develop our gardening and outdoor eating area and associated enterprise. Fully completed fund details can be found below for comparative information purposes:

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

A Canny Journey

A programme celebrating the history of Hadrian's Wall and its accessibility today.

I Can Grow

A programme enhancing the garden buildings at Acomb Hub

Jubilee Celebrations

A celebration of the diamond jubilee of Queen Elizabeth II

Learning Disability Support Worker Blyth

Funding for part salary of a Staff member

Working Journeys

A new employability programme for all adults attending Journey

Transfers between funds

Transfers have been made from restricted funds to general funds where the restriction has been fulfilled by the purchase of tangible fixed assets.

Transfers have been made from general funds to restricted funds to cover any overspend on restricted funds.

Transfers in designated funds have occurred where the trustees have approved changes to the balances designated and/or these balances have been spent on tangible fixed assets.

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
General funds	757,687	947,360	(922,347)	(5,932)	776,768
Restricted funds	128,119	52,486	(105,004)	5,932	81,533
	<u>885,806</u>	<u>999,846</u>	<u>(1,027,351)</u>	<u>-</u>	<u>858,301</u>

Summary of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds	884,419	714,341	(868,693)	27,620	757,687
Restricted funds	6,572	180,125	(30,958)	(27,620)	128,119
	<u>890,991</u>	<u>894,466</u>	<u>(899,651)</u>	<u>-</u>	<u>885,806</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	545,713	545,713
Current assets	81,533	325,827	407,360
Creditors due within one year	-	(94,772)	(94,772)
Total	81,533	776,768	858,301

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	576,226	576,226
Current assets	128,119	295,264	423,383
Creditors due within one year	-	(76,919)	(76,919)
Creditors due in more than one year	-	(36,884)	(36,884)
Total	128,119	757,687	885,806

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the year (as per Statement of Financial Activities)	(27,505)	(5,185)
Adjustments for:		
Depreciation charges	46,874	46,874
Loss on disposal of fixed assets	-	383
Interest received	(366)	(39)
Decrease/(increase) in debtors	9,999	(128,691)
Increase/(decrease) in creditors	24,125	(11,930)
Net cash provided by/(used in) operating activities	53,127	(98,588)

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**NOTES TO THE FINANCIAL STATEMENTS
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24. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	223,265	229,289
Total cash and cash equivalents	223,265	229,289

25. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	229,289	(6,024)	223,265
Debt due within 1 year	(1,539)	1,470	(69)
Finance leases	(76,095)	43,156	(32,939)
	151,655	38,602	190,257

26. Pension commitments

The Charity operates a defined contribution pension scheme. The employer pension charge for the year represents contributions payable by the Charity to the scheme and amounted to £9,681 (2022 - £7,566).

Contributions totalling £69 (2022 - £1,539) were payable to the scheme at the end of the year and are included in creditors.

27. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 March 2023.