

Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2021
for
VOICE4CHANGE ENGLAND LIMITED

Cansdales Audit LLP
Bourbon Court
Nightingales Corner
Little Chalfonts
Buckinghamshire
HP7 9QS

VOICE4CHANGE ENGLAND LIMITED
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for the Year Ended 31 March 2021

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VOICE4CHANGE ENGLAND LIMITED
Reports of the Trustees
for the Year Ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

About Voice4Change England, the Board, and requirements of a Charity

Voice4Change England (V4CE) is a national, membership organisation providing advocacy, services and support for the benefit of the Black and Minority Ethnic (BME) Sector. It is a registered charity (Charity Number: 1140624) and a company, limited by guarantee (Company Number: 07322971)

For the year 2020 2021, there were 6 trustees: Neena Samota (Chair), Ila Chandavarkar (Treasurer), Karl Oxford, Gilles Cabon, Kirit Mistry and Sado Jirde.

V4CE has the full range of policies and procedures for good governance and management, as recommended by the National Council for Voluntary Organisations. These are dated and the date of review timetabled. V4CE has Public Liability Insurance up to £5,000,000 and Employers Liability up to £10,000,000. Our Liability Insurances are reviewed annually to ensure that cover is adequate.

Organisational structure

The organisation is led by the Director, Kunle Olulode, who has overall operational responsibility for all aspects of the organisation.

He reports to the Board of Trustees and attends Board meetings. Formal Board meetings are run at least 4 times a year. Additional Board meetings are run as the need arises. With advice from, and in conjunction with the Director, the Board makes decisions about governance and other substantial issues relating to V4CE; as well as maintains oversight to ensure that all work is in accordance with the objects of V4CE and current legislation, and projects are run according to agreements with funders and in the interests of the Black and Minority Ethnic (BME) sector.

Besides the Director, there are 10 other staff. V4CE is divided into 3 main functions: Policy, Development and Communications. The Development area covers V4CE grant programme, membership and capacity building support and the Head of Development manages 3 Grants Officers and a Membership Officer. The Head of Communications manages a Communications Officer. There are also Project and Finance Officers to manage relevant support functions.

V4CE is usually active in recruiting, inducting and supporting volunteers who help with different aspects of delivery and administration, but this has been temporarily halted as a result of COVID 19.

Risk management

The Director and Board have a risk framework to review the risks the organisation is exposed to, and takes steps to reduce or minimise these risks. Examples of risks include changes in national policies which could impact on projects at V4CE, as well as risks in terms of reductions in funding available. In 2020 21 a small team of the Director, the Chair and the Project Officer reviewed the risks attached to COVID 19 to ensure that these were managed properly.

OBJECTS AND STRATEGY

Charitable Objects

The objects in the governing document of V4CE are:

1. The promotion of equality and diversity for the public benefit by:
 - a) the elimination of discrimination of any kind whatsoever, including (but not limited to) race, gender, disability, sexual orientation, age, religion and beliefs;
 - b) advancing education and raising awareness in equality and diversity;
 - c) promoting activities to foster understanding between people from diverse backgrounds;
 - d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
 - e) cultivating a sentiment in favour of equality and diversity.

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- 2) The promotion of racial harmony for the public benefit by:
 - a) promoting knowledge and mutual understanding between different racial groups;
 - b) advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups; and/or
 - c) working towards the elimination of discrimination on the grounds of race
- 3) To promote social inclusion for the public benefit by working with people in England who are socially excluded on the grounds of their ethnic origin, religion, belief or creed to relieve the needs of such people and assist them to integrate into society:
- 4) The development of the capacity and skills of the members of the socially and economically disadvantaged BME Communities in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society

Vision, Mission and Values

V4CE vision is for “a stronger and more inclusive civil society, fit to meet the needs of BME communities”.

V4CE mission is “To work towards the vision to build an inclusive civil society fit to meet the needs of BME communities, and strengthen BME sector organisations to help them meet the needs of their communities”.

V4CE Values are:

- Fairness: to treat all individuals and organisations with respect and with an even hand.
- Innovation: to work in ways which are new and creative, and which define new solutions to the problems faced by the BME sector.
- Transparency: to ensure that all operations are clear, visible, and honest.
- Transformational: to transform our own organisation as well as those of our partners for the better.

In order to meet vision and mission, V4CE has set the following 5 strategic aims:

- 1: To provide leadership and resources to increase BME Sector involvement and representation in key decision making and policy forums
- 2: To increase awareness and respect of BME Sector role, activities, impact, and added value
- 3: To strengthen the BME Sector and race equality through direct infrastructure service delivery, advocacy and improving infrastructure provision through partnership and collaboration
- 4: To increase opportunities for BME organisations to develop resources and sustainability through enterprise, creativity and sector led grant making
- 5: To harness the BME voice through partnership, research, and consultation, to ensure the BME perspective is heard in issues that shape society

Public Benefit

When planning and overseeing activities the Trustees have kept in mind the Charity Commission's guidance on public benefit. Trustees ensure that the purpose of the charity:

- is clearly beneficial in a way that is identifiable and capable of being proved by evidence, and not based on personal views
- benefits the public in general, or a sufficient section of the public, and is not for personal benefit

OVERVIEW OF 2020 2021 PERFORMANCE AND ACHIEVEMENTS

Impact of COVID-19

The year 2020 -21 is the year in which the COVID pandemic brought the world into a maelstrom of unforeseen challenges. Voice4Change England was amongst the first institutions in the UK to raise issues relating to the discriminatory and differential impact the pandemic would have on already highly stretched and impacted BME communities. Drafting a keynote article that landed on the desks of policy maker and politicians across the country we pushed hard for emergency support from funders and donors.

BME people were recognised as being disproportionately affected by the pandemic for a variety of reasons including race inequalities and discrimination; the high proportion working on the front lines in the NHS, retail, transport, catering and delivering other essential services, putting themselves and their family lives at higher risk of exposure to the virus; greater proportions living in poverty/deprived areas/overcrowded housing etc.

The consequence is disproportionate damage for BME people in a number of areas e.g., greater levels of homelessness, more in poor housing, increased unemployment and redundancies; rising debt and greater difficulty in accessing daily essentials, and poorer access to health services.

Discrimination was also documented e.g. no PPE equipment given to BME frontline health workers and health and safety concerns raised by them that were ignored.

All this led to a huge rise in demand for support from BME-led charities and community groups. Here too, race inequality has led to systematic underfunding of these groups over many years. 65% of these manage on an average annual turnover of less than £10,000 and the pandemic had a damaging impact on their ability to raise income e.g., loss of funds from venue rentals and catering provision. Of equal difficulty, was providing services for disadvantaged members, where they could not use online provision.

For us at V4CE it meant a complete shift in re-thinking how infrastructure should operate in an emergency. The answer was to transform our small national operation into a Grants Distributor targeting BME organisations. The speed and rigour in which this was done by a fantastically gifted and hardworking staff group has been commended by Trustees and noted in this report. Close to £1.3m was administrated in emergency funding to over 200 groups. V4CE'S Covid partnership fund saw V4CE combine funding from Mind, Comic Relief/NET and Sport England, so BME-led voluntary sector organisations could access funds up to £10,000 for COVID related work. These vital funds stopped many worthy community groups from either enduring detrimental funding losses or worst-case scenarios, becoming unviable and going out of business altogether. It helped them meet the demand from their beneficiaries and we have many case studies showing the value of their work from delivering food, providing support, helping those with mental and physical problems and providing a vital lifeline.

Projects and achievements

Below we highlight the key programmes and initiatives that shaped our activities and output over the course of the year. We would like to thank our funders and donor partners including the Indigo Trust, MIND, Comic Relief, the National Emergencies Trust, the National Lottery Community Fund and the Home Office. We would also like to thank our Strategic Partners: Black Southwest Network, Migrant Rights Network, Manchester and Lancashire BME Networks, Race On the Agenda, the Muslim Charities Forum.

1. Comic Relief and National Emergencies Trust funded Grants Programme Funding: £495,000

Funding was used to grant aid BME community groups that were struggling to help their community members who were disproportionately impacted by COVID 19. The urgency of needs and the systematic underinvestment in BME community groups trying to meet these, can be seen by the sheer volume of applications received by V4CE – 839 applications out of which we funded 39 in the first round and 10 in the second, 5.8% of applications. We had to turn down many applications where there

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Reports of the Trustees
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was clear need and good proposals to meet need, solely because there was not enough funding to give.

Outcomes:

- *Helping the most disadvantaged and vulnerable increase their ability to meet daily needs such as food, medication, hygiene products etc.*
- *Improving quality of life for housebound people by helping them with shopping and digital inclusion, e.g. helping older people communicate digitally with their family members.*
- *Reducing isolation, loneliness and poor mental health through befriending and wellbeing services.*
- *Helping people through improving their understanding and ability to secure rights and benefits – a vital service preventing exploitation and helping people avoid destitution e.g. by claiming the benefits they were entitled to.*

2. National Lottery Community Fund Covid Emergency Grant Funding £396,586

Through our NLCF grant we looked to provide services to the BME sector to help it recover from the impact of the pandemic, provide support to BAME community groups/charities impacted by the pandemic and to provide support to help them address challenges faced by the disproportionate impact of COVID on their beneficiary groups.

Our programme achieved the following 5 objectives:

1. Mounting a targeted communications campaign to raise awareness of the potential support from funders/Government in this difficult and challenging period, and to highlight case studies of innovative, effective practice from the BAME sector, showing its impact.
2. Building online support to engage BAME groups and respond to questions and requests for help
3. Capacity building services offered to BME groups to help them secure funding, define and deliver needed services during this crisis
4. Information collected from BME groups to publish oversight of the Sector community situation during this crisis, and policy recommendations made to help the Sector recover and thrive
5. Research done and learning shared on how the BAME VCS could be developed in the post COVID 19 period, providing a series of considered options designed by BAME leaders for funders

3. V4CE partnership with Mind Funding £131,710

From the Mind Coronavirus Mental Health Response Fund (CMHRF) £400,000 went to organisations working to safeguard BME mental health from some of the communities most affected by the pandemic. Mind paid some of these groups directly based on V4CE recommendations and V4CE paid grants from £131,710 given by Mind in 2020 2021.

Of the 800+ applications that we received, 215 were for the MIND component of the fund and we funded 42 BME-led organisations, 19.5% of applications. 24 of these organisations said they would not have applied to Mind directly. 35 also said they did not think that their project would have been funded through another avenue. This means that almost all of the BME organisations funded by Voice4Change would not have received funding from elsewhere, and would most likely not have applied to the CMHRF without our partnership. Organisations valued the added confidence in grant giving, through working with a BME-led organisation, like Voice4Change England.

This work directly benefitted 6502 people, and indirectly benefitted a further 11702 from communities that have been some of the most affected by the pandemic. The projects that we funded were diverse in many ways and provided culturally sensitive services to women and girls at risk of domestic violence; young people struggling with their mental health; older adults experiencing social isolation; refugees, including children, experiencing multiple traumas under lockdown; families on the bread-line; specialist services e.g. for Black Trans people experiencing trauma; people living with complex mental health issues and long-term conditions such as Alzheimer's and dementia; people who found themselves unemployed due to the pandemic; single working mothers; people with learning difficulties; projects for communities not reached before e.g. Orthodox Jewish elderly women; and more.

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Outcomes:

- increased confidence
- decreased isolation and decreased stigma around accessing mental health support,
- increasing self-esteem and independence through confidence building and employability support
- improving support by providing respite for carers
- reducing incidents by tackling self-harm in young women
- decreased risk of young people joining gangs or being involved in anti-social behaviour
- better educational outcomes for young people who are digitally excluded
- better online literacy across the board, but especially for older adults
- better race equality through culturally sensitive provision for BME communities

4. Sport England

Funding: £256,000 with £125,000 spent in 2020 2021

In participating in the distribution of Sport England funds via their Tackling Inequalities programme, we were aware of many BME organisations who would not normally provide physical activities, who now recognised the need to adapt and provide this as a result of rising inactivity and related health issues through disproportionate pandemic impact on BME people. Therefore, one of our main priorities for this fund, was to try and encourage non-sports organisations to think of projects that would help to get their service user group begin to be physically active.

Outcomes:

- Improved ability to address health needs through the provision of accessible and culturally sensitive sports and physical activities provision
- Greater reach to help some of the most disadvantaged e.g. BME women survivors of domestic violence, BME people with disabilities, young people in need of activities that help prevent anti-social behaviour and help with mental health issues etc.
- Greater knowledge of innovative methods used by BME groups to reach, engage and retain diverse communities in sports and physical activities
- Improved, more effective reach to those who have not been engaged in sports or physical activities; often provided with information to help them then engage with other local provision leading to greater integration
- Development of legacy work so the benefits of the project can continue after project end
- Improved race equality by reaching and providing effective services for BME people who had not engaged in sports provision

5. Home Office Windrush Community Fund (WCF)

Rolling contract of £144,623 from December 2020 to October 2022; £32,584 in 2020 2021

In November 2020 V4CE signed a contract with the Home Office to deliver grant support to charities and community organisations aiding victims of what was termed “Windrush” issues namely difficulty in proving legal right to reside as immigration systems at arrival were different, and consequent losses and deportations as a result. V4CE felt as a trusted BME-led organisation, it could help with information giving and administration of the fund, leading to grant awards that could help BME community organisations help raise awareness of the available help for affected people through creation of Windrush Schemes that could bring about faster and more effective outcomes for those looking to be compensated for losses/damage or to secure proof of the right to reside in the UK.

We had a huge response to the grant programme announcement. The first Phase 1 had 79 groups requesting 1,369,497 with a fund amount of £300,000. 14 groups of the 79 were successful with a spend of £272,024.15 starting in May 2021.

Outcomes:

To April 2021:

- Improved awareness of the Windrush Community Fund through V4CE contribution to publicity and two online information events
- Effective reach of the programme resulting in 79 applications.
- Success in distributing Phase 1 grants. 14 organisations across the UK were awarded grants to provide support to Windrush victims and to raise awareness of what they might be entitled to via

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- the Windrush Scheme (documentation) and the Windrush Compensation Scheme
- Effective set up of V4CE monitoring and evaluation systems, with personalised support

6. Joseph Rowntree Reform Trust
Funding: £3720

This small project could not be fully implemented in the spring of 2020 due to Covid restrictions and the postponement of Mayoral elections until 2021. The fund was for a programme to improve BME awareness nationally of the under-representation of registered BME voters and to seek improvements. This work will now be finished in 2021 2022.

7. Indigo Trust
Funding: £145,000

The Indigo Trust gave us funding to help set up the systems and structures for grant making and provided advice and support for this. This was a crucial fund. Organisations that had given us funds to distribute, provided administration fees of around 10% e.g. an administrative fund of £40,000 for distribution of a grant fund of £400,000. There was no money given for set up. Even without this, the administration funds were not sufficient to cover costs which were more than double the amount provided. We could only set up our effective grant making process because the deficit was funded by the Indigo Trust grant.

Two unrestricted grants were received from the Indigo Trust in 2020 £125,000 and 20,000. The first grant was to set up the infrastructure support and systems for grant making to our sector during the Covid -19 emergency. The second grant gave us additional resources to bolster our IT capability.

Overall, this donation made a critical contribution to our emergency grant funding. Without it we would not have been able to enter into the delegated agreements with Comic Relief, MIND and Sport England. We are grateful for the unrestricted nature of the donation which meant we could carry over the surplus into the next financial year.

Outcomes

- Creation of grant making functions with a grants team of 3 grant officer posts and a team manager. This enabled set up of a functional operation within 3 months of the grant award.
- Greater ability to provide necessary IT support. We had underestimated the impact of technical support required during the pandemic which went up considerably to suit homeworking.

FUTURE PLANS

V4CE develops annual work plans based on the vision, mission and strategic aims listed above. This means that we will continue:

- Services to assist disproportionate impact of COVID-19 on BME communities, and help the BME Sector develop to aid recovery
- To collect feedback from the BME Sector to prioritise work to address key issues
- Delivery of infrastructure services to support individual BME organisational development
- Key policy work for the benefit of the BME Sector
- Work to help BME-led organisations secure a sustainable future

In terms of the last point, V4CE is rapidly building services to help organisations diversify income and have better access to social investment. This will mean the introduction of a vast range of measures from contributing to development of a ring-fenced endowment fund for BME organisations as well as work with partners to build new resources and activities for encouraging enterprise and activism.

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RESERVES

As of the 31st March 2021 the Charity has reserves of £484,198. However, the larger part of this is restricted (£344,370). This is because programmes like the COVID Grants Programme run through to the next year 2021/2022, so these reserves will be spent by the end of that year. In terms of real reserves, the Charity has unrestricted reserves of £139,828. The Charity feels this will cover the costs of closing down liabilities (including redundancy and pension liability costs). The Trustees also aim to maintain general reserves to cover at least 3 months running costs (an additional £50,875 per month). Accordingly, the organisation is looking at strategies for increasing unrestricted funds. Voice4Change England holds reserves according to its Reserves policy, which is in line with NCVO and Charity commission guidance. In 2020/2021 Voice4Change England did no fundraising in terms of general appeals to the public. All income was through grants.

KEY REMUNERATION POLICY

V4CE has a policy of paying staff according to the local pay conditions commensurate for a particular position taking into account responsibilities and skills unique to that position. Pay levels are periodically reviewed against other criteria such as inflation levels.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07322971 (England and Wales)

Registered Charity number

1140624

Trustees

Neena Samota (Chair)

Ila Chandavarkar

Karl Oxford

Kirit Mistry

Gilles Cabon

Sado Jirde

Senior Management Team: Mr Kunle Olulode, (Director)

Registered office: Kosmos Centre, 3rd Floor, 2c Falkland Road, Kentish Town, London NW5 2PT

Auditors: Cansdales Audit LLP

Bourbon Court, Nightingales Corner, Little Chalfonts, Buckinghamshire HP7 9QS

Bankers: Unity Trust Bank

9 Bridley Place, Birmingham B1 2HB

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Reports of the Trustees
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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Voice4Change England company - Registered Company Number. 07322971 for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- ensure suitable accounting policies are selected and then apply them consistently;
- ensure accounts observe the methods and principles in the Charity SORP;
- ensure accounts make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- ensure that financial statements have been prepared on a going concern basis.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE TO OUR AUDITORS

In so far as the Trustees are aware at the time of approving our trustees' annual report: there is no relevant audit information (as defined by Section 410 of the Companies Act 2006) of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and establish that the auditors are aware of that information. The trustees have viewed financial projections for coming years and are satisfied that they can state that Voice4Change England is a going concern.

AUDITORS

The auditors, Cansdales Audit LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

.....
Neena Samota
Chair

Date:

Report of the independent Auditors to the Members of
VOICE4CHANGE ENGLAND LIMITED

Opinion

We have audited the financial statements of VOICE4CHANGE ENGLAND LIMITED (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Report of the independent Auditors to the Members of
VOICE4CHANGE ENGLAND LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

James Foskett (Senior Statutory Auditor)

for and on behalf of Cansdales Audit LLP
Bourbon Court
Nightingales Corner
Little Chalfont
Buckinghamshire
HP7 9QS

Date:

VOICE4CHANGE ENGLAND LIMITED
Statement of Financial Activities
For the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME					
Donations	2	153,829	1,312,606	1,466,435	54,335
EXPENDITURE					
Raising funds		14,195	-	14,195	588
Charitable Activities	3	6,774	971,318	978,092	50,719
Total		<u>20,969</u>	<u>971,318</u>	<u>992,287</u>	<u>51,307</u>
NET INCOME		132,860	341,288	474,148	3,028
RECONCILIATION OF FUNDS					
Transfer of funds		-	-	-	
Total funds brought forward		6,968	3,082	10,050	7,022
TOTAL FUNDS CARRIED FORWARD		<u><u>139,828</u></u>	<u><u>344,370</u></u>	<u><u>484,198</u></u>	<u><u>10,050</u></u>

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were initiated or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

VOICE4CHANGE ENGLAND LIMITED
Balance Sheet
For the Year Ended 31 March 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	8	8,155	-
CURRENT ASSETS			
Debtors	9	-	12,401
Cash at bank and in hand		<u>514,526</u>	<u>3,405</u>
		514,526	15,806
CREDITORS			
Amounts falling due within one year	10	(38,483)	(5,756)
		<u>476,043</u>	<u>10,050</u>
NET CURRENT ASSETS			
		<u>476,043</u>	<u>10,050</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		484,198	10,050
		<u>484,198</u>	<u>10,050</u>
NET ASSETS/(LIABILITIES)		<u>484,198</u>	<u>10,050</u>
FUNDS	12		
Unrestricted funds		139,828	6,968
Restricted funds		<u>344,370</u>	<u>3,082</u>
TOTAL FUNDS		<u>484,198</u>	<u>10,050</u>

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on _____ and were signed on its behalf by::

Neena Samota
Chair

Date:

VOICE4CHANGE ENGLAND LIMITED
Cash Flow Statement
For the Year Ended 31 March 2021

Notes	2021 £	2020 £
Cash flows from operating activities		
Cash generated from operations 1	<u>520,712</u>	<u>2,915</u>
Net cash provided by/(used in) operating activities	<u>520,712</u>	<u>2,915</u>
Cash flows from investing activities		
Purchase of tangible fixed assets	<u>(9,591)</u>	<u>-</u>
Net cash (used in)/provided by investing activities	<u>(9,591)</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period	511,121	2,915
Cash and cash equivalents at the beginning of the reporting period	<u>3,405</u>	<u>490</u>
Cash and cash equivalents at the end of the reporting period	<u>514,526</u>	<u>3,405</u>

The notes form part of these financial statements

VOICE4CHANGE ENGLAND LIMITED
Notes to the Cash Flow Statement
For the Year Ended 31 March 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	474,148	3,028
Adjustments for:		
Add back: Depreciation	1,436	-
Decrease/(Increase) in debtors	12,401	(1,048)
Increase/(Decrease) in creditors	<u>32,727</u>	<u>935</u>
Net cash provided by/(used in) operations	<u><u>520,712</u></u>	<u><u>2,915</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	<u>3,405</u>	<u>511,121</u>	<u>514,526</u>
	<u>3,405</u>	<u>511,121</u>	<u>514,526</u>
Total	<u><u>3,405</u></u>	<u><u>511,121</u></u>	<u><u>514,526</u></u>

1. ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements

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

Voice4change England Limited meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net surplus of £474,148 for the year and free reserves of £131,673. The trustees are of the view that these results have secured the immediate future of the Charity for the next 12 to 18 months and on this basis the Charity is a going concern.

1.3 Income

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability.

Grant income

Grants are credited to the SOFA when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within donations and legacies. Grants that have specific restrictions placed upon their use are included within income from charitable activities.

Donations and legacies

Donations are recognised in the period in which they are received. Legacy income is recognised when the charity's entitlement is judged to be probable and where the amount can be reliably measured.

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refers to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. No such donations were received during the year.

1. ACCOUNTING POLICIES - continued

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- a. Cost of raising funds comprises the cost of seeking grants and donations and their associated support costs.
- b. Expenditure on charitable activities include expenditure associated with the main objectives of the Charity and include both direct costs and their associated support costs.
- c. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, management, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Executive Committee.

The designated funds are monies set aside out of general funds and designated for specific purposes by the Executive Committee.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor-imposed conditions.

1.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. The cost of minor additions or those costing less than £1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	- 33.33% on cost
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1.9 Debtors

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

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term cash deposits.

1.11 Creditors and provisions

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

1.12 Taxation

The Charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1. ACCOUNTING POLICIES - continued

1.13 Pension costs

Contributions are charged to the Statement of Financial Activities in the period in which they are payable. The assets of the defined contribution schemes are held separately from those of the company in independently administered funds.

1.14 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

VOICE4CHANGE ENGLAND LIMITED
Notes to the Financial Statement - Continued
For the Year Ended 31 March 2021

2. DONATIONS

	Restricted Funds £	Unrestricted Funds £	2021 £	2020 £
Association of Chief Executives of Voluntary Organisations	9,986	-	9,896	22,829
Race On the Agenda	8,467	-	8,467	5,080
The Institute of Fundraising	10,963	-	10,963	1,800
Lambeth Borough Council	99,900	-	99,900	-
The Indigo Trust	-	145,000	145,000	-
National Community Lottery Fund	396,586	-	396,586	-
Comic Relief & National Emergencies Trust	495,000	-	495,000	-
Equally Ours	-	1,500	1,500	-
Mind	131,710	-	131,710	-
Sport England	125,000	2,500	127,500	-
The Home Office Windrush Community Fund	32,584	-	32,584	-
Donations & Other Income	-	1,809	1,809	9,100
The Runnymede Trust	-	1,800	1,800	11,806
The Joseph Rowntree Reform Trust	-	3,720	3,720	3,720
Total	<u>1,312,606</u>	<u>153,829</u>	<u>1,466,435</u>	<u>54,335</u>

Donations in 2020 totaled £54,335, out of which, £9,721 were attributed to restricted funds and £44,614 were attributed to unrestricted funds.

3. CHARITABLE ACTIVITIES COSTS

	Raising Funds £	Charitable Activity £	2021 £	2020 £
Direct staff costs	12,022	222,400	234,422	4,012
Communication and IT costs	-	32,254	32,254	1,005
Grants and Charitable Donations Paid	-	561,685	561,685	-
Professional expenses	-	35,418	35,418	35,905
Premises and equipment costs	-	26,719	26,719	900
Other direct costs	-	58,330	58,330	3,750
Support costs (Note 4)	1,981	37,638	39,619	4,555
Governance costs (Note 4)	192	3,648	3,840	1,180
Total	<u>14,195</u>	<u>978,092</u>	<u>992,987</u>	<u>51,307</u>

Of the £992,987 expenditure in 2021 (2020 - £51,307), £20,969 was charged to unrestricted fund (2020 - £45,107) and £971,318 to restricted funds (2020 - £6,200).

VOICE4CHANGE ENGLAND LIMITED
Notes to the Financial Statement - Continued
For the Year Ended 31 March 2021

4. SUPPORT COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 3) in the year. All the general support and governance costs have been apportioned to the various charitable activities based on staff time allocated to each activity.

	General Support £	Governance Function £	2021 £	2020 £
General office staff costs	6,011	-	6,011	-
Premises office costs	1,406	-	1,406	-
Professional expenses	3,324	-	3,324	-
Communications and IT costs	2,891	-	2,891	-
Miscellaneous expenses	1,919	-	1,919	-
Insurance	483	-	483	300
Other office expenses	9,748	-	9,748	4,255
Bad debts	12,401	-	12,401	-
Audit & Accounts fees	-	3,840	3,840	1,180
Depreciation	1,436	-	1,436	-
Total	<u>39,619</u>	<u>3,840</u>	<u>43,459</u>	<u>5,735</u>

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Auditors' remuneration	2,340	-
Accountancy fees	1,500	-
Independent Examiner's fees	-	1,180
Depreciation	<u>1,436</u>	<u>-</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

7. STAFF COSTS

	2021 £	2020 £
Wages and salaries	223,919	3700
Social Security costs	14,439	312
Pension costs	2,075	-
Total	<u>240,433</u>	<u>4,012</u>

The average monthly number of persons employed by the charity during the year was 7 (2020 - 1).

VOICE4CHANGE ENGLAND LIMITED
Notes to the Financial Statement - Continued
For the Year Ended 31 March 2021

8. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	<u>9,591</u>
DEPRECIATION	
Charge for year	<u>1,436</u>
NET BOOK VALUE	
At 31 March 2021	<u>8,155</u>
At 31 March 2020	<u>-</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	-	6,275
Other debtors	<u>-</u>	<u>6,126</u>
	<u>-</u>	<u>12,401</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	9,700	1,000
Other creditors	16,534	-
Student Loan Deduction	675	-
Pension Account	3,734	-
Accruals and deferred income	7,840	1,036
Deferred government grants	<u>-</u>	<u>3,720</u>
	<u>38,483</u>	<u>5,756</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Restricted Funds £	Total 2021 £
Tangible fixed assets	8,155	-	8,155
Net current assets	131,673	344,370	476,043
Total	<u>139,828</u>	<u>344,370</u>	<u>484,198</u>

**Analysis of Net Assets Between Funds -
Previous Year**

	General Funds £	Restricted Funds £	Total 2020 £
Tangible fixed assets	-	-	-
Net current assets	6,968	3,082	10,050
Total	<u>6,968</u>	<u>3,082</u>	<u>10,050</u>

VOICE4CHANGE ENGLAND LIMITED
Notes to the Financial Statement - Continued
For the Year Ended 31 March 2021

12. MOVEMENT IN FUNDS

	Balance at 01.04.2020 £	Income £	Expenditure £	Transfer £	Balance at 31.03.2021 £
Restricted Funds:					
Joseph Rowntree Reform Trust	3,082	-	1,000	-	2,082
The Institute Of Fundraising	-	10,963	7,000	-	3,963
Comic Relief & National Emergencies Trust	-	495,000	428,730	-	66,270
MIND	-	131,710	131,710	-	-
Sport England	-	127,500	78,450	-	49,050
Association of Chief Executives of Voluntary Organisations	-	9,896	7,980	-	1,916
Race On the Agenda	-	8,467	8,467	-	-
Lambeth Borough Council	-	99,900	49,257	-	50,643
The Home Office Windrush Community Fund	-	32,584	32,554	-	30
National Community Lottery Fund	-	396,586	226,170	-	170,416
Total restricted funds	<u>3,082</u>	<u>1,312,606</u>	<u>971,318</u>	-	<u>344,370</u>
General Funds	6,968	153,829	20,969	-	139,828
Total Unrestricted Fund	<u>6,968</u>	<u>153,829</u>	<u>20,969</u>	-	<u>139,828</u>
Total	<u>10,050</u>	<u>1,466,435</u>	<u>992,287</u>	-	<u>484,198</u>

Description, nature, and purpose of restricted funds:

Joseph Rowntree Reform Trust: This small project could not be fully implemented in the spring of 2020 due to Covid restrictions and the postponement of Mayoral elections until 2021. The fund was for a programme to improve BME awareness nationally of the under-representation of registered BME voters and to seek improvements. This work will now be finished in 2021 2022.

The Institute Of Fundraising: In support of developing its on-going equality, diversity and inclusion (EDI) strategy, the Institute of Fundraisers (IOF) has adopted an intersectoral approach towards carrying out research in seeking to better understand the barriers to entry and career progression for those from Black and minority ethnic (BAME) background. The research is a collaboration with Voice4Change England in partnership with the University of East London.

Comic Relief & National Emergencies Trust: Funding was used to grant aid BME community groups that were struggling to help their community members who were disproportionately impacted by COVID 19.

MIND: A funding scheme to organisations working to safeguard BME mental health from some of the communities most affected by the pandemic. Mind paid some of these groups directly based on V4CE recommendations and V4CE paid grants from £131,710 given by Mind in 2020 2021.

Sport England: One of our main priorities for this fund, was to try and encourage non-sports organisations to think of projects that would help to get their service user group begin to be physically active to improve ability to address health needs through the provision of sports and physical activities and to help some of the most disadvantaged e.g. BME women survivors of domestic violence, BME people with disabilities, young people in need of activities that help prevent anti-social behaviour and help with mental health issues etc.

VOICE4CHANGE ENGLAND LIMITED
Notes to the Financial Statement - Continued
For the Year Ended 31 March 2021

Association of Chief Executives of Voluntary Organisations: The fund was for research and provide report on diversity and racism in the Voluntary sector. Before Covid-19 hit home, this report was calling for the charity sector to prioritise racial and ethnic diversity, equity, and inclusion (DEI). Additionally, as is made self-evident by the fallout from Covid-19, there is a need to reinvest in BAME-led charities and civil society. In part this is to hold mainstream charities to account for what they do and don't do to support and service BAME populations. But crucially, this investment is also needed to enable BAME-led charities and civil society to play a full and equal part in the post-crisis reconstruction of the charity sector and wider society. The aim is to create a healthy 'ecosystem' for change.

Race On the Agenda: Purposes were to fund V4CE secretariat function for the CORE partnership

Lambeth Borough Council: We have noted from discussions with Black thrive and data presented by the Redress Team, black people and minorities are less likely to access Lambeth's Children's Homes Redress Scheme. It is proposed that Black Thrive in partnership with Voice 4 Change develop a navigator model which guides applicants through the process. We have the reach and capacity to effectively communicate the existence of the scheme and provide one to one advocacy where appropriate. Navigator model as has been stated will draw upon the skills and expertise offered by Black Thrive and Voice 4 Change England to improve uptake of the scheme and to enable applicants to better navigate the process.

The Home Office Windrush Community Fund: The fund is to deliver grant support to charities and community organisations aiding victims of what was termed "Windrush" issues namely difficulty in proving legal right to reside as immigration systems at arrival were different, and consequent losses and deportations as a result. V4CE felt as a trusted BME-led organisation, it could help with information giving and administration of the fund, leading to grant awards that could help BME community organisations help raise awareness of the available help for affected people through creation of Windrush Schemes that could bring about faster and more effective outcomes for those looking to be compensated for losses/damage or to secure proof of the right to reside in the UK.

National Community Lottery Fund: Through our NLCF grant we looked to provide services to the BME sector to help it recover from the impact of the pandemic, provide support to BAME community groups/charities impacted by the pandemic and to provide support to help them address challenges faced by the disproportionate impact of COVID on their beneficiary groups.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

14. DEFERRED INCOME

	2021	2020
	£	£
Balance as at 1st April	3,720	-
Amount released to income in the year	(3,720)	-
Amount deferred in the year	:	<u>3,720</u>
Balance as at 31st March	:	<u>3,720</u>