

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

**T R DIXON AND CO LIMITED**

Chartered Certified Accountants

Statutory Auditors

1A Dinsdale Place

Jesmond

Newcastle upon Tyne

NE2 1BD

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

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# Journey Enterprises Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

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

## Reference and administrative details

**Registered charity name** Journey Enterprises Ltd

**Charity registration number** 514827

**Company registration number** 01780839

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

## The trustees

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

## Key Management Personnel

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

## Auditor

T R Dixon and Co Limited

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

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## **Structure, Governance and Management**

### **Nature of Governing Document**

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

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

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

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

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

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

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

### **Organisational Structure**

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

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

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

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

### **Risk management**

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

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## **Financial review**

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

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

## **Reserves policy**

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

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# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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#### Objectives and activities

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

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

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

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

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

The principal strategic priorities are:

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

#### Future Plans

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

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

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

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

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

### **Public benefit**

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

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

### **Chair's Report**

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

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

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

Long may this continue.

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

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

### **Learning and Growing: nurturing the new Journey**

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

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

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

### **Trustees**

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

### **Volunteers**

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

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



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

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

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

## **Employees**

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

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**Senior Managers**

Elspeth McPherson, Chief Executive Officer  
Maggie Leadbeater, Operations Manager

**Middle Managers**

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

**Specialists**

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

**Senior Learning Disability Support Workers**

Paul Armstrong  
Lyndsey Jones

**Learning Disability Support Workers**

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

**Café JJ Support Workers**

Maria Bates  
Touria El Jounhi

**Business Administrators**

Rachel Stott  
Sharon Wilson  
Helen Woods

**Drivers**

Leslie Bell  
Bryan Hall  
Barry Henderson

**Cleaners**

Chris Knowles  
Shirley Davison

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

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

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

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



Touriah supporting Journey Clients on work experience at café JJ

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

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

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

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

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

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

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

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

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

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

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

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

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

## Projects

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

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

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

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

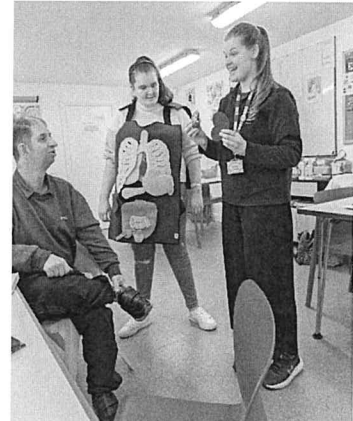


The launch of *I Can Live Well* was heralded across the UK, Make Some Noise a charity of all our major independent radio stations (Capital, Classic FM, Heart et al). The Charity has provided a wealth of marketing support for its chosen schemes and training for Project leads, as well as opportunities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

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

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

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



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

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

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

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



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



Coundon Clients shape our new allotments

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

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

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



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

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

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

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

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

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

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



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

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

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



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

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

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

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

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

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## Corporate Social Responsibility

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

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



Deloitte Staff volunteer for Newcastle's Glow Up day

## Manifest Clear

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



Phil and John take the Journey Bear to Wembley

## **Trustees' responsibilities statement**

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

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

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

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

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Auditor**

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

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

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



Mrs B Simpson  
Chair

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2025**

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#### **Opinion**

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

In our opinion the financial statements:

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

#### **Basis for opinion**

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

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

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

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

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

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

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

*(continued)*

**Year ended 31 March 2025**

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#### **Other information**

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

*(continued)*

**Year ended 31 March 2025**

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#### **Responsibilities of trustees**

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

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

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

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

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

(continued)

Year ended 31 March 2025

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

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

#### Use of our report

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

*D. A. O'Toole*

T R Dixon and Co Limited

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

# Journey Enterprises Ltd

Company Limited by Guarantee

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

Year ended 31 March 2025

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

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

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

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

**31 March 2025**

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

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

  
Ms B Simpson  
Trustee

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

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

**Year ended 31 March 2025**

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

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

# **Journey Enterprises Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2025**

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

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

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

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

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

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

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

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

##### **Going concern**

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

##### **Fund accounting**

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

##### Incoming resources

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

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

##### Resources expended

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

Year ended 31 March 2025

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

##### **Intangible assets**

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

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

##### **Tangible assets**

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

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

##### **Depreciation**

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

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

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

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

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

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

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

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

##### **Construction contracts**

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

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

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

##### **Financial instruments**

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

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

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

Debt instruments are subsequently measured at amortised cost.

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

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

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

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

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

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

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

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

#### 4. Limited by guarantee

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

#### 5. Donations and legacies

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

Year ended 31 March 2025

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

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

#### 6. Charitable activities

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

#### 7. Other trading activities

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

#### 8. Investment income

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

#### 9. Other income

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

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# Journey Enterprises Ltd

## Company Limited by Guarantee

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

Year ended 31 March 2025

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

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

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

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

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

#### 12. Other expenditure

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

#### 13. Net expenditure

Net expenditure is stated after charging/(crediting):

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

#### 14. Staff costs

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

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

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

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

#### 15. Trustee remuneration and expenses

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

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

#### 16. Intangible assets

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

#### 17. Tangible fixed assets

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

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

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

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

#### 18. Debtors

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

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

Financial leases are measured as net liabilities

#### 21. Analysis of charitable funds

##### Unrestricted funds

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

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

# Journey Enterprises Ltd

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

##### Restricted funds

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

#### 22. Analysis of Restricted funds Detailed

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

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

### 23. Analysis of Designated funds Detailed

#### Unrestricted Funds:

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