

Registered number: 08165798
Charity number: 1152672

VOICE 21 LTD
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

VOICE 21 LTD
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Company, its Trustees and Advisers	1
Chair & Chief Executive Statement	2
Trustees' Report	3 - 15
Trustees' Responsibilities Statement	16
Independent Auditors' Report on the Financial Statements	17 - 20
Statement of Financial Activities	21
Balance Sheet	22 - 23
Notes to the Financial Statements	24 - 38

VOICE 21 LTD
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2022**

Trustees S C David, Chair
 S P Coyle
 P J Hyman
 M C J Keane
 S J Kaiser, Chair of People Committee
 K Modasia, Chair of Finance Committee
 M J Sealy

**Company registered
number** 08165798

**Charity registered
number** 1152672

Registered office School 360
 Sugar House Lane
 Stratford
 London
 England
 E15 2RB

Independent auditors Haslers
 Chartered Accountants
 Old Station Road
 Loughton
 Essex
 IG10 4PL

VOICE 21 LTD
(A Company Limited by Guarantee)

**INTRODUCTION FROM THE CHAIR & CHIEF EXECUTIVE
FOR THE YEAR ENDED 31 AUGUST 2022**

In 2021, as we emerged from the pandemic, Voice 21 launched a new five-year strategy with four strategic goals:

Goal 1: To grow our annual reach to 2000 schools and 800,000 students by 2025.

Goal 2: To consistently focus our work on those that need us most.

Goal 3: To enable long-term, whole-school change through our Voice 21 Oracy Schools' membership network.

Goal 4: To understand the difference we are making and use that understanding to make more of a difference

Over 21/22 we have made impressive progress against these goals – doubling our network of Voice 21 Oracy schools nationally and reaching new areas and new types of school.

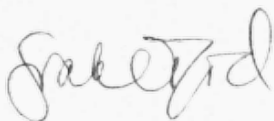
With the legacy of Covid 19 particularly impacting the progress of students from economically disadvantaged and underserved backgrounds, we have increased the proportion of schools serving these students within our membership and through the development of our programmes and resources generated deeper and more pervasive impact in our schools.

Crucially, through investing in how we learn about our impact, researching and innovating new ways of developing students' speaking and listening skills, and dissecting how teachers and schools change through our work we have positioned evidence and expertise as the engine of Voice 21, driving our programme design and relationship with our member schools to continually improve outcomes for students. As we grow our membership network, we have more opportunities to learn and mobilise this learning back into our schools.

This year has also seen Voice 21 make big strides forward in our organisational development to provide the underpinning and platform for our ambitious goals. We have invested in the capacity and capabilities of our team and the technology and systems to enable us to operate at scale. In less than a year since they were appointed, our Board of Trustees have become effective in supporting and challenging the Voice 21 Executive and have built robust governance to safeguard our sustainability and unleash our potential.

Thank you to all our funders and partners for their support in 21/22, especially the many hundreds of Voice 21 Oracy Schools across the country who invited us to step into their schools, connect to their classrooms and engage with their teachers and students. Our impact can only ever be as strong as their commitment to empowering every child to use their voice for success in school and life.

S C David
Date: 28 April 2023



VOICE 21 LTD
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the audited financial statements of the Company for the year 1 September 2021 to 31 August 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and Activities

Our mission

Voice 21 is the national oracy education charity. We exist to empower every child to use their voice for success in school and life. Our work transforms learning and life chances through talk by increasing access to a high-quality oracy education for those that need it most.

Oracy is the ability to articulate ideas, develop understanding and engage with others through spoken language and listening. In school, oracy is a powerful tool for learning; by teaching students to become more effective speakers and listeners we empower them to better understand themselves, each other and the world around them.

The need

Voice 21 is the national oracy education charity. We exist to empower every child to use their voice for success in school and life. Our work transforms learning and life chances through talk by increasing access to a high-quality oracy education for those that need it most.

Spoken language skills are one of the strongest predictors of a child's future life chances but too many children are not given the opportunity to develop these crucial skills. They start school already behind their more advantaged peers and left unaddressed, the gap grows rather than diminishes as students move through school.

Despite the strong evidence that effective verbal communication improves academic outcomes, employment opportunities, civic engagement and confidence and wellbeing, the majority of state schools do not consistently or deliberately teach these vital skills. This impacts their learning in school and success in life beyond school.

VOICE 21 LTD
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

It doesn't need to be this way.

By transforming teaching and learning through talk, schools can develop children's confidence, articulacy and capacity to learn.

Through a high-quality oracy education, children and young people learn how to express themselves and communicate clearly. They become able to explain ideas and emotions to other people, not only in a school setting but in their lives outside the classroom too. They develop the skills to listen effectively, discuss and respond with meaning, and debate and disagree agreeably. They gain the confidence, self-belief, and courage to speak in public and share their thoughts, intellect and creativity with the world.

Who we support

Voice 21 exists to serve those children and young people who are least likely to develop the oracy skills they need to succeed in school and in life and are least likely to have access to a high-quality oracy education.

We aim to work with schools with a greater proportion of economically disadvantaged students. Our measure for this is whether schools are in the top 40%, when ranked by proportion of students eligible for Free School Meals (schools with >17% FSM in 2021/22).

This doesn't mean we won't work with schools falling outside this range – we want to be able to respond to the schools and students that need us most, whoever they are. Rather, we use this measure to inform planning and prioritisation to keep our mission at the heart of what we do.

What we do

To achieve our mission, Voice 21 creating long term impacts in teaching and learning in schools serving the most economically disadvantaged students.

We do not provide one-day inset on pre-packaged lesson plans or arrange student workshops and extra-curricular debate clubs. Instead, we work in partnership with teachers and schools to build their expertise, confidence and motivation to provide a high quality oracy education in their schools every day, for every child and young person.

We achieve this by:

- Understanding and codifying what good oracy teaching and learning looks like and setting the standard for a high quality oracy education.
- Providing professional development and specialist school improvement support to empower schools to provide their students with a high-quality oracy education.
- Focusing our work on those that need us most by working with schools serving the least advantaged communities.
- Building awareness and convening cross sector support to raise the status of oracy in our education system.

Our five-year strategy aims to deepen our impact on outcomes for this generation of children and young people and those to come by significantly increasing the number of Voice 21.

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Oracy Schools in areas of high need and mobilising a movement of teachers and schools committed to enabling all children and young people to benefit from a high-quality education.

2021-25 Strategy Overview	
To significantly increase access to a high-quality oracy education {SCALE} , in the areas that need it most {TARGET} , through the provision of long-term, evidence-informed, context-driven teacher development and school improvement {WHOLE -SCHOOL CAPACITY BUILDING & CHANGE} and mobilising a movement of teachers and schools {NETWORK} to make a tangible difference to the outcomes for this generation of children and young people and those to come {SUSTAINED IMPACT ON OUTCOMES} .	
Strategic aims:	
To grow our annual reach to 800,000 students in 1900 schools by 2025.	To consistently focus our work on those that need us most.
To enable long-term, whole-school change through the Voice 21 Oracy Schools programme & network.	To understand the difference we are making and use that understanding to make more of a difference.
Priorities to achieve aims:	
<ol style="list-style-type: none"> 1. Attraction & retention: Recruit 3000 schools (70% in target population) and retain 60% of school members year on year 2. Credibility & connection: Grow and develop a highly effective team of national recognised oracy experts, regionally connected relationship managers and locally influential champions. 3. Quality & consistency: Facilitate a consistent, high-quality offer so every V21 Oracy School progresses to achieve our benchmarks. 4. Interaction & inspiration: Empower our network to collaborate, connect and communicate their impact to inspire the broader education community, influence changes in policy and attract investment. 5. Impact & innovation: Continually evaluate the V21 Oracy Schools offer - refining and rolling out changes that accelerate school and pupil progress and lead innovation to inform impact management & programme development. 6. Systems & structure: Align Voice 21's systems, finance, HR, information and digital infrastructure to focus on impact outcomes. Strengthen leadership and operational capacity in relationship management, impact management, income generation (marketing & philanthropy), people and performance management and financial planning and management. 	

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Achievements and Performance

2021/22 was a year of growth, innovation, and connection. With the restrictions and disruption of the pandemic dissipating, the longer-term impact of school closures and lockdown on students' language, confidence and social and emotional skills emerged. As a result, schools increasingly identified oracy as a strategic priority to meet the needs of their students. This resulted in a large increase in the number of schools committing to being 'Voice 21 Oracy Schools' nationally. We were also able to grow our reach in the communities and schools with the greatest need (with high numbers of students from economically disadvantaged backgrounds). 71% of the schools we served in 2021/22 had over 17% of students eligible for free school meals placing them in the highest 40% for FSM eligibility nationwide, and we significantly increased our penetration in our target regions including the North West and Yorkshire and the Humber.

Whilst scaling our operations to meet increased demand for our support, Voice 21 continued to innovate. Working with technology partners, we piloted new ways to assess oracy and measure student progress with promising results. We launched action research projects working with clusters of schools to understand the specific impact of oracy on vocabulary at key stages of children's educational journey and created new approaches and resources for language development in early years education.

With the return of school visits and face to face events and professional development, the Voice 21 Oracy Schools network came alive. From Dundee to Devon, Voice 21 facilitated collaboration, the exchange of knowledge and expertise and building connections around shared aims for oracy and aspirations for students. Through coming together at our first post-pandemic national conference, meeting on a development day, visiting a school for a oracy open house, participating in Oracy October or showcasing their oracy practice at the Great Oracy Exhibition, our school's network not only grew in scale but in impact demonstrating the value of school partnerships and unique role of Voice 21 as a convener and movement-maker. At the forefront of this movement are our first Oracy Centres for Excellence, designated in 21/22 in recognition of their sustained commitment to oracy education and the high quality of their provision at a whole-school level.

To service our increased scale and scope of operations, we invested in the growth of our Schools Team, the development of systems and technology, marketing and communications and research and evaluation. This was made possible through a substantial increase in income from both school memberships and grants and foundations from just over £1 million in 2020/21 to over £2.2 million in 21/22.

Summary of achievements

Growth in Voice 21 Oracy Schools

Through our Voice 21 Oracy Schools' membership, we work in partnership with schools over a sustained period to inspire long-term change, ensuring that those children who need it most have access to a high-quality oracy education. Our blend of professional development,

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

consultancy, resources and community is underpinned by a whole school commitment to oracy, supporting schools to transform their teaching, curriculum and culture in order to ensure every child is empowered to find their voice for success in school and in life.

In total, there were 605 Voice 21 Oracy schools in this year increasing from 321 in 20/21. We trained 1403 teachers, and our work directly impacted the education of 155,089 students. 71% of Voice 21 Oracy schools were in the top 40% of schools with the greatest proportion of students eligible for free school meals with the average FSM eligibility percentage in a Voice 21 Oracy School of 27% compared to 17% nationally.

Our highest proportion of schools are in the North West region (129 Voice 21 Oracy schools).

Impact of Voice 21 Oracy Schools

Voice 21 is an impact-led organisation. In 2021- 22 we received impact data from 12,313 staff and 46,636 students in our member schools.

- 77% of teachers said oracy had boosted attainment.
- 75% of teachers said their students were more engaged in school.
- 90% of teachers said their students' oracy skills had improved.

The insights we have generated from this large dataset have enabled us to iterate and refine our approaches, honing the support we provide to our schools to better empower them to transform teaching and learning through talk.

In 21/22, impact analysis from our Voice 21 Oracy Schools and research projects found that:

- **Oracy boosts attainment in reading** - an oracy-rich approach to vocabulary development can improve attainment in reading.
- **Oracy increases student confidence** - oracy boosts students' academic and social-emotional confidence.
- **Oracy matters across subject domains** - oracy isn't just for English teachers- empowering students to speak like specialists enhances outcomes across the curriculum- yet, oracy expertise in secondary schools is disproportionately concentrated in the English department.
- **Oracy education is crucial at transition** - anxiety and nervousness in relation to speaking increase as students move to secondary school and so oracy education which can help students overcome this is particularly important at this stage of schooling.
- **Oracy teaching enhances early language provision** - explicit teaching of spoken language in the early years supports the development of communication and language skills.
- **Oracy leadership requires professional development and support** – confident oracy leaders make a tangible difference in their school, but they require specialist, domain-specific leadership skills.
- **Oracy can be assessed** - Comparative Judgment- which relies on assessors making quick comparisons between videos of student talk- is a reliable way to assess oracy.

For details of our impact and insights in 21/22 read our report:

VOICE 21 LTD
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

<https://voice21.org/wp-content/uploads/2023/01/Voice21-Impact-Report-2023-v21-web-1.pdf>

Influence

In 21/22, Voice 21 continued to provide the secretariat to the Oracy All-Party Parliamentary Group (APPG). The APPG is an active group of cross-party MPs and Lords calling for changes in the education system to ensure every child receives their entitlement to a high-quality oracy education, including greater investment in teacher development for oracy and new non-statutory guidance from the Department for Education. This year, members of the APPG tabled amendments to the Schools Bill in the House of Lords to attempt to secure these changes, gaining support from within Parliament and from over 40 organisations pledging their backing for the proposals.

Events

- In 21/22 Voice 21 revived our programme of events and conferences.
- In the Autumn term, we held Oracy October our annual virtual Festival of Oracy with 1083 participants.
- In the Spring term, our Oracy Imperative Conference in London attracted 250 delegates and high-profile speakers including President Obama's Speechwriter.
- In the Summer term, 400 teachers from schools across the UK gathered in Birmingham for our Great Oracy Exhibition.

Financial Review

Income

	2019/20		2020/21		2021/22	
Grant income	£272k	29%	393k	36%	843k	38%
School membership income	£651k	71%	688k	64%	1,400k	62%
Total income	£923k		1,080k		2,243k	
Expenditure	£921k		1,060k		1,774k	
Surplus	£2k		20k		469k	

Voice 21's total income increased by £1,163k in 2021/22 to £2,243k. Of this, 62% was income from the provision of oracy programmes commissioned by teachers, schools, local authorities and multi academy trusts, and 38% was income from restricted and unrestricted grants.

The primary driver of the significant year on year increase in income was a significant growth in school membership subscriptions of 103% driven by high demand for our Voice 21 Oracy Schools membership. We also saw 114% increases in total grant funding as we continued to prioritise securing a higher proportion of grant funding than our long term target of 30% to enable us to make capacity-building investments in line with our new strategy and enable us to scale.

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Fundraising

In 2021/22, Voice 21 received £843k in grant income from the following funders:

Allan and Gill Gray Philanthropy Trust - Funding for four activities which are School portfolio management interface, Regional development of Hub Schools, The Voice 21 Oracy Institute and Student Outcomes Assessment Pilot.

Allen & Overy Foundation - Grant for the provision of oracy programmes and support in schools in Tower Hamlets – Converted to core funding in response to Covid-19 pandemic.

The Big Ask - Funding a dedicated drive to improve students' oracy in 'cold-spots' - North-East, Yorkshire & Humber and East Midlands - ensuring our support reaches an additional 138,779 students that need it most.

Big Change - Oracy Network Grant – to fund the development of the coalition for oracy (the Oracy Network) and research and support to inform the All Party Parliamentary Group on Oracy's Stage of Speaking Inquiry.

The Dulverton Trust - Funding for a two-year action research project (Voicing Vocabulary) to improve vocabulary in Key Stage 2 and 3 students through a cross-phase approach to oracy in secondary and primary feeder school clusters in Leicester, the Black Country and Pendle.

Fidelity UK - Funding for Technology to develop membership management functionality for the Oracy Schools Programme.

The Forrester Trust - Core funding to support Voice 21's general charitable objectives and mission.

Impetus - Core funding to support us to align our impact with our mission and enable us to scale up.

The Isla Foundation - Funding towards growing the organisations impact by expanding their reach in the NE region of England, an area of high need and low penetration.

The Leathersellers Charitable Trust - Core funding to support Voice 21's general charitable objectives and mission.

Minton Charitable Trust - unrestricted grant to support Voice 21's work with disadvantaged children in NW England.

The Mohn Westlake Foundation - Core funding to support us to align our impact with our mission and enable us to scale up.

NESTA - Grant awarded as part of the Future Ready Fund to support the expansion of Voice 21's programmes to 6 pupil Referral Units in the South East, North West England and Yorkshire and the Humber, helping students to improve their social, emotional and cognitive competence through developing oracy skills.

Expenditure

Total staff costs were £1,380k (78% of our total expenditure), increasing from £892k in 2020/21. This was largely driven by the expansion of our schools function to meet demand for our work.

VOICE 21 LTD

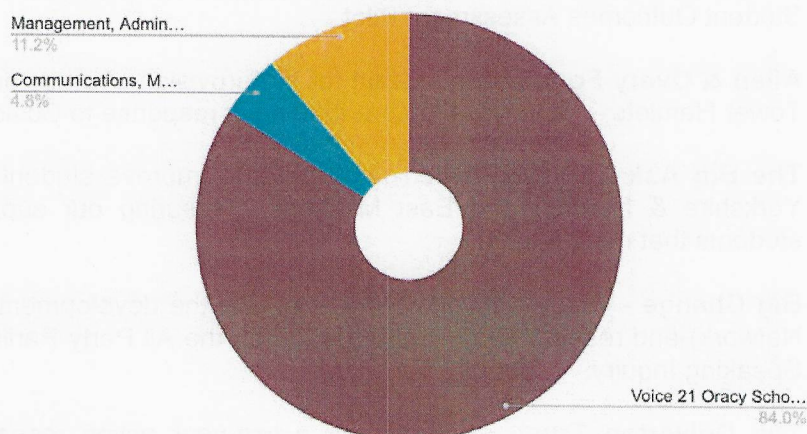
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The return to face to face working (following temporarily moving our delivery online in response to the pandemic) resulted in an increase to direct programme costs including travel, subsistence, venue hire and resource production compared to the previous year.

In addition, Voice 21 continued to invest in the development of our core systems such as salesforce, as well as additional systems to support more effective remote working and collaboration. This includes the development of the next iteration of the Voice 21 Exchange, our online membership platform.

Voice 21 expenditure breakdown



Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

Our unrestricted free reserves are our general unrestricted funds excluding fixed assets.

We hold these funds to:

- provide a safeguard against the risk of downturn in support of our activities (which could lead to expenditure exceeding income)
- provide working capital to finance our day-to-day operations
- provide a safeguard against failure to deliver against contractual obligations
- protect our solvency in the event of any curtailment of our income-generating activities

Given our commitments, we review our reserves policy on an annual basis. Our aim is to hold between 3 - 4 months' of operating expenditure as unrestricted reserves.

On 31 August 2022, our total reserves were £789k, of which £72k were restricted and £717k unrestricted.

We did not have any investments in financial instruments during the financial year, including those with a social investment focus.

VOICE 21 LTD
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Plans for future period

In 2022/2023, we aim to expand to work with over 850 Voice 21 Oracy schools, reaching more than 300k students and 11k teachers.

We will continue to focus our work on those that need us most, ensuring that 70% of schools we work with are in the top 40% of state-funded schools in England and Wales based on the percentage of students eligible for Free School Meals (FSM).

To expand our work in the areas of greatest need, we have identified target areas for growth based on an analysis of economic deprivation and social mobility indicators, as well as early language levels. Our target areas for growth in 2022/23 are the North East and Yorkshire and the Humber where 44.05% of schools are in our target population.

Over the coming year, we will develop Voice 21 Oracy schools to further support members to benefit from a sustained relationship with Voice 21, ensuring they achieve the Oracy Benchmarks and offer a high-quality oracy education to the students in their classrooms today, and those to come.

To achieve this, we will:

- Create a School Engagement function to manage member relations ensuring that schools benefit from the range of support we offer and that we are able to track and guide their engagement with oracy.
- Develop a streamlined and more user-friendly interface for school benchmarking enabling us to dramatically increase the amount of data responses we receive from schools and use this to track progress, monitor impact and improve our offer.
- Introduce more flexibility and choice in the membership to enable schools to access tailored support to meet their school's specific needs and context.
- Launch a new 'Open Learning' strand to ensure that access to Voice 21 support is distributed across the school (all teachers and all subject areas).
- Create clear pathways for schools to follow (covering Teacher Practice, Curriculum Development and Leadership), facilitating cumulative progress that builds the foundations for long-term change in schools and sustained impact on student outcomes.

This will be augmented by increasing our provision of resources and events, expanding our online platform and strengthening the Voice 21 Oracy Schools Network to build more school-to-school connections.

To help us further develop our model to ensure we are having the greatest possible impact on students in our target population, we will be using data gathered over this year to understand better which elements of our intervention most effectively accelerate progress in schools and undertaking research on the implementation of oracy in different settings, oracy and subject domains and the relationship between oracy and social mobility.

In addition, we will work towards having a reliable measure of student oracy to ensure our intervention leads to improved oracy outcomes in students within our target population.

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

To achieve these outcomes, we will invest in key areas of operational infrastructure, including technology and finance and the leadership and professional development of our growing team.

Risk Management

Effective risk management is critical to ensuring our success in meeting our vision and achieving our goals. All employees are able to identify and manage key risks within their areas and communicate and escalate these, as appropriate. This ensures that responsibility for risks is distributed across, and embedded in the operations of, the charity.

All identified key organisational risks are collated on a risk register which sets out the risks; assesses their likelihood and impact; tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk; and sets future mitigating actions which would further reduce the likelihood and impact of the risk materialising.

The Senior Leadership Team has responsibility and accountability for regularly reviewing and updating the risk register, while our board has ultimate accountability for risk management and the setting of the organisation's risk appetite. The principal risks which we will manage during the upcoming year are:

Risk: Lack of reserves to meet the charity's needs as we scale and/or provide sufficient liquidity

Mitigation:

- Management Accounts are prepared and reviewed every month by the SLT, and every quarter by the Finance Committee.
- Reserve levels and cash flow forecasts are reviewed every month by the Operations Director and every quarter by the Finance Committee to ensure that we are holding the correct amount in reserve in line with our reserve policy.
- Our Reserves Policy is reviewed on an annual basis by the Board to ensure it is still appropriate.

Risk: Failure to meet income generation targets

Mitigation:

- Pipeline forecasts are prepared every month and reviewed at SLT level.
- Investment in our CRM system to provide longer-term pipeline visibility and comparison with previous years.
- Our membership offer to schools is reviewed on an annual basis to ensure that it meets school needs and affordability and is firmly grounded in market research and user needs.
- Recruitment of additional staff to bolster school recruitment and grant fundraising.
- Creation of a membership team to increase membership renewal rate and investment in process and communication automation

VOICE 21 LTD

(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Risk: Failure to recruit and retain the right quality and diversity of staff

Mitigation:

- Review pay scales and non salary benefits on an annual basis to ensure they are competitive with market rates.
- Develop progression pathways for all staff and engage in succession planning with critical senior roles.
- Monitor staff turnover levels and conduct exit interviews with all departing staff.
- All staff are regularly reviewed and have individual development objectives.
- Provide high quality induction training to all staff, and follow on role specific training as required.
- Develop a community of practice and comprehensive training programme for line managers to enhance their impact.

Governance

Administrative details

Voice 21's senior management team consists of:

- Beccy Earnshaw – CEO
- Jim Riddiford – Director of Operations
- Amy Gaunt - Director of Learning & Impact
- Alice Stott – Directors of Schools
- Alex Newton – Director of Engagement (appointed September 2022)

Supported by John Filipovic (joined May 2022) as Head of Finance.

In 2021/22, Voice 21's staff team grew in size from 34 members of staff (including 2 on maternity leave) in September 2021, to a team of 48 staff in August 2022.

This growth primarily took place in July and August 2022 to cater for the increase in the number of Voice 21 Oracy Schools we work with, strengthen school relationships through the establishment and growth of the Engagement team and augment our Learning and Impact and Operations teams.

In August 2021, we established a hub for collaborative working at School 360 in Stratford, East London and have evolved into a hybrid organisation: our staff are primarily home-based but we hold regular face to face meetups for team building and collaboration purposes.

Constitution

Voice 21 is a charitable company limited by guarantee and not having share capital. We operate in England and Wales (company number 08165798 and charity number 1152672). We are governed by our Memorandum of Association and Articles of Association, which were last amended in December 2019 to amend the name of the charity from School 21 Foundation to Voice 21. Big Education Trust (charitable company limited by guarantee and an exempt charity, Companies House registration number 07648389) is the sole member of Voice 21 Ltd.

VOICE 21 LTD

(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Our Memorandum of Association sets out our charitable purpose, which is to advance education for the public benefit, with a particular focus on preparing young people for success in the 21st century.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Organisational structure and decision making

Ultimate responsibility for governance of Voice 21 lies with the Board of Trustees, who meet each quarter to review the activities and financial position of the charity and to assess the risks affecting it, including operational, financial and regulatory risks.

The current Board of Trustees brings a wide mix of relevant skills, capabilities and experiences from the education, charity and business sectors.

The Board of Trustees delegate day-to-day operational management to the senior leadership team, and the delegation authority is outlined in a Delegation Framework.

Remuneration

Remuneration for the Chief Executive is decided by the Chair and the Trustee lead on People and reported to the Board of Trustees. It is based upon individual performance during the preceding year. Salary increases are considered in line with the cost of living and are decided each September by the Board of Trustees. Pay rises in addition to this depend on employee performance. The pay of new staff is set according to our banded salary brackets and takes into account relevant experience. Voice 21 is committed to paying all staff, including temporary staff, the London Living Wage.

Public benefit

The Trustees are mindful of their duty under the Charities Act 2011 to ensure that the Charity's activities exist for the public benefit. They have considered Charity Commission guidance on public benefit and are satisfied that the performance and achievements of the Charity during the year have benefited the public.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

VOICE 21 LTD

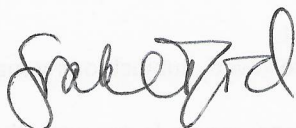
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Auditors

The auditors, Haslers, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 28 April 2023 and signed on their behalf by:



S C David
Chair

VOICE 21 LTD
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees (who are also the directors of the Company 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).

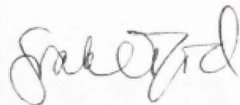
Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 28 April 2023 and signed on its behalf by:

S C David



VOICE 21 LTD
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF VOICE 21 LTD

Opinion

We have audited the financial statements of Voice 21 Ltd (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 Financial Reporting Standard 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 charitable company's affairs as at 31 August 2022 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 United Kingdom, including the Financial Reporting Council'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.

VOICE 21 LTD
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF VOICE 21 LTD (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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. 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 course of 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.

Opinion 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.
- 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 our 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 Trustees' Report.

We have nothing to report in respect of the following matters in relation to which 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

VOICE 21 LTD
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF VOICE 21 LTD (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, 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.

Auditors' 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 Auditors' 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:

- Scrutinising journals, and other adjustments posted during the year for evidence of unusual entries.
- Carrying out substantive testing to cover authorisation of expenditure in line with the financial processes.
- Carrying out walkthrough testing to ensure internal controls are in place to prevent errors and fraud.
- Assessment of appropriateness of accounting estimates.
- Review of large and unusual bank transactions.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

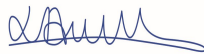
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

VOICE 21 LTD
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF VOICE 21 LTD (CONTINUED)

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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Laura Ambrose (Senior Statutory Auditor)

for and on behalf of
Haslers

Chartered Accountants
Statutory Auditor

Old Station Road

Loughton

Essex

IG10 4PL

28 April 2023

VOICE 21 LTD
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	2	371,692	471,406	843,098	392,805
Charitable activities	3	1,400,367	-	1,400,367	687,979
Total income		1,772,059	471,406	2,243,465	1,080,784
Expenditure on:					
Charitable activities		1,344,729	429,496	1,774,225	1,060,884
Total expenditure		1,344,729	429,496	1,774,225	1,060,884
Net income		427,330	41,910	469,240	19,900
Transfers between funds	13	(1,897)	1,897	-	-
Net movement in funds		425,433	43,807	469,240	19,900
Reconciliation of funds:					
Total funds brought forward		291,244	28,782	320,026	300,126
Net movement in funds		425,433	43,807	469,240	19,900
Total funds carried forward		716,677	72,589	789,266	320,026

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 24 to 38 form part of these financial statements.

VOICE 21 LTD
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08165798

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Intangible assets	8	88,434	9,600
Tangible assets	9	35,619	12,591
		<u>124,053</u>	<u>22,191</u>
Current assets			
Debtors	10	438,390	401,037
Cash at bank and in hand		1,679,760	1,246,139
		<u>2,118,150</u>	<u>1,647,176</u>
Creditors: amounts falling due within one year	11	(1,452,937)	(1,349,341)
Net current assets		<u>665,213</u>	<u>297,835</u>
Total assets less current liabilities		<u>789,266</u>	<u>320,026</u>
Total net assets		<u><u>789,266</u></u>	<u><u>320,026</u></u>

VOICE 21 LTD
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08165798

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Charity funds			
Restricted funds	13	72,589	28,782
Unrestricted funds	13	716,677	291,244
Total funds		<u>789,266</u>	<u>320,026</u>

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

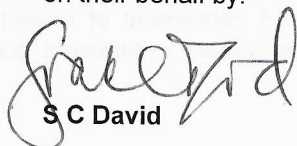
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

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

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

The financial statements were approved and authorised for issue by the Trustees on 28 April 2023 and signed on their behalf by:


S C David

The notes on pages 24 to 38 form part of these financial statements.

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

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

Voice 21 Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company Status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.3 Income

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

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

1.4 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

1.5 Interest receivable

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

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.6 Intangible assets and amortisation

Intangible assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	-	33 % straight line
---------	---	--------------------

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following basis:

Office equipment	-	25% straight line
Computer equipment	-	33% straight line

1.8 Debtors

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

1.9 Cash at bank and in hand

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

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.10 Liabilities and provisions

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

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

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

1.11 Financial instruments

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

1.12 Pensions

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

1.13 Fund accounting

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

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

VOICE 21 LTD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

2. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Grants	371,692	471,406	843,098	392,805
<i>Total 2021</i>	<u>220,850</u>	<u>171,955</u>	<u>392,805</u>	

3. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Education	1,400,367	1,400,367	687,979
<i>Total 2021</i>	<u>687,979</u>	<u>687,979</u>	

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Education	1,576,247	197,978	1,774,225	1,060,884
<i>Total 2021</i>	<i>967,788</i>	<i>93,096</i>	<i>1,060,884</i>	

Analysis of direct costs

	Total funds 2022 £	Total funds 2021 £
Staff costs	1,379,640	891,766
Travel & accommodation	36,496	14,158
Consulting	43,698	56,834
Resource production	31,081	3,053
Event costs	62,437	1,511
Advertising & marketing	22,895	466
	1,576,247	967,788

VOICE 21 LTD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

4. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2022 £	<i>Total funds 2021 £</i>
Staff costs	37,419	11,540
Travel & accommodation	15,804	3,454
Sundry expenses	7,322	4,185
Subscriptions	12,694	12,009
Computer costs	29,293	30,869
Event costs	18,298	1,551
Advertising & marketing	6,787	-
Telecommunications	15,300	6,735
Professional fees	2,665	-
Accountancy fees	8,700	6,480
Depreciation and amortisation	18,408	13,417
Rent & rates	21,355	-
Insurance	1,720	1,757
Books	2,213	1,099
	197,978	93,096

5. Auditors' remuneration

	2022 £	<i>2021 £</i>
Fees payable to the Company's auditor for the audit of the Company's annual accounts	7,250	5,400

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

6. Staff costs

	2022	2021
	£	£
Wages and salaries	1,197,885	775,491
Social security costs	124,249	78,785
Contribution to defined contribution pension schemes	57,506	37,490
	<u>1,379,640</u>	<u>891,766</u>

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

	2022	2021
	No.	No.
Staff	<u>39</u>	<u>25</u>

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

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 August 2022, expenses totalling £536 were reimbursed or paid directly to 3 Trustees (2021 - £397 to 2 Trustees). Expenses related to trustees meeting held during the year.

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Intangible assets

	Website £
Cost	
At 1 September 2021	28,800
Additions	88,434
At 31 August 2022	<u>117,234</u>
Amortisation	
At 1 September 2021	19,200
Charge for the year	9,600
At 31 August 2022	<u>28,800</u>
Net book value	
At 31 August 2022	<u>88,434</u>
At 31 August 2021	<u>9,600</u>

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 September 2021	3,280	19,513	22,793
Additions	3,139	29,221	32,360
Disposals	-	(1,854)	(1,854)
At 31 August 2022	<u>6,419</u>	<u>46,880</u>	<u>53,299</u>
Depreciation			
At 1 September 2021	1,251	8,951	10,202
Charge for the year	1,235	7,573	8,808
On disposals	-	(1,330)	(1,330)
At 31 August 2022	<u>2,486</u>	<u>15,194</u>	<u>17,680</u>
Net book value			
At 31 August 2022	<u>3,933</u>	<u>31,686</u>	<u>35,619</u>
At 31 August 2021	<u>2,029</u>	<u>10,562</u>	<u>12,591</u>

10. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	424,717	379,720
Other debtors	2,346	799
Prepayments and accrued income	11,327	20,518
	<u>438,390</u>	<u>401,037</u>

VOICE 21 LTD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

11. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Bank overdrafts	34	-
Trade creditors	34,818	24,532
Other taxation and social security	39,241	27,909
Pension fund loan payable	11,611	8,646
Other creditors	3,697	1,197
Accruals and deferred income	1,363,536	1,287,057
	<u>1,452,937</u>	<u>1,349,341</u>

At the balance sheet date, the charity as holding funds received in advance for programmes starting after September 2022.

12. Financial instruments

	2022	2021
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>1,679,760</u>	<u>1,246,139</u>

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

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2022 £
Unrestricted funds					
General Funds	291,244	1,772,059	(1,344,729)	(1,897)	716,677
Restricted funds					
Big Change	2,279	-	(2,279)	-	-
NESTA	1,642	-	(1,642)	-	-
The Dulverton Trust	24,861	35,206	(60,320)	253	-
Allen & Overy	-	25,000	(25,008)	8	-
Allan and Gill Gray	-	283,450	(285,086)	1,636	-
FIL UK	-	56,500	(55,161)	-	1,339
The Isla Foundation	-	30,000	-	-	30,000
The Big Ask	-	41,250	-	-	41,250
	<u>28,782</u>	<u>471,406</u>	<u>(429,496)</u>	<u>1,897</u>	<u>72,589</u>
Total of funds	<u><u>320,026</u></u>	<u><u>2,243,465</u></u>	<u><u>(1,774,225)</u></u>	<u><u>-</u></u>	<u><u>789,266</u></u>

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds (continued)

Big Change - Oracy Network Grant – to fund the development of coalition for oracy (the Oracy Network) and research and support to inform the All Party Parliamentary Group on Oracy's Stage of Speaking Inquiry.

NESTA - Grant awarded as part of the Future Ready Fund to support the expansion of Voice 21's programmes to 6 pupil Referral Units in the South East, North West England and Yorkshire and the Humber, helping students to improve their social, emotional and cognitive competence through developing oracy skills.

The Dulverton Trust - Funding for a two-year action research project (Voicing Vocabulary) to improve vocabulary in Key Stage 2 and 3 students through a cross-phase approach to oracy in secondary and primary feeder school clusters in Leicester, the Black Country and Pendle.

Allan & Overy - Grant for the provision of oracy programmes and support in schools in Tower Hamlets – Converted to core funding in response to Covid-19 pandemic.

Allan and Gill Gray - Funding for four activities which are School portfolio management interface, Regional development of Hub Schools, The Voice 21 Oracy Institute and Student Outcomes Assessment Pilot.

FIL UK - Funding for Technology to develop membership management functionality for the Oracy Schools Programme.

The Isla Foundation - Funding towards growing the organisations impact by expanding their reach in the NE region of England, an area of high need and low penetration.

The Big Ask - Funding a dedicated drive to improve students' oracy in 'cold-spots' - North-East, Yorkshire & Humber and East Midlands - ensuring our support reaches an additional 138,779 students that need it most.

The transfer between funds relates to the use of general funds on restricted projects.

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2021 £</i>
Unrestricted funds					
General Funds	285,436	908,829	(902,927)	(94)	291,244
Restricted funds					
Big Change	4,690	17,500	(19,911)	-	2,279
NESTA	-	55,956	(54,314)	-	1,642
The Dulverton Trust	-	35,503	(10,642)	-	24,861
Shine	10,000	62,996	(73,090)	94	-
	<u>14,690</u>	<u>171,955</u>	<u>(157,957)</u>	<u>94</u>	<u>28,782</u>
Total of funds	<u><u>300,126</u></u>	<u><u>1,080,784</u></u>	<u><u>(1,060,884)</u></u>	<u><u>-</u></u>	<u><u>320,026</u></u>

14. Summary of funds

Summary of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2022 £
General funds	291,244	1,772,059	(1,344,729)	(1,897)	716,677
Restricted funds	28,782	471,406	(429,496)	1,897	72,589
	<u>320,026</u>	<u>2,243,465</u>	<u>(1,774,225)</u>	<u>-</u>	<u>789,266</u>

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2021 £</i>
General funds	285,436	908,829	(902,927)	(94)	291,244
Restricted funds	14,690	171,955	(157,957)	94	28,782
	<u>300,126</u>	<u>1,080,784</u>	<u>(1,060,884)</u>	<u>-</u>	<u>320,026</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	35,619	-	35,619
Intangible fixed assets	88,434	-	88,434
Current assets	2,045,561	72,589	2,118,150
Creditors due within one year	(1,452,937)	-	(1,452,937)
Total	<u>716,677</u>	<u>72,589</u>	<u>789,266</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	12,591	-	12,591
Intangible fixed assets	9,600	-	9,600
Current assets	1,618,394	28,782	1,647,176
Creditors due within one year	(1,349,341)	-	(1,349,341)
Total	<u>291,244</u>	<u>28,782</u>	<u>320,026</u>

VOICE 21 LTD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

16. Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £57,506 (2021: £37,490). The balance outstanding at the balance sheet date was £11,611 (2021: £8,646).

17. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

18. Related party transactions

During the year payments were made to School21 of £Nil (2021: £1,130). At the balance sheet date the amount outstanding to School21 was £Nil (2021: £NIL). Also during the year payments were made to School 360 of £21,700 (2021: £Nil). At the balance sheet date the amount outstanding to School 360 was £Nil (2021: £Nil). Both School21 and School 360 are academy's within the Big Education Trust, which holds the Guarantee.