



Charity No: 1005976
Company No: 02635912

The Staffordshire Pathway Project

(A company limited by guarantee)

Annual Report and Financial Statements

For the year ended
31 March 2021



**The Queen's Award
for Voluntary Service**

The MBE for volunteer groups



LOTTERY FUNDED

Contents	Page
Vision, mission and values	2
Service review	3
Reference and administrative details	4
Trustees' annual report	5
Report of the Independent Auditors	23
Statement of Financial Activities	26
Balance Sheet	27
Statement of Cash Flows	28
Notes to the Financial Statements	29

Our Vision

To build a future where adults and children affected by domestic and sexual abuse live in safety and free from fear.

Our Mission

To ensure that every adult and child who comes to us seeking support for domestic and sexual abuse is given an opportunity to engage in services that can help them to make the journey from victim to survivor.

Our Values

To put people at the heart of what we do:

At Pathway we believe in being service user led. Nobody knows what services and support are needed, more than the people who access them. We are always here with an open mind and open heart to ensure that we shape futures together.

To be the best we can be:

No two people are the same. Whether you are a service user, volunteer or member of staff, we are all different. At Pathway we don't believe in a one size fits all approach. Instead we want to celebrate our differences, value opinions and learn from each other, so that we can provide the best services, in the best way, with the best people.

To share our experiences:

Good, bad or funny. We want our service users to feel that they can share their experiences and know that they will be listened to and will contribute towards our development. We want our staff to know that in good and bad times, our door is always open and that our shared experience is what drives the strength of the team. At Pathway, we want to share our experiences and collaborate with other specialist organisations, to provide solutions and services that meet the needs of the people we are committed to.

To be open:

We understand that everyone's journey begins at a different point and at a different time. At Pathway we won't put restrictions on the number of times you can access a service, or on the amount of time that has passed before you felt that you could ask for support. We also understand that your needs may not always meet a threshold, but that doesn't make them any less important to you. That's why our helpline is open access to all, 24 hours a day, 365 days a year. Whether you need a friendly voice, to know more about our services or help getting support elsewhere, we will be there.

PATHWAY PROJECT 2020/21



received **900** referrals and enquiries for refuge space, we were able to house **71** families, but had to turn away or signpost on **829** - an increase of **127%** on referrals for last year.

Answered **4454** (+**32%**) helpline calls and taken **1649** (+**28%**) service referrals, working with **697** (+ **23%**) adults, children and young people

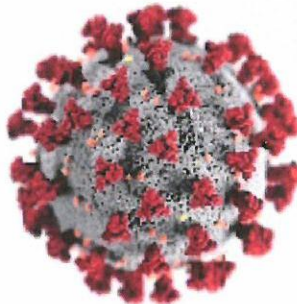


390 out of the **549** adults we worked with had mental health problems, that's **71%** of service users



279 people had considered 'ending it all' or had already attempted suicide due to the abuse, an increase of **18%** on the year before

63 service users had threats to kill made against them



During COVID our service users told us that :

53% felt that the emotional and psychological abuse had increased

63% felt more isolated

62% felt triggered by COVID and experienced symptoms of PTSD relating to their abuse

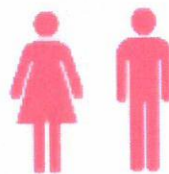
93% of current adult service users needed support for emotional abuse

68% needed support for coercive control

54% asked for support around physical abuse

100% of service users needed support for more than one type of abuse

we provided **6100hrs** of support to adults, children and young people, including **6992** contacts face to face and by phone, text, email and video link, and **1350** liaisons with other professionals



65% of children and young people had directly witnessed domestic abuse, and **85%** had indirectly witnessed it.

36% of children and young people had suffered direct emotional abuse, with **25%** dealing with direct coercive control

25% had suffered direct physical abuse

34% felt they needed support for their mental health and **25%** said that they needed coping strategies to deal with the abuse

52% of children and young people we worked with were involved with Children's Services and **47%** were on a Child Protection Plan

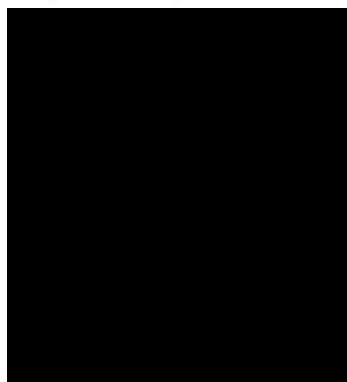
The Staffordshire Pathway Project
Reference and administrative details
For the year ended 31 March 2021

Company number	2635912	Country of incorporation	United Kingdom
Charity number	1005976	Country of registration	England and Wales

Registered office and operational address
 The Hope Centre
 3 Quonian Lane
 Lichfield
 Staffordshire
 WS13 7LB

Pathway Project is the trading name of The Staffordshire Pathway Project (formerly The Burntwood Pathway Project)

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:



Chair
 Vice Chair
 Treasurer
 (Appointed 29 May 2020)

 (Appointed 20 May 2020)

 (Resigned 26 June 2020)

Key Management Personnel	Hayley Baxter Wendy Dee Amanda Barnard Jackie Hughes Lynn Laughton	Chief Executive Head of Operations Finance Manager Refuge Manager Volunteer & Training Manager
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Bankers NatWest Bank
 47 Market Street
 Lichfield
 WS13 6LE

Solicitors Moseleys
 Compton House
 18 Bore Street
 Lichfield
 WS13 6LL

Auditors Haines Watts
 Sterling House
 97 Lichfield Street
 Tamworth
 B79 7QF

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

The trustees present their report and the audited financial statements for the year ended 31 March 2021.

The reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. The trustees' annual report also contains a directors' report as required by company law.

Objectives and activities

The charity's object is to relieve the physical, mental, emotional, social, financial and sexual distress among adults of all ages and/or their children, who have been maltreated or controlled by their partners, family members or persons with whom they were living or having a relationship with, or had made acquaintance of, specialising in gender-based abuse against women and girls.

- a) Through our services we aim to provide adults and children with safety and support, whilst they make decisions about their future, and take the opportunity to change their lives in order to live a future in safety and free from fear.

- b) Our main objectives for the year have been as follows:
 - To effectively plan and manage services so that the minimum amount of disruption is caused to service users by COVID and pandemic regulations.
 - To support the county to deliver to service users and cope with increased demand during COVID.
 - To have an effective system for remote working and virtual support for service users that can be implemented whenever it is required.
 - To provide a programme of group work and support that can be offered virtually, where face to face working is not allowed so that service users can continue to benefit from training opportunities.
 - To collaboratively work with Staffordshire Women's Aid to implement and provide a new county sexual violence service.
 - To support providers across the county by establishing and delivering a specialist County Counselling provision with the support of our Counselling Lead.
 - To develop and implement a Community Engagement Worker to enable us to further improve our reach, content and delivery within the local community and on social media, including linking in with fundraising and joint projects.
 - To plan and facilitate a change of premises for the Hope Centre.
 - To update and launch our new logo.
 - To launch our new website and design and launch a new range of marketing materials.
 - To improve and develop services, and to work towards renewing our Women's Aid National Quality Standards kite mark. Our accreditation was extended to five years and there was a temporary closure of the process during COVID, so we are now working to the new timescale.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

- To continue providing services and to find alternative funding streams that will support us to deliver a full service.
- To creatively fundraise to support our charitable aims.
- To develop specialist support for those people presenting with complex needs.
- To ensure that staff maintain their skills and knowledge through a programme of training and support.
- To continue to develop our programme of specialist domestic abuse services across Tamworth and Lichfield.
- To maintain the high level of service we provide through our refuge accommodation.
- To work in partnership wherever possible so that service users get the best and most holistic service possible.
- To undertake preventative work and support early intervention opportunities.
- To support children and young people to recover from abuse and to understand healthy relationships.
- To provide services offering legal advice to those unable to claim legal aid.
- To continuously work to improve our services.
- To work together with partners, increasing capacity and improving opportunities and learning.
- To continue to deliver holistic services which work on meeting needs and supporting people in full long term recovery after domestic abuse.
- To continue developing and improving our groups and activities.
- To continue developing our volunteering opportunities

Public Benefit

Pathway Project works to provide services which benefit adults and children who have been made vulnerable due to domestic and/or sexual abuse, either within the home, or in their own personal or family relationships. Pathway Project recognises that domestic abuse is a primarily gendered issue and is a specialist women and girls organisation. Pathway Project also recognises that abuse can affect any person and offers a small range of male victim services in line with our funding arrangements. Each service that we offer is charitable, open to adults and children suffering abuse, and is free to the user, except in the case of refuge provision where rent and service charges are made. The greater proportion of this is paid by the local authority in the form of Housing Benefit, for women whose income is below the threshold.

Our beneficiaries have a charitable need which we aim to address in the many and varied services that we offer, and we are constantly developing our services to ensure that we provide a holistic and inclusive service.

The charitable purposes that we meet are:

- a) The prevention or relief of poverty
- b) The advancement of health or the saving of lives
- c) The relief of those in need by reason of youth, age, ill health, disability, financial hardship or other disadvantages

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Significant activities

Refuge Accommodation

Enquiries and referrals for refuge space reached our highest peak this year at 900. We were able to house 71 families but had to turn away, refer on or signpost 829, this was up 127% on our previous year. The pandemic also saw an increase in the number of Black and Minority Ethnic (BME) women looking to access refuge, BME women accounted for 32% of our refuge service users in 2020/21. This year also saw us have our first male victim housed in our move on property. This property provided a safe space for an older gentleman with disabilities who was no longer safe in his family home, and allowed us further time to work with other agencies on sourcing supported accommodation for him to move into.

Refuge accommodation still remains a vital and much needed service for Pathway Project. As more and more women entering emergency accommodation present with complex needs, refuges have become more than just somewhere to stay and are instead intensive services helping women and families with debt management, tenancy sustainment, life skills, budgeting, literacy and numeracy. Pathway Project had previously recognised an increase in women and families presenting with financial problems, especially debts around housing arrears, which were leading to ongoing issues with regards to being able to secure move on accommodation and we implemented our Financial Abuse Specialists at the end of March 2020. This means that everyone coming into refuge now has an assessment around all of their financial needs, which allows us to tailor support to ensure that families are leaving refuge with a much clearer understanding of how to manage their financial independence moving forward.

We have continued to see an increase in the number of women presenting with mental health issues; this was extremely prevalent during the peak of lockdown when we saw a huge increase in the number of referrals being made to us for women who were currently sectioned in hospital. Service users with existing mental health problems struggled considerably with the additional issues raised by lockdown and the general uncertainty and fear that COVID brought, and this placed further pressures on refuge staff in terms of the additional levels of support that needed to be put in place to keep these service users safe. In 2020/21 the percentage of women in refuge who were depressed/had suicidal thought was 52%, up 22% from the previous year, while self-harming as a way to cope was up by 1% to 9%. We also spoke to service users about COVID and how they felt that had impacted them and 61% told us that they felt more isolated from their support networks while 32% felt that it had seriously triggered their mental health or caused them to experience post-traumatic stress disorder (PTSD) symptoms.

As always Pathway Project prides itself on the children's services that it is able to offer both to Mum's learning how to parent their children independently, and to children and young people directly to

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

enable them to be heard, understood and move forward with their lives. In 2020/21, 78% of the children who entered into refuge were already involved with Children's Services before their arrival, this was up 9% from the year before.

In April 2021 the Ministry of Housing, Communities and Local Government began the proposed changes to how they manage their funding for refuges, and this was dispersed to County Councils. Staffordshire County Council made the decision to continue with current funding arrangements and providers while they prepared needs assessments, and got ready to enter into formal commissioning for refuges. This funding will continue until April 2022, or until the commissioning process has been completed. We anticipate that tenders for refuge service will be out in the new year.

We were hugely grateful to our refuge staff for their commitment to their work throughout the pandemic. We know that it was very challenging, and often frightening, to be in an unknown situation and not have the safety of being able to work from home, and instead to keep coming into work every day and mixing not just with staff, but with multiple families. We also thank everyone who had the additional juggles of managing home schooling alongside making sure that the families in refuge were kept safe and supported. We hugely appreciate everything that you did that enabled us to continue delivering services.

24 Hour Helpline



Pathway Project's 24hr helpline continues to be our first point of contact for service users and agencies, providing a combination of advice, guidance, support and urgent help in a crisis. It is also our central point of contact for all of our referrals.

At the start of COVID and as we entered into the first lockdown, we saw an immediate drop in calls to our helpline, to an all-time low of just 12 contacts in the entire week beginning the 13th April in 2020. As an organisation we recognised the many cause and effects that would be

happening in a lockdown where families were effectively trapped with a perpetrator, and we knew that this would be the calm before the storm. We began to look at other mediums that we could put in place to support those people who were in situations where they were not able to make a phone call and quickly implemented opening up our Facebook Messenger to allow support to be given that way alongside setting up an online chat system. These facilities allowed people to contact us and ask for advice and guidance while making it look like they were scrolling through things on their phone. Both of these methods proved to be effective and we were even able to talk one service user through her panic attack about going to court, encouraging her to open the door to the police and feel confident enough to go with them, all using Messenger. We were really pleased when she contacted us back on Messenger the following day to say that he had been found guilty and would be going to prison for his attacks on her.

As anticipated we began to see rises in calls from the beginning of May, and as a county the calls for all providers averaged around a 25% increase on the year before for the entire year. In 2020/21 we received 4454 contacts through all the helpline mediums available, this was up 32% on the year before and we took 1649 referrals for services, up 28% on the year before, with most people accessing more than one service. Our helpline continues to not just allocate the caller to the service they need, but also offers emotional support, advice and guidance, refers and signposts them on to other services, and helps source other accommodation when our refuge facilities are full. Our team of dedicated Helpline

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Coordinators, volunteers and support workers who help to cover out of hours, are absolutely crucial to the work we do, enabling us to not just support those who need it but to manage our referrals and ensure people can access the correct services.

The Hope Centre

In line with Government direction we closed the Hope Centre to service users and Staff in March of last year and began to do a phased return back to the office in July, before having to close the office again for further lockdowns in the autumn. During this time we looked at the considerable savings that we could make from no longer operating the centre, but it became clear to us that we would lose so much for the service users, the local community and the staff if we did this. For the staff it was about having a safe space to do what can be very challenging work, as well as being able to access support and advice from peers and really feel like part of a team. For service users we would have lost the space to provide group work, peer mentoring, drop ins, one to ones and counselling and for the community it would have meant losing somewhere that they can come and see the work we do, bring donations or have the opportunity to enter into volunteering. We really felt that these positives outweighed the potential cost savings we could make and that it was important that the centre could continue.

At the same time as this it became clear that when we returned to the centre after the first lockdown that there was a lot of external maintenance on the structure of the building that needed to be completed and with the uncertainty of whether this would be completed by the landlord we took the opportunity to see if anything else had become available due to people leaving buildings during COVID. We were lucky enough to find premises that had just been vacated right in the centre of Lichfield, which offered us the space that we needed and matched the costs of our previous building, so we made the big decision to move in October 2020. We took advantage of the lockdowns to do any work that needed to be done on the building including and to get it ready for staff to come back in at the end of the 2021 lockdowns. We are really excited about the location of the building and the difference it will make for staff and we are really looking forward to being able to start delivering our counselling and group work from there.

Outreach

Pathway Project has continued to work on the service provision offered from our outreach team. Our Risk Reduction Worker is still the base of our team, taking referrals from anyone who feels they need support around domestic abuse. We have been lucky enough to be able to retain funding for our Mental Health and Domestic Abuse Worker (Wellbeing Worker); this continues to be a heavily subscribed service and was in high demand during COVID. At the start of the pandemic our staff member produced a wellbeing and self-care pack that was sent out to all service users who expressed concerns around their mental health, and our online group that we launched combined approaches to wellbeing and self-care with domestic abuse education so that we could encourage everyone to look after their mental health in such a difficult time. We have also completed a full year of our Domestic Abuse and Housing Worker, as well as supporting service users in the community; this role has also been working with some of the women in the refuge around securing their move on housing and their resettlement in the community. This year, our Young Women and Girls Worker also moved back into focusing on domestic abuse, due to a change in staff and the development of the new sexual violence service. This service has seen an increase in the number of young women who are seeking support with extremely complex needs, with many issues around childhood trauma as well as current domestic abuse issues.

The focus of 2020/21 was around maintaining services, meeting service user needs and ensuring staff wellbeing, as well as general fundraising to ensure we could keep on delivering. As we enter into

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

2021/22 we will be continuing to look at developing our specialist teams, with a specialist in economic abuse being one of our key targets, due to the substantial rise we have seen with women presenting with this need.

Again, Pathway Project is hugely appreciative of everything that our staff did to ensure that we could continue to deliver our services during the pandemic. So many of our staff had to juggle home-schooling children around their work but we all managed to work together so that everyone could continue with their service users throughout the whole situation, and we are grateful for that commitment and passion.

Sexual Violence Services

Pathway Project has delivered the Independent Sexual Violence Advisor Service (ISVA) for Lichfield, Tamworth and Burton in conjunction with Staffordshire Women's Aid for a number of years, on an informal contract with local district and county councils. This year, the decision was made to put the service out to tender on a more formal footing, with the Office of the Police Crime Commissioner managing the commissioning process. We were approached by Staffordshire Women's Aid to see if we would be interested in subcontracting with them to continue to deliver the services in our areas and with the opportunity to expand the team, and we said yes. We were very happy when it was announced that the contract was being awarded to Staffordshire Women's Aid with our support.

We were also delighted that this gave us the opportunity to expand our sexual violence team, something which had been needed for a long time. This means that as well as having an Independent Sexual Violence Advisor we now have a full time Children's Independent Sexual Violence Advisor, working with children and young people aged 5-18, and a Family and Significant Others Practitioner, who works with people that have been indirectly affected by sexual violence happening to a loved one. This service launched in October 2020, staff have already completed their accredited training and the commissioners are already extremely pleased with how the service is going, especially considering that it was launched in the middle of lockdowns.

Children's Services

Children's Services have struggled the most through the pandemic, and this is a county wide issue that is not just particular to us. This has been for a combination of reasons, the primary one being that a huge majority of referrals to all agencies come through school settings, and school closures meant that most of these children were not in contact with members of staff who would have previously seen them every day. There is also the issue that many children in vulnerable homes could not be accessed because there was no obligation by their parents to let agencies in with COVID restrictions. On a more simple level, a lot of children also access appointments through neutral premises like schools to give them the freedom and confidence to talk and with loss of access to these many children took the decision to stop support rather than do it remotely in the home. Referrals into our Children's Services were down 25% on the year before, and across the county for all providers and agencies working with vulnerable children, referrals were down by 36% on the year before.

We continued to take referrals for our Children's Coordinator and work with anyone who felt comfortable and able to throughout the pandemic. We also opened up to allow any parents who were really struggling with home schooling, behavior management or wellbeing caused by children being isolated to speak to our Coordinator, so that they were given the opportunity to offload and hopefully better manage at home. We then focused our remaining efforts on ensuring that children who were affected by the pandemic but also in refuge had as much support as possible in place, and could access as many activities and outlets as possible. Meaning our Children's Worker and Children's Coordinator

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

worked closely together to deliver things such as in house youth clubs, trips to the park and wellbeing sessions. We were also very fortunate to receive a COVID grant from Children In Need which enabled us to fully develop our 'Secret Garden' which is an educational outdoor play resource that we started in the previous year, so this is now fully stocked with resources.

Pathway Project is very grateful to the Children's Team for continuing to come in and support other people's children at a time when they couldn't even see children within their extended family face to face, and for dealing with the increased concern there was around COVID being passed on by children.

As well as working directly with children and young people we also continue to deliver preventative work to other voluntary agencies, statutory agencies and schools, though their carousel and drop down days. This service continues to be well utilised by the local community and agencies who understand the specialist nature of the work.

Community Engagement Worker

Pathway Project was very lucky to have received some COVID funding during lockdown to implement our Community Engagement Worker post. Having someone constantly overseeing our social media has enabled us to drive the footfall to our pages, increasing followers and views, which has impacted on the number of people interested in making donations to us, working with us or supporting our fundraising. This post also oversees our website and makes sure the content is appropriate and up to date, as well as sourcing new things we can launch on it. They have also overseen the development of our new marketing materials and liaise with people in the community who want to support us in new and innovative ways. When possible, this role will also be the one that links us into face to face community fundraising, and organizing events; as an organisation we are really excited to see where this service can take us as we move forward.

Counselling and County Counselling

Counselling has always been a key part of Pathway Project's service delivery, with the belief that it helps to provide a true wrap around, holistic service. During the initial lockdown we worked with our Counselling Lead and the British Association for Counselling and Psychology to ensure that we could comply with all of the regulations around remote support and ensure that service users did not have that counselling journey stopped at a point that could be crucial to them. We were able to provide options of using Zoom, WhatsApp and phone support in whatever format best supported the service user, and this enabled us to effectively maintain the service.

During the first lockdown we were fortunate to be awarded six months of COVID funding from the Ministry of Justice (MoJ), through the Office of the Police and Crime Commissioner, in order to be able to implement a county wide counselling service that would support service users from all three providers. We worked with our counselling lead to be able to quickly put together everything that would be needed to run the service, and ensure we had a set of referring and working protocols for all providers to adhere to. Our Counselling Lead also agreed to step up and deliver the service on our behalf, which reduced the turnaround time and meant that we had a fully qualified counsellor who was responsible for the service. After six months the MoJ awarded a further six months, allowing us to carry on the service. During this time we gave support to service users from across Staffordshire and Stoke on Trent, through one to one and group counselling. During 2020/21 we supported a total of 157 service users in our counselling programmes, providing an average of 1256 hours of counselling.

At the end of 2020/21 we were asked to put in our costs for a further year of county counselling through some extended money from the MoJ, this allowed us to also account for taking on another

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

counsellor in order to meet demand and we are pleased to say that this money was awarded for the year 2021/22.

Volunteering and Peer Mentoring

COVID proved to be a big challenge for our volunteers and mentors. Our outreach team, which is the main base for our volunteers, moved to a work from home model as directed by Government. This meant that our admin volunteers and new volunteers who were just in the infancy of their training were not able to continue, as we were not able to provide either the face to face shadowing that they required, or allow them to take confidential admin work home with them. In order to try and manage refuge provision and reduce anything that could contribute to the spread of the virus, or the enforced isolation of staff, we also had to make the difficult decision to prevent any volunteers going into refuge. This enabled us to more effectively oversee the contact that staff and service users were having with other people. This also meant that we were unable to take on our student volunteers – normally in social work, health or legal practice, which is something that we do every year. Our Volunteer and Training Manager did work really hard with Newman University in Birmingham to arrange a six month placement for a German criminology student who was coming to gain experience of working with families and the legal landscape in Britain. Again, this had to be halted when the student took the difficult decision not to come due to travel restrictions, isolating and uncertainty about future lockdowns. All volunteers had a once a fortnight conversation with our manager, so that we could ensure that they were coping with everything that was going on, and to make sure that they knew that we were still engaged with them.

Despite these difficulties we were able to work with a small team of around four volunteers through COVID. One of these volunteers helped to support our helpline provision by covering hours when staff were unavailable. Our other three continued to support our peer mentoring provision, some additional funding through the county meant that we were able to purchase some additional phones and licenses to allow limited access to our data and case management system, this allowed our peer mentors to continue working remotely with low level service users and then be able to accurately record those on our case management system. In order to support other providers across the county we opened this service up county wide for six months, also supported by the same funding, and we managed to work with 24 service users during this period.

Our Volunteer and Training Manager also supported our Counselling Lead in supervising and retaining all of our volunteer counsellors, who did continue to provide services throughout the pandemic, through remote working and with additional oversight from us and their universities.

We are looking forward to returning to the office and enabling our volunteers and mentors to start working from a team environment again. We also have six volunteers ready to start their training with us when we are able to meet face to face.

Groups

The pandemic and remote working completely changed how we had to approach groups in 2020/21. Over the previous 2 years we had built up a large selection of group work which included Domestic Abuse (DA) education, life coaching, well-being, journey to self-discovery, empowerment, art therapy and a social group, all of which work best delivered in a face to face environment. We had also planned our first evening group pilot which sadly had to be cancelled as it was due to run during the first lockdown. As an organisation we feel that we really understand the merits of people engaging face to face for group work, but we also did not want to have such a long period of time where people could not access that service. Our Volunteer and Training Manager and Mental Health and Domestic Abuse

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Specialist worked together to quickly produce a hybrid group programme, that provided DA education alongside skills to manage service users mental health and develop their own self care programme. We managed to run this group, online, 6 times during the last year, with 61 attending for six week of sessions. Alongside that, we also ran introductory drop in sessions before each group ran so that service users could meet each other and the trainers before the group ran, increasing people's confidence. All of these groups were run over Zoom, meaning that service users could access them through their phones if they did not have laptops, and we ensured that everyone could use Wi-Fi before we began.

Some of the feedback that we have had from the groups includes:

"I had been feeling really lonely, like I was the only person this was happening to. I was really scared about talking online but everyone made me feel really comfortable. I have loved doing the group and have even made a friend, something I haven't been able to do for a long time."

"I have really enjoyed learning about self-care, which I hadn't heard of before. I am starting to recognise when I am getting stressed or upset, and have now got some things I can do that help to stop it getting worse"

Due to restrictions this has been the first period of time that we have not been able to run our normal service user Away Day, which is our largest service user consultation event. Despite this our Volunteer and Training Manager has been able to run one of our new service user feedback groups, Survivor to Thrive, this was in order to get feedback from service users about Claire's Law, to then feedback into a larger national project. Our Deputy Police Crime Commissioner also saw our adverts about this on social media and attended the session. We had eleven people attend and all of them are very keen to continue with this in the future. We also supported the county's consultations for the new domestic abuse strategy and the needs assessment refresh, and facilitated ten service users who were happy to speak to researchers about Pathway and the work we do, as well as their general experiences of domestic abuse.

Legal Clinics

Unfortunately, we were unable to run any of our legal clinics during 2020/21. This was a combination of being unable to provide a venue for them to run with the working from home agenda, alongside a high level of furlough for local solicitors and the significant reduction in the number of cases being heard with the effect of COVID on courts. We will be aiming to return to delivering clinics in 2021/22.

Change of Name

We made the decision to change our legal name this year. Although we always go by the name Pathway Project, our legal name was The Burntwood Pathway Project, which reflected the position of our organisation when it was first set up. Since then our geography has extended to cover Lichfield, Tamworth, and even East Staffs with some services. We also deliver projects that cover the entirety of Staffordshire, and even Stoke, on some occasions. We therefore made the decision to change our legal name to The Staffordshire Pathway Project, as we felt this better reflects the areas we work in to our supporters and funders. This was legally agreed by the Charity Commission and Companies House in October 2020.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Logo and Marketing

Our new logo launched in August alongside our website, and we took this opportunity to work with a local company on updating all of our leaflets, posters and banners to refresh our look. All of this has been completed and we will now be looking to do the same with all of our promotional material once we have worked through all of our current stock.

Website

Our website launched on the 3rd August and is a great addition to the organisation. We have the ability to continually make changes that we need to, and can add on additional pages and options, such as advertising events we are running and selling tickets. We are also looking at incorporating a system that allows people to make one off donations and set up regular giving on there, in order to make it as simple as possible for people who want to support us.

The strategy that drives the activities...

As always, the main focus for Pathway Project is the needs of our service users, and we have always strongly believed that the best people to tell us what they need to make that journey from victim to survivor are our service users themselves. This means that as well as using county and local authority strategies, national data and information from the police to shape our delivery, Pathway Project also spends a lot of time identifying specific needs within our local community, through the people we work with. We do this through a combination of analysing the data we are able to collect through our case and data management system, Oasis, key trends spotted by staff, service user's direct request/comments and our own consultations that we run through our service user group and Away Days. This year we have been sadly unable to do this, however, Pathway Project's focus has very much been on ensuring that we meet the needs of our service users and our staff during this unprecedented time, and we hope to be able to move back to our normal way of working post COVID.

As always Pathway Project is also very proud to be affiliated with National Women's Aid who continues to provide support in a number of different ways, including the national framework for domestic and sexual abuse services. Accreditation for the standards was extended to five years, up to 2021, and with the standards put on hold by Women's Aid during COVID; we are currently just working through our evidence for our re-accreditation.

Pathway Project continues to work closely with our partner domestic abuse agencies across Staffordshire and Stoke on Trent. We have supported New Era, Glow and Staffordshire Women's Aid with our County Counselling services and we are subcontracting with Staffordshire Women's Aid to help deliver Survive, the County sexual violence service. Pathway Project also works closely with a number of agencies both statutory and voluntary, including Tamworth Borough and Lichfield District Housing and Community Safety Partnerships, Children's Services, Citizens Advice Bureau and Bromford Housing.

We are continuing with our focus on specialist workers, supported by our Risk Reduction Worker. We have our Mental Health and Domestic Abuse Specialist and Domestic Abuse and Housing Specialist in place, thanks to funding from Lichfield District Council and Nationwide Bank. As part of our refuge funding we were also able to take on a Financial Abuse Specialist in 2020/21. This post has been put in place to help support the number of women coming into the refuge who are struggling with managing debts and budgeting, and also to allow us to put more capacity into supporting women with housing arrears, as it is becoming harder for them to be rehoused in a timely manner. We hope that this will empower women to feel that they have the financial skills they need when they leave the refuge.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Dealing with the effects of COVID and ensuring we can maintain and deliver services have been our main focus for 2020/21 but from the data that we have been able to pull from Oasis, our main focuses on specialisms moving forward into 2021/22 will be an, Economic Abuse Specialist, focusing on women suffering financial abuse in the community, but also looking to support women who have not been allowed to continue with education, training or enter into work and a Substance Misuse Specialist.

Our online data and case management system, Oasis, remains a fantastic tool in allowing us to respond to funding applications and to meaningfully contribute to the local and national agenda on domestic and sexual abuse trends and issues. Not only does the system streamline the data into easy searches it also puts it into easy to read report formats, reducing what has previously been time consuming work. We are also happy to be able to share anonymous data with Women's Aid to allow them to help build a national picture of what survivors want and need.

In 2019/20 Pathway Project spent a lot of time getting back to our roots of community fundraising, and in January 2020 we had already set out a whole set of events we were personally organizing, and community events that we were going to attend, for the whole year. Sadly this plan had to be put on hold when the pandemic struck and we had to accept that we had lost a whole stream of fundraising. Despite this we re-grouped, our Community Engagement Worker focused on generating interest and fundraising from other people on line this included support from Amazon and their fundraising team, our Head of Operations focused on engaging with local companies and organisations, this included donations of cleaning products for refuge from Morrison's and monetary donations from John Lewis, and our CEO concentrated on utilizing our COVID pipeline to ensure that bids were written and submitted on time. Overall, this led to a more successful 2020/21 than we could have anticipated. We hope to move back into more community fundraising, and re-develop our Patrons Scheme during 2021/22.

Achievements and Performance

Like many charities one of the biggest achievements for 2020/21 has been surviving COVID. In a time when funding cuts and competitive tendering, combined with rising costs had already affected many organisations, COVID provided an additional layer of worries and concerns, alongside a level of uncertainty we had never encountered before. This meant, that as with many others, simply being able to keep your services running, your doors open and remain fully staffed was the biggest achievement of the year. Despite everything this year has brought, Pathway Project is still just as committed to delivering services to the people who need them most, as we always have been. This year Pathway Project has seen:

- All of our services remain open, with all staff still working, ensuring that the needs of all of our service users have continued to be met during such a challenging time.
- A quick and efficient move to remote and online working, including in our counselling service and group work.
- Advent for Change and their team choosing us to be one of their charities for the third year running, this year will be on both the premium Advent Calendar and the Advent Candle.
- The development of our Community Engagement Worker role thanks to the Big Lottery Funding.
- Our refuges secure a further years Ministry of Housing Communities and Local Government (MCHLG) funding.
- The establishment and funding of our County Counselling Service.
- Staffordshire Women's Aid sub contract us to support delivery of the Staffordshire and Stoke on Trent sexual violence Survive Service.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

- Smallwood Trust award us funding, allowing us to make grants to our service users who are in financial hardship.
- The Big Lottery fund us through Awards for All to complete work needed in our new offices.
- An overwhelming response to our Christmas Present Drive with lots of people donating and purchasing items through our Amazon wish list.
- An amazing Easter Campaign with huge donations of presents and eggs for the children.
- A number of local organisations work with us to do combined events over social media e.g. gyms, people making masks and donating the profits to us.
- Our continuing contribution to the local community and county domestic abuse strategies, as well as all of the additional requirements for managing DA support throughout COVID.

From April 2020 to April 2021 our helpline took 4454 calls and emails, resulting in 1649 referrals into services, with most service users wanting more than one service. In total we supported 697 adults, young people and children.

Our group programmes provided 36 sessions, supporting 61 people, all online.

One of the greatest assets that Pathway Project has is our wonderful team. The work that we do as an organisation is demanding in many ways, but our staff never falter in making sure that they do their best for the service users who need us, and this has never been more obvious than in the last year. Staff have done all they can to ensure that they have managed their service users around the challenges of home life, and still come in for work every day. Pathway Project would like to say a huge thank you to every one of our staff for the commitment and love that they have shown our organisation, no matter what the challenges.

Beneficiaries of our services

The complex needs of our beneficiaries have been recognised in our strategy focusing on specialist support, as very rarely do service users present with domestic/sexual abuse, and no other additional support needs. We feel that the more support that can be offered from one central point, with one trusted worker in a places that enables someone to feel safe, the better engagement we will receive and the greater opportunity for success for our service users.

Pathway Project continues to take on feedback, both negative and positive, and use this to drive forward our services and make effective changes. Throughout COVID Pathway Project have been overjoyed at the support we have received from funders, our local community, and individuals who have done everything from raising money having their head shaved, to putting us forward at their local companies, and in some cases national companies. At such a difficult time for everyone, it was lovely to be able to feel the support and passion for what we do from such a variety of places.

Financial Review

Pathway Project has continued to make fundraising its key priority throughout COVID, with the focus being on covering those costs which we would normally have funded with our community fundraising e.g. core costs, and increased costs that were particular to COVID. We also took the opportunity to apply for funding for management posts that are normally unfunded and would have had to be paid out of reserves, when this was available.

As always, the successful delivery of a professional organisation means that it is necessary to have management oversight and buildings to operate from, including their operating costs, and all of these contribute to the front line services at the heart of Pathway Project. We are aware that this is a

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

constant struggle for all charities, when the focus remains only on direct delivery and not its associated costs, but Pathway Project continues to work hard to source any funding that may support this.

Nationwide, after the last round of successful funding from the MHCLG our refuges remain safe until April 2022 when it is anticipated that the new format of funding for refuges will be put in place. At the moment it appears that funding will be dispersed to County Councils to administer to refuges while they complete the work needed to be ready and compliant for tendering of refuge services. The indication from Staffordshire County Council is that they expect to continue as is with current providers, until the tender process is ready, this will likely be for April 2022.

We have continued to dedicate some time from our Head of Operations to the development of our community work and fundraising, and this role is now supported by the Community Engagement Worker. While how we deliver this work has had to change during COVID we have taken the time to invest more into the use of social media to generate fundraising, and also into building relationships with big local and national companies, encouraging them to think of us when it comes to their community giving.

During this year our total income increased to £903,409 (2020: £690,662). This was primarily down to the development of new services within the organisation, including the County Counselling Service, Community Engagement Worker, the grant making funding we were awarded by the Smallwood Trust and the sub contract we were awarded by Staffordshire Women's Aid. We were also fortunate to be awarded some COVID support funding.

Expenditure has been tightly managed but still increased to £780,287 (2020: £728,573), this was due to additional services and additional costs generated by managing COVID. We did still manage to make some unexpected cost savings from areas such as working from home which reduced the utilities bills, moving buildings which meant a small period of time with no rent charges and remote working meaning a reduction in all staff expenses.

Thank you to the Patrons and Friends of Pathway Project for their on-going commitment. It is a huge encouragement to us that so many people are passionate about the work that we do.

Principal funding sources

Our refuge 'bricks and mortar' costs are funded through the housing benefit which is paid to us on behalf of residents, we review this yearly with our District and Borough Councils and we are thankful the campaigning that has secured government support for retaining housing benefit payments for refuges, as this remains our only consistent source of funding. The money from MHCLG has been instrumental in funding the staffing of our refuges, which are critical to successful refuge provision. MHCLG also provided additional COVID money to cover the additional costs generated in refuge by COVID.

Big Lottery Empowering Women and Girls Initiative completed its final year, with funding finishing in July 2021. This project has been extremely important for Pathway, not only allowing us to trial new services, but in also providing us with secure funding for our helpline, and allowing us to really grow our volunteering and group work, something we would never have been able to achieve without the Volunteer and Training Manager role. It has also really shown us what can be achieved when you have a secure period of funding – five years – rather than ad hoc amounts that have to be constantly renewed, meaning there is always a fear that a service will come to an end. We are currently actively looking for funding to continue delivering these services. We were also fortunate to received COVID funding from the lottery which allowed us to develop our Community Engagement Worker, complete our marketing and cover additional COVID costs.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

The Ministry of Justice, through the Office of the Police and Crime Commissioner, has supported our County Counselling project. Due to us providing fully qualified and registered counsellors, the support costs for this are high, but the number of people seen and the current outcomes are excellent.

The Smallwood Trust has supported us to be able to offer our first grant making service to any women working us who are struggling with financial hardship. The fund provides a small amount to help cover the work that needs to be done by our Finance Manager to administer the payments, and the remainder of the money is paid out to service users to support them with things such as housing arrears, new furniture etc. We were also fortunate to receive some core cost funding from the Smallwood Trust during COVID.

The Nationwide Community Foundation has continued to fund our Domestic Abuse and Housing Specialist for a further year. This comes to an end in December 2021 and we are currently looking for further funding.

Children in Need has also been a key funder in supporting the work that we do with children and young people alongside Evason Charitable Trust who helped contribute towards our children's work in refuge.

We are very grateful to our District and Borough Councils for their support around our Mental Health and Domestic Abuse Specialist. We also have a number of other grants and gifts from trust funds, foundations and through individuals in our Patron's scheme.

Principal risks and uncertainties

The Board of Trustees is very aware of on-going risks and regularly reviews the work done to mitigate these. We have both a business plan and an income generation plan that we work towards and review. We have a Risk Management Policy and regularly review the principal risks identified, which are financial, operational and reputational.

Financial – Income generation still remains a key focus and priority for Pathway Project, both around securing contributions to core costs, but also in preparation for the ending of the Big Lottery Women and Girls Fund in July. We will be continuing our community work when it becomes safe to do so after COVID, and we are still working hard on securing significant funding streams and sustainable funding options.

Operational – Our biggest operational uncertainty was the long term stability of the Hope Centre, and this has now been mitigated by moving to our new premises which already has a programme of external work in place to ensure the building is maintained. We continue to make maximum use of the Hope Centre, and it is key in enabling us to run our holistic provision of services. We continue to work with people with complex needs, chaotic lives, and who are often at serious risk. Having done all that we can to minimise the risks we also have insurance against many possible risks and losses.

Reputational – once again the main issue is that we work with vulnerable service users with complex needs and we need to prioritise safeguarding all of the people who we work with. Where we need to ensure our staff's safety, they work jointly in pairs or do joint visits with other agencies. We only visit service users having undertaken a thorough risk assessment. All of our working practices are aimed at supporting both staff and service users. We attend regular professionals meetings in order to maintain awareness of risk to or from vulnerable service users, and we deal promptly with any issues which arise. We monitor our media presence so that we can take action wherever appropriate.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Reserves Policy and Going Concern

The trustees have examined the charity's requirements in light of the main risks of the organisation and aim to build up our reserves to give us some financial stability if problems arise. We are susceptible to shortfalls in funding where particular activities are funded by varied and unpredictable income streams. Our policy and target level of free reserves is to hold a minimum of 12 months' operating expenditure. As a result, we estimate that we currently require approximately £700,000 to meet this target. Our actual free reserves at the year-end were £420,867 an increase on last year, although we will have a significant challenge ahead to continue to build our reserves until we meet this target level, especially with contracts coming to an end.

Restricted funds as at 31 March 2021 are £110,999 (2020: £55,506) and these funds will all be spent on the charitable activity to which they apply in the next financial year.

Despite the target to build unrestricted reserves, the free reserves of the organization are primarily supported by cash resources. We have demonstrated in the past our ability to be agile in how we have reacted to significant changes in our overall business model, including losing key sources of funding, and have demonstrated a tight control over our cost base. These practices will continue, along with the regular monitoring of the income pipeline to ensure that Pathway Project can continue to deliver its key services in an external environment presenting continued uncertainty. As a result of regularly monitoring both reserves levels and cash flow, the trustees are satisfied to approve these financial statements on a going concern basis.

Plans for the future

- Maintaining services during COVID became the priority and therefore meant we did not move forward with our proposal to implement further specialist roles, we are therefore hoping to continue to fund more specialist posts as and when the opportunity arises, in order to enhance our offer.
- We hope to continue to grow our community fundraising when the pandemic has passed, and also to re-develop our Patrons scheme and the work of the Income Generation Group.
- We hope to extend our community engagement work, alongside our social media and marketing.
- We hope to continue to develop our County Counselling programme.
- To ensure that we continue to deliver services throughout the pandemic and its aftermath.

As always Pathway Project will continue to proactively develop models of working which best meet the needs of survivors as well as seeking opportunities for funding and collaborative working. We will also continue to work on raising awareness in both the local and wider community, to ensure that domestic and sexual violence and the work needed to be done to end it is truly understood.

Fundraising

As a charity we are working hard to broaden the base of our funding streams so that there is less reliance on any single source. We have continued to plan our applications to grant funders, both

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

national and local. We have also taken a more pro-active approach to raising funds from the community, and particularly unrestricted funds.

We believe that our fundraising should be ethical, and in line with the Fundraising Regulator Code of Practice. Pathway Project operates a policy around the protection of vulnerable adults, and this includes ensuring vulnerable people are not negatively impacted by our fundraising. We have an Income Generation Group who plan and oversee large events. Two trustees of the charity are part of this group and ensure that best practice is always followed. We also have a member of staff who has one day each week allocated to development work and she also oversees a small volunteer group who run the smaller events.

We have a robust insurance policy which protects us for running events and we follow a risk assessment process when planning our events. The Income Generation Group feeds back to the Trustees at our monthly meetings.

We are happy for the public, including our supporters, to complain if they are unhappy with our fundraising. We received no complaints during 2020/21. Complaints and comments are welcome and we aim to use feedback, whether positive or negative, to help us to improve our service.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 7 August 1991 (in England and Wales) and registered as a charity on 14 November 1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The articles were recently updated and accepted for filing at Companies House in October 2021.

All trustees give their time voluntarily and receive no benefits from the charity. No expenses are reclaimed from the charity as disclosed in note 8 to the accounts.

Code of Governance

As part of our work with Pilotlight and as part of our own internal review procedures, the Trustees have considered best practice set out within the Charity Governance Code and at the date of this report are carrying out a review process to ensure that the governance of the organisation meets the principles and recommended practice of the Code.

Appointment of trustees

A process is in place following best practice guidelines, to recruit and appoint new trustees in a similar process to that used to appoint staff members. The charity plans strategically to have a board of trustees who are able to bring a range of expertise and skills to the board meetings.

Trustee induction and training

Trustees are inducted and trained through a formal training system, which includes having a Mentor who is a more experienced board member. Part of the annual Trustee Away Day is sometimes a particular briefing session to inform and build knowledge. All trustees are welcome to attend training / briefing sessions that are being held for staff.

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

Policy for employment of disabled persons

Pathway Project believes in providing equality of opportunity for disabled persons. All jobs are advertised with a person specification outlining the particular aptitudes and abilities required in the role. The job is given to the person who best fulfils the requirements of the role. If necessary adjustments are required then we will seek to accommodate the adaptations.

Should a member of staff become disabled during their employment we will work with them to facilitate a return to work when possible, and will seek to accommodate their needs for adaptations or assistance.

Opportunities for training and career development will be equally open to disabled persons and they will not be disadvantaged in possible promotion opportunities.

Employee information and remuneration policy for key management personnel

The CEO and Head of Operations have delegated authority for managing the day to day operation of the organisation.

Employees are the foundation of our organisation and as such we seek to keep them informed and consulted about any changes that are being made in the organisation. This is done through regular team meetings and email memos.

When changes are being considered, which will impact on the working conditions of staff, they are fully consulted and offered opportunities to have an input into decisions being made.

The remuneration of the key management personnel is set by the Board. The Chair conducts the annual appraisal of the Chief Executive Officer and the board agrees her salary. Comparable salaries for executive roles in other similar sized organisations in the health and social care sector are used as a benchmark for setting the salary.

Statement of responsibilities of the trustees

The trustees (who are also directors of Pathway Project for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic 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 year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent

The Staffordshire Pathway Project

Trustees' annual report

For the year ended 31 March 2021

- State whether applicable UK Accounting Standards and statements of recommended practice 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 operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

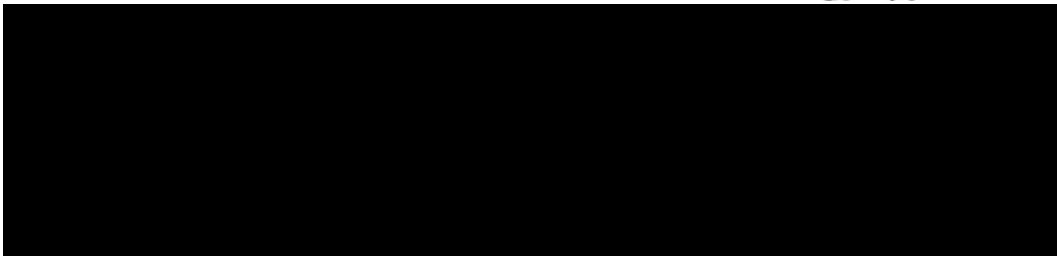
- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 15 (2020: 16). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustee's annual report has been approved by the trustees on 26th November 2021 and signed on their behalf.



Independent Auditors' Report

To the members of The Staffordshire Pathway Project

Opinion

We have audited the financial statements of The Staffordshire Pathway Project (formerly The Burntwood Pathway Project) (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' 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

Independent Auditors' Report

To the members of The Staffordshire Pathway Project

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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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 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

Independent Auditors' Report

To the members of The Staffordshire Pathway Project

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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities This description forms part of our auditor's report.

Independent Auditors' Report

To the members of The Staffordshire Pathway Project

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 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stephen P Butler (Senior Statutory Auditor)

For and on behalf of:

Haines Watts, Chartered Accountants

Statutory Auditors

Sterling House
97 Lichfield Street
Tamworth
B79 7QF

Date: 26 November 2021

The Staffordshire Pathway Project
Statement of financial activities
For the year ended 31 March 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from							
Donations	2	59,995	3,666	63,661	46,194	32,312	78,506
Charitable activities							
Domestic violence prevention	3	18,121	264,034	282,155	-	233,679	233,679
Refuge	3	374,593	99,545	474,138	288,324	900	289,224
Children's projects	3	2,508	53,256	55,764	-	48,933	48,933
Other trading activities	4	26,818	750	27,568	25,171	14,541	39,712
Investments	5	123	-	123	608	-	608
Total income		482,158	421,251	903,409	360,297	330,365	690,662
Expenditure on							
Raising funds	6	2,303	-	2,303	4,162	-	4,162
Charitable activities							
Domestic violence prevention	6	-	255,472	255,472	-	285,649	285,649
Refuge	6	402,780	-	402,780	339,399	-	339,399
Children's projects	6	-	64,904	64,904	-	82,014	82,014
Refuge based activities	6	-	54,828	54,828	-	17,349	17,349
Total expenditure	6	405,083	375,204	780,287	343,561	385,012	728,573
Net income / (expenditure) before transfers		77,075	46,047	123,122	16,736	(54,647)	(37,911)
Transfers between funds	15	(9,446)	9,446	-	(91,167)	91,167	-
Net movement in funds		67,629	55,493	123,122	(74,431)	36,520	(37,911)
Reconciliation of funds							
Fund balances brought forward		<u>359,914</u>	<u>55,506</u>	<u>415,420</u>	<u>434,345</u>	<u>18,986</u>	<u>453,331</u>
Fund balances carried forward		<u>427,543</u>	<u>110,999</u>	<u>538,542</u>	<u>359,914</u>	<u>55,506</u>	<u>415,420</u>

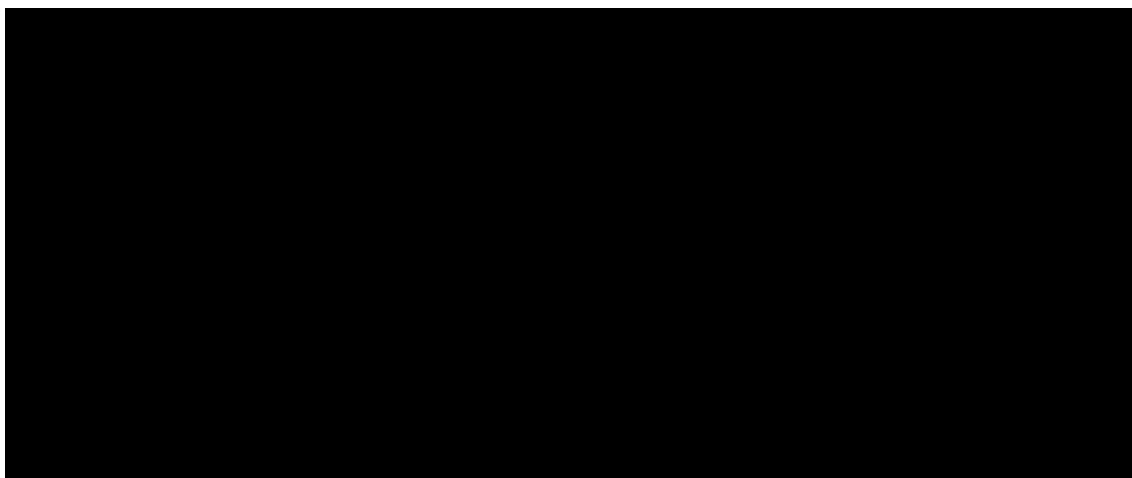
All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above.

The Staffordshire Pathway Project
(registered company number 02635912)

Balance sheet
As at 31 March 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	10	10,468	13,121
Current assets			
Debtors	11	23,092	31,926
Cash at bank and in hand		563,586	423,368
		<u>586,678</u>	<u>455,294</u>
Creditors: amounts falling due within one year	12	(58,604)	(52,995)
		<u>528,074</u>	<u>402,299</u>
Net current assets			
		<u>538,542</u>	<u>415,420</u>
Total assets less current liabilities			
		<u>538,542</u>	<u>415,420</u>
Total net assets			
		<u><u>538,542</u></u>	<u><u>415,420</u></u>
Funds			
Restricted	15	110,999	55,506
Unrestricted	15	427,543	359,914
		<u>538,542</u>	<u>415,420</u>
Total funds		<u><u>538,542</u></u>	<u><u>415,420</u></u>

Approved by the Board on 26 November 2021 and signed on its behalf by:



The Staffordshire Pathway Project
Statement of cash flows
For the year ended 31 March 2021

	2021	2020
	£	£
Cash flows from operating activities		
Net income / (expenditure) for the reporting period	123,122	(37,911)
Depreciation charges	2,653	2,851
Interest from investments	(123)	(608)
Decrease in debtors	8,834	19,093
Increase in creditors	5,609	29,993
	<hr/>	<hr/>
Net cash provided by operating activities	140,095	13,418
Cash flows from investing activities		
Interest from investments	123	608
Payments to acquire fixed assets	-	(1,907)
	<hr/>	<hr/>
Net cash provided by / (used in) investing activities	123	(1,299)
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	140,218	12,119
Cash and cash equivalents at the start of the year	423,368	411,249
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	563,586	423,368
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 29 to 41 form part of these financial statements.

The Staffordshire Pathway Project

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies

1.1 Statutory information

The Staffordshire Pathway Project is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address and operational address is The Hope Centre, 3 Quonians Lane, Lichfield, Staffordshire, WS13 7LB.

1.2 Basis of accounting

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

1.3 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

1.4 Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1.5 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1.6 Donations of gifts, services and facilities

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

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding

The Staffordshire Pathway Project

Notes to the financial statements

For the year ended 31 March 2021

amount is then recognised in expenditure in the period of receipt.

1.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1.8 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 charitable company, and which have not been designated for other purposes. Designated funds are unrestricted funds that have been set aside by the trustees for a specific, but not legally binding, purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors within the objects of the charity. Expenditure that meets these criteria is charged to the fund.

1.9 Expenditure and irrecoverable VAT

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charitable company and include audit fees and costs linked to the strategic management of the charitable company.

Direct charitable expenditure is allocated to the particular activity where the cost relates directly to that activity. However support and governance costs, so the cost of the overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

1.11 Operating Leases

Rental charges are charged on a straight line basis over the term of the lease.

1.12 Taxation

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

The Staffordshire Pathway Project

Notes to the financial statements

For the year ended 31 March 2021

1.13 Tangible fixed assets and depreciation

Assets which cost in excess of £500 are initially capitalised at cost. Depreciation is provided at annual rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Children's play equipment	20%, reducing balance basis
Fixtures and fittings	20%, reducing balance basis
Office equipment	25%, reducing balance basis

1.14 Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

1.15 Creditors and provisions

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

1.16 Financial instruments

The charity 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.

1.17 Pension costs

The charity has a defined contribution pension scheme to offer all employees in order to comply with the requirements of auto-enrolment. The charity is contributing a minimum employer contribution into the scheme as set by the Pension Regulator.

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

2 Donations

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Anonymous	13,000	-	13,000	-	19,000	19,000
Friel Homes Ltd	-	-	-	-	10,000	10,000
Pathway Patrons	2,849	2,666	5,515	4,562	3,087	7,649
All Saints PCC, Alrewas	-	-	-	3,625	-	3,625
HS1	2,000	-	2,000	2,000	-	2,000
Lichfield Conduit Lands Trust	2,500	-	2,500	-	-	-
Shenstone Quilters	-	-	-	1,050	-	1,050
Waitrose Ltd – John Lewis	3,000	-	3,000	-	-	-
Gift aid income tax recovered	4,387	-	4,387	6,732	-	6,732
Donations of £1,000 and under	32,259	1,000	33,259	28,225	225	28,450
	<u>59,995</u>	<u>3,666</u>	<u>63,661</u>	<u>46,194</u>	<u>32,312</u>	<u>78,506</u>

3 Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Domestic violence prevention						
Big Lottery Funding	-	110,000	110,000	-	110,000	110,000
Tamworth BC	-	-	-	-	37,303	37,303
Nationwide Community	-	6,604	6,604	-	24,576	24,576
Smallwood Trust	5,047	47,084	52,131	-	-	-
Staffordshire Women's Aid	-	44,993	44,993	-	16,800	16,800
Lichfield DC	-	15,000	15,000	-	10,000	10,000
National Lottery Awards	10,224	34,437	44,661	-	10,000	10,000
Western Power	-	4,927	4,927	-	-	-
Community Foundation	2,850	989	3,839	-	-	-
Michael Lowe	-	-	-	-	5,000	5,000
Charles Hayward Foundation	-	-	-	-	20,000	20,000
Sub-total for domestic violence prevention	<u>18,121</u>	<u>264,034</u>	<u>282,155</u>	<u>-</u>	<u>233,679</u>	<u>233,679</u>

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

3 Income from charitable activities (continued)

	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Unrestricted funds 2020	Restricted funds 2020	Total 2020
Refuge						
Accommodation charges	264,896	-	264,896	243,381	-	243,381
Tamworth Borough Council – MHCLG	99,062	51,214	150,276	39,506	-	39,506
Edgar E Lawley Foundation	-	-	-	1,500	-	1,500
Clothworkers Foundation	2,765	435	3,200	-	-	-
Southern Staffs Energy	-	-	-	1,363	-	1,363
Staffordshire County Council	3,500	-	3,500	-	-	-
Staffordshire PCC	-	47,896	47,896	-	-	-
Grants £1,000 and under	4,370	-	4,370	2,574	900	3,474
Sub-total for Refuge	374,593	99,545	474,138	288,324	900	289,224
	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Children's projects						
Children in Need	2,508	31,256	33,764	-	33,933	33,933
Lichfield DC – Action Kids	-	10,000	10,000	-	10,000	10,000
Eveson Charitable Trust	-	12,000	12,000	-	-	-
Souter Charitable Trust	-	-	-	-	4,000	4,000
Grants £1,000 and under	-	-	-	-	1,000	1,000
Sub-total for children's projects	2,508	53,256	55,764	-	48,933	48,933
Total income from charitable activities	395,222	416,835	812,057	288,324	283,512	571,836

4 Other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fundraising events	26,720	750	27,470	17,091	-	17,091
Training and services income	-	-	-	5,360	14,541	19,901
Memberships	98	-	98	98	-	98
Sundry	-	-	-	2,622	-	2,622
Sub-total for other trading activities	26,818	750	27,568	25,171	14,541	39,712

**The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021**

5 Investment income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Bank interest receivable	123	-	123	608	-	608

**The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021**

6a Analysis of expenditure 2021

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support Governance costs	Governance costs	Totals 2021
	£	£	£	£	£	£	£	£
Staff costs	44	157,809	189,891	48,019	104	67,808	28	463,703
Refuge costs	-	-	122,715	-	-	-	-	122,715
Management	-	30,661	10,262	2,348	5,000	-	-	48,271
Finance	-	-	31,124	-	-	-	-	31,124
Information technology	-	7,441	2,412	745	-	-	-	10,598
Office costs	-	11,427	15,497	2,010	1,182	-	284	30,400
Audit fees	-	-	-	-	-	-	2,880	2,880
Professional fees	-	-	-	-	26,585	-	1,575	28,160
Other sundry expenses	742	20,636	2,200	6,475	12,383	-	-	42,436
	<u>786</u>	<u>227,974</u>	<u>374,101</u>	<u>59,597</u>	<u>45,254</u>	<u>67,808</u>	<u>4,767</u>	<u>780,287</u>
Support costs	1,517	25,529	26,401	4,787	9,574	(67,808)	-	-
Governance costs	-	1,969	2,278	520	-	-	(4,767)	-
Total 2021	<u>2,303</u>	<u>255,472</u>	<u>402,780</u>	<u>64,904</u>	<u>54,828</u>	<u>-</u>	<u>-</u>	<u>780,287</u>

Support and governance costs are allocated according to the time spent by the relevant staff on each activity.

**The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021**

6b Analysis of expenditure 2020

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support Governance costs	Totals 2020
	£	£	£	£	£	£	£
Staff costs	252	176,530	203,960	63,193	2,931	48,653	496,459
Refuge costs	-	-	105,171	-	-	-	105,171
Management	-	35,765	10,262	-	-	-	46,027
Finance	-	-	1,725	-	-	-	1,725
Information technology	-	7,748	1,327	555	-	-	9,630
Office costs	-	10,012	14,416	4,404	210	309	29,351
Audit fees	-	-	-	-	-	2,880	2,880
Professional fees	-	-	-	-	-	-	-
Other sundry expenses	3,250	22,066	1,548	7,761	2,705	-	37,330
	<u>3,502</u>	<u>252,121</u>	<u>338,409</u>	<u>75,913</u>	<u>5,846</u>	<u>48,653</u>	<u>728,573</u>
Support costs	660	30,872	-	5,618	11,503	(48,653)	-
Governance costs	-	2,656	990	483	-	(4,129)	-
	<u>4,162</u>	<u>285,649</u>	<u>339,399</u>	<u>82,014</u>	<u>17,349</u>	<u>-</u>	<u>728,573</u>

Support and governance costs are allocated according to the time spent by the relevant staff on each activity.

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

7 Net income / (expenditure) for the year

	Total 2021	Total 2020
	£	£
Net income / (expenditure) is stated after charging the following items:		
Auditors' remuneration	2,400	2,400
Operating lease rentals	1,824	4,402
Depreciation	2,653	2,851
	<u> </u>	<u> </u>

8 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

	Total 2021	Total 2020
	£	£
Wages and salaries	432,311	449,887
Social security costs	28,452	29,682
Employer contributions to defined contribution pension schemes	15,996	16,890
	<u> </u>	<u> </u>
	<u>476,759</u>	<u>496,459</u>

The average number of employees during the year based on a headcount basis was 29 (2020: 30).

No employee earned in excess of £60,000 per annum (2020: none).

The total employee benefits (including employer's pension contributions and employer's national insurance) of the key management personnel were £44,170 (2020: £44,875).

No trustee received any remuneration or benefits during the year ended 31 March 2021, nor in the year ended 31 March 2020.

No trustees received expenses during the year ended 31 March 2021 (2020:none).

9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

10 Tangible fixed assets

	Children's play equipment £	Fixtures and fittings £	Office equipment £	Total £
Cost				
At 1 April 2020	12,179	63,520	20,813	96,512
Additions	-	-	-	-
At 31 March 2021	<u>12,179</u>	<u>63,520</u>	<u>20,813</u>	<u>96,512</u>
Depreciation				
At 1 April 2020	11,342	51,759	20,290	83,391
Charge for the year	167	2,354	132	2,653
At 31 March 2021	<u>11,509</u>	<u>54,113</u>	<u>20,422</u>	<u>86,044</u>
Net book value				
At 31 March 2021	<u>670</u>	<u>9,407</u>	<u>391</u>	<u>10,468</u>
At 31 March 2020	<u>837</u>	<u>11,761</u>	<u>523</u>	<u>13,121</u>

11 Debtors

	2021 £	2020 £
Accounts receivable	6,783	15,666
Rent receivable	7,505	1,246
Prepayments and accrued income	8,804	15,014
	<u>23,092</u>	<u>31,926</u>

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Operating creditors	3,916	6,111
Social security and other taxes	7,328	8,623
Accruals and deferred income	47,360	38,261
	<u>58,604</u>	<u>52,995</u>

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

13 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land and buildings		Equipment	
	2021	2020	2021	2020
	£	£	£	£
Within 1 year	20,000	-	758	1,824
Between 2 and 5 years	44,000	-	2,469	3,227
	<u>64,000</u>	<u>-</u>	<u>3,227</u>	<u>5,051</u>

14a Analysis of net assets between funds 2021

	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	6,676	3,792	10,468
Debtors	15,326	7,766	23,092
Cash	426,481	137,105	563,586
Creditors	(20,940)	(37,664)	(58,604)
Net assets as at 31 March 2021	<u>427,543</u>	<u>110,999</u>	<u>538,542</u>

14b Analysis of net assets between funds 2020

	Unrestricted	Restricted	Total
	£	£	£
Fixed assets	8,378	4,744	13,121
Debtors	16,388	15,537	31,926
Cash	355,492	67,876	423,368
Creditors	(20,344)	(32,651)	(52,995)
Net assets as at 31 March 2020	<u>359,914</u>	<u>55,506</u>	<u>415,420</u>

The Staffordshire Pathway Project
Notes to the financial statements
For the year ended 31 March 2021

15a Movement in funds 2021

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Unrestricted funds					
General funds	359,914	482,158	(405,083)	(9,446)	427,543
Restricted funds					
Children's Projects: Children in Need	3,699	31,257	(34,291)	-	665
Children's Projects: Other	-	44,705	(30,613)	-	14,092
Central costs	-	46,682	(38,934)	-	7,748
Domestic violence prevention: Big Lottery Funding	5,000	110,000	(119,446)	9,446	5,000
Domestic violence prevention: Other	41,691	106,454	(108,528)	-	39,617
Refuge	5,116	57,153	(29,105)	-	33,164
Smallwood Trust	-	25,000	(14,287)	-	10,713
	<u>55,506</u>	<u>421,251</u>	<u>(375,204)</u>	<u>9,446</u>	<u>110,999</u>
Total funds	<u>415,420</u>	<u>903,409</u>	<u>(780,287)</u>	<u>-</u>	<u>538,542</u>

15b Movement in funds 2020

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
Unrestricted funds					
General funds	434,345	360,297	(343,561)	(91,167)	359,914
Restricted funds					
Children's Projects: Children in Need	-	33,933	(30,234)	-	3,699
Children's Projects: Other	-	30,942	(45,679)	14,736	-
Central costs	-	33,540	(33,540)	-	-
Domestic violence prevention: Big Lottery Funding	5,000	110,000	(127,810)	17,810	5,000
Domestic violence prevention: Other	3,056	119,731	(139,717)	58,620	41,691
Refuge	10,930	2,218	(8,032)	-	5,116
	<u>18,986</u>	<u>330,365</u>	<u>(385,012)</u>	<u>91,167</u>	<u>55,506</u>
Total funds	<u>453,331</u>	<u>690,662</u>	<u>(728,573)</u>	<u>-</u>	<u>415,420</u>

The Staffordshire Pathway Project

Notes to the financial statements

For the year ended 31 March 2021

15 Movement in funds (continued)

Transfers between funds

Transfers between unrestricted and restricted funds were to cover any deficit of funds spent on restricted projects compared with grant income received, together with the transfer of agreed management costs.

Purposes of restricted funds:

Children's projects: funding, including grants from **Children in Need**, received for the provision of support to children in the refuges who are suffering as a result of living in a home with domestic violence. The funding received is provided to work with children both in the refuge and as an outreach to service users through a children's worker, a parenting support carer and a sessional crèche worker, together with additional costs such as outings and equipment.

Central costs: funding received towards the central costs of the refuge centres including the Operations Director.

Domestic violence prevention and advice fund: funding received for the provision of support to women who have suffered as a result of domestic violence. The funding is provided to work with women both in the refuges and as an outreach to service users through the provision of an early intervention worker, an independent domestic violence adviser and a 24 hour helpline operated by the project.

Refuge: funding received for the provision of support to service users whilst resident with the project. Such funding is provided to work with women in the refuge through a specialist support worker, a counselling service and activities to promote a healthier life style.

The Smallwood Trust: a restricted fund that allows us, as a Community Grant Partner, to issue individual monetary grants to our service users to increase the financial resilience of low-income individuals. Applications have to be made to the fund, alongside evidence of the individual's current financial situation, these are then assessed by support workers, and the Finance Manager, before grants can be issued directly to the applicant.