



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 2022



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## 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 2021/22



received **840** referrals for refuge space, we were able to house **76** families, but had to turn away **764** - meaning we had to turn away **90%** of referrals last year

Answered **4142** helpline calls and taken **1707** service referrals, working with **803** adults, children and young people



**439** out of the **646** adults we worked with had mental health problems, that's **68%** of service users



**301** felt depressed and had suffered from suicidal thoughts, an increase of **7%** on the year before, **50** had used self harm as a way of coping

**60** service users had threats to kill made against them

**52** service users had suffered attempted strangulation /suffocation

**58** service users had been subject to harassment online or through social media



**98%** of adult service users needed support for emotional abuse

**96%** needed support for coercive control

**79%** asked for support around physical abuse

**61%** asked for support around financial abuse

**46%** needed support for stalking/harrasment

**100%** used more than one service

we provided **6824hrs** of support to adults, children and young people, including **7100** contacts face to face and by phone, text, email and video link, and **1369** liaisons with other professionals



**55%** of children and young people had directly witnessed domestic abuse, and **56%** had indirectly witnessed it.

**47%** of children and young people we worked with were on a Child Protection Plan

**35%** of children and young people had suffered direct emotional abuse, with **32%** dealing with direct coercive control

**23%** had suffered direct physical abuse

**30%** felt they needed support for their mental health and **25%** said that they needed coping strategies to deal with the abuse

**The Staffordshire Pathway Project**  
**Reference and administrative details**  
**For the year ended 31 March 2022**

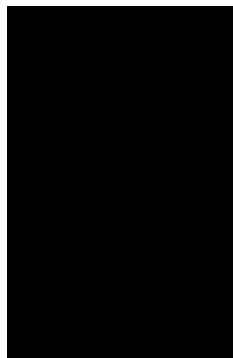
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<b>Company number</b>	2635912	<b>Country of incorporation</b>	United Kingdom
<b>Charity number</b>	1005976	<b>Country of registration</b>	England and Wales

**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  
 Company Secretary (Resigned 26 November 2021)

(Resigned 26 November 2021)

<b>Key Management Personnel</b>	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 plc  
 47 Market Street  
 Lichfield  
 WS13 6LE

**Solicitors** Moseley's  
 Compton House  
 18 Bore Street  
 Lichfield  
 WS13 6LL

**Auditors** Dains Audit Limited  
 5 Colmore Row  
 Birmingham  
 B3 2BH

# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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The trustees present their report and the audited financial statements for the year ended 31 March 2022.

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 objective 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 continue to effectively plan and manage services so that the minimum amount of disruption was caused to service users by COVID and pandemic regulations, until such a time as those regulations were removed.
  - 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, whenever it is required.
  - To adept and respond to any additional health concerns as raised by national Government that may impact our services and their delivery.
  - To be aware of the ongoing economic situation of the country and the additional strain and risks that this may put on service users, and the service as a whole.
  - To safely work towards re-instating our programs of one to one and group face to face work, where appropriate.
  - To collaboratively work with Staffordshire Women's Aid to deliver the county sexual violence service.
  - To support providers across the county by continuing to deliver a specialist County Counselling provision with the support of our Counselling Lead.
  - To continue to develop the Community Engagement Role to increase our community fundraising through post COVID events, including developing new fundraising opportunities and considering new fundraising techniques.
  - To continue to focus on applications for funding opportunities both from Government/Councils and other funders.

# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2022

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- 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.
- To continue providing services and to find alternative funding streams that will support us to deliver a full service.
- To develop specialist support for those people presenting with complex needs.
- To develop new services that best meet the needs of our service users and our local communities.
- 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

# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2022

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- 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 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

We received 840 enquiries and referrals for refuge space 2021/22; this was down 6.6% on last year but still up 112% from pre COVID. We were able to house 76 families but had to turn away, refer on or signpost 764 families, meaning we had to turn away over 90% of our referrals. Again, we saw another increase in the number of Black and Minority Ethnic (BME) women, looking to access refuge; this went up to 39% from 32% in 2020/21. Alongside this increase we have also seen BME women needing to stay

with us for longer periods of time while we work through immigration issues, on average this is seeing women and their families staying with us for an average of 12mths before they are being given indefinite leave to remain and can begin to bid for housing.

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,



# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2022

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budgeting, literacy and numeracy. Supporting women through financial difficulty remains a key part of our work in refuge and our Financial Abuse Specialists work with everyone who comes into refuge to do an initial financial assessment that then means a package of support can be tailored around their individual needs. 65% of the service users in refuge had a financial need that ranged from destitution to being able to access benefits, with one of the biggest issues being housing arrears that had built up while they were with their abuser. It has been a huge help to us that our allocation of funding from the Smallwood Trust enables us to support women in financial difficulties by awarding them a grant, this service has allowed us to empower service users to pay off their arrears and begin their journey to a new home.

With the support of refuge funding we have also been able to launch a resettlement service. Whilst we have always had follow up phone calls, and referrals to outreach where domestic abuse work is still needed, this service allows us to do more to support families in the practicalities of moving into independent living, such as furnishing a new property or setting up utilities. It also provides much needed emotional support for those women who find it challenging to go from an environment with other service users and full support staff to living by themselves. This service is offered to everyone leaving our refuges.

Thanks to support from Tamworth Borough Council (TBC) and funding they have received from Government for safe accommodation we have also been able to re-instate management back into Tamworth Refuge after many years. The removal of an onsite manager occurred when we suffered a number of funding cuts that meant that a dual site refuge manager was the only way that we could support staffing across both sites. We have always felt that Tamworth needed its own manager, and we were aware that the growing complexities of running 24hr refuges took up increasing amounts of management time. We are delighted to have someone in post that is already driving the refuge forward, and thanks to some additional funding from TBC, from September onwards we will also be able to provide some additional hours for social activities with the women out of hours.

We have seen a fairly consistent level in the amount of women presenting with mental health issues, and the significant rise we saw during COVID, doesn't appear to have dropped in anyway, with similar figures around people presenting with depression and suicidal thoughts, alongside self-harm. We believe that this shows the ongoing impact of COVID, alongside the increase in anxiety and stress around the cost of living and being able to pay bills. We expect to see both the number of people presenting with financial abuse and mental health issues increasing again as we move into the winter months and costs continue to spiral.

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 enable them to be heard, understood and move forward with their lives. In 2021/22, 62% of the children entering into refuge had involvement from Children's Services and 55% of them had both endured domestic abuse directly and witnessed it happening to someone else in their family.

Since April 2021 funding for refuges has been devolved from national Government to local County Councils to commission services. Staffordshire County Council made the decision to continue with funding arrangements for 2021/22 while they information gathered for their commissioning process, and then made the decision to further extend their current funding arrangements from April 2022 to April 2023 as they still feel that they need to better understand refuge services. We would anticipate that tenders for refuge service will now be out in the new year.

As always we are extremely grateful to our refuge staff for their commitment to their work. It is a challenging job, with lone working and anti-social hours, as well as dealing with a difficult and emotional

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## **Trustees' annual report**

### **For the year ended 31 March 2022**

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subject matter every day and we hugely appreciate everything they do that allows 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.

After the impact of the first year of COVID and lockdown we have seen a slight drop in our helpline calls from 4454 (2020/21) contacts through all of our available mediums (phone, email, live chat, messenger) to 4142 calls in 2021/22. Whilst this is a decline of 7% on the previous year, it is still an increase of 18% on the year before COVID began, showing that there is still an ongoing effect from the pandemic, and we have yet to see what the true effect of the cost of living crisis will be on victims. Due to the effectiveness of opening up different channels of communication with messenger and live chat through COVID, we have made the decision to maintain these moving forward, allowing people as many options as possible to reach out for support.

Through the year we have taken 1707 referrals for adults and children's services, up 3% on last year, showing that there is still increasing demand for services. Most people referring themselves in took up more than one service provision, showing the importance of holistic, wrap around support. 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 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**

Our first year in the new Hope Centre has shown that we have made the right choice to keep a central building for staff and service users, as everywhere is now in full use. The office area very much remains a safe space for staff to not only do their work, but to also access peer support, as well as allowing volunteers to feel that they are very much part of the team. We have allocated dedicated space to one to ones, which is also used as our main counselling spaces, and we have extended that to cover two rooms in order to meet demand. We also now have a full programme of group work that runs both throughout the day and the evening covering everything from self-help, to anxiety workshops to domestic abuse menopause cafes. We have also started our male group out of hours, and also had our first male counsellor start with us.

We have lots of great plans for service delivery with the new building, and it has really helped us to drive our counselling and group work. We are also working closely with the landlord to examine any opportunities that may present themselves through space in the building that is still vacant and will be up for rent within the next 12 months.

#### **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 were lucky enough to be able to retain funding for our Mental Health

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## Trustees' annual report

### For the year ended 31 March 2022

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and Domestic Abuse Worker (Wellbeing Worker) in 2021/22 and we are still continuing to look for new sources of funding to ensure that the post continues from October this year. It is a much utilised service that offers support to an increasingly vulnerable section of our service users, and we have seen a significant improvement in the attendance of women to one to ones and group work, who have previously been classed as difficult to engage with by agencies. We also retained our Young Women and Girls Worker and provided a further 7.5hrs of funding to meet demand.

This year we were also incredibly grateful to have been awarded five years of funding from the National Lottery Reaching Communities Community Fund. This funding allowed us to retain our Risk Reduction Worker, and develop new posts around risk assessment, family work and housing, as well as funding other key roles. We felt extremely proud to receive such positive feedback about our previous Women and Girls Funding and achievements, as well as having support from such a large funder in our vision for Pathway Project moving forwards.

We were also fortunate to receive funding from Lichfield District Council for a new Economic Abuse Worker. This post looks at the larger picture around financial/economic abuse including issues such as stopping people accessing education, training or work, preventing them from learning skills (e.g. language) that would support their economic achievements and the control of things that money can buy such as clothes, transport or food. We are really excited to have this post, especially at a time when we know economic abuse is likely to be increasing, and finances as a whole are going to be challenging.

While we will still be looking for ways to build the levels of support we can offer around domestic abuse and housing, this year did see the final year of funding from Nationwide for the specialist post. Sadly, Nationwide are not supporting any projects in Staffordshire this year, but will continue to focus on this as a key area of work, especially with the concerns around costs of housing in the current economic climate.

During 2022/23 we will be looking to continue developing our specialist workers, and the new opportunities we have with our lottery funding. We will be using the data we have available to ensure that we are focusing on the key areas that best meet the needs of our service users, with key issues appearing to be supporting people with disabilities.

Again, Pathway Project is hugely appreciative of all the hard work and commitment that staff bring to our organisation, without them we would not be able to make such a huge difference to so many people's lives and we remain grateful for that passion and drive.

Recently, we had this wonderful feedback:

*"I felt like I was losing my mind when I first contacted Pathway and you've really helped validate that I wasn't crazy and that I can have a happy future.*

*I also feel like everything that has happened over the last few weeks and this last weekend would have been completely different had I not reached out. I know for a fact I wouldn't have been able to handle it in the way I have because I was struggling so bad beforehand and I know I definitely wouldn't have had the courage to contact the police. I feel supported and I know I'm not alone.*

*I feel so emotional writing this because in a time I should feel so sad, all I feel is hope and gratitude.*

*I really do appreciate you. My life could have been so different now had I not had support and I will forever be grateful for that."*

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## Trustees' annual report

### For the year ended 31 March 2022

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#### Sexual Violence Services

We have continued to deliver Survive (Sexual Violence Services) in conjunction with Staffordshire Women's Aid, and have been delighted with the positive response from service users and commissioners. We have recently received the very positive news that this service will be commissioned for a further year from October 2022 and will retain the same hours and delivery for the Independent Sexual Violence Advisor and the Children's Independent Sexual Violence Advisor. This year did see the end of the pilot for the Family and Significant Others Practitioner, further funding was given for a more reduced service to match need, and this is now being delivered in house by Staffordshire Women's Aid, and we are able to access this through the Survive helpline. Again, we thank Staffordshire Women's Aid for allowing us to be a key delivery partner for such an important service.

#### Children's Services

We have continued to deliver our Children's Services, both in refuge and the community. We have been really pleased to be welcomed back into schools after the difficulties of the pandemic, and have also been able to utilise space at the Hope Centre to deliver one to ones. Our numbers have remained fairly similar to last year, with only a 6% increase, meaning that we have still not returned to pre COVID levels. We are aware that it is very challenging times for agencies working with children, with ongoing issues around recruitment for front line staff alongside and rising concerns for mental health. As an organisation we anticipate that we will continue to see worries around the engagement of specialist services for young people for the immediate future.



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.

This year we have also been very lucky to be able to apply for and receive an additional years funding from Children In Need, on top of our normal grant that would have ended in November. This was offered out to organisations with a positive track record to allow Children In Need to temporarily close down and reformat their grant making process for most of this year.

As always, Pathway Project is hugely appreciative of the Children's Team and the hard work it does in supporting some of our most vulnerable service users.

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#### Community Engagement Worker

We first began our community engagement role during COVID, as a new way to drive fundraising and to continue to drive awareness raising for domestic abuse and the organisation as a whole. We continued this role through our fundraising and are pleased to say that we have now guaranteed its ongoing continuation through our new lottery funding.

This year we did make the decision to split the role down further, meaning we now have two members of staff, one focusing on overseeing and driving our social media and the website and the other focusing on community engagement and fundraising. This has enabled both members of staff to really focus on their own pieces of work and we are looking forward to seeing what we can achieve with our community focused work over the next year.

#### County Counselling Service

Pathway Project has always been passionate about counselling and the life changing work it can do to support people dealing with trauma and we were delighted to be able to offer a County Counselling Service throughout COVID and 2021/22, thanks to funding from the Ministry of Justice (MoJ) through the Office of the Police and Crime Commissioner. This service has continued to work with all the domestic and sexual abuse service providers across Staffordshire and Stoke on Trent, ensuring access to counselling for all service users who need it.

As with during COVID, this support is offered in whatever way is best suited to the service user, whether that is face to face or through Zoom or WhatsApp and all service users are assessed by our Counselling Lead before moving fully into the counselling programme. Being able to take on a second counsellor has been a huge support to the service, helping us to see more service users and better manage demand. As well as taking on a second paid counsellor we have also continued to develop our volunteer counsellors, who offer additional support to the service. During 2021/22 we supported a total of 212 service users, and increase of 26% on the year before. We also saw an increase in referrals from Mental Health and started taking referrals from Savannah (Stoke in Trent) during this period.

We are extremely pleased to say that we have also been successful in our application to the MoJ for further continuation money for the service. Again, this is being issued through the Office of the Police and Crime Commissioner and will continue until the end of 2023/24.

We had this lovely feedback from one of our service users:

*"I am writing to you as M's line manager to advise what a professional and excellent counsellor she is. I have had 9 sessions with M and hope to have my final appointment soon. She has helped me turn my life around by helping me to see how I need to consider myself more and gave me some strategies for keeping myself safe. In June I was suicidal I am far from this now and am much more self-aware and can appreciate what is going on around me. I can now assert myself without overwhelming guilt I no longer have to prove my decisions or justify them and I am much more me centred. I am 65yrs old and cannot wait to live my next chapter and thanks to M I know I can"*

As well as service users we have also received positive feedback from Universities about the counselling placement opportunities we have been able to offer students, especially around the experience they have been able to develop and the supervision that they have been able to receive. This year we have also extended the number of educational establishments that we take placements from, which is working well.

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#### **Volunteering and Peer Mentoring**

2021/22 has been very much about re-engaging with our volunteers after the difficulties of COVID, which saw us having to stop volunteering during the Governments work from home directive and then reduce our volunteers to minimum levels in order to ensure social distancing when we came back into the office. We made sure to still communicate with volunteers during this difficult time, with the Volunteer and Training Manager ensuring that there were regular phone and zoom catch ups. Not only did this allow us to retain our volunteers, but also meant we were able to ensure that they were not struggling with isolation and managing their self-care throughout this period.

We currently have 15 volunteers supporting us, with plans for a further recruitment day particularly looking for volunteers to help support with groups and fundraising. We have had an additional three volunteers taken on as paid staff for Pathway Project, and a further 3 volunteers transition into paid employment elsewhere, which has been amazing for us to see. We also have a volunteer at Tamworth Refuge who will be joining us as a paid worker in November, to help support our new out of hours offering for the refuge.

This year has seen us take on a second male volunteer in our counselling programme. Feedback with regards to this has been very positive with female service users happy to work with him. On the back of this success he is now going to be supporting us to deliver our new male victim group from September, and also support our Counselling Lead to deliver our mens anxiety group. Our other male volunteer continues to offer peer support to service users, as well as general support to the team.

In September we will also be welcoming back our first placement student since pre-COVID, they will be based at Lichfield Refuge for 12 months while they complete their social sciences course.

As normal our Volunteer and Training Manager has also supported our Counselling Lead in supervising and retaining all of our volunteer counsellors.

As an organisation we want to thank all of the volunteers for not just supporting us in all the work we do but also for their patience and kindness with us while we navigated the pandemic. We would also like to thank all the family members, friends and people in the community who have volunteered to help us with our fundraising and never turn us away when we ask!

**The Staffordshire Pathway Project  
Trustees' annual report  
For the year ended 31 March 2022**



## **Groups**

This year has seen a real focus on the continued development of our group work, to ensure we are offering as much support as we can in the key areas that affect service users the most. This year our group work has consisted of:

### ***Reaching Out***

A 6-week group aimed at raising awareness of domestic abuse, the affect it can have on individuals and other people in their lives. We also look at the blame culture, the legal implications of some actions and the support available. Some of the feedback we have had includes:

*"The film used is powerful. Promotes, poignant discussion"*

*"Well organised, everyone was heard"*

*"Helped me to understand what abuse has done to me. I feel less alone and less at fault"*

*"Gained more understanding of domestic abuse through the group sharing experiences"*

### ***Journey to Self-Discovery***

A 6-week programme run by our Counselling Lead looking at how to move on from domestic abuse, we also teach service users coping methods that use therapeutic techniques including self-care and mindfulness. This group tends to follow on from Reaching Out, to encourage service user to continue moving forward with their lives. This is a very popular group and some of the feedback has included:

*"Learning about self-compassion, listening to my inner voice and recognising how to look after myself, and be the best version of me"*

*"Enjoyed all of it! Talked a lot, may have held up the course a little because of it! Took a lot out of this course"*

### **Anxiety Programme**



This is 3 weekly sessions, currently for women, and from September we will be providing this to men also. This group looks into the science behind anxiety, helping to understand how it affects the brain, and how we can manage it with therapies and medical intervention. This group was developed to react to the increasing number of people who were coming to Pathway Project with not just anxiety caused by domestic abuse, in increased generalized anxiety in reaction to COVID and cost of living pressures.

### **Menopause Café**

This group looks at women's health and well-being issues, also including guest speakers and peer support in the sessions. This is a safe environment for women who have suffered domestic abuse and our now dealing with the menopause to share their worries, and support each other with things that are related to them as individuals.

### **Male Support**

These are monthly sessions aimed at giving men a voice in their own right. Overseen by our Volunteer and Training Manager, but with our male volunteer who has researched issues around support for males, and our male counsellor, running the sessions. From September the sessions will be done in the centre.

### **Wellbeing sessions**

6 Sessions run by our wellbeing worker, looking at supporting women experiencing low level mental health issues and opening the discussion up around domestic abuse. Using talking, peer support and creative tasks to encourage shared experiences and support in a safe and confidential place.

### **Crafternoon**

Run monthly by our Young Women and Girls worker, this group is one we have a lot of interest in, with around 12 women attending each session. The woman who attend have the chance to bring out their creative skills with a full range of crafts including decorating tote bags, building bird tables and designing plant pots. The focus of this group is around building social skills and friends, as well as increasing confidence in a safe environment. One service user told us:

*"I walked through Lichfield on my own after the group, I didn't let my anxiety beat me, I did it, that's a big deal for me and it means I can do it again. I feel like I am bursting with confidence, thank you so much for letting me join the group"*

### **Family Support**

This is facilitated by our family support worker. This group aims to support family members of those who are experiencing domestic abuse, giving them a place to air their worries and have an understanding of how they can best support their family and friends, but also recognising they need to look after

# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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themselves as well.

#### ***Chat and Chill***

This group runs twice a month, in daytime and evening sessions. This was set up as we find that women who have met in the different groups, do form friendships and feel safe to talk to each other without judgement, and often asked us if they could meet again in other groups. It's a relaxed, friendly group which changes as people join and leave it, but it's never dull!

#### ***One off group sessions***

These vary over the months, as we utilise a lot of funded sessions, or things that have been gifted to us. In the next few months we have cinema trips, belly dancing, cyber safety/scams sessions, and art sessions all coming up.

#### **Legal Clinics**

After closing our legal clinics during 20/21 due to COVID, the furloughing of a lot of local law firms and the backlog across courts, we are pleased to say that clinics were re-instated during 2021/22.

#### **Constitution and Memorandum of Articles**

This year we updated our Constitution and Memorandum of Articles to better reflect the organisation as it is now, update the language used and ensure we had clear direction around the Board with regards to the number of trustees we should hold and our AGM process. This was agreed by both Companies House and the Charity Commission and formally changed in October 2021.

#### **The strategy that drives the activities.....**

As always, the main focus for Pathway Project remains the needs of our service user. As an organisation 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 user 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 consultations and our Survivor to Thrivor group.

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, and hope to have this in place by the end of 2022.

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 Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2022

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the County sexual violence service. This year we have also begun supporting Savannah, a sexual violence service in Stoke on Trent, with any referrals that are coming to them for domestic abuse counselling. As always, Pathway Project continues to work closely with a number of agencies both statutory and voluntary, including Tamworth Borough and Lichfield District Councils, Housing and Community Safety Partnerships, Children's Services, Citizens Advice Bureau and Bromford Housing.

We are also continuing with our focus on specialist workers, supported by our Risk Reduction Worker. We have funding for our Mental Health and Domestic Abuse Specialist through Lichfield District Council until October 2022 and we are currently working on finding further funding to keep that post going due to the level of demand. While the main funding for our Domestic Abuse and Housing Specialist ended, we are now looking at other funding opportunities to reinstate this post to full time in the future. Our Resettlement Worker and Financial Abuse Worker are both in place at refuge, and we believe that this enhances the holistic package of support we can provide women to support them on their journey forward. As we mentioned in last year's report, this year we wanted to focus on funding an Economic Abuse Specialist, which we have been successful in doing, and we are continuing to build evidence for a Substance Misuse Worker. In the upcoming year we will also be looking at putting together a business plan that will allow us to consider ways of generating sustainable income as well as volunteer and training opportunities for our service users and the local community.

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.



# The Staffordshire Pathway Project

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### For the year ended 31 March 2022

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As an organisation we are really excited to be building our community fundraising again, after having to cancel all our planned events with COVID. 2021/22 saw us attend the few community events that ran, although with still so much uncertainty over COVID, this was less than we had anticipated, however we already have a full schedule of our own, and others, events for 2022/23, including our pop up shop, pride events and awareness sessions. We have continued to use social media and online resources to drive our fundraising, including collaborations with a jeweler, participation in the Big Give an online draw for a John Lewis voucher alongside set fundraisers and birthday giving. We are continuing to look at how new technologies and online options can drive our fundraising, we have installed Enthuse on our website to allow people to directly donate straight to us online, and this also gives people the option to set up monthly giving if they want to. Enthuse can also be used by people to set up their own fundraising pages for us, meaning we can cut the costs of additional payments to Just Giving. We have also noticed that people have been asking us about making cash free donations when we have been out awareness raising, so we are now looking at different portable systems that may make this possible.

### Achievements and Performance

While 2020/21 was about surviving COVID, 2021/22 has been about navigating the aftermath of the pandemic, alongside challenging world issues, including rising costs, the war in Ukraine and the political landscape and this will be continuing into 2022/23, with the added pressures of cost of living increases. For many charities this whole period of time has been about retaining services, managing finances and supporting staff and service users, and this has been no different for Pathway Project. At the heart of everything has been ensuring that we continue to deliver much needed services to those people who are most vulnerable and in need. This year Pathway Project has seen:

- Expansion of our group work to include male victims, a menopause café, family and significant others work, as well as craft and informal social sessions.
- Development of our Economic Abuse Specialist role.
- Recruitment of the resettlement worker role in refuge.
- The National Lottery awarding us with five years of funding through their Reaching Communities programme.
- Advent for Change and their team choosing us to be one of their charities for the fourth year running, this year will be on both the premium Advent Calendar and the Advent Candle again.
- Funding secured to put management support back into Tamworth Refuge, and into providing additional out of hours sessions there for the women and children.
- The continuation and development of our Community Engagement Worker role and our Social Media role
- Our refuges secure a further year of funding through Staffs County Council.
- Our County Counselling Service having their contract extended for a further two years.
- An additional one year's funding from Children in Need.
- Staffordshire Women's Aid continuing to sub contract us to support delivery of the Staffordshire and Stoke on Trent sexual violence Survive Service.
- Smallwood Trust awarding us additional capital to disperse out to women in need.
- Our first successful Big Give online match funding campaign



# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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- Our first post COVID networking with Love Biz Women's Networking.
- Successful Christmas and Easter campaigns.
- Our continuing contribution to the local community and county domestic abuse strategies.

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 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 place 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

#### **Financial Review**

Fundraising remains a key priority for Pathway Project; this is through all mediums including community fundraising, grants, trust and large funding streams. This is also across all areas including restricted funding for set projects or costs, unrestricted funding to help cover general costs, and capital funding to fund projects such as new phone and IT systems.

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. The importance of having a building has been re-enforced this year with the number of people coming in to receive counselling and attend group work. Funding both of these areas remains a constant struggle for charities, and will become more so with the increases in utility costs, where there is a continued focus by funders on direct delivery, and not their associated costs. Despite this Pathway Project continues to work hard to source any funding that may support this.

Nationwide, with the continued funding from the Department of Levelling Up, Housing and Communities being dispersed to County Councils (DLUHC), our refuges remain safe until April 2023. At the moment we have no indication from Staffordshire County Council with regards to when the commissioning process for refuge is likely to be going out for procurement, although we do know that there is funding available to continue commissioning current services past April 2023, if the commissioning process is not ready.

Our Head of Operations is now working an additional day a week, this allows for her to work closely with both the Social Media and Community Engagement Workers, and help to drive our general fundraising. It is also allowing her additional time to start working on some of the smaller bids to support the CEO, and allow her to concentrate on larger funding opportunities. Both roles are also supporting the Community Engagement Worker to build her skill set so that she can also support funding applications.

# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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In February 2022, we also made the decision to award a 5% pay increase to all of our staff, to recognise both their hard work during COVID and the ongoing issues around the cost of living. This was put in place in April 2022.

During this year our total income decreased to £832,862 (2021: £903,409). We expected this decline due to a large proportion of additional funding that we accessed through COVID no longer being available and also due to the fact that our National Lottery Empowering Women and Girls Funding, which funded a number of core posts, came to a close in July 2021, alongside our Nationwide funding. Expenditure has been tightly managed but still increased to £860,619 (2021: £780,287). Again, this was expected as costs that had dramatically reduced during lockdown such as rent, utilities and staff expenses, were re-instated during this period, and we had some new larger services in place, such as the county counselling service. We were also expecting to retain a deficit for 2021/22, due to the loss of the large National Lottery funding, for job roles within services that couldn't be closed, such as the helpline and Volunteer and Training Manager, while we sourced other funding.

Thank you to the Patrons and Friends of Pathway Project for their on-going commitment. It is a huge encouragement to us that people remain so passionate about the work 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 Staffordshire County Council, through DLUHC has been instrumental in funding the staffing of our refuges, which are critical to successful refuge provision. We are also very grateful to Staffordshire County Council for recognising increases in costs to organisations and increasing the refuge funding to help accommodate this.

The National Lottery Empowering Women and Girls Initiative completed its final year in July 2021, after five years of funding. This project was a huge support for our organisation, allowing us to secure funding for staple services within our organisation, as well as allowing us to trial new services. After a long application process we are delighted to say that we were awarded National Lottery Reaching Communities funding in April 2022, starting in May 2022. Again this has allowed us to give our staff job security for five years as well as securing vital services, and allowing us to continue some of our new work.

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.

Children in Need have also been a key funder in supporting the work that we do with children and young people, and have continued their funding into next year.

# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2022

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We are very grateful to our District and Borough Councils for their support around our Mental Health and Domestic Abuse Specialist, our Economic Abuse Worker and our new Refuge Manager at Tamworth.

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, raising funds for capital projects and for ensuring the continuity of current services and the development of new ones. Work will constantly be done on fundraising throughout the year, our main current priority is funding for the continuation of our Mental Health and DA Specialist. Our biggest uncertainties at the moment remain the potential commissioning, and timescales for this, for refuge provision alongside the dramatic increases in the cost of living and how this will impact on staff retention and recruitment, and the general costs of the organisation. We are currently working on a benchmarking exercise in relation to staff salaries.

**Operational** – Our biggest operational risk remains the Hope Centre, this is in terms of the potential impact of increasing costs and how we manage the building operationally, to help manage those, as it is key to our delivery package. 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. We also remain aware of the professional and reputational challenges that can come into place with regards to the commissioning process that is likely to be taking place within the next 18 months.

#### 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 £431,637 (2021: £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 current economic challenges.

# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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Restricted funds as at 31 March 2022 are £79,112 (2021: £110,999) 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**

- To secure funding for our Mental Health and DA Specialist and continue to develop our programme of specialist roles, based on the needs of our service users.
- To continue to develop our group programme offering to ensure a holistic programme of additional education and support, alongside one to one work.
- To continue to enhance our provision for service users at the Hope Centre.
- To continue to grow our community fundraising opportunities.
- To put together a business plan for a project based on sustainable income, volunteering and training for service users and the local community.
- To implement a programme of redecoration for Tamworth, as well as upgrading some older facilities such as the security camera system, and changing the lights to LED.
- To prepare for commissioning opportunities that will be coming out in the upcoming 18 months.

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 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 a Fundraising Group who plan and oversee community events. One trustee from the charity is part of this group and ensures

# **The Staffordshire Pathway Project**

## **Trustees' annual report**

### **For the year ended 31 March 2022**

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that best practice is always followed. Our Community Engagement Worker is overseen by our Head of Operations and all fundraising has to be signed off by Senior Management.

We have a robust insurance policy which protects us for running events and we follow a risk assessment process when planning our events. The Head of Operations feeds back on the Fundraising Group in the next trustee meeting following it.

We are happy for the public, including our supporters, to complain if they are unhappy with our fundraising. We received no complaints during 2021/22. 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. This was revised and accepted by the Charity Commission and Companies House in October of 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 use this to form the basis of their work.

#### **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 2022**

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#### **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 2022

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- 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.

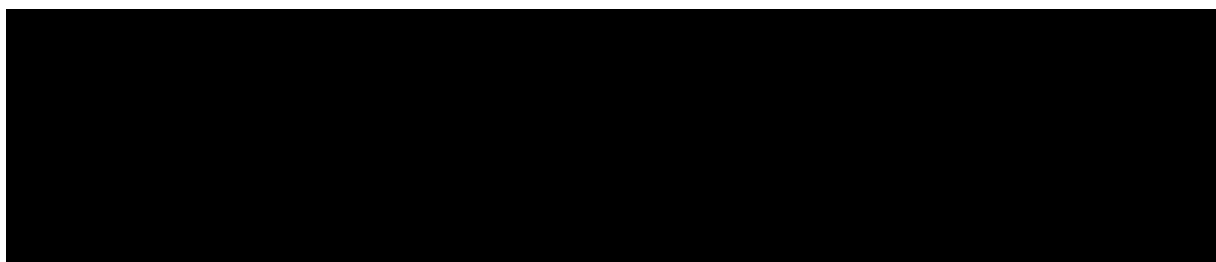
In so far as the trustees are aware:

- 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.

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 24 November 2022 and signed on their behalf.



# **Independent Auditors' Report**

## **To the members of The Staffordshire Pathway Project**

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### **Opinion**

We have audited the financial statements of The Staffordshire Pathway Project (the 'charitable company') for the year ended 31 March 2022, which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of the charitable company's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

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

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

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

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

### **Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies

## **Independent Auditors' Report**

### **To the members of The Staffordshire Pathway Project**

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or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

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

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

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

We have nothing to report in respect of the following matters in relation to which 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 director's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

#### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on page 24, 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.

# Independent Auditors' Report

## To the members of The Staffordshire Pathway Project

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### Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with Trustees and other management, and from our commercial knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

# Independent Auditors' Report

## To the members of The Staffordshire Pathway Project

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- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors.

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

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

### Other matters

The financial statements of the charitable company for the year ended 31 March 2021 were audited by Haines Watts who expressed an unmodified opinion on these financial statements on 26 November 2021.

### 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 charity's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Gurney FCCA (Senior Statutory Auditor)

for and on behalf of  
**Dains Audit Limited**

Statutory Auditor  
Chartered Accountants

Birmingham  
24 November 2022

**The Staffordshire Pathway Project**  
**Statement of financial activities**  
**For the year ended 31 March 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b>Income from</b>							
Donations	2	51,984	42,400	94,384	59,995	3,666	63,661
Charitable activities							
Domestic violence prevention	3	73	177,974	178,047	18,121	264,034	282,155
Refuge	3	398,238	69,567	467,805	374,593	51,649	426,242
Refuge based activities	3	-	42,750	42,750	-	47,896	47,896
Children's projects	3	-	32,976	32,976	2,508	53,256	55,764
Other trading activities	4	16,758	113	16,871	26,818	750	27,568
Investments	5	30	-	30	123	-	123
<b>Total income</b>		<b>467,082</b>	<b>365,780</b>	<b>832,862</b>	<b>482,158</b>	<b>421,251</b>	<b>903,409</b>
<b>Expenditure on</b>							
Raising funds	6	3,330	-	3,330	2,303	-	2,303
Charitable activities							
Domestic violence prevention	6	-	263,030	263,030	-	255,472	255,472
Refuge	6	418,541	-	418,541	402,780	-	402,780
Children's projects	6	-	69,034	69,034	-	64,904	64,904
Refuge based activities	6	-	106,684	106,684	-	54,828	54,828
<b>Total expenditure</b>	6	<b>421,871</b>	<b>438,748</b>	<b>860,619</b>	<b>405,083</b>	<b>375,204</b>	<b>780,287</b>
<b>Net income / (expenditure) before transfers</b>		<b>45,211</b>	<b>(72,968)</b>	<b>(27,757)</b>	<b>77,075</b>	<b>46,047</b>	<b>123,122</b>
Transfers between funds	15	(41,081)	41,081	-	(9,446)	9,446	-
<b>Net movement in funds</b>		<b>4,130</b>	<b>(31,887)</b>	<b>(27,757)</b>	<b>67,629</b>	<b>55,493</b>	<b>123,122</b>
<b>Reconciliation of funds</b>							
Fund balances brought 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>
<b>Fund balances carried forward</b>		<b><u>431,673</u></b>	<b><u>79,112</u></b>	<b><u>510,785</u></b>	<b><u>427,543</u></b>	<b><u>110,999</u></b>	<b><u>538,542</u></b>

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

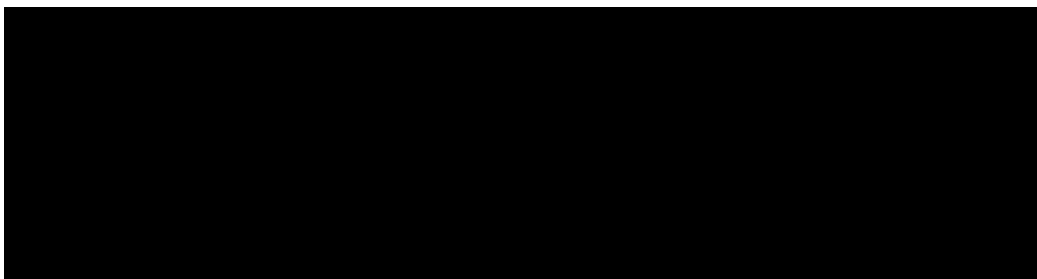
**The Staffordshire Pathway Project**  
(registered company number 02635912)

**Balance sheet**  
**As at 31 March 2022**

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	Notes	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	10	8,086	10,468
<b>Current assets</b>			
Debtors	11	32,431	23,092
Cash at bank and in hand		506,997	563,586
		<u>539,427</u>	<u>586,678</u>
<b>Creditors: amounts falling due within one year</b>	12	(36,728)	(58,604)
		<u>502,699</u>	<u>528,074</u>
<b>Net current assets</b>			
		<u>510,785</u>	<u>538,542</u>
<b>Total assets less current liabilities</b>			
		<u>510,785</u>	<u>538,542</u>
<b>Total net assets</b>			
		<u><u>510,785</u></u>	<u><u>538,542</u></u>
<b>Funds</b>			
Restricted	15	79,112	110,999
Unrestricted	15	431,673	427,543
		<u>510,785</u>	<u>538,542</u>
<b>Total funds</b>		<u><u>510,785</u></u>	<u><u>538,542</u></u>

Approved by the Board on 24 November 2022 and signed on its behalf by:



**The Staffordshire Pathway Project**  
**Statement of cash flows**  
**As at 31 March 2022**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income / (expenditure) for the reporting period	(27,757)	123,122
Depreciation charges	2,868	2,653
Loss on disposal of fixed assets	3,264	-
Interest from investments	(30)	(123)
Decrease / (increase) in debtors	(9,339)	8,834
(Decrease) / increase in creditors	(21,876)	5,609
	<hr/>	<hr/>
<b>Net cash provided by / (used in) operating activities</b>	<b>(52,871)</b>	<b>140,095</b>
<b>Cash flows from investing activities</b>		
Interest from investments	30	123
Payments to acquire fixed assets	(3,750)	-
	<hr/>	<hr/>
<b>Net cash provided by / (used in) investing activities</b>	<b>(3,720)</b>	<b>123</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>(56,591)</b>	<b>140,218</b>
Cash and cash equivalents at the start of the year	563,586	423,368
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>506,997</b>	<b>563,586</b>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 33 to 45 form part of these financial statements.

# The Staffordshire Pathway Project

## Notes to the financial statements

### For the year ended 31 March 2022

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#### **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. The principal activity of the charitable company is given in the Trustees' report.

##### **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.

# The Staffordshire Pathway Project

## Notes to the financial statements

### For the year ended 31 March 2022

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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 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.

#### **1.13 Tangible fixed assets and depreciation**

Assets which cost in excess of £500 are initially capitalised at cost. Depreciation is provided at annual

# The Staffordshire Pathway Project

## Notes to the financial statements

### For the year ended 31 March 2022

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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 2022**

**2 Donations**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Anonymous	3,000	39,952	42,952	13,000	-	13,000
Friel Homes Ltd	10,000	-	10,000	-	-	-
HS1	2,250	-	2,250	2,000	-	2,000
Lichfield Conduit Lands Trust	-	-	-	2,500	-	2,500
Lichfield Denerry & Mother's Union	1,125	-	1,125	-	-	-
Pathway Patrons'	3,000	2,448	5,448	2,849	2,666	5,515
Thompson Family Charitable Trust	5,000	-	5,000	-	-	-
Waitrose Ltd – John Lewis	-	-	-	3,000	-	3,000
Gift aid income tax recovered	1,817	-	1,817	4,387	-	4,387
Donations of £1,000 and under	25,792	-	25,792	32,259	1,000	33,259
	<u>51,984</u>	<u>42,400</u>	<u>94,384</u>	<u>59,995</u>	<u>3,666</u>	<u>63,661</u>

**3 Income from charitable activities**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<b>Domestic violence prevention</b>						
Big Lottery Funding	-	27,500	27,500	-	110,000	110,000
Tamworth BC	-	-	-	-	-	-
Nationwide Community	-	17,972	17,972	-	6,604	6,604
Smallwood Trust	-	32,500	32,500	5,047	47,084	52,131
Staffordshire Women's Aid	-	73,324	73,324	-	44,993	44,993
Lichfield DC	-	14,628	14,628	-	15,000	15,000
National Lottery Awards	-	-	-	10,224	34,437	44,661
National Lottery Community Fund	-	9,550	9,550	-	-	-
Western Power	-	-	-	-	4,927	4,927
Community Foundation	-	2,500	2,500	2,850	989	3,839
Grants £1,000 and under	73	-	73	-	-	-
	<u>73</u>	<u>177,974</u>	<u>178,047</u>	<u>18,121</u>	<u>264,034</u>	<u>282,155</u>
Sub-total for domestic violence prevention						

**The Staffordshire Pathway Project**  
**Notes to the financial statements**  
**For the year ended 31 March 2022**

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
<b>Refuge</b>						
Accommodation charges	275,433	-	275,433	264,896	-	264,896
Staffs County Council – MHCLG	93,705	69,567	163,272	99,062	51,214	150,276
Tamworth Borough Council	25,000	-	25,000	-	-	-
Clothworkers Foundation	-	-	-	2,765	435	3,200
Staffordshire County Council	-	-	-	3,500	-	3,500
Grants £1,000 and under	4,100	-	4,100	4,370	-	4,370
Sub-total for Refuge	398,238	69,567	467,805	374,593	51,649	426,242

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
<b>Refuge based activities</b>						
Staffordshire PCC	-	42,750	42,750	-	47,896	47,896
Sub-total for Refuge based activities	-	42,750	42,750	-	47,896	47,896

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
<b>Children's projects</b>						
Children in Need	-	32,976	32,976	2,508	31,256	33,764
Lichfield DC – Action Kids	-	-	-	-	10,000	10,000
Eveson Charitable Trust	-	-	-	-	12,000	12,000
Grants £1,000 and under	-	-	-	-	-	-
Sub-total for children's projects	-	32,976	32,976	2,508	53,256	55,764
Total income from charitable activities	398,311	323,267	721,578	395,222	416,835	812,057

**4 Other trading activities**

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fundraising events	16,531	113	16,644	26,720	750	27,470
Training and services income	215	-	215	-	-	-
Memberships	12	-	12	98	-	98

**The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2022**

	16,758	113	16,871	26,818	750	27,568
<b>5 Investment income</b>						
	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total 2022 £</b>	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Total 2021 £</b>
Bank interest receivable	30	-	30	123	-	123

**The Staffordshire Pathway Project**  
**Notes to the financial statements**  
**For the year ended 31 March 2022**

**6a Analysis of expenditure 2022**

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support costs	Governance costs	Totals 2022
	£	£	£	£	£	£	£	£
Staff costs	83	174,701	193,495	52,188	46,011	55,728	807	523,013
Refuge costs	-	-	131,667	-	-	-	-	131,667
Management	-	7,661	19,662	-	18,100	-	-	45,423
Finance	-	1,930	30,842	-	-	-	-	32,772
Information technology	-	3,971	4,359	997	69	-	-	9,396
Office costs	-	12,986	14,764	1,608	874	-	330	30,562
Audit fees	-	-	-	-	-	-	9,900	9,900
Professional fees	-	-	-	-	39,492	-	535	40,027
Other sundry expenses	1,672	19,860	12,478	2,686	1,163	-	-	37,859
	<u>1,755</u>	<u>221,109</u>	<u>407,267</u>	<u>59,513</u>	<u>105,709</u>	<u>55,728</u>	<u>11,572</u>	<u>860,619</u>
Support costs	1,575	34,368	9,289	9,521	975	(55,728)	-	-
Governance costs	-	7,553	1,985	2,034	-	-	(11,572)	-
	<u>1,575</u>	<u>41,921</u>	<u>11,274</u>	<u>11,555</u>	<u>975</u>	<u>(55,728)</u>	<u>(11,572)</u>	<u>-</u>
Total 2022	<u><u>3,330</u></u>	<u><u>263,030</u></u>	<u><u>418,541</u></u>	<u><u>69,034</u></u>	<u><u>106,684</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>860,619</u></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 2022**

**6b Analysis of expenditure 2021**

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support 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)	-
	<u>1,517</u>	<u>27,498</u>	<u>28,679</u>	<u>5,307</u>	<u>9,574</u>	<u>(67,808)</u>	<u>(4,767)</u>	<u>-</u>
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 2022**

**7 Net income / (expenditure) for the year**

	<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>
Net income / (expenditure) is stated after charging the following items:		
Auditors' remuneration (excluding VAT)	8,250	2,400
Operating lease rentals	20,738	1,824
Depreciation	2,868	2,653
	<u>          </u>	<u>          </u>

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

	<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>
Wages and salaries	494,458	432,311
Social security costs	30,964	28,452
Employer contributions to defined contribution pension schemes	12,138	15,996
	<u>          </u>	<u>          </u>
	<u>537,560</u>	<u>476,759</u>

The average number of employees during the year based on a headcount basis was 27 (2021: 29).

No employee earned in excess of £60,000 per annum (2021: none).

The total employee benefits (including employer's pension contributions and employer's national insurance) of the key management personnel were £146,717 (2021: £145,023).

No trustee received any remuneration or benefits during the year ended 31 March 2022, nor in the year ended 31 March 2021.

No trustees received expenses during the year ended 31 March 2022 (2021:none).

**9 Related party transactions**

There are no related party transactions to disclose for 2022 (2021: 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 2022**

**10 Tangible fixed assets**

	Children's play equipment £	Fixtures and fittings £	Office equipment £	Total £
<b>Cost</b>				
At 1 April 2021	12,179	63,520	20,813	96,512
Additions	-	3,750	-	3,750
Disposals	-	(51,561)	(17,868)	(69,429)
At 31 March 2022	<u>12,179</u>	<u>15,709</u>	<u>2,945</u>	<u>30,833</u>
<b>Depreciation</b>				
At 1 April 2021	11,509	54,113	20,422	86,044
Charge for the year	134	2,635	99	2,868
Eliminated on disposal	-	(48,573)	(17,593)	(66,166)
At 31 March 2022	<u>11,643</u>	<u>8,175</u>	<u>2,928</u>	<u>22,747</u>
<b>Net book value</b>				
At 31 March 2022	<u>536</u>	<u>7,534</u>	<u>17</u>	<u>8,086</u>
At 31 March 2021	<u>670</u>	<u>9,407</u>	<u>391</u>	<u>10,468</u>

**11 Debtors**

	2022 £	2021 £
Accounts receivable	20,994	6,783
Rent receivable	1,340	7,505
Prepayments and accrued income	10,096	8,803
	<u>32,431</u>	<u>23,092</u>

**12 Creditors: amounts falling due within one year**

	2022 £	2021 £
Operating creditors	3,548	3,916
Social security and other taxes	-	7,328
Accruals and deferred income	33,180	47,361
	<u>36,728</u>	<u>58,604</u>

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**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:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Within 1 year	20,738	20,758
Between 2 and 5 years	121,731	46,469
Over 5 years	72,000	-
	<u>214,469</u>	<u>67,227</u>

**14a Analysis of net assets between funds 2022**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed assets	7,550	536	8,086
Debtors	7,276	25,154	32,431
Cash	437,737	69,260	506,997
Creditors	(15,691)	(21,037)	(36,728)
	<u>436,873</u>	<u>73,913</u>	<u>510,786</u>
<b>Net assets as at 31 March 2022</b>	<u>436,873</u>	<u>73,913</u>	<u>510,786</u>

**14b Analysis of net assets between funds 2021**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed assets	6,676	3,792	10,466
Debtors	15,326	7,766	23,092
Cash	426,481	137,105	563,588
Creditors	(20,940)	(37,664)	(58,604)
	<u>427,543</u>	<u>110,999</u>	<u>538,542</u>
<b>Net assets as at 31 March 2021</b>	<u>427,543</u>	<u>110,999</u>	<u>538,542</u>

**The Staffordshire Pathway Project**  
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**15a Movement in funds**

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
<b>Unrestricted funds</b>					
General funds	427,543	467,082	(421,871)	(41,081)	431,673
<b>Restricted funds</b>					
Children's Projects: Children in Need	665	32,976	(32,111)	-	1,529
Children's Projects: Other	14,092	25,329	(28,196)	-	11,225
Central costs	7,748	-	(43,961)	36,213	-
Domestic violence prevention: Big Lottery Funding	5,000	27,500	(32,368)	4,868	5,000
Domestic violence prevention: Other	39,617	189,385	(196,394)	-	32,607
Refuge	33,164	58,091	(71,374)	-	19,881
Smallwood Trust	10,713	32,500	(34,345)	-	8,868
	<u>110,999</u>	<u>365,780</u>	<u>(438,748)</u>	<u>41,081</u>	<u>79,112</u>
<b>Total funds</b>	<u>538,542</u>	<u>832,862</u>	<u>(860,619)</u>	<u>-</u>	<u>510,785</u>

**15b Movement in funds 2021**

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
<b>Unrestricted funds</b>					
General funds	359,914	482,158	(405,083)	(9,446)	427,543
<b>Restricted funds</b>					
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>
<b>Total funds</b>	<u>415,420</u>	<u>903,409</u>	<u>(780,287)</u>	<u>-</u>	<u>538,542</u>

# The Staffordshire Pathway Project

## Notes to the financial statements

### For the year ended 31 March 2022

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#### **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 Head of Operations.

**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.

**Smallwood Trust:** funding received from the trust is used to make financial grants to vulnerable female service users, in order to help them better manage their financial circumstances, or support activities that will help improve their mental health. Service users make applications for particular activities/needs through their Support Worker, providing proof of their financial circumstances and grants are then allocated out. During the funding, grants have included purchasing carpets and white goods, paying for driving lessons and bus passes, paying for divorces and purchasing new identification documents.

#### **Pension commitments**

The charitable company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £12,138 (2021 - £11,492). Contributions totalling £Nil (2021 - £Nil) were payable to the fund at the balance sheet date.