

# pathway project

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 2024



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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.

**The Staffordshire Pathway Project  
Reference and administrative details  
For the year ended 31 March 2024**

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

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

Pathway Project is the trading name of The Staffordshire 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:

TRUSTEE NAMES  
REDACTED  
SB/DMAA  
15/15/25

[REDACTED]	Chair
[REDACTED]	Vice Chair
[REDACTED]	Treasurer: Resigned July 2024
[REDACTED]	Appointed January 2024
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	Appointed January 2024
[REDACTED]	Appointed January 2024
[REDACTED]	Appointed January 2024
[REDACTED]	Appointed January 2024
[REDACTED]	Appointed July 2024

Key Management Personnel	Samantha Booth	Chief Executive Officer
	Wendy Dee	Chief Operations Officer
	Amanda Barnard	Finance Manager
	Kathryn Walker Stack	Refuge Manager
	Lynn Laughton	Volunteer & Training Manager

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  
2 Chamberlain Square  
Birmingham  
B3 3AX

# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2024

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#### Chairperson's Foreword

As I reflect on the past year, I am filled with immense pride in the work and accomplishments of the Pathway Project. Our mission to relieve the physical, mental, emotional, social, and financial distress of those impacted by domestic and sexual violence remains as crucial as ever. We continue to focus on supporting adults and children, particularly women and girls, who have been subjected to abuse and control within their homes or personal relationships.

The demand for our services underscores the critical need for our work. Over the past year, we received over 500 enquiries for refuge spaces and were able to provide safety and shelter to 71 families; it is heartbreaking that we had to turn away and refer so many others.

The evolution of our refuge services into comprehensive support systems reflects our commitment to addressing the complex needs of those who seek our help. Beyond providing shelter, we assist with debt management, tenancy maintenance, life skills development, and more, ensuring that our service users are equipped with the tools they need to rebuild their lives.

Our 24-hour helpline remains a lifeline for those in crisis, receiving over four thousand calls this year, which is a 4% increase from the previous year. This service continues to be the initial point of contact for many, offering crucial advice, guidance, and support in moments of urgent need.

The Hope Centre has grown into a vibrant community hub, offering a variety of activities and support services, including domestic abuse education, wellness programmes, and a countywide counselling service. Our outreach efforts have expanded, enabling us to reach even those who cannot physically access our centres. Through drop-in sessions and specialised services, Independent Sexual Violence Advocate's and Children's Independent Sexual Violence Advocate's, provide both emotional and practical support to survivors of sexual violence.

Our Children's Services team has faced increased demands as more children require our help. Ensuring these young individuals have a safe and nurturing environment remains one of our top priorities going forward.

Financially, the past year has been challenging due to the rising cost of living and economic pressures. However, thanks to the dedication of our staff, volunteers, and trustees, we remain optimistic about the future. Our community's strong support and our reputation as a trusted organisation in the Midlands gives us confidence as we move forward. Fundraising will continue to be a vital part of our strategy, allowing us to sustain and grow our services.

I want to express my deepest gratitude to our volunteers, whose unwavering commitment and generosity of time and spirit are at the heart of our success. Additionally, I want to acknowledge the resilience and strength of our staff, who have navigated this challenging year with professionalism and dedication. The leadership transition following our CEO's departure was handled with great care, and we are fortunate to have a senior management team and board of trustees that bring a wealth of experience and expertise to guide us through these times.

As we look ahead, we remain steadfast in our mission to support those affected by domestic abuse and sexual violence. We will continue to advocate for women and girls, ensuring that our services evolve to meet the ever-changing needs of our community.

Thank you for your continued support of the Pathway Project.



# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2024

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The trustees present their report and the audited financial statements for the year ended 31 March 2024.

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 remain cognizant of the current economic conditions in the country and the potential impact it may have on service users, our staff, and the overall functioning of the service.
  - To mitigate the continued impact of rising expenses on the organisation by evaluating and overseeing contracts and services.
  - To collaboratively work with Staffordshire Women's Aid to deliver the county sexual violence service. This contract is in place until 2027.
  - To give assistance to providers located throughout the county by maintaining and expanding a specialised County Counselling provision with the assistance of our Counselling Lead.
  - Under the guidance of our Fundraising Manager, to focus on cultivating local contacts, trusts and foundations bid writing and awareness raising in the community.
  - To continue to focus on applications for funding opportunities both from Government/Councils and other funders.
  - In addition to working towards the renewal of our Women's Aid National Quality Standards kite mark, we will be working to improve and develop our services through a full strategy review.
  - To continue to support for those service users presenting with complex needs.
  - To guarantee that employees continue to improve their abilities and retain their knowledge by providing them with a robust training and support programme.
  - To maintain the high level of service we provide through our refuge accommodation.
  - To provide the greatest and most comprehensive service available to service users by working in partnerships wherever feasible.
  - To facilitate the healing process of children and young people who have experienced abuse and to enhance their comprehension of healthy relationships.
  - To provide services offering legal advice to those unable to claim legal aid by way of our legal clinics.
  - To continuously work to improve our services.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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- To consistently provide comprehensive services that focus on addressing needs and assisting service users in achieving complete and lasting recovery following experiences of domestic abuse.
- To continue delivery of our outstanding program of groupwork.
- To continue developing our volunteering opportunities.

### Public Benefit

Pathway Project is dedicated to delivering services that benefit both children and adults who have been rendered vulnerable as a result of domestic and sexual violence, whether it has occurred within the household or in personal or familial relationships. Recognising that domestic violence is predominately a gendered issue, Pathway Project is an organisation that advocates for women and girls. Pathway Project, in accordance with our funding arrangements and in recognition of the fact that abuse can affect anyone, provides a limited selection of services for male victims. Each service we provide is charitable, accessible to abused adults and children and provided at no cost to the user, except for refuge provision which incurs rental and service charges. The local government pays the majority of this amount in the form of Housing Benefit for women whose income falls below the specified threshold. Our beneficiaries have a philanthropic requirement that we strive to fulfil through the diverse array of services we provide. Furthermore, we are consistently innovating our offerings to guarantee a comprehensive and all-encompassing service.

The charitable purposes that we meet are:

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

The 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 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.

### Refuge Accommodation

Refuge accommodation continues to be an essential and highly necessary service for the Pathway Project. With an increasing number of women seeking emergency accommodation having complex needs, refuges have evolved into comprehensive services that go beyond providing a place to stay. Our refuges now offer extensive support in areas such as debt management, maintaining tenancy, developing life skills, budgeting, and improving reading and numeracy. In addition to our general support workers, we provide a Financial Abuse Specialist who conducts an initial financial assessment for all individuals seeking refuge.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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This assessment enables us to create a customised support package based on their specific needs. We also have a Resettlement Worker who accompanies our residents to their new homes in the community, ensuring they have the optimal start to independent living. Financial assistance continues to be a crucial service we provide, as service users are increasingly affected by the escalating cost of living.

In 2023/24, we received 518 enquiries and referrals for refuge space. We were able to house 71 families but had to turn away, refer on or signpost 489 families.

We continue to see an increase in those service users with complex mental health needs and those who have ongoing issues with drugs and alcohol. We have also supported several families with no recourse to public funding, which also means that these families stay in refuge for longer periods of time while they wait for their immigration status to be changed to indefinite leave to remain. Our refuge staff have also worked with more service users this year who cannot speak English. These service users have been supported by way of using translators, language line and ultimately enrolment with an English tutor.



We continue to work in partnership with the Smallwood Trust, which allows us to make grants to women that help them better their financial position and their mental health. Facilitated by our Financial Abuse Specialist, this has helped women in refuge to pay off housing arrears, clear debts with utility companies, purchase essential items for their new homes, and pay for transport to medical appointments. It has also been hugely beneficial in enabling us to support service users who have no recourse to public funding while they wait for their DV concessions to come through - in some cases, without this fund, we may not have been able to take these families at a time when they needed us the most.

Funding for our refuge provision was secured in October 2023 for a period of 3 years, with a possible extension for a further 12 months. Again, we have been hugely thankful for the support we have received from Tamworth Borough Council (TBC) in enabling us to begin to extend our services at Tamworth Refuge. The additional staffing hours that TBC have funded have enabled us to support our service users with activities such as the popular Sunday Lunch, various fun evening activities and events at weekends. This has helped to support the residents in weekends and evenings, often when feelings of isolation and worry are at their highest.

We pride ourselves in our Children's services, and have a fantastic team of Children's workers, based at refuge. We run a creche, offer respite during holidays, support mums with their parenting skills and offer one to one support to the children, who are often the silent victims of domestic abuse.

### 24 Hour Helpline 📞

Our 24-hour helpline remains the initial point of contact for service users and agencies. The helpline offers a combination of advice, guidance, support, and urgent assistance during a crisis. Additionally, it serves as our primary point of contact for all referrals.

This year, we answered 4,014 calls, which is an increase of 4% on the year before.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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Our helpline team continues to maintain a high-quality service to those who are in crisis and are the first point of contact for those seeking support.

Regardless of the duration of a person's involvement with the project, we maintain our victim-centered, person-centered support from the beginning, and that starts with the helpline.

We have consistently great feedback from service users about our helpline staff, here is a typical email:

*Hi Jan,  
I feel so ready for this next chapter of my life, and I want to say thank you because, being that voice at the end of that phone that day, you've helped me so much. I'll keep you updated with how the legal aid turns out.*

We are currently training some helpline volunteers to work on the helpline from refuge three evenings per week. Currently, at 5pm, the helpline switches over to refuge, and this can sometimes be challenging when dealing with service users, both face to face and then on the phone. Having a dedicated person to answer the helpline at refuge will give the staff the time they need to focus on service users in house and allow them to write up notes.

Through the year we have answered 4,014 calls and taken 1,029 referrals for adults and children's services. This is down 29% on last year, mainly reflecting the significant decrease of the number of referrals made to refuge, due to the spike of the number of service users who need to stay in refuge for a longer period than is the norm. This is due to the increase of those service users who have no recourse to public funds and those with complex needs. Service users who fall into this bracket stay, on average, 9 months longer than those who have no additional specialist requirements.

The significance of comprehensive, all-encompassing support is demonstrated by the fact that many individuals who self-referred utilised multiple services. We frequently provided ongoing support to individuals who were not yet prepared to participate in a formal support service but who contacted the helpline on a regular basis for emotional support for a period of time. We also receive numerous calls from individuals who require assistance beyond domestic violence and provide appropriate referrals to other local organisations. Additionally, we handle calls that are classified as high-risk and make onward referrals to the commissioned service accordingly.

This year, our two most significant challenges remain the management of service users with extremely severe mental health needs and the high influx of inappropriate referrals, particularly for individuals who are still dependent on drugs or alcohol. We work closely with other supporting agencies so that, even though we are not the appropriate service provider for the individual, they still deserve a service that can improve their quality of life.

### The Hope Centre

The Hope Centre continues to be a vibrant centre for both our employees and the individuals who use our services. Our comprehensive group work curriculum encompasses a wide range of activities, including domestic abuse education and wellness, as well as craft sessions and chat and chill. This programme is available both during the day and in the evening. Additionally, the centre functions as the primary location for our County Counselling Service.

We have an opportunity to utilise some additional space within the building and are excited to continue with our research and scoping for a potential new social enterprise. This project will be presented to the board of trustees in November, with the hope of completion by early 2026.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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### Outreach

We are fortunate to have 7 members of staff within the outreach team, and thanks to the National Lottery, Lichfield District Council and private funders we have been able to also retain our Young Women and Girls Worker, Housing Support, Family Support, Risk Assessment Worker and our Economic Abuse Specialist. We also have a privately funded Children's Worker, who works to support children in the community via support in schools, home or at the centre. Whether the abuse is historical in nature, if they are still with their partner or have recently split up, our outreach team offers service users at any stage of their journey, a mix of emotional and practical support.



We also do a variety of drop-in sessions across the community. This allows us to reach those who either cannot physically access support at the centre due to lack of transport or from fear of alerting suspicion from the perpetrator. We are also continuing to offer drop-ins at Tamworth in the church/community cafe and via a church in Burntwood. On top of this we are also offering drop-ins at Spark in Burntwood, this is an established charity which supports the community – alongside the drop ins we have done talks on domestic abuse awareness, menopause, red flags and healthy relationships.

In the outreach centre, we are fortunate to be able to offer a legal clinic on a regular basis. This allows service users to access free advice and support from solicitors who kindly give their time without charge. This has been a lifeline to many service users, as they otherwise would not be able to access valuable legal support. We also offer legal advice via workshops, where solicitors will focus on one topic, ie divorce, child contact arrangements and wills.

### Sexual Violence Services

We continue to deliver Survive (Sexual Violence Services) in conjunction with Staffordshire Women's Aid and are delighted this service has been commissioned for a further 3 years. We have retained both our ISVA and CHISVA and are now offering sexual violence counselling support. Again, we thank Staffordshire Women's Aid for allowing us to be a key delivery partner for such an important service.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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### Children's Services

We currently employ three dedicated children's workers, who provide support to children and young people both in safe accommodation, and in the wider community. This area has garnered more focus this year as a result of a significant surge in the number of children necessitating more comprehensive support.

The children's team work hard to provide a variety of support through one to ones and play therapy and organise much needed days out during the school holidays for families who otherwise could not afford to do so. Last year we organised days to the theme park, farm park, cinema, zoo and local theatre. We are so appreciative of the free tickets that we are allocated from these attractions, as it allows these families a much-needed break from the trauma of their day to day lives.



### County Counselling Service

Our county wide counselling service continues to thrive, and we now have 3 Pathway employed counsellors, supported by 7 volunteer/student counsellors. This service is exceptionally well regarded in the county, and we work closely with local universities to ensure that the quality of our student counsellors (who complete their placement with Pathway) is maintained at the highest standard. The contract was extended for 12 months and will end next April; however, we will be looking to keep the service going and are hopeful that the Ministry of Justice will recommission the service.

Counselling is provided in the most appropriate manner for the service user, whether it be in person or using Zoom or WhatsApp. Prior to fully participating in the counselling program, all service users undergo an assessment conducted by our Counselling Lead.

During 2023/24 we supported a total of 138 service users in our counselling service, and over 40 through our linked anxiety sessions.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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In the counselling service we often get positive feedback about being heard and understood for the first time in a lifetime of abuse. In this space we see people reclaim their life with a new mindset that enables them to make changes. It grants them a permission to think and believe in themselves. We have a lot of feedback to evidence this, but this is not about the client in this setting. The following was shared by our Lead Counsellor:

*I want to share a precious moment I was privileged to experience with one of our new placement counsellors K. Following the covid K sought to study counselling in a personal mission to help people, she felt she could do this best through a career in counselling. K embarked on a journey of study as a mature student, which is no mean task while a mother and wife as well. K applied to do her placement with Pathway having passed her Fit to Practice exam. At this time K had the devastating news that she had breast cancer. K's life was on hold while she embarked on a year of treatment. Having completed her journey with a positive outcome, K reapplied to us for a placement. On interviewing K, we were struck by her depth of understanding in domestic abuse and her deep desire to work in this area.*

*We were delighted to learn that K had accepted our offer of a placement. Having completed the counselling induction, K offered her availability to commence her placement. A client was referred to K for 4pm on a Thursday evening. K eagerly prepared for this appointment and began her first counselling session as the therapist. Upon finishing the session K came up stairs to write her note and discuss her first session with me. K through her arms in the air and said, "god I loved it" and thanked me for this opportunity while giving me a big hug in tears. She added "its begun now"*

*It was a privilege to share that moment of triumph for a student counsellor who had overcome so much to follow her purpose and her gratitude to be doing it with Pathway.*

### Volunteers

Pathway volunteers are the heart of Pathway. Pathway started with volunteers, the first one, our founder Kathy Coe MBE. It has been onward and upward since then.

Our team changes periodically as we lose volunteers into paid employment, sometimes within Pathway, and gain new volunteers who become part of our team and help in many varied areas of Pathway's work. Our current volunteer team of 14 general volunteers, provide support through helpline, group work in refuge, assisting with groups in our outreach centre, fundraising, finance, administration and they give their time freely and always willingly.

Most of our volunteers have skills that are transferable in their roles, such as LGBTQ+, Mental Health, group work and are a very valued group of people.

Our trustees and our counsellors are also volunteers and they provide continued support to service users and staff alike.

In the last year we have taken on 6 new volunteers, and they have come from varied backgrounds. Some of them have been service users and want to offer something back to others to show that there is life after abuse.

Aside from the volunteer team, we mustn't forget the hours that are donated by external providers, such as our legal clinics. We currently have 2 solicitors who provide legal advice to our service users on a regular basis. We also have other services who offer our service users options to build on their skills by giving

## **The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024**

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their own time in group work etc.

We are always amazed at the commitment, hard work and passion that they show and how quickly they integrate into our teams.

### **Group Work and Training**

Our group work continues to go from strength to strength and we are fortunate to have a highly skilled and experienced set of staff who deliver the groups both in the Hope Centre and from refuge.

### **Reaching Out**

Our Reaching Out program is the backbone of our group offering. It is currently running six times a year across our refuges and Hope Centre. It is a therapeutic group which looks at the dynamics and impact of abuse, the signs of an abusive relationship, safety planning and keeping safe in future relationships. This group has a huge impact and people start to identify the level of abuse that took place in their relationship and the impact it has had in their own and their children's lives. It also enables people to see how controlling and abusive behaviour can manifest and develop through a relationship.

### **Anxiety Group**

Our Anxiety Workshop began two years ago as an offshoot of our Ministry of Justice funded County Counselling Service, and was put together by our Lead Counsellor, who noticed a huge amount of people being referred into counselling were struggling with general anxiety as well as dealing with domestic abuse. This course runs alongside counselling and allows people to explore anxiety and how to deal with it in a peer setting.

We also run this group for staff, who may be struggling with anxiety as a result of vicarious trauma.

### **Wellbeing Group**

The Wellbeing Group the group is designed to focus on how you can manage your mental health, self-care and the impact domestic abuse can have on both. It is a combination of educational work alongside a fun group activity, with the intention being that it is a good starting group for those people who are struggling to complete larger pieces of work.

### **Chat and Chill**

Chat and Chill runs monthly in the evening and our manager is supported to deliver this by one of most long-standing peer mentors. Essentially it is exactly what it says, an opportunity to have a coffee and sit and chat about anything you want to, with people who have had the same experiences that you have.

### **Family Support**

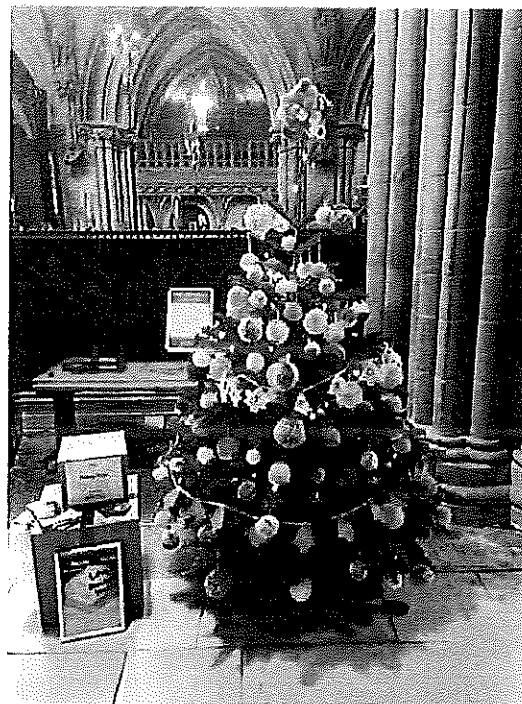
Our same worker also began a Family Support Group so that can offer support to family members who are trying to deal with their own thoughts and feelings about having close family members in abusive relationships. This group also educated people on the best way they can support someone who is in that situation, as well as giving people the opportunity to chat with others who are in the same position.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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### Crafternoon

Over the past year, our Crafternoon program has remained one of our most successful initiatives, consistently attracting a high level of attendance. Held monthly during term times, each session features a unique craft activity. Participants have the opportunity to socialise, enjoy some light refreshments, and engage in activities such as making pom-pom wreaths, decorating tote bags, card-making, creating wellness journals, and crafting plant pots. Our service users have contributed in lots of ways, and last year, during these sessions, they all made several pink and grey pom poms, which then were added to a Christmas tree entry at Lichfield Cathedral, which we are proud to say, we won!



### One-Off Sessions

This year, we introduced several popular one-off sessions. Notably, one of our service users led a session on card-making, demonstrating her craft to others. This session was particularly successful, providing the service user with a platform to build her confidence and share her passion with the other women.

### External Training Sessions

#### Healthy Relationships Group Work

We have expanded our offerings to include external training sessions for local organisations and their service users. One notable program is the Healthy Relationships group work, delivered in collaboration with Lichfield District Council's 'Us Girls' program. This course encourages young women and girls to challenge their beliefs and opinions about love and relationships and helps equip them with the confidence to know their relationship rights for the future.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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We also conducted Domestic Abuse Awareness Training at MHA Communities, located at Burntwood Mining College. This central venue serves older residents of Burntwood. The training was designed for staff and volunteers who support and befriend vulnerable older residents.

### Collaboration with Heart of Tamworth via monthly drop-in service

Heart of Tamworth has requested our assistance in providing a monthly drop-in service for victims and survivors of domestic abuse. Recognising the prevalence of domestic abuse in their community, they aim to encourage more individuals to seek help and support.

### Legal Clinics

Our legal clinics continue to be well attended and are run by two solicitors. The clinics provided much needed guidance to those who need clarity and support around legal issues, ranging from child contact, divorce, financial matters and non-molestation orders, to name but a few.

### Fundraising and Community Engagement

In the last 12 months, we impressively secured over £40k in funding, whilst significantly raising our profile.

Key highlights of the role from the last 12 months include:

- Hosting a community quiz night in Lichfield, attended by the then Mayor.
- An Elvis night, which was so successful that we have another planned in June
- We were the recipients of the Sheriff of Lichfield events, which netted us £5,000.
- Close links with a local housebuilder have secured us over £20k in funding, which has been split between refuge refurbishment and funding for our economic abuse worker.
- There were various talks at clubs such as the Rotary, WI, Soroptimists, Probus Society, and several churches, to name but a few.
- The annual Pathway bingo night.
- We have attended numerous local markets, Christmas events, had buckets at supermarkets, clothing sales, sponsored sky dives and so much more!



# The Staffordshire Pathway Project

## Trustees' annual report

### For the year ended 31 March 2024

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#### General Update

It has been a challenging year for staff, as the economic landscape makes it difficult for charities to keep up with the increasing cost of living. We were fortunate to offer a 10% pay rise across the board last year, and that really did help us to get more aligned with other providers in the sector. However, as prices of even the most basic commodities continued to rise, we found ourselves losing staff to other sectors that were higher paid. In the last 12 months, we have seen several members of staff leave for teaching, airline administration, local housing, and private counselling. We reviewed our finances and were able to support a 3% pay increase for all staff this year, however we plan to start another benchmarking exercise within the next couple of months to ensure that we remain competitive within the sector.

At the beginning of 2024, our CEO stepped down, and Wendy Dee, Chief Operations Officer (COO), stepped in as Interim CEO. We have now secured a new CEO, Samantha Booth, in post from 2<sup>nd</sup> September 2024. We have been lucky to welcome several new trustees to our board in the last few months. These trustees bring a wealth of experience from within the HR, mental health, housing, finance and training sectors and we are fortunate to have such a diverse set of skills and experience within the board.

#### Financial Review

Fundraising remains a key priority for Pathway Project; this is through all mediums including community fundraising, grants, trusts 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 the refurbishment of Tamworth Refuge.

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. Our Hope Centre is a vital part of our service delivery, allowing for space for staff to work safely and access peer support, as well as providing a much-needed venue for our counselling and group work. Our management team ensure that we provide a safe and secure service provision, as well as overseeing the vital strategic and operational strategy for the organisation that allows us to remain viable. Funding both of these areas remains a constant struggle for charities, 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, including working with private individual funders.

Thanks to the funding from the Department of Levelling Up, Housing and Communities (DLUHC), which is dispersed to Staffordshire County Council to allow them to commission safe accommodation for survivors of domestic abuse, our refuge provision is now safe.

Fundraising for the organisation is now overseen by the CEO, COO and the Community and Engagement Worker. As well as overseeing organised fundraising events, our Community Engagement Worker is now leading on micro bids, as mentioned previously these have been around the £500-£1,000 mark and have focused on capital projects we need supporting. The COO is leading on small bids and funding opportunities as well as having the general oversight of the fundraising. In addition, they are also leading on the work with the landlord and private funder around the opportunities for the downstairs space. All of this allows the CEO to focus on larger funding opportunities and developing the fundraising strategy.

During this year our total income increased to £1,071,630 (2023: £986,111). We expected this increase due to the award we received for our Reaching Out project through the National Lottery Reaching

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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Communities funding pot. We were also able to negotiate funding for refuge that included the salary increase for staff and an increase to cover costs through Staffordshire County Council and DLUHC. Our funding for management and additional hours at Tamworth refuge was also extended. On top of this it was our second year with our Community Engagement Worker driving our community fundraising. Expenditure has been tightly managed. We agreed a 3% pay increase for all staff at the beginning of 2023.

### 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. We are also hugely grateful for Staffordshire County Council and their decision to direct award the refuge commissioning contracts, and for their commitment to doing this for a longer contract period. We are very much looking forward to working more closely with them in the coming years.

The Ministry of Justice, through the Office of the Police and Crime Commissioner (OPCC), has continued to support our County Counselling project, which has been extended until March 2025. 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 also continued to support us to be able to offer our 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. The funding continues until December 2025.

We also have a number of other grants and gifts from trust funds, foundations and through private individuals, as well as in 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, with the main focus being on unfunded posts, posts with imminently ending contracts, and core costs. As an organisation we recognise that the cost-of-living crisis is still very much continuing with no indication of when, or if, things will become more stable and we are remaining aware of this when considering things such as entering into new service contracts. We believe that our commitment to pay increases for staff has mitigated the immediate concern around staff retention, and this will remain on our agenda.

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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**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 are fortunate to have a private funder who funds the annual rent.

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 those 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. Each member of staff has a security alert button. 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 out media presence so that we can take action wherever appropriate.

### **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 6 months and a maximum of 12 months operating expenditure. As a result, we estimate that we currently require between approximately £500,000 and £1,000,000 to meet this target. Our actual free reserves at the year-end were £376,502 (2023: £459,004) a decrease on last year, we will have a significant challenge ahead to continue to build our reserves until we meet this target level, especially with current economic challenges.

Restricted funds as at 31 March 2024 are £131,528 (2023: £92,237) 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 continue to secure funding for those posts whose contracts will be ending in 24/25, or just after.
- To continue to work on the potential plans for downstairs at the Hope Centre.
- To implement a rolling redecoration schedule for all the rooms at our Lichfield and Tamworth refuge.
- We are considering developing and recording an online training session that can be distributed for a cost, or for free depending on the target audience receiving it, which will cover domestic abuse awareness, signs to look for, challenges someone will face, why she stays or returns, what

## The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024

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to and not to say and providing them with a point of contact for next steps, and could be shown in team meetings, internal training etc. for agencies and companies. There would also be the option to have additional support for the team alongside this.

- We are just in the fact-finding stage of putting together a podcast, which we would issue on our website every quarter. We envisage this being a combination of talking to staff about their work, DA awareness, service users sharing their stories and guest speakers.
- We will be looking to take on more volunteers, particularly those who are able to attend fundraising and awareness raising sessions on the weekends and evenings, to make sure that everything is not falling onto staff.
- We want to continue to grow our small range of Pathway merchandise that we sell on our website and at our stalls.
- Due to the success of our Hearts of Hope Campaign, which involved us placing knitted hearts and words of hope around Lichfield for people to find and tag us on social media, we will be launching a new initiative 'Men versus Bear'.

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 that best practice is always followed. Our Community Engagement Worker is overseen by our COO 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 following trustee meeting.

We are happy for the public, including our supporters, to complain if they are unhappy with our fundraising. We received no complaints during 2024/25. 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.

## **The Staffordshire Pathway Project Trustees' annual report For the year ended 31 March 2024**

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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**

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 can 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. The Chair meets with each trustee annually to discuss their progress, skills, training needs and aspirations, and this contributes to the Board's succession planning. All trustees are welcome to attend training / briefing sessions that are being held for staff.

### **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 COO 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

**The Staffordshire Pathway Project  
Trustees' annual report  
For the year ended 31 March 2024**

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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
- 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.

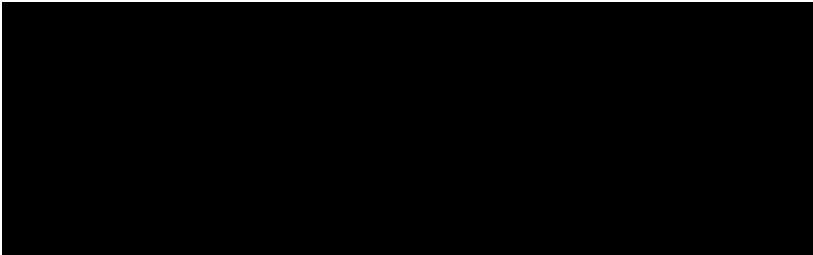
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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

**The Staffordshire Pathway Project  
Trustees' annual report  
For the year ended 31 March 2024**

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The trustee's annual report has been approved by the trustees on 12 November 2024 and signed on their behalf.



# Independent Auditors' Report

## To the members of The Staffordshire Pathway Project

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### Independent Auditors' Report to The Staffordshire Pathway Project

#### Opinion

We have audited the financial statements of The Staffordshire Pathway Project (the 'charitable company') for the year ended 31 March 2024, 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 2024 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 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.

## **Independent Auditors' Report**

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

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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 20, 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:

- 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

## Independent Auditors' Report To the members of The Staffordshire Pathway Project

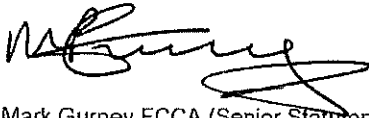
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and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional 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.

### 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

Date:

12 November 2024

**The Staffordshire Pathway Project**  
**Statement of financial activities**  
**For the year ended 31 March 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from Donations	2	84,552	82,762	167,314	72,452	40,161	112,613
Charitable activities							
Domestic violence prevention	3	-	306,104	306,104	7,000	192,283	199,283
Refuge	3	450,103	14,976	465,079	447,078	63,300	510,378
Refuge based activities	3	-	72,152	72,152	5,007	63,910	68,917
Children's projects	3	-	37,195	37,195	-	70,615	70,615
Other trading activities	4	19,336	400	19,736	22,045	933	22,978
Investments	5	4,050	-	4,050	1,327	-	1,327
<b>Total income</b>		<b>558,041</b>	<b>513,589</b>	<b>1,071,630</b>	<b>554,909</b>	<b>431,202</b>	<b>986,111</b>
Expenditure on Raising funds	6	8,437	-	8,437	4,360	-	4,360
Charitable activities							
Domestic violence prevention	6	-	359,107	359,107	-	310,778	310,778
Refuge	6	542,127	-	542,127	467,566	-	467,566
Children's projects	6	-	94,512	94,512	-	54,614	54,614
Refuge based activities	6	-	110,658	110,658	-	108,338	108,338
<b>Total expenditure</b>	6	<b>550,564</b>	<b>564,277</b>	<b>1,114,841</b>	<b>471,926</b>	<b>473,730</b>	<b>945,656</b>
<b>Net income / (expenditure) before transfers</b>		<b>7,477</b>	<b>(50,688)</b>	<b>(43,211)</b>	<b>82,984</b>	<b>(42,528)</b>	<b>40,656</b>
Transfers between funds	15	(89,979)	89,979	-	(55,653)	55,653	-
<b>Net movement in funds</b>		<b>(82,502)</b>	<b>39,291</b>	<b>(43,211)</b>	<b>27,331</b>	<b>13,125</b>	<b>40,656</b>
Reconciliation of funds							
Fund balances brought forward		<u>459,004</u>	<u>92,237</u>	<u>551,241</u>	<u>431,673</u>	<u>79,112</u>	<u>510,785</u>
Fund balances carried forward		<u>376,502</u>	<u>131,528</u>	<u>508,030</u>	<u>459,004</u>	<u>92,237</u>	<u>551,241</u>

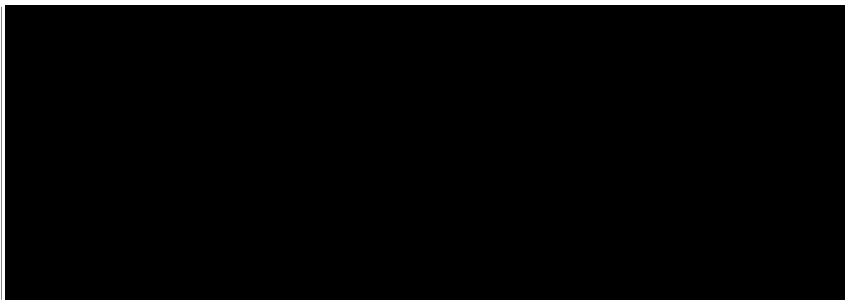
All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above.

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

**Balance sheet**  
**As at 31 March 2024**

	Notes	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	10	32,679	11,120
<b>Current assets</b>			
Debtors	11	131,868	55,887
Cash at bank and in hand		384,059	522,568
		<u>515,927</u>	<u>578,455</u>
<b>Creditors: amounts falling due within one year</b>	12	(40,576)	(38,334)
		<u>475,351</u>	<u>540,121</u>
<b>Net current assets</b>			
		<u>475,351</u>	<u>540,121</u>
<b>Total assets less current liabilities</b>		<u>508,030</u>	<u>551,241</u>
<b>Total net assets</b>		<u>508,030</u>	<u>551,241</u>
<b>Funds</b>			
Restricted	15	131,528	92,237
Unrestricted	15	376,502	459,004
		<u>508,030</u>	<u>551,241</u>
<b>Total funds</b>		<u>508,030</u>	<u>551,241</u>

Approved by the Board on 12 November 2024 and signed on its behalf by:



**The Staffordshire Pathway Project**  
**Statement of cash flows**  
**As at 31 March 2024**

	2024 £	2023 £
<b>Cash flows from operating activities</b>		
Net income / (expenditure) for the reporting period	(43,211)	40,656
Depreciation charges	3,360	1,618
Interest from investments	(4,050)	(1,327)
Increase in debtors	(75,980)	(23,456)
Increase in creditors	2,242	1,606
	<hr/>	<hr/>
<b>Net cash (used in) / provided by operating activities</b>	<b>(117,639)</b>	<b>18,897</b>
<b>Cash flows from investing activities</b>		
Interest from investments	4,050	1,327
Payments to acquire fixed assets	(24,919)	(4,652)
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(20,869)</b>	<b>(3,325)</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>(138,508)</b>	<b>15,572</b>
Cash and cash equivalents at the start of the year	522,568	506,997
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>384,059</b>	<b>522,568</b>
	<hr/> <hr/>	<hr/> <hr/>

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

# The Staffordshire Pathway Project

## Notes to the financial statements

### For the year ended 31 March 2024

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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 2024

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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.

**The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2024**

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**1.13 Tangible fixed assets and depreciation**

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

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

**1.14 Debtors**

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

**1.15 Creditors and provisions**

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

**1.16 Financial instruments**

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

**1.17 Pension costs**

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

The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2024

2 Donations

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Alrewas All Saints Church PCC	2,100	-	2,100	2,000	-	2,000
Anonymous	5,052	39,952	45,004	5,339	37,613	42,952
Barton under Needwood WI	2,165	-	2,165	-	-	-
Beacon Park Village	1,120	-	1,120	-	-	-
Cannock Chase Churches Housing Co	-	-	-	20,000	-	20,000
Clarionis	1,471	-	1,471	-	-	-
Gentleshaw Church PCC	-	-	-	1,148	-	1,148
Keon Homes	2,500	-	2,500	-	-	-
Lichfield Mayor & Sherriff's Charity	5,001	-	5,001	-	-	-
Longman Legacy Fund	-	30,000	30,000	-	-	-
Pathway Patrons	3,000	2,010	5,010	2,500	1,898	4,398
St Johns Community Church	1,997	-	1,997	1,980	-	1,980
Sweeney Foundation	13,500	10,000	23,500	-	-	-
Waitrose, Lichfield	-	-	-	1,000	-	1,000
Gift aid income tax recovered	13,614	-	13,614	12,231	-	12,231
Donations of £1,000 and under	33,032	800	33,832	26,254	650	26,904
Sub-total for donations	84,552	82,762	167,314	72,452	40,161	112,613

**The Staffordshire Pathway Project**  
**Notes to the financial statements**  
**For the year ended 31 March 2024**

**2. Income from charitable activities**

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
<b>Domestic violence prevention</b>						
Barratt Homes	-	1,500	1,500	-	-	-
Lichfield DC	-	8,800	8,800	-	19,572	19,572
National Lottery Community Fund	-	135,637	135,637	-	86,974	86,974
Smallwood Trust	-	45,000	45,000	7,000	25,300	32,300
Staffordshire Women's Aid	-	66,136	66,136	-	60,437	60,437
Staffs County Council – MHCLG	-	48,531	48,531	-	-	-
Grants £1,000 and under	-	500	500	-	-	-
<b>Sub-total for domestic violence prevention</b>	<b>-</b>	<b>306,104</b>	<b>306,104</b>	<b>7,000</b>	<b>192,283</b>	<b>199,283</b>
<b>Refuge</b>						
Accommodation charges	271,943	-	271,943	284,061	-	284,061
B & Q Foundation	-	-	-	5,000	-	5,000
HSBC Supporting our Community	-	-	-	21,687	-	21,687
Screwfix Foundation	-	-	-	5,000	-	5,000
Stafford & Cannock League of Hospital	-	-	-	1,794	-	1,794
Staffs County Council – MHCLG	165,452	13,976	179,428	91,736	63,300	155,036
Talisman Charitable Trust	2,599	-	2,599	-	-	-
Tamworth Borough Council	7,350	-	7,350	32,000	-	32,000
Grants £1,000 and under	2,759	1,000	3,759	5,800	-	5,800
<b>Sub-total for Refuge</b>	<b>450,103</b>	<b>14,976</b>	<b>465,079</b>	<b>447,078</b>	<b>63,300</b>	<b>510,378</b>
<b>Refuge based activities</b>						
Staffordshire PCC	-	57,649	57,649	5,007	63,910	68,917
Staffs County Council – MHCLG	-	14,503	14,503	-	-	-
<b>Sub-total for Refuge based activities</b>	<b>-</b>	<b>72,152</b>	<b>72,152</b>	<b>5,007</b>	<b>63,910</b>	<b>68,917</b>
<b>Children's projects</b>						
Staffs County Council – MHCLG	-	37,195	37,195	-	20,575	20,575
<b>Sub-total for children's projects</b>	<b>-</b>	<b>37,195</b>	<b>37,195</b>	<b>-</b>	<b>70,615</b>	<b>70,615</b>
<b>Total income from charitable activities</b>	<b>450,103</b>	<b>430,427</b>	<b>880,530</b>	<b>459,085</b>	<b>390,108</b>	<b>849,193</b>

The Staffordshire Pathway Project  
Notes to the financial statements  
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4 Other trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising - Events	14,226	60	14,286	21,697	-	21,697
Fundraising -- Item sales	1,859	-	1,859	223	-	223
Training and services income	2,000	-	2,000	75	-	75
Sundry	1,251	340	1,591	50	933	983
	<u>19,336</u>	<u>400</u>	<u>19,736</u>	<u>22,045</u>	<u>933</u>	<u>22,978</u>

5 Investment income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Bank interest receivable	4,050	-	4,050	1,327	-	1,327
	<u>4,050</u>	<u>-</u>	<u>4,050</u>	<u>1,327</u>	<u>-</u>	<u>1,327</u>

The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2024

6a Analysis of expenditure 2024

	Raising funds		Domestic violence prevention		Refuge	Children's projects	Refuge based activities	Support Governance costs		Totals 2024
	£	£	£	£				£	£	
Staff costs	1,337	190,935	228,838	35,554	17,888	131,060	520	606,132		
Refuge costs	-	-	181,077	-	-	-	-	181,077		
Management	-	11,793	10,690	-	17,600	-	-	40,083		
Finance	-	-	16,257	-	-	-	-	16,257		
Information technology	-	5,593	4,260	779	96	-	-	10,728		
Office costs	-	13,214	17,981	2,361	578	-	994	35,128		
Audit fees	-	-	-	-	-	-	10,800	10,800		
Professional fees	-	-	-	-	43,785	-	97	43,882		
Other sundry expenses	3,208	50,621	69,867	18,750	28,308	-	-	170,754		
	<u>4,545</u>	<u>272,156</u>	<u>528,970</u>	<u>57,444</u>	<u>108,255</u>	<u>131,060</u>	<u>12,411</u>	<u>1,114,841</u>		
Support costs	3,892	79,220	11,987	33,772	2,189	(131,060)	-	-		
Governance costs	-	7,731	1,170	3,296	214	-	(12,411)	-		
Total 2024	<u>8,437</u>	<u>359,107</u>	<u>542,126</u>	<u>94,512</u>	<u>110,658</u>	<u>-</u>	<u>-</u>	<u>1,114,841</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 2024

6b Analysis of expenditure 2023

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support costs	Governance costs	Totals 2023
	£	£	£	£	£	£	£	£
Staff costs	796	197,408	223,063	33,317	52,081	87,182	174	594,021
Refuge costs	-	-	160,376	-	-	-	-	160,376
Management	-	6,415	10,690	2,348	13,700	-	-	33,153
Finance	-	-	21,129	-	-	-	-	21,129
Information technology	-	4,546	4,360	692	113	-	-	9,712
Office costs	-	12,390	17,157	1,071	849	-	351	31,819
Audit fees	-	-	-	-	-	-	9,900	9,900
Professional fees	-	-	-	-	38,784	-	103	38,887
Other sundry expenses	2,738	24,986	12,473	5,363	1,099	-	-	46,659
	3,534	245,746	449,248	42,791	106,526	87,182	10,529	945,656
Support costs	826	57,291	17,177	10,384	1,504	(87,182)	-	-
Governance costs	-	7,741	1,141	1,439	208	-	(10,529)	-
Total 2023	4,360	310,778	467,566	54,614	108,338	-	-	945,656

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 2024**

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

	Total 2024	Total 2023
Net income / (expenditure) is stated after charging the following items:	£	£
Auditors' remuneration (excluding VAT)	9,000	8,250
Operating lease rentals	32,147	32,147
Depreciation	3,360	1,618
	<u>          </u>	<u>          </u>

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

	Total 2024	Total 2023
	£	£
Wages and salaries	537,015	536,158
Social security costs	47,458	39,118
Employer contributions to defined contribution pension schemes	21,659	18,745
	<u>          </u>	<u>          </u>
	<u>606,132</u>	<u>594,021</u>

The average number of employees during the year based on a headcount basis was 33 (2023: 32).

No employee earned in excess of £60,000 per annum (2023: none).

The total employee benefits (including employer's pension contributions and employer's national insurance) of the key management personnel were £179,321 (2023: £172,602). During the year, discretionary termination payments were made totalling £7,824.

No trustee received any remuneration or benefits during the year ended 31 March 2024, nor in the year ended 31 March 2023.

No trustees received expenses during the year ended 31 March 2024 (2023:none).

**9 Related party transactions**

During the year, a payment of £436 was made to Shaun Baxter, a husband of a member of Key Management Personnel, for services provided to the Charity. No amounts were outstanding at the balance sheet date. (2023: 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  
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10 Tangible fixed assets

	Children's play equipment £	Fixtures and fittings £	Office equipment £	Total £
<b>Cost</b>				
At 1 April 2023	12,179	20,361	2,945	35,485
Additions	10,000	14,389	530	24,919
At 31 March 2024	<u>22,179</u>	<u>34,750</u>	<u>3,475</u>	<u>60,404</u>
<b>Depreciation</b>				
At 1 April 2023	11,750	9,682	2,932	24,365
Charge for the year	86	3,271	3	3,360
At 31 March 2024	<u>11,836</u>	<u>12,953</u>	<u>2,935</u>	<u>27,725</u>
<b>Net book value</b>				
At 31 March 2024	<u>10,343</u>	<u>21,797</u>	<u>540</u>	<u>32,679</u>
At 31 March 2023	<u>429</u>	<u>10,679</u>	<u>12</u>	<u>11,120</u>

11 Debtors

	2024 £	2023 £
Accounts receivable	102,009	31,627
Rent receivable	3,812	1,653
Prepayments and accrued income	26,046	22,607
	<u>131,867</u>	<u>55,887</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Operating creditors	13,704	5,199
Accruals and deferred income	26,872	33,135
	<u>40,576</u>	<u>38,334</u>

The Staffordshire Pathway Project  
Notes to the financial statements  
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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:

	2024 £	2023 £
Within 1 year	32,147	32,147
Between 2 and 5 years	124,849	126,275
Over 5 years	73,591	81,845
	<u>230,587</u>	<u>240,267</u>

14a Analysis of net assets between funds 2024

	Unrestricted £	Restricted £	Total £
Fixed assets	16,417	16,262	32,679
Debtors	85,578	46,290	131,868
Cash	302,549	81,510	384,059
Creditors	(28,042)	(12,534)	(40,576)
	<u>376,502</u>	<u>131,528</u>	<u>508,030</u>

14b Analysis of net assets between funds 2023

	Unrestricted £	Restricted £	Total £
Fixed assets	10,691	429	11,120
Debtors	32,695	23,192	55,887
Cash	434,844	87,724	522,568
Creditors	(19,226)	(19,108)	(38,334)
	<u>459,004</u>	<u>92,237</u>	<u>551,241</u>

The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2024

15a Movement in funds 2024

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
<b>Unrestricted funds</b>					
General funds	459,004	558,041	(550,564)	(89,979)	376,502
<b>Restricted funds</b>					
Children's Projects: Children in Need	17,710	-	(21,390)	3,679	-
Children's Projects: Other	25,992	71,483	(36,054)	-	61,420
Central costs	-	8,836	(95,135)	86,299	-
Domestic violence prevention: Big Lottery Funding	5,000	-	-	-	5,000
Domestic violence prevention: Other	23,464	295,530	(292,201)	-	27,793
Refuge	15,123	91,741	(80,443)	-	26,421
Smallwood Trust	4,947	45,000	(39,054)	-	10,894
	<u>92,237</u>	<u>513,589</u>	<u>(564,277)</u>	<u>89,979</u>	<u>131,528</u>
<b>Total funds</b>	<u>551,241</u>	<u>1,071,630</u>	<u>(1,114,841)</u>	<u>-</u>	<u>508,030</u>

15b Movement in funds 2023

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
<b>Unrestricted funds</b>					
General funds	431,673	554,909	(471,926)	(55,653)	459,004
<b>Restricted funds</b>					
Children's Projects: Children in Need	1,529	51,990	(35,809)	-	17,710
Children's Projects: Other	11,225	21,748	(6,982)	-	25,992
Central costs	-	13,103	(68,756)	55,653	-
Domestic violence prevention: Big Lottery Funding	5,000	-	-	-	5,000
Domestic violence prevention: Other	32,607	245,990	(255,133)	-	23,464
Refuge	19,881	73,070	(77,829)	-	15,123
Smallwood Trust	8,868	25,300	(29,221)	-	4,947
	<u>79,112</u>	<u>431,202</u>	<u>(473,730)</u>	<u>55,653</u>	<u>92,237</u>
<b>Total funds</b>	<u>510,785</u>	<u>986,111</u>	<u>(945,656)</u>	<u>-</u>	<u>551,241</u>

**The Staffordshire Pathway Project  
Notes to the financial statements  
For the year ended 31 March 2024**

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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 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.

**16 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 £21,659 (2023 - £18,745). Contributions totalling £Nil (2023 - £Nil) were payable to the fund at the balance sheet date.