

Company registration number: 02635912

Charity registration number: 1005976

The Staffordshire Pathway Project

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Fruition Accountancy Limited
Unit 4 Three Spires House
Station Road
Lichfield
WS13 6HX

The Staffordshire Pathway Project

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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.

Company number	02635912	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 are as below. Pathway Project has been granted "Trustee Dispensation" by the Charity Commission and as such names will be redacted from this report prior to being uploaded to the public domain :



Chair
Vice Chair
Vice Chair
Resigned December 2024
Resigned March 2025
Joined April 2025
Joined July 2024

Resigned November 2024

Key Management Personnel

Samantha Booth	Chief Executive Officer
Wendy Dee	Chief Operations Officer: Resigned January 2025
Amanda Barnard	Finance Manager: Resigned January 2025
Kathryn Walker Stack	Refuge Manager
Lynn Laughton	Volunteer & Training Manager

Bankers

NatWest Bank plc
47 Market Street
Lichfield
WS13 6LE

Solicitors

Moseleys Solicitors
Compton House
18 Bore Street
Lichfield
WS13 6LL

Auditors

Dains Audit Limited
2 Chamberlain Square
Birmingham
B3 3AX

Chair's Statement: A Year of Unwavering Commitment and Courage

It is with profound respect and gratitude that I look back on the past year. It has been a period marked by both unprecedented global challenges and inspiring local resilience.

In a world navigating sustained economic pressures and geopolitical uncertainty, our mission has become more critical than ever. These external difficulties often exacerbate the pre-existing vulnerabilities faced by individuals and families, leading to increased complexity in the cases we handle and placing greater demand on our resources. I want to acknowledge that this challenging environment meant our charity, too, faced significant operational hurdles and had to overcome considerable challenges just to maintain our service levels this year. Yet, in the face of these formidable headwinds, the sheer resilience of our clients continues to be our guiding light. Their courage in taking the first step toward safety and rebuilding their lives is the true measure of our success.

This lifesaving work is simply not possible without the extraordinary people who form the backbone of our organisation.

To our dedicated staff members: your professionalism, compassion, and emotional commitment are the foundation upon which trust is built. You show up every day to handle deeply challenging work with empathy and expertise, and we are eternally thankful for your steadfast dedication.

To our incredible volunteers: you are the heart and hands of our charity. From managing helplines to offering administrative support, your commitment of personal time and skill ensures that our services remain accessible to those who need them most. Thank you for making a tangible difference in the lives of so many.

Finally, to our supporters and donors: your generosity is an investment in safety, dignity, and a future free from violence. In a difficult fundraising climate, your loyalty has ensured that our doors remain open, our beds remain safe, and our programmes continue to evolve to meet emerging needs.

As we move forward, we do so with renewed determination, grounded in the belief that everyone deserves to live without fear. Thank you for being partners in this vital mission.



Chair

18 November 2025

The trustees present their report and the audited financial statements for the year ended 31 March 2025.

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, 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.

The Staffordshire Pathway Project

Trustees Annual Report

For the year ended 31 March 2025

- To provide services offering legal advice to those unable to claim legal aid by way of our legal clinics.
- 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.

pathway project Pathway Project's Impact 2024-2025

585 survivors were supported across our services

68 women lived in our refuges

128 children supported through refuge and outreach services

3763 calls received on our Helpline

229 clients engaged in our counselling services

225 adults through our outreach services

Over 25 men were supported by our services



We supported client's from 11 different countries



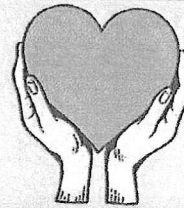
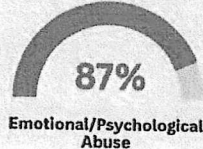
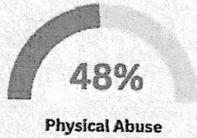
57% of our adult clients were between 31-50 years old

9% of our adult clients were 25 or under

7% of our adult clients were over 61



Some of the abuse our clients have faced



74% of refuge clients felt they were safer

86% of children, who we engaged with our services, had improved safety, mental health and social relationships

88% of counselling clients felt better able to recover and cope with daily life

74% of outreach clients, who left the alleged perpetrator, did NOT reconcile with them

Pathway provides intensive support safe accommodation across two sites for 20 families, with an additional dispersed property for families in the community. Many clients have complex needs, and bespoke support packages are developed on arrival, including debt and financial advice, capacity-building workshops, and referrals to specialist services such as substance misuse programs.

In 2024/25, 68 women accessed safe accommodation, while 287 referrals were declined due to high demand and the complex needs of residents, which often require longer stays. Clients with additional mental health needs received specialist support. A resettlement worker supports clients moving into new homes, ensuring a smooth transition, and post-resettlement, clients can continue to access group therapy and other services.

A dedicated children's support team engages with children residing at both sites, offering one-to-one and group support, creche facilities, parenting guidance, and activities during term time and holidays. In 2024/25, 55 children were supported, with 86% reporting feeling safer.

Funding from the MHCLG, Staffordshire Police and Crime Commissioner, and Tamworth Council ensures continued delivery of safe accommodation and specialist services. Additional support from grant-making organisations, including Smallwood Trust, enables clients to access essential household items or school uniforms, promoting financial resilience.

24/7 Helpline

Pathway's Helpline operates 24/7 via phone, email, and an online referral system launched in 2025. The service provides immediate support, guidance, and risk assessment for victims, their families, and friends. In 2024/25, 3,763 calls were answered. Currently managed by one staff member, Helpline is supported by volunteers to ensure timely response. Staff provide ongoing emotional support for clients not yet ready to leave abusive relationships, and high-risk cases are referred to commissioned services such as New Era and referred to MARAC.

Outreach Services

Pathway's outreach team, comprising five part-time staff, supports clients in the community with domestic abuse risk reduction, safety planning, emotional support, and practical guidance. In 2024/25, 255 clients received outreach support. Young women and girls receive specialist support, including preventative workshops such as *Us Girls*. Drop-in sessions are held across Lichfield, Tamworth, Burntwood, and surrounding villages, including Manna House Café during foodbank hours, providing discreet access to support. The Hope Centre remains the hub for counselling, group work, training, and meetings.

Groupwork and Support Services

Pathway delivers a range of group support programs to help clients transition from victim to survivor, including:

- **Reaching Out** – understanding abuse and preventing re-entry into abusive relationships
- **Anxiety Group** – peer support to manage anxiety
- **Wellbeing Group** – self-care and wellbeing peer group
- **Crafternoons** – creative sessions promoting peer connection
- **Legal Clinics** – free legal advice from three volunteer solicitors

Workshops are delivered at safe accommodation sites, the Hope Centre, and outreach venues, with funding from MHCLG, National Lottery, and private donors.

Children's Services

Children in refuge are victims in their own right, they receive one-to-one and group support from two children's support workers, addressing physical, emotional, and educational wellbeing. Activities include Lego club, creche, external trips, and theatre outings, funded by donations and fundraising. A Children's Outreach worker engages with children in schools, offering 121 appointments and offering talking and play therapies, supported by private donors. Pathway is seeking additional funding to expand this service due to high demand.

Counselling Services

Pathway delivers domestic abuse counselling countywide, funded by the Ministry of Justice, and sexual violence counselling via the Survive Partnership. The team comprises a lead counsellor, two part-time counsellors, and student counsellors. In 2024/25, 229 individuals received counselling, with waiting times of 6–9 months due to high demand. Anxiety workshops and ongoing counselling programs provide clients with practical coping tools.

Survive Partnership

ISVA and CHISVA staff support child and adult victims of sexual violence in South Staffordshire, in partnership with Staffordshire Women's Aid and Savannah. The survive contract also funds some elements of the counselling offer.

Volunteering

Volunteers are essential to Pathway's operations, supporting Helpline, counselling, group work, fundraising, PR, and legal clinics. Specialist skills provided by volunteers, including peer mentoring and craft instruction, are vital to client support. Pathway is grateful to volunteers and trustees for their expertise and commitment.

The *Behind Closed Doors* project, an art therapy initiative, showcased clients' experiences of abuse through co-produced artwork and sculpture. The installation was unveiled on International Women's Day 2025 and is touring Lichfield, Cannock, and Tamworth. During international Women's Day Pathway celebrated its birthday at Lichfield Garrick Theatre with clients, supporters, funders, and partners. Councillor Dave Robertson presented an Early Day Motion recognising Pathway's achievements in supporting abuse victims.

Fundraising and Community Engagement

Pathway's Fundraising and Awareness Manager delivered community engagement sessions this year, raising the charity's profile locally and educating the public about domestic abuse. Talks were delivered to schools, community groups, and companies, while fundraising activities ranged from marathons and community events such as Barn Dances and the Barton Teddy Bear Festival, to innovative initiatives by local businesses. For example, the Pink for Pathway cocktail raised funds at a local bar, and charity bingo events generated significant income.

Creativity in using donations maximises impact. A donation of over 2,000 lip balms was distributed across Lichfield with QR-coded labels, resulting in increased donations and several new clients contacting the Helpline. Similarly, the Adopt a Bear campaign around Valentine's Day raised awareness of positive relationships and generated funds for Pathway.

Financial Landscape

Funding remains a core priority. Rising costs of living and increased competition for grants have made fundraising more challenging. Pathway follows an income generation strategy targeting all areas of fundraising, including smaller trusts and grants. In 2024/25, applications were made to Tamworth Council, Another Way Foundation, Lichfield Council, and other funders.

Larger grants often span multiple financial years. Successful applications for 2025/26 include £30,000 per annum from the Masonic Charitable Foundation and a £50,000 one-off grant from the Garfield Weston Foundation. Increased fundraising has helped offset rising operational costs, and Pathway successfully negotiated higher MHCLG grant support to cover National Insurance contributions from April 2025.

The Fundraising and Awareness Manager focuses on partnerships, campaigns, and smaller grants, allowing the CEO to concentrate on larger, competitive funding bids. In 2024/25, Pathway secured several grant applications which included a £50,000 grant carried forward to the financial year 2025/26 with a further £109,888 raised through donations and our Patron scheme.

Core funding continues from central government for safe accommodation services (MHCLG, secured until March 2027), counselling services (Ministry of Justice), sexual violence services (Survive Partnership), and outreach (National Lottery). Private donors provide critical support, including funding the Hope Centre's running costs and the salary of the Young Women and Girls Worker, ensuring vital services remain operational.

The trustees have examined the charity's requirements and financial risks of the organisation and aim to build up our reserves to give us future financial stability. The nature

of our Charity is that we are susceptible to shortfalls in funding due to how activities are funded in short terms, for example the annual renewal of the Ministry of Justice funding.

Our finance policy target is to hold a minimum of 6 months and a maximum of 12 months operating expenditure in free reserves. Six months' operating costs currently equates to £573,877. As of 31 March 2025, unrestricted free reserves were £433,741 equating to 4.5 months' worth of operating reserves (in 2024 free reserves were £360,085) The Charity is working to build free reserves, as you can see by the increase in reserves from last financial year to this financial year by using a cost saving model and increasing unrestricted fundraising and unrestricted donations.

While the organisation aims to build unrestricted reserves, its free reserves are currently supported primarily by cash resources. The Charity has consistently demonstrated agility in responding to significant changes in its business model, including the historical loss of key funding sources whilst maintaining tight budgetary controls. These disciplined practices will continue, alongside regular monitoring of the income pipeline, to ensure that the Pathway Project can sustain delivery of its core services amid ongoing external uncertainty.

Through the continual review of reserve levels and cash flow, the trustees are satisfied that it is appropriate to approve these financial statements on a going concern basis.

Principal Risks and Uncertainties

The Board of Trustees regularly reviews key risks and mitigation strategies through the Risk Management Policy, Business Plan, and Income Generation Plan. The principal risks are financial, operational, and reputational:

Financial:

Income generation remains a strategic priority, focusing on securing core funding, capital support, and sustaining service delivery. Fundraising is continuous, targeting unfunded roles, contracts nearing completion, and core costs. The ongoing cost-of-living crisis presents challenges; however, the organisation's commitment to staff pay increases supports retention and stability.

Operational:

The primary operational risk is the Hope Centre, given rising costs and building management requirements. A private funder currently covers the annual rent, reducing financial exposure. The organisation continues to support clients with complex and high-risk needs, underpinned by comprehensive insurance coverage.

Reputational:

Safeguarding vulnerable service users is paramount. Staff adhere to strict safety protocols, including risk assessments, joint visits, and personal security measures. Media presence is monitored, and professional networks are leveraged to manage reputational risk and respond to emerging issues promptly.

The Staffordshire Pathway Project
Trustees Annual Report
For the year ended 31 March 2025
Future Plans

Pathway plans to refresh its values, vision, and mission to ensure alignment with the founder Kathy Coe MBE's vision while meeting the evolving needs of those affected by domestic abuse.

Plans include:

- Maintaining the Hope Centre as a safe haven for victims seeking support, advice, or guidance.
- Expanding outreach sessions to engage victims unable to access the Hope Centre.
- Developing preventative education for young women and girls locally to reduce future abuse.
- Growing services for children, including a partnership with Refuge in Literacy to raise educational attainment for young people living in refuge, scheduled for delivery later in 2025.

Employee Information and Remuneration Policy for Key Management Personnel

The Chief Executive Officer (CEO) and Chief Operating Officer (COO) have delegated authority for the day-to-day management of the organisation.

Our employees are central to our success, and we are committed to keeping them informed and engaged through regular team meetings and internal communications. When organisational changes are proposed that may affect staff, full consultation takes place to ensure their views are considered.

The remuneration of key management personnel is determined by the Board of Trustees. The Chair conducts the annual appraisal of the CEO, and the Board approves any adjustments to remuneration. Salaries are benchmarked against comparable roles within similar-sized organisations in the health and social care sector to ensure fairness and competitiveness.

Structure, governance and management

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

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. This was revised and accepted by the Charity Commission and Companies House in October of 2021.

All trustees give their time voluntarily and receive no benefits from the charity. No expenses are reclaimed from the charity as disclosed in note 9 to the accounts.

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.

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.

Trustees Annual Report

For the year ended 31 March 2025

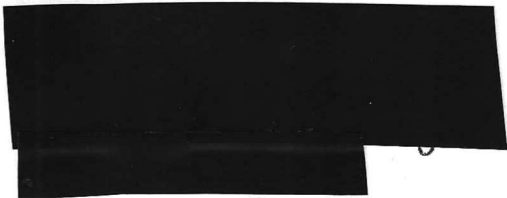
In so far as the trustees are aware:

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

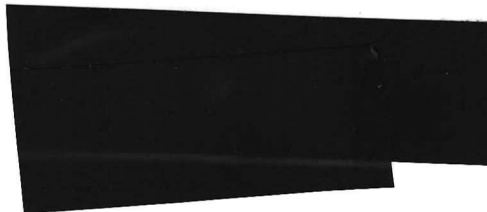
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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

The trustee's annual report has been approved by the trustees on 18 November 2025 and signed on their behalf.



Chair



Treasurer

The Staffordshire Pathway Project

Independent Auditor's Report to the Members of 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 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

The Staffordshire Pathway Project

Independent Auditor's Report to the Members of The Staffordshire Pathway Project

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

We have nothing to report in this regard.

Opinion on other matter 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 Strategic Report and for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the .

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

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

Responsibilities of trustees

As explained more fully in the (set out on page), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The Staffordshire Pathway Project

Independent Auditor's Report to the Members of The Staffordshire Pathway Project

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 regulation 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.

The Staffordshire Pathway Project

Independent Auditor's Report to the Members of The Staffordshire Pathway Project

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 regulations and the charitable company's legal advisors.

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

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

Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Dains Audit Limited

.....
Mark Gurney FCCA (Senior Statutory Auditor)
For and on behalf of
Dains Audit Limited

Chartered Accountants
Statutory Auditor

Birmingham

8 December 2015

The Staffordshire Pathway Project

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations and legacies	3	65,754	44,134	109,888
Charitable activities	4	295,564	743,162	1,038,726
Investment income	5	4,022	-	4,022
Other income	6	11,312	-	11,312
Total income		<u>376,652</u>	<u>787,296</u>	<u>1,163,948</u>
Expenditure on:				
Raising funds		(15,078)	-	(15,078)
Charitable activities		<u>(383,147)</u>	<u>(749,528)</u>	<u>(1,132,675)</u>
Total expenditure	7	<u>(398,225)</u>	<u>(749,528)</u>	<u>(1,147,753)</u>
Net (expenditure)/income		(21,573)	37,768	16,195
Transfers between funds		<u>109,437</u>	<u>(109,437)</u>	-
Net movement in funds		87,864	(71,669)	16,195
Reconciliation of funds				
Total funds brought forward		<u>376,502</u>	<u>131,528</u>	<u>508,030</u>
Total funds carried forward	17	<u>464,366</u>	<u>59,859</u>	<u>524,225</u>

The notes on pages 22 to 36 form an integral part of these financial statements.

The Staffordshire Pathway Project

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	84,552	82,762	167,314
Charitable activities	4	450,103	430,427	880,530
Investment income	5	4,050	-	4,050
Other income	6	19,336	400	19,736
Total income		<u>558,041</u>	<u>513,589</u>	<u>1,071,630</u>
Expenditure on:				
Raising funds		(8,437)	-	(8,437)
Charitable activities		(542,127)	(564,277)	(1,106,404)
Total expenditure	7	<u>(550,564)</u>	<u>(564,277)</u>	<u>(1,114,841)</u>
Net income/(expenditure)		7,477	(50,688)	(43,211)
Transfers between funds		(89,979)	89,979	-
Net movement in funds		(82,502)	39,291	(43,211)
Reconciliation of funds				
Total funds brought forward		459,004	92,237	551,241
Total funds carried forward	17	<u>376,502</u>	<u>131,528</u>	<u>508,030</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 17.

The notes on pages 22 to 36 form an integral part of these financial statements.

The Staffordshire Pathway Project

(Registration number: 02635912)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	30,625	32,679
Current assets			
Debtors	12	138,394	131,868
Cash at bank and in hand	13	414,711	384,059
		<u>553,105</u>	<u>515,927</u>
Creditors: Amounts falling due within one year	14	<u>(59,505)</u>	<u>(40,576)</u>
Net current assets		<u>493,600</u>	<u>475,351</u>
Net assets		<u>524,225</u>	<u>508,030</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	16	59,859	131,528
Unrestricted income funds			
Unrestricted funds		<u>464,366</u>	<u>376,502</u>
Total funds	16	<u>524,225</u>	<u>508,030</u>

The financial statements on pages 18 to 35 were approved by the trustees, and authorised for issue on 18 November 2025 and signed on their behalf by:



Chair



Treasurer

The notes on pages 22 to 35 form an integral part of these financial statements.

The Staffordshire Pathway Project

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income/(expenditure)		16,195	(43,211)
Adjustments to cash flows from non-cash items			
Depreciation		7,373	3,360
Investment income	5	(4,022)	(4,050)
		<u>19,546</u>	<u>(43,901)</u>
Working capital adjustments			
Increase in debtors	12	(6,526)	(75,980)
Increase in creditors	14	18,929	2,241
		<u>31,949</u>	<u>(117,640)</u>
Net cash flows from operating activities			
Cash flows from investing activities			
Interest from investments	5	4,022	4,050
Purchase of tangible fixed assets	11	(5,941)	(24,919)
Sale of tangible fixed assets		622	-
		<u>(1,297)</u>	<u>(20,869)</u>
Net cash flows from investing activities			
Net increase/(decrease) in cash and cash equivalents		30,652	(138,509)
Cash and cash equivalents at 1 April		<u>384,059</u>	<u>522,568</u>
Cash and cash equivalents at 31 March		<u>414,711</u>	<u>384,059</u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 22 to 36 form an integral part of these financial statements.

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charitable company is limited by guarantee, incorporated in the United Kingdom, registered in England and Wales, and consequently does not have share capital. The principal activity of the charitable company is given in the Trustees' Report. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Hope Centre
3 Quonians Lane
Lichfield
Staffordshire
WS13 7LB

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

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

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Public benefit

The Staffordshire Pathway Project meets the definition of a public benefit entity under FRS 102.

Income

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

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

Grants receivable

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, and 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.

Deferred income

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

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.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

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

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Operating leases

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

Taxation

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

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	25% reducing balance
Fixtures and fittings	20% reducing balance
Children's play equipment	20% reducing balance

Debtors

Trade debtors are amounts due for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

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

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

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.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Recognition and measurement

The charity only has basic 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 costs using the effective interest method.

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 2025

3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Alrewas All Saints Church PCC	-	-	-	2,100	-	2,100
Anonymous	-	40,000	40,000	5,052	39,952	45,004
Balfour Beatty, Vinci - Christmas Charity Appeal	1,734		1,734			
Barton Family Festival	4,500		4,500			
Barton under Needwood WI	1,027	-	1,027	2,165	-	2,165
Clarionis	-	-	-	1,471	-	1,471
Coop	1,654		1,654			
Energy Portfolio Ltd	1,000		1,000			
Keon Homes	-	-	-	2,500	-	2,500
Lichfield Mayor & Sherriff's Charity	-	-	-	5,001	-	5,001
Longman Legacy Fund	-	-	-	-	30,000	30,000
Maier UK Ltd	2,000		2,000			
National Grid Community Matters	1,000		1,000			
Pathways Patrons	2,500	1,026	3,526	3,000	2,010	5,010
Philip Barnes & Co	3,000		3,000			
St Johns Community Church	2,747	-	2,747	1,997	-	1,997
Stafford & Cannock Sleep Out	1,576		1,576			
Sweeney Foundation	5,000	-	5,000	13,500	10,000	23,500
Gift aid income tax recovered	14,540	-	14,540	13,614	-	13,614
Donations of £1,000 and under	23,476	3,108	26,584	33,032	800	33,832
Total for donations	65,754	44,134	109,888	84,552	82,762	167,314

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Income from charitable activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Domestic violence prevention						
Barratt Homes	-	-	-	-	1,500	1,500
Garfield Weston	-	19,500	19,500	-	-	-
Lichfield DC	-	-	-	-	8,800	8,800
National Lottery Community Fund	-	117,342	117,342	-	135,637	135,637
Smallwood Trust	-	30,000	30,000	-	45,000	45,000
Staffordshire Women's Aid	-	74,193	74,193	-	66,136	66,136
Staffs County Council - MHCLG	-	62,129	62,129	-	48,531	48,531
Grants £1,000 and under	-	10,202	10,202	-	500	500
Sub-total for domestic violence prevention	-	313,366	313,366	-	306,104	306,104
Refuge						
Accommodation charges	295,564	-	295,564	271,943	-	271,943
Garfield Weston	-	21,500	21,500	-	-	-
Staffs County Council - MHCLG	-	257,213	257,213	165,452	13,976	179,428
Talisman Charitable trust	-	-	-	2,599	-	2,599
Tamworth Borough Council	-	31,583	31,583	7,350	-	7,350
Grants £1,000 and under	-	-	-	2,759	1,000	3,759
Sub-total for Refuge	295,564	310,296	605,860	450,103	14,976	465,079
Refuge based activities / Outreach and Support Services						
Garfield Weston	-	4,500	4,500	-	-	-
Staffordshire PCC	-	57,649	57,649	-	57,649	57,649
Staffs County Council - MHCLG	-	22,845	22,845	-	14,503	14,503
Sub-total for Refuge based activities / Outreach and support services	-	84,994	84,994	-	72,152	72,152
Children's projects						
Garfield Weston	-	4,500	4,500	-	-	-
Staffs County Council - MHCLG	-	30,006	30,006	-	37,195	37,195

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

Sub-total for Children's projects	-	34,506	34,506	-	37,195	37,195
Total income from charitable activities	295,564	743,162	1,038,726	450,103	430,427	880,530

5 Investment income

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Bank interest receivable	4,022	-	4,022	4,050

6 Other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising - Events	10,268	-	10,268	14,226	60	14,286
Fundraising - Item sales	544	-	544	1,859	-	1,859
Training and services income	500	-	500	2,000	-	2,000
Sundry	-	-	-	1,251	340	1,591
	11,312	-	11,312	19,336	400	19,736

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Expenditure on charitable activities
Analysis of expenditure 2025

	Raising funds	Domestic violence prevention	Refuge	Children's activities projects	Refuge based and outreach services	Support costs	Governance costs	Total
	£	£	£	£	£	£	£	£
Staff costs	-	248,872	289,291	53,854	47,700	130,792	-	770,509
Refuge costs	-	-	162,000	-	-	-	-	162,000
Management	-	-	-	-	-	-	-	-
Finance	-	5,589	6,074	1,457	1,329	-	-	14,449
Information technology	-	8,937	2,877	1,915	1,915	-	-	15,644
Office costs	-	17,771	7,948	3,545	3,545	-	-	32,809
Audit fees	-	-	-	-	-	-	12,600	12,600
Professional fees	-	-	-	-	-	-	-	-
Other sundry expenses	15,078	(3,170)	6,520	297	53,790	67,227	-	139,742
Support costs	15,078	277,999	474,710	61,068	108,279	198,019	12,600	1,147,753
Governance costs	-	77,226	85,149	17,822	17,822	(198,019)	-	-
Total 2025	15,078	360,139	565,277	80,024	127,235	-	-	1,147,753
Restricted	-	279,277	324,532	41,973	103,746	-	-	749,528
Unrestricted	15,078	80,862	240,745	38,051	23,489	-	-	398,225

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

Analysis of expenditure 2024

	Raising funds	Domestic violence prevention	Refuge	Children's projects	Refuge based activities	Support costs	Governance costs	Total
	£	£	£	£	£	£	£	£
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
Support costs	4,545	272,156	528,970	57,444	108,255	131,060	12,411	1,114,841
Governance costs	3,892	79,220	11,987	33,772	2,189	(131,060)	-	-
Total 2024	8,437	359,107	542,126	94,512	110,658	-	-	1,114,841
<i>Restricted</i>	-	359,107	-	94,512	110,658	-	-	564,277
<i>Unrestricted</i>	8,437	-	542,126	-	-	-	-	550,563

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 2025

8 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

Audit fees for 2025 are shown inclusive of VAT.

	2025	2024
	£	£
Operating leases - other assets	43,907	32,147
Audit fees	12,600	10,800
Depreciation of fixed assets	7,373	3,360

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

The amount expenses waived by the trustees during the year totalled £Nil (2024 - £Nil).

10 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	676,375	537,015
Social security costs	47,336	47,458
Pension costs	16,804	21,659
	740,515	606,132

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Average number of employees	34	33

No employee received emoluments of more than £60,000 during the year.

The total employee benefits (including employer's pensions contributions and employer's national insurance) of the key management personnel were £101,954 (2024: £179,321). Reduction in cost was due to the CEO position being vacant for several months and the Finance Manager finishing at the end of January. The Finance Manager was then outsourced for the rest of the period.

No Trustee received any remuneration, expenses or benefits during the year ended 31 March 2025.

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

11 Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Children's play equipment £	Total £
Cost				
At 1 April 2024	34,750	3,475	22,179	60,404
Additions	4,362	1,579	-	5,941
Disposals	(2,920)	(2,255)	-	(5,175)
At 31 March 2025	36,192	2,799	22,179	61,170
Depreciation				
At 1 April 2024	12,953	2,936	11,836	27,725
Charge for the year	4,952	352	2,069	7,373
Eliminated on disposals	(2,308)	(2,245)	-	(4,553)
At 31 March 2025	15,597	1,043	13,905	30,545
Net book value				
At 31 March 2025	20,595	1,756	8,274	30,625
At 31 March 2024	21,797	539	10,343	32,679

12 Debtors

	2025 £	2024 £
Trade debtors	99,231	102,009
Prepayments	13,768	26,046
Accrued income	11,734	-
Other debtors	13,661	3,813
	138,394	131,868

13 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	510	382
Cash at bank	414,201	383,677
	414,711	384,059

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	5,090	11,527
Other taxation and social security	11,955	-
Other creditors	7,531	2,177
Accruals and deferred income	34,929	26,872
	59,505	40,576

15 Obligations under leases and hire purchase contracts

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Within one year	43,907	32,147
In two to five years	172,932	124,849
In over five years	37,448	73,591
	254,287	230,587

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £16,804 (2024 - £21,659). Contributions totalling £3,110 (2024 - £Nil) were payable to the fund at the balance sheet date. (2024 - £21,659).

17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General funds	376,502	376,652	(398,225)	109,437	464,366

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Restricted funds					
Refuge based activities / outreach and support services	-	84,994	(103,746)	23,252	4,500
Children's Projects: Other	61,420	34,506	(41,973)	(49,453)	4,500
Central costs	-	44,134	-	(44,134)	-
Domestic violence prevention: Big Lottery Funding	5,000	-	(5,000)	-	-
Domestic violence prevention: Other	27,793	283,366	(242,244)	(48,417)	20,498
Refuge	26,421	310,296	(324,532)	9,315	21,500
Smallwood Trust	10,894	30,000	(32,033)	-	8,861
Total restricted funds	131,528	787,296	(749,528)	(109,437)	59,859
Total funds	508,030	1,163,948	(1,147,753)	-	524,225
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General funds	459,004	558,041	(550,564)	(89,979)	376,502
Restricted					
Refuge based activities / outreach and support services	17,710	-	(21,390)	3,680	-
Children's Projects: Other	25,992	71,483	(36,055)	-	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)	1,000	27,793
Refuge	15,123	91,741	(80,443)	-	26,421
Smallwood Trust	4,947	45,000	(39,053)	-	10,894
Total restricted funds	92,236	512,590	(564,277)	90,979	131,528
Total funds	551,240	1,070,631	(1,114,841)	1,000	508,030

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

The specific purposes for which the funds are to be applied are as follows:

Refuge Based Activities: 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.

Children's Projects: Funding received for the provision of support to children in the refuges who are suffering because 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 which impact all services provided.

Domestic Violence Prevention: funding received for the provision of support to women who have suffered because 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.

Smallwood Trust: Funding received to make financial grants to vulnerable female service users, to help them better manage their financial circumstances, or support activities that will help improve their mental health. Applications are made through their Support worker, providing proof of their financial circumstances prior to allocation of grants.

Transfers between unrestricted and restricted funds cover any deficit of funds spent on projects compared to grant income received. During the year, management have performed a detailed review of historic funds and transferred any funds deemed not to be restricted or already fully spent back to unrestricted funds.

18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Tangible fixed assets	30,625	-	30,625
Current assets	486,752	66,353	553,105
Current liabilities	(53,011)	(6,494)	(59,505)
Total net assets	464,366	59,859	524,225

The Staffordshire Pathway Project

Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	16,417	16,262	32,679
Current assets	388,127	127,800	515,927
Current liabilities	(28,042)	(12,534)	(40,576)
Total net assets	<u>376,502</u>	<u>131,528</u>	<u>508,030</u>

19 Analysis of net funds

	At 1 April 2024 £	Financing cash flows £	At 31 March 2025 £
Cash at bank and in hand	384,059	30,652	414,711
	<u>384,059</u>	<u>30,652</u>	<u>414,711</u>

	At 1 April 2023 £	Net increase/ (decrease) in cash £	At 31 March 2024 £
Cash at bank and in hand	522,568	(138,509)	384,059
	<u>522,568</u>	<u>(138,509)</u>	<u>384,059</u>

20 Related party transactions

There were no related party transactions in the year.