CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 26/01/2024 Period start date To 22/11/2025 Period end date

Charity name: Pathway Foundation

Charity registration number:

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The Purpose of the CIO is to preserve and protect the health of pregnant women, mothers and babies in the Southeast of England, primarily but not exclusively from ethnic minorities, and to raise public awareness by the provision of lectures, fora and the publication of information on the promotion of perinatal care, newborn and women's health
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	To establish Prenatal and Neonatal hubs across England for Black and global majority women; however, support is not limited to these target groups.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	NA

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	None for the year 2025
Policy on social investment including	Para 1.38	None for the year 2025

program-related investment		
Contribution made by volunteers	Para 1.38	None for the year 2025
Other		None for the year 2025

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Pathway Foundation has delivered measurable improvements in women's health through collaborative partnerships with *IFoundMe Counselling*, *Whole Woman Whole Health*, and *Positive East*. Across Hackney and Essex, our workshops engaged 25–50 women per programme and addressed maternal, sexual, and mental health needs in culturally sensitive ways. Pregnant women and newborns benefited from improved access to antenatal education, safe childbirth practices, and postnatal support, reducing risks of avoidable complications. Women in pre-menopause and menopause gained tailored guidance on managing hormonal changes, gynaecological issues, and sexual health concerns, while our counselling collaborations strengthened pathways for mental health support. The difference for beneficiaries is clear: increased confidence in accessing contraception, STI testing, HIV/PrEP services, and specialist gynecological care. Wider societal benefits include reduced maternal and newborn morbidity, improved reproductive health literacy, and stronger community resilience. By embedding Hackney's *Project Community* priorities into our ICARE App, we are scaling stigma-free outreach, ensuring that ethnic minority women are empowered to make

		informed health decisions across the life course.

Additional information (optional)
You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	**Objective 1: Improve maternal and newborn health outcomes** • Through collaboration with *IFoundMe Counselling* and *Whole Woman Whole Health*, pregnant women accessed antenatal education, safe delivery guidance, and postnatal support. • Outcomes: Reduced anxiety around childbirth, improved breastfeeding uptake, and stronger maternal confidence in caring for newborns. • Objective 2: Support women across the life course (pre-menopause, menopause, gynaecological issues) • Delivered tailored workshops addressing hormonal changes, symptom management, and gynaecological health literacy. • Outcomes: Women reported increased knowledge of treatment options, reduced stigma in discussing menopause, and improved access to specialist care pathways. Objective 3: Enhance sexual and reproductive health awareness • In partnership with *Positive East*, participants engaged in sessions on contraception, STI prevention, HIV/PrEP services, and healthy relationships. • Outcomes: Greater uptake of testing and preventive services, improved confidence in negotiating safer sexual practices. Objective 4: Strengthen mental health resilience

		• Counselling support integrated into programmes, addressing stress, trauma, and emotional wellbeing. • Outcomes: Women reported reduced isolation, improved coping strategies, and stronger peer support networks. Objective 5: Deliver wider community benefits • By engaging 25–50 women per programme, the initiative fostered community champions who disseminated health knowledge. • Outcomes: Increased health equity, reduced maternal and newborn morbidity, and strengthened community resilience in Hackney
Performance of fundraising activities against objectives set	Para 1.41	During the reporting period, no fundraising activities were undertaken. The charity prioritised delivering health workshops and community engagement in collaboration with IFoundMe Counselling, Whole Woman Whole Health, and Positive East. Resources and efforts were directed towards ensuring maximum participation (25–50 women per programme) and achieving health outcomes for pregnant women, newborns, women in pre-menopause, menopause, and those experiencing gynaecological, sexual health, and mental health issues. Although fundraising was not an objective during these activities, the charity demonstrated strong stewardship of existing resources and partnerships. This ensured that beneficiaries received high-quality support without interruption. Future objectives will include targeted fundraising campaigns to sustain and expand these services, building on the proven impact of the workshops.
Investment performance against objectives	Para 1.41	During the reporting year (2025), the charity did not hold or manage any investments

Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	During the reporting year (2025), the charity did not generate any income
Statement explaining the policy for holding reserves, stating why they are held	Para 1.22	None for the year 2025
Amount of reserves held	Para 1.22	None for the year 2025
Reasons for holding zero reserves	Para 1.22	At the end of the reporting period (2025), the charity held zero reserves. This position reflects the absence of income during the year
Details of fund materially in deficit	Para 1.24	None for the year 2025
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Trustees have considered the charity's financial position at the end of the reporting period (2025). While the charity recorded no income and held zero reserves during the year, it sustained activities through volunteer contributions, in-kind support, and collaborative partnerships with *IFoundMe Counselling*, *Whole Woman Whole Health*, and *Positive East*.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	During the reporting year (2025), the charity did not generate income from donations, grants, or fundraising activities. No principal sources of funds were available in this period. The charity sustained programme delivery through volunteer contributions, in-kind support, and collaborative partnerships with *IFoundMe Counselling*, *Whole Woman Whole Health*, and *Positive East*. Trustees acknowledge that the absence of income highlights the need to establish reliable funding streams. Future plans include developing targeted fundraising campaigns, exploring grant opportunities, and considering ethical investment options to ensure financial sustainability. These measures will strengthen the charity's ability to continue delivering health workshops and support services for pregnant women, newborns, women in pre-menopause and menopause, and those experiencing gynaecological, sexual health, and mental health issues.

Investment policy and objectives including any social investment policy adopted	Para 1.46	During the reporting year (2025), the charity did not hold or manage any investments; therefore, no investment objectives were set. Trustees agreed that resources should be directed towards service delivery and collaborative activities
A description of the principal risks facing the charity	Para 1.46	**Principal Risks Facing the Charity Trustees have reviewed the risks facing the charity and identified the following key areas:** • Financial sustainability – With no income and zero reserves in 2025, the charity faces a risk of insufficient funds to sustain future programmes. Trustees are mitigating this by planning targeted fundraising campaigns, exploring grant opportunities, and considering ethical investment options. • Operational capacity – The charity relies heavily on volunteer contributions and in-kind support from partners (*IFoundMe Counselling, Whole Woman Whole Health, Positive East*). Any reduction in partner support could affect delivery. Trustees are strengthening collaboration agreements and diversifying partnerships to reduce dependency. • Reputational risk – As a health-focused charity, maintaining trust with beneficiaries and stakeholders is critical. Trustees ensure transparency in reporting, compliance with safeguarding standards, and culturally sensitive delivery to protect reputation. • Compliance and governance – Risks include failure to meet Charity Commission reporting requirements or data protection obligations. Trustees mitigate this by maintaining robust governance structures, timely reporting, and adherence to regulatory standards. Despite these risks, trustees are

		confident the charity remains a going concern because of strong community demand, established partnerships, and clear plans to build financial resilience.
Other		

Structure, Governance and Management

Description of charity's trusts:		Pathway Foundation is governed by its charitable constitution, which sets out the charity's objects. The charity is established for the advancement of health and the relief of sickness among women, pregnant mothers, and newborns, particularly from ethnic minority backgrounds. Trustees ensure compliance with the Charity Commission's requirements, safeguard assets, and direct resources toward charitable purposes. The charity operates as a trust with no share capital, and trustees are appointed under the governing document. Trustee meetings and collaborative partnerships drive management, ensuring programmes including maternal health workshops, counselling, and sexual health education are delivered in line with the charity's objectives.
Type of governing document (trust deed, royal charter)	Para 1.25	The charity is governed by its constitution, which sets out its charitable objects, powers, and rules for appointing and managing trustees. The constitution provides the legal framework within which the trustees operate, ensuring compliance with the Charity Commission's requirements and alignment with the charity's mission to advance health and wellbeing. Trustees apply the constitution in practice, oversee programme delivery, safeguard assets, and ensure all activities, including maternal health workshops, counselling, and sexual health education, are carried out in accordance with the charity's stated objectives**.**
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	The charity is constituted as a Charitable Incorporated Organisation (CIO) governed by its constitution, which sets out the charity's objects, powers, and rules for trustee appointment and management. The constitution provides the legal framework within which the trustees operate, ensuring compliance with the Charity Commission's

		requirements and alignment with the charity's mission to advance health and wellbeing. Trustees are appointed in accordance with the constitution and are responsible for directing the charity's affairs, safeguarding its assets, and ensuring all activities, including maternal health workshops, counselling, sexual health education, and community engagement, are carried out in line with the charity's stated objectives.
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are appointed in accordance with the charity's constitution. The governing document provides that trustees serve for a fixed term of three years, after which they may be eligible for re-appointment. Trustees are selected through a transparent process overseen by the board, which may include: Election by members – where trustees are nominated and elected at a general meeting. Appointment by trustees, where existing trustees may co-opt new members to fill vacancies. All appointments are made in line with the constitution and the Charity Commission's requirements. Trustees are responsible for ensuring compliance, safeguarding assets, and directing resources towards charitable purposes.

Additional information (optional)
You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	**The charity has adopted policies and procedures to ensure that all trustees are fully aware of their responsibilities and equipped to contribute effectively:** • Induction process – New trustees receive a copy of the constitution, the Charity Commission's guidance on trustee duties, and recent minutes of trustee meetings. They are briefed on the charity's mission, programmes, and governance arrangements. • Orientation meeting – Trustees attend an introductory session with the Chair and Executive Director to review legal obligations, safeguarding policies, and financial oversight responsibilities. • Training opportunities – Trustees are encouraged to attend external training sessions, webinars, and workshops on charity governance, fundraising, and health equity. • Ongoing development – Trustees receive updates on regulatory changes, participate in annual governance reviews, and are supported to strengthen skills in areas such as risk management and community engagement. These procedures ensure trustees are inducted consistently, remain compliant with Charity Commission requirements, and continue to develop their knowledge and skills throughout their three-year term of appointment**.**
The charity's organisational structure and any wider network with which the charity	Para 1.51	**The charity is constituted as a Charitable Incorporated Organisation (CIO) and is governed by its constitution. Strategic oversight is provided by the Board of Trustees, who are appointed for three-year**

works		**terms in accordance with the governing document. Trustees meet regularly to set policy, monitor performance, and ensure compliance with Charity Commission requirements.** The Executive Director coordinates day-to-day operations, supported by volunteers and partner organisations. The organisational structure is deliberately lean, enabling resources to be directed towards frontline delivery of maternal health workshops, counselling, sexual health education, and community engagement. The charity works within a wider network of community and health organisations, including *IFoundMe Counselling*, *Whole Woman Whole Health*, and *Positive East*. These partnerships provide in-kind support, professional expertise, and collaborative opportunities that strengthen programme delivery and extend reach into diverse communities. Trustees recognise the importance of these networks in sustaining impact and continue to explore opportunities for collaboration with local authorities, NHS services, and other voluntary sector organisations to enhance health equity and wellbeing.
Relationship with any related parties	Para 1.51	The charity maintains collaborative relationships with community organisations including *IFoundMe Counselling*, *Whole Woman Whole Health*, and *Positive East*. These partnerships provide in-kind support, professional expertise, and shared delivery of programmes focused on maternal health, sexual health, and mental wellbeing. Trustees confirm that no related parties received remuneration or personal benefit from the charity during the reporting period (2025). Any potential conflicts of interest are managed in accordance with the charity's constitution and the Charity Commission's guidance on trustee responsibilities. The charity has no formal links to any

		parent body or umbrella organisation. All partnerships are project-based and aligned with the charity's objectives to advance health and wellbeing among women, mothers, and newborns.
Other		

Reference and Administrative details

Charity name	Pathway Foundation
Other name the charity uses	N/A
Registered charity number	1201724
Charity's principal address	17 Harkilees Way, Braintree, Essex, CM7 5QQ.

Names of the charity trustees who manage the charity

Names of Trustees	Duration	Acceptance	Resignation
Anthonia Orimolade	4 years	Accepted 2022	
Ruth J Onabor	3 years	Accepted 2022	Resigned 2024
Ibidunni Oyewole	3 years	Accepted 2023	
Favour Esiade	3years	Accepted 2024	
Sophia Godwin	3 years	Accepted 2024	

Corporate trustees – names of the directors at the date the report was approved

Director name		
Anthonia Orimolade		
Favour Esiada		
Ibidunni Oyewole		
Sophia Godwin		

Name of trustees holding title to property belonging to the charity

Trustee name	**Dates acted if not for whole year**	
None		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	None
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	During the reporting year (2025), the charity did not hold assets on behalf of any other charity. Trustees confirm that no custodial arrangements were in place, and all resources were applied directly to the charity's own programmes.
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	During the reporting year (2025), the charity did not hold any assets requiring segregation from its own funds. Trustees confirm that no endowments, restricted funds, or property were received or managed during this period.

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
CEO/ Trustee	Anthonia Orimolade	17 Harkilees Way, Braintree, Essex, CM7 5QQ.
Trustee	Sophia Godwin	4 Chadwick Drive, Harold Wood, Romford. RM3 0ZA
Trustee	**Ibidunni Oyewole**	17 Harkilees Way, Braintree, Essex, CM7 5QQ.
Trustee	Favour Esiada	61 Jermayns, Basildon, Essex, SS15 5HB

Name of chief executive or names of senior staff members (Optional information)

Anthonia Orimolade

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

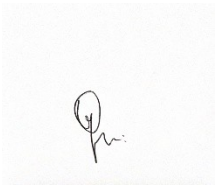
Other optional information

N/A

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Anthonia Orimolade	
Position (eg Secretary, Chair, etc)	CEO	
Date	11/09/2026	