

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

PATH (YORKSHIRE) LIMITED
REPORT OF THE TRUSTEES
AND
FINANCIAL STATEMENTS
REVIEWED BY INDEPENDENT EXAMINATION
FOR THE YEAR ENDED 31ST MARCH 2021

Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31ST MARCH 2021**

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PATH (YORKSHIRE) LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2021**

TRUSTEES	C F Bamford T A Launchbury J C Ryan W Tahir S Bailey N Aslam S Cameron-Bhandal M Wyatt (Chair) W Feroze (appointed 22/07/2020) Dr R Raj
REGISTERED OFFICE	29 Harrogate Road Chapel Allerton Leeds LS7 3PD
REGISTERED COMPANY NUMBER	01939658 (England and Wales)
REGISTERED CHARITY NUMBER	516786
INDEPENDENT EXAMINER	Thomas Coombs Limited Chartered Accountants 3365 The Pentagon Century Way Thorpe Park Leeds West Yorkshire LS15 8ZB
BANKER	Natwest Bank 66 Vicar Lane Leeds LS1 7JQ

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

PATH's mission is to enhance the life chances of Black, Asian and Minority Ethnic (BAME) communities by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of BAME adults and young people in education, training and employment through relevant programmes, projects and provision that addresses the barriers faced by BAME communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organisations and employers; development of tailored trainee placements, pre-apprenticeship provision and customised employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of BAME people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of BAME adults and young people - by delivering inspirational empowerment programmes for diverse groups of BAME adults and young people; establishing a BAME mentoring service and through the use of positive BAME role models from local communities.

To expand partnership arrangements and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate the PATH role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial systems and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangements - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2020 - March 2021 period PATH has continued delivering employability projects and working with businesses to inspire inclusion and equality of opportunities across Leeds communities.

Our programmes and projects are to develop, empower and support marginalized and vulnerable migrants towards social inclusion and community integration. Our programmes include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued providing strategic direction and securing future sustainability. The Finance and Performance Subcommittees meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittees meetings have monitored Path's performance in delivering its programmes and achieving its targets.

That has been reflected in the continuous commitment to support the CEO and PATH's staff team to continuously develop strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH we have continued with our efforts to secure new projects that are aligned with our values and with our mission statement. Covid-19 pandemic has had an impact in the way we delivered our projects and provided one to one support to out clients. Since March 2020 our offices were closed. PATH staff team worked from home during all this time and we delivered our support and workshops using Zoom and Skype videoconferencing. All the team had been equipped with laptops and work mobile phones.

Between April 2020 and March 2021 PATH's staff team has remained focussed and dedicated to the organisation and to and served its client group with a high level of performance against targets. The staff team, together with the Board of Trustees, have been actively involved in refreshing the list of PATH's values and behaviours. Regular staff training workshops have been organised to ensure personal and professional development.

PATH has maintained its active involvement in Leeds Migration Partnership and also with the Leeds Citizens network, participating at their meetings and leading the work on creating job opportunities for young people and the promotion of the Living Wage. This has signalled PATH's renewed commitment to engage with grass roots movements and with local communities.

During the reporting period PATH's Board of trustees has incorporated Wasim Feroze.

Melvyn Wyatt was PATH Chair and Tracy Launchbury was the Deputy Chair.

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

1. **PATH Better Futures Program** - workplace-based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employers to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2020-2021 period we have supported trainees at:

" Leeds Youth Justice Service (LYOS): Two trainees completed a 12 month placement both gaining employment.

" Mid-Yorkshire Hospitals NHS Trust:

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH Keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the Better Futures program PATH has worked with Leeds Trinity University to increase workforce diversity. We have organized activities to promote vacancies and recruitment from the local community. We've actively engage with participants so that they were able to obtain information of the job opportunities and were advised of the application process.

2. **Adult Community Learning**. This is a program commissioned by Leeds City Council Adult Community Learning team. On September 2020 PATH started the delivery of this new project to provide ESOL classes for 110 individuals. Due to the Covid 19 lockdown, the face to face classes were suspended and the delivery was done online, using Google Classroom. This proved to be very challenging for Entry 1 and Entry 2 students. We reduced the number of groups we supported and prioritized two groups with higher level English. During the reporting period we've supported 44 learners through this project.

3. **The HIVE**. Funded by the Language Hub (Leeds City Council) English Conversation Café for new migrants and settled migrants/local residents. To get different communities together and share experiences, cultures and traditions. This activity was delivered between August 2020 and January 2021. We supported 105 participants that were local residents and community groups.

4. **Connecting Opportunities**. Is an EU funded project to work with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the local community. Connecting Opportunities is a partnership of 10 Leeds City Region organisations. Migration Yorkshire is acting as the lead partner. In this project, PATH Yorkshire is responsible for the English (ESOL) for Work and 1:1 Employability Support, e.g. CV writing, job search, applications and interview preparations in Leeds and North Yorkshire areas (York, Harrogate and Selby). This project also has a women-centered approach with the aim of embedding women-centered ways of working with women migrants across the Project.

At the end of March we had supported 131 participants (out of a target of 140 to be reached by July 2021).

5. **New Roots (NR)**. This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A two year extension for this project started on January 2021. It's funded by the Asylum and Migration Integration Fund (AMIF) of the Home Office and the European Union ESF funds. The project aims to recruit and engage refugees with multiple and complex needs based in the following cities: London, Leeds & Hull. Over the 2020-2021 period, NR provided a range of holistic, intensive and enhanced support activities, adding significant value to limited refugee integration provision in the local area and improving integration outcomes. Participants benefited from a bespoke, wrap-around programme that supported integration into their host city/ community through 3 stages:

1. Engage: specialist casework (move on / crisis support);
2. Connect: social integration, language & wellbeing activities;
3. Aspire: training, volunteering and employment opportunities.

Refugee Council is the lead partner. PATH has delivered activities related to the Aspire stage in Leeds. The other partners delivering NR in Leeds are RETAS and Leeds Refugee Council.

Between April 2020 and March 2021 PATH has supported 97 refugees and organized 8 employer visits and employer workshops.

6. **Yes You Can**. A 6-months Employment and Entrepreneurship Project for 25 ethnic minority women who are unemployed or economically inactive but with permission to work in the UK, including unpaid carers and parents, identified as further away from the labour market due to social and economic disadvantages. Age group of participants is 25- 49. FUNDER: ESF Community Grants. There project ended on the 31st of March. A total of 29 project participants (out of a target of 25) were supported.

7. **PATH to Work**. This is a project funded by the COVID response fund. The aim of the project is to support BAME individuals into employment, a better employment or qualification. The project ended on the 31st of March 2021. A total of 72 project participants were supported, out of a target of 60. This project has proved that there is a real need for the support we provided. The open eligibility criteria attracted people most in need for this type of offer.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

OBJECTIVES AND ACTIVITIES

Employers

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programmes during the year.

Voluntary, Community & Faith

- Leeds Mind
- Citizens UK
- Living Wage Foundation
- Radio Asian Fever
- People's FM
- Hamara Centre
- Latch
- The Feel Good Factor
- Shine
- Touchstone
- Community Links
- Black Health Initiative

Pre Apprentice & Private

- Joseph Rowntree
- Keepmoat
- Your Housing Group
- Unity Housing Association
- Re'new
- Remploy
- The Pensions Trust
- Radio Asian Fever FM
- Co-op

Public & Health

- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Plus
- North & West Yorkshire Probation
- Leeds Youth Offending

Education

- City Training Services
- Learning Partnerships
- The Learning Network

FINANCIAL REVIEW

Financial position

PATH Yorkshire incurred a modest surplus of £10,054 in the year and £1,789 was transferred from the charity's general fund.

In the year to 31 March 2021 their levels of income decreased due to the effects of the Covid-19 pandemic.

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximise on bank interest.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

FINANCIAL REVIEW

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programmes until alternative sources of funding are secured.

The free reserves of the charity were £274,610 as at 31st March 2021 (2020: £258,683).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Charity constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organisational structure

The board of trustees, which can have up to 15 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

Key management remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 10 and 19 to the accounts.

PATH (YORKSHIRE) LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2021**

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

Related parties

Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion

Transactions related to Trustees are detailed in note 9 to the financial statements.

Employers and associated training providers are also classed as partners in the delivery of PATH training programmes. The organisation's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

Path into recruitment

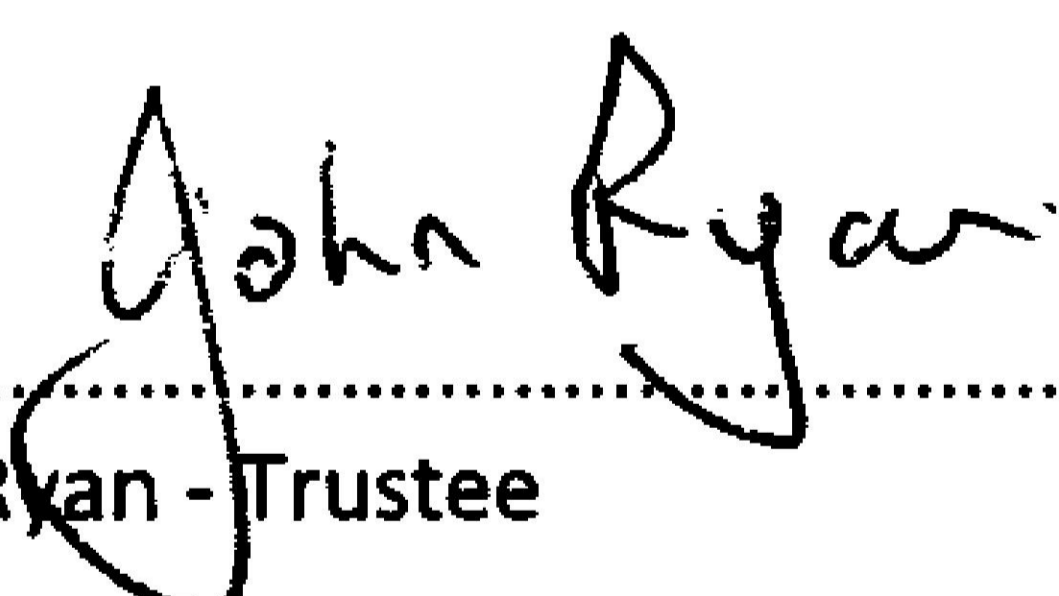
PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding. This was achieved in August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management

The trustees and senior staff have maintained a risk register, identifying the major risks to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

Approved by order of the board of trustees on 1st October 2021 and signed on its behalf by:


.....
J C Ryan - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PATH (YORKSHIRE) LIMITED**

Independent examiner's report to the trustees of Path (Yorkshire) Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Charities Act 2011 ('the Charities Act') and the Companies Act 2006 ('the Companies Act') and you have chosen to prepare consolidated accounts for the Group. You are satisfied that the accounts of both the Company and the Group are not required by charity law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the Companies Act and are eligible for independent examination, I report in respect of my examination of the consolidated accounts. I have carried out my examination under section 145 of the Charities Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the consolidated accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act. I confirm that I am qualified to undertake the examination because I am a member of [insert named of applicable listed body], which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records with respect to the Company and its subsidiaries were not kept as required by section 386 of the Companies Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 or the Companies Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

C. Darwin

Christopher Darwin
FCA
Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 1st October 2021

PATH (YORKSHIRE) LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Government grants	2	13,416	-	13,416	-
Charitable activities	5				
Charitable activities		64,310	276,123	340,433	550,495
Other trading activities	3	28,200	-	28,200	26,050
Investment income	4	<u>1,441</u>	<u>-</u>	<u>1,441</u>	<u>3,190</u>
Total		107,367	276,123	383,490	579,735
EXPENDITURE ON					
Charitable activities	6				
Professional fees		2,622	4,559	7,181	9,346
Bank charges		121	131	252	455
Consultancy		256	4,820	5,076	19,102
Depreciation		5,870	-	5,870	6,212
General office costs		2,796	14,329	17,125	20,322
Hospitality		158	9	167	2,762
Premises costs		2,561	19,508	22,069	25,932
Advertising and recruitment		-	-	-	2,121
Staff costs		63,867	216,670	280,537	437,491
Staff development and travel		430	208	638	3,940
Training costs		20,421	14,100	34,521	75,249
Total		99,102	274,334	373,436	602,932
NET INCOME/(EXPENDITURE)		8,265	1,789	10,054	(23,197)
Transfers		1,789	(1,789)	-	-
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>511,530</u>	<u>-</u>	<u>511,530</u>	<u>534,727</u>
TOTAL FUNDS CARRIED FORWARD		<u>521,584</u>	<u>-</u>	<u>521,584</u>	<u>511,530</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**BALANCE SHEET
31ST MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	13	246,973	-	246,973	252,847
Investments	14	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		246,974	-	246,974	252,848
CURRENT ASSETS					
Debtors	15	141,529	-	141,529	98,117
Cash at bank and in hand		<u>353,630</u>	<u>-</u>	<u>353,630</u>	<u>325,933</u>
		495,159	-	495,159	424,050
CREDITORS					
Amounts falling due within one year	16	<u>(220,549)</u>	<u>-</u>	<u>(220,549)</u>	<u>(165,368)</u>
NET CURRENT ASSETS		<u>274,610</u>	<u>-</u>	<u>274,610</u>	<u>258,683</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>521,584</u>	<u>-</u>	<u>521,584</u>	<u>511,530</u>
NET ASSETS		<u>521,584</u>	<u>-</u>	<u>521,584</u>	<u>511,530</u>
FUNDS					
Unrestricted funds	18			521,584	511,530
Restricted funds				-	-
TOTAL FUNDS				<u>521,584</u>	<u>511,530</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

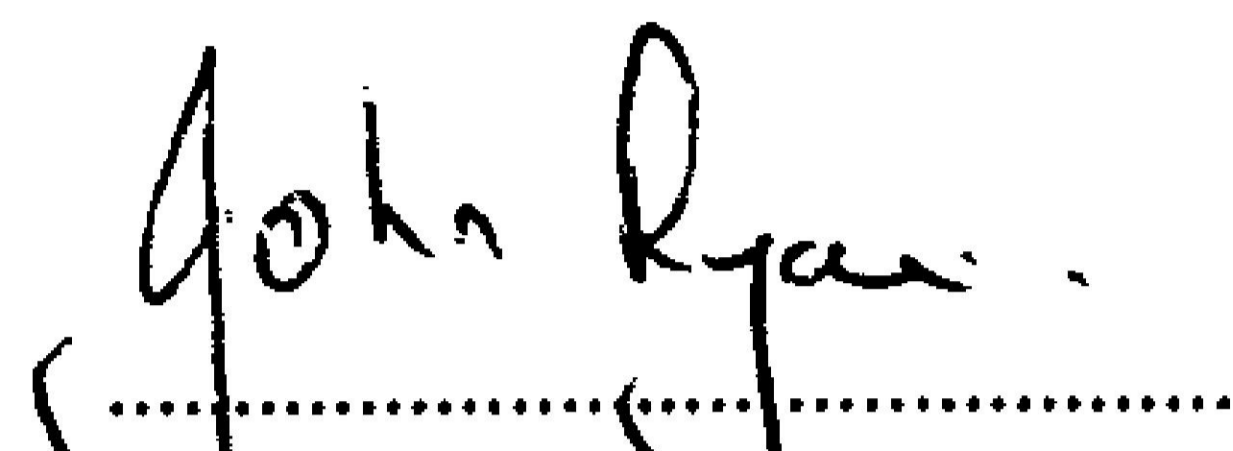
The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

BALANCE SHEET - continued
31ST MARCH 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 1st October 2021 and were signed on its behalf by:


.....
J C Ryan - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	26,256	(35,661)
		<hr/>	<hr/>
Net cash provided by/(used in) operating activities		<u>26,256</u>	<u>(35,661)</u>
Cash flows from investing activities			
Interest received		<u>1,441</u>	<u>3,190</u>
Net cash provided by investing activities		<u>1,441</u>	<u>3,190</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		27,697	(32,471)
Cash and cash equivalents at the beginning of the reporting period		<u>325,933</u>	<u>358,404</u>
Cash and cash equivalents at the end of the reporting period		<u>353,630</u>	<u>325,933</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	2021	2020
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	10,056	(23,197)
Adjustments for:		
Depreciation charges	5,870	6,212
Interest received	(1,441)	(3,190)
Increase in debtors	(43,412)	(5,041)
Increase/(decrease) in creditors	<u>55,181</u>	<u>(10,445)</u>
Net cash provided by/(used in) operations	<u>26,256</u>	<u>(35,661)</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

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

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Employer training contribution income is recognised in the Statement of Financial Activities once the expense of trainee costs is expected to be incurred.

Gifts in kind

Assets or other gifts in kind given for use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the assets capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	- 2% on reducing balance
Plant and machinery	- 10% reducing balance
Fixtures and fittings	- 25% reducing balance

Fixed asset investment

Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation

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

Irrecoverable VAT is included in the cost of the items to which it relates.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2021**

1. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pensions costs and other post-retirement benefits

The charitable company operates a defined contribution scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate to.

Constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the company will comply with conditions attaching them and the grants will be received using the accrual model.

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of a past event.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. GOVERNMENT GRANTS

	2021	2020
	£	£
HMRC JRS scheme	<u>13,416</u>	<u>-</u>

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Lease of office space	<u>28,200</u>	<u>26,050</u>

4. INVESTMENT INCOME

	2021	2020
	£	£
Bank interest	<u>1,441</u>	<u>3,190</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2021**

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021 £	2020 £
Trainee costs and support	Charitable activities	21,083	179,706
Promotional events	Charitable activities	2,860	1,960
Grants	Charitable activities	316,490	368,829
		<u>340,433</u>	<u>550,495</u>

Grants received, included in the above, are as follows:

	2021 £	2020 £
Talent match	-	5,050
New roots – Asylum, migration and integration fund	91,329	68,181
Discretionary grant – LCC	4,068	-
Talk English project – LCC	-	56,875
ESIF - LCC	124,294	201,528
Path to work – Big lottery	50,000	-
Path Forward - LCC	4,723	-
The Hive – Communities team	271	-
LCC Employment & Skills	10,500	-
Volition	2,000	-
STEPS	-	34,500
Share gift donation	10,000	2,000
Groundwork – Yes you can	19,305	695
	<u>316,490</u>	<u>368,829</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Professional fees	4,047	3,134	7,181
Bank charges	-	252	252
Consultancy	5,076	-	5,076
Depreciation	-	5,870	5,870
General office costs	3,683	13,442	17,125
Hospitality	-	167	167
Premises costs	-	22,069	22,069
Staff costs	280,537	-	280,537
Staff development and travel	638	-	638
Training costs	34,521	-	34,521
	<u>328,502</u>	<u>44,934</u>	<u>373,436</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2021**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2020 and 31st March 2021	<u>415,400</u>	<u>4,083</u>	<u>27,316</u>	<u>446,799</u>
DEPRECIATION				
At 1st April 2020	166,696	2,802	24,455	193,953
Charge for year	<u>4,974</u>	<u>130</u>	<u>769</u>	<u>5,873</u>
At 31st March 2021	<u>171,670</u>	<u>2,931</u>	<u>25,224</u>	<u>199,824</u>
NET BOOK VALUE				
At 31st March 2021	<u>243,730</u>	<u>1,151</u>	<u>2,092</u>	<u>246,935</u>
At 31st March 2020	<u>248,704</u>	<u>1,282</u>	<u>2,861</u>	<u>252,847</u>

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2020 and 31st March 2021	<u>1</u>
NET BOOK VALUE	
At 31st March 2021	<u>1</u>
At 31st March 2020	<u>1</u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

PATH Into Recruitment Ltd

Registered office:

Nature of business: Dormant

%

Class of share:

Ordinary

holding

100

Aggregate capital and reserves

	2021 £	2020 £
Aggregate capital and reserves	(4,399)	(4,399)

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2021

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	58,619	87,700
Prepayments and accrued income	<u>82,910</u>	<u>10,417</u>
	<u>141,529</u>	<u>98,117</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	2,587	2,689
Amounts owed to group undertakings	375	375
Other creditors	4,600	4,550
Accruals and deferred income	<u>212,987</u>	<u>157,754</u>
	<u>220,549</u>	<u>165,368</u>

Included within other creditors is deferred income of £209,341 (2020: £153,842).

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	-	83
Within one and five years	<u>-</u>	<u>-</u>
	<u>-</u>	<u>83</u>

18. MOVEMENT IN FUNDS

	At 1/4/20	Net movement in funds	Transfers between funds	At 31/3/21
	£	£	£	£
Unrestricted funds				
General fund	511,530	8,265	1,789	521,584
Restricted funds				
New Roots – phase 1	-	(7,160)	7,160	-
New roots – phase 2	-	3,725	(3,725)	-
LCC Employment & Skills	<u>-</u>	<u>5,226</u>	<u>(5,226)</u>	<u>-</u>
	<u>-</u>	<u>1,789</u>	<u>(1,789)</u>	<u>-</u>
TOTAL FUNDS	<u>511,530</u>	<u>10,054</u>	<u>-</u>	<u>521,584</u>

18. MOVEMENT IN FUNDS - continued

Transfers between funds

The transfer from unrestricted funds to restricted funds shown above is PATH Yorkshire's match funding for projects.

Restricted Fund

Connecting opportunities – This restricted fund is for working with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the social community.

New Roots – This restricted fund is for a project to recruit and engage refugees with multiple and complex needs to integrate into society.

Path 2 work – This restricted fund is for a project to deliver a digital skills programme to socially and digitally excluded beneficiaries living in Leeds.

LCC Employment & Skills – This restricted fund is for supporting work placements of young offenders.

The Hive – To get different communities together and share experiences, cultures and traditions.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2021.