

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

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2022
FOR
PATH (YORKSHIRE) LIMITED**

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 2022**

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PATH (YORKSHIRE) LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2022**

TRUSTEES	C F Bamford T A Launchbury (resigned 24/11/21) Dr R Raj J C Ryan (resigned 24/11/21) N Aslam S Bailey S Cameron-Bhandal W Tahir (resigned 5/4/22) (reappointed 4/8/22) M Wyatt W Feroze (resigned 5/4/22)
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
BANKERS	Natwest Bank 66 Vicar Lane Leeds LS1 7JQ

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

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 2022. 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.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2021 - March 2022 period, PATH has continued to deliver employability projects and working with businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programmes and projects aim to develop, empower and support marginalised 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 to provide strategic direction and support in 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. Subcommittee 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 develop ongoing 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 deliver on existing projects and secure new projects that are aligned with our values and our mission statement. For most of the year, the Covid-19 pandemic continued to have an impact in the way we delivered our projects and restricted our ability to provide one to one support to clients. In February this year, at the earliest opportunity, the decision was made to move back to the office. This was an important step as we realised that for various reasons, not all of our clients were able to engage with us online. We are pleased to note that we have now returned to normal activities and this has positively reflected in the improvement of client starts, retention and targets being achieved.

Between April 2021 and March 2022, PATH's staff team has remained focussed and dedicated to the organisation and have served its client group well, achieving a high level of performance against set targets.

During the last year, we received the resignations of Daniel Mundet as CEO and John Ryan, Wasim Feroze and Tracy Launchbury as Trustees. We would like to thank them for their outstanding service to the organisation.

PATH remains committed to engaging those members of society who are considered most disadvantaged and will continue to engage with grass roots movements and with local communities.

Melvyn Wyatt was PATH Chair.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

Here is the list of projects we have delivered during the 2021-2022 financial year.

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 2021-2022 period we have supported trainees at:

- Leeds Youth Justice Service (LYJS): Two trainees completed a 12-month placement with two gaining employment.
- Leeds Trinity University
- Leeds City Council - Highways Department

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 and Leeds City Council to increase workforce diversity. We have organised activities to promote vacancies and recruitment from the local community. We have actively engaged 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 commissioned work by Leeds City Council (LCC) Adult Learning Team for the delivery of English for Speakers of Other Languages (ESOL) courses to migrants living in Leeds. There is a yearly procurement process, initially PATH was awarded for one year from September 2020, then awarded for another year until July 2022.

ACL ESOL courses modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in ESOL delivery to a diverse groups of learners. During the pandemic lockdown, Google Classrooms were used for the delivery of the courses which was a challenge for the learners and tutors. Then we moved into a hybrid approach, combining Google Classrooms and Distance Learning. Since January 2022, we went back to in-person delivery which is much preferred by our learners, as well as our ESOL Tutors.

3. Connecting Opportunities

A Building Better Opportunities (BBO) project, funded by The National Lottery Community Fund and the European Social Fund. The Connecting Opportunities is a project working with newly arrived migrants in the Leeds City Region areas to develop their skills and opportunities in finding work and being a part of their local community.

Connecting Opportunities is a partnership of 10 specialist organisations in the Leeds City Region, with Migration Yorkshire as the lead partner. Within the partnership, PATH provides one-to-one practical help and support to newly arrived migrants with permission to work in the UK, who are unemployed or economically inactive, and living in Leeds. PATH also provides specialist employability training and support to professional migrants, including Occupational English Test (OET) preparation sessions for medical doctors from abroad. Within the partnership, PATH delivers English classes from Beginners level to Intermediate and Advanced levels, to Connecting Opportunities partners in Leeds (Children's Society and Touchstone) and for participants in York, Selby, and Harrogate.

4. 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 2021-2022 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:

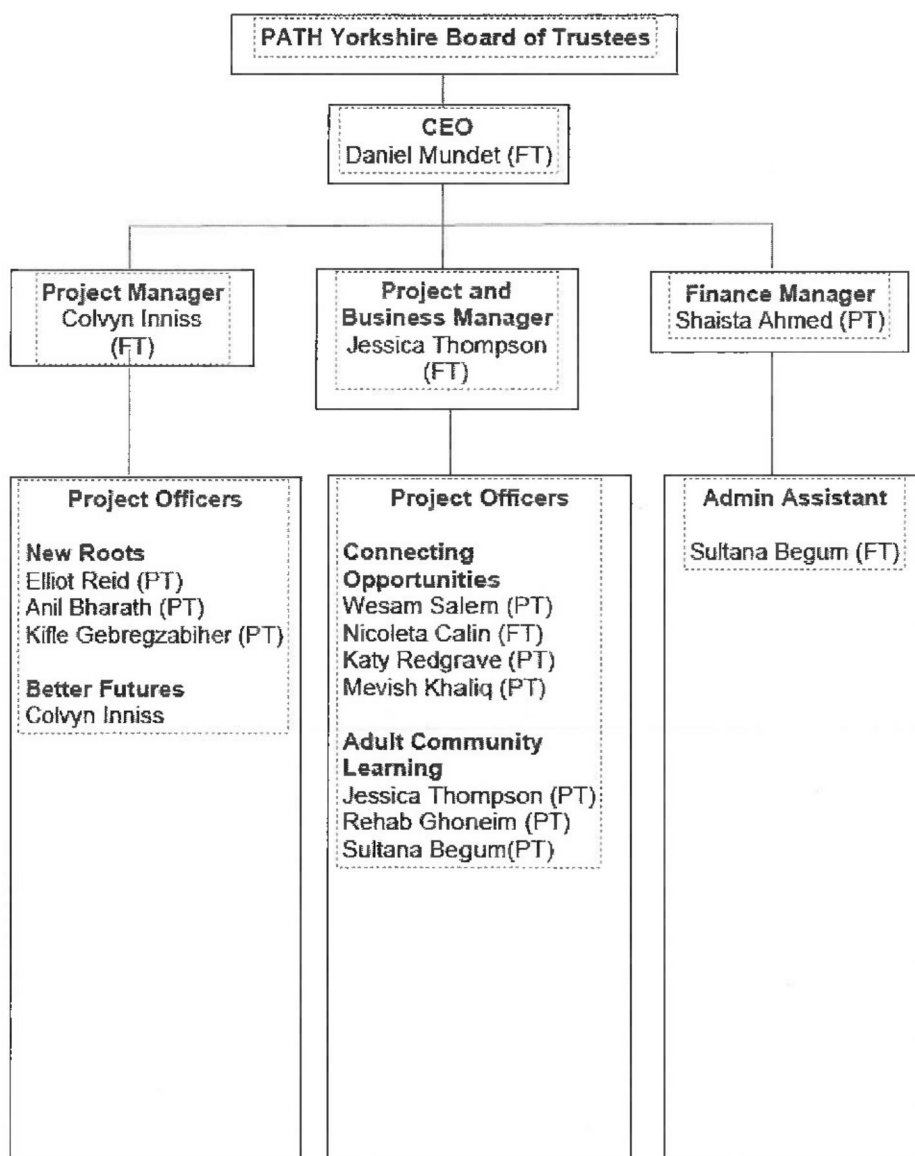
OBJECTIVES AND ACTIVITIES

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 2021 and March 2022 PATH has supported 123 refugees and organised 4 employer visits and employer workshops.

PATH Staff Team structure April 2021 – March 2022



Employers

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

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

OBJECTIVES AND ACTIVITIES

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 small deficit in the year and £12,877 was transferred to the charity's general fund.

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.

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
 - Assumes all paid training placements are fully funded by the employer
 - Assumes no funding from Leeds City Council.
-

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

FINANCIAL REVIEW

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 £277,556 as at 31st March 2022 (2021: £274,610).

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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 9 and 18 to the accounts.

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.

PATH (YORKSHIRE) LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Path into recruitment

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'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 28th October 2022 and signed on its behalf by:

x 
.....

M Wyatt - 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 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 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: 28th October 2022

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants, Donations and legacies	2	8,759	-	8,759	13,416
Charitable activities					
Charitable activities	5	31,058	287,809	318,867	340,433
Other trading activities	3	30,600	-	30,600	28,200
Investment income	4	691	-	691	1,441
Total		71,108	287,809	358,917	383,490
EXPENDITURE ON					
Charitable activities					
Independent examination and other professional costs	6	4,261	2,850	7,111	7,181
Bank charges		130	108	238	252
Consultancy		746	17,143	17,889	5,076
Depreciation		5,354	-	5,354	5,870
General office costs		4,300	8,828	13,128	17,125
Hospitality		731	463	1,194	167
Premises costs		4,558	22,601	27,159	22,069
Staff costs		51,509	217,558	269,067	280,537
Staff development and travel		17	2,261	2,278	638
Training costs		14,785	3,120	17,905	34,521
Total		86,391	274,932	361,323	373,436
NET INCOME/(EXPENDITURE)		(15,283)	12,877	(2,406)	10,054
Transfers between funds	17	12,877	(12,877)	-	-
Net movement in funds		(2,406)	-	(2,406)	10,054
RECONCILIATION OF FUNDS					
Total funds brought forward		521,584	-	521,584	511,530
TOTAL FUNDS CARRIED FORWARD		519,178	-	519,178	521,584

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

BALANCE SHEET
31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	13	241,621	-	241,621	246,973
Investments	14	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		241,622	-	241,622	246,974
CURRENT ASSETS					
Debtors	15	47,591	-	47,591	141,529
Cash at bank and in hand		<u>448,761</u>	<u>-</u>	<u>448,761</u>	<u>353,630</u>
		496,352	-	496,352	495,159
CREDITORS					
Amounts falling due within one year	16	<u>(218,796)</u>	<u>-</u>	<u>(218,796)</u>	<u>(220,549)</u>
NET CURRENT ASSETS		<u>277,556</u>	<u>-</u>	<u>277,556</u>	<u>274,610</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>519,178</u>	<u>-</u>	<u>519,178</u>	<u>521,584</u>
NET ASSETS		<u>519,178</u>	<u>-</u>	<u>519,178</u>	<u>521,584</u>
FUNDS					
Unrestricted funds	17			<u>519,178</u>	<u>521,584</u>
TOTAL FUNDS				<u>519,178</u>	<u>521,584</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2022 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 2022

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 28th October 2022 and were signed on its behalf by:


.....
M Wyatt - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	<u>94,439</u>	<u>26,256</u>
Net cash provided by operating activities		<u>94,439</u>	<u>26,256</u>
Cash flows from investing activities			
Interest received		<u>692</u>	<u>1,441</u>
Net cash provided by investing activities		<u>692</u>	<u>1,441</u>
<hr/>			
Change in cash and cash equivalents in the reporting period		95,131	27,697
Cash and cash equivalents at the beginning of the reporting period		<u>353,630</u>	<u>325,933</u>
Cash and cash equivalents at the end of the reporting period		<u>448,761</u>	<u>353,630</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2022

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2022	2021
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(2,406)	10,055
Adjustments for:		
Depreciation charges	5,354	5,873
Interest received	(692)	(1,441)
Decrease/(increase) in debtors	93,937	(43,412)
(Decrease)/increase in creditors	<u>(1,754)</u>	<u>55,181</u>
Net cash provided by operations	<u>94,439</u>	<u>26,256</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% on reducing balance
Fixtures and fittings	-25% on reducing balance

Capital grants received are deducted from the cost of the assets to which they relate. All assets are valued at historic cost.

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022**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.

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 to 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. GRANTS, DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	296	-
HMRC JRS scheme	<u>8,463</u>	<u>13,416</u>
	<u>8,759</u>	<u>13,416</u>

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Lease of office space	<u>30,600</u>	<u>28,200</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022**

4. INVESTMENT INCOME

	2022	2021
	£	£
Bank interest	<u>691</u>	<u>1,447</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
Trainee costs and support	27,093	21,083
Promotional events	3,965	2,860
Grants	<u>287,809</u>	<u>316,490</u>
	<u>318,867</u>	<u>340,433</u>

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

	2022	2021
	£	£
New roots – Asylum, migration and integration fund	110,737	91,329
Discretionary grant - LCC		4,068
ESIF - LCC	132,272	124,294
Path to work – Big lottery	-	50,000
Path Forward - LCC	-	4,723
The Hive – Communities team	-	271
LCC Employment & Skills	38,800	10,500
Volition	2,000	2,000
Re:vision	4,000	-
Share gift donation	-	10,000
Groundwork – Yes you can	-	<u>19,305</u>
	<u>287,809</u>	<u>316,490</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Independent examination and other professional costs	4,300	2,811	7,111
Bank charges	-	238	238
Consultancy	17,889	-	17,889
Depreciation	-	5,354	5,354
General office costs	653	12,475	13,128
Hospitality	-	1,194	1,194
Premises costs	-	27,159	27,159
Staff costs	269,067	-	269,067
Staff development and travel	2,278	-	2,278
Training costs	<u>17,905</u>	-	<u>17,905</u>
	<u>312,092</u>	<u>49,231</u>	<u>361,323</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	269,067	280,537
Advertising and recruitment	653	3,683
Legal and professional	4,300	4,047
Consultancy	17,889	5,076
Staff training	1,848	626
Staff travel	430	12
Trainee costs and travel	<u>17,905</u>	<u>34,521</u>
	<u>312,092</u>	<u>328,502</u>

8. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Independent examination and other professional costs	-	2,811	2,811
Bank charges	238	-	238
Depreciation	5,354	-	5,354
General office costs	12,475	-	12,475
Hospitality	1,194	-	1,194
Premises costs	<u>27,159</u>	-	<u>27,159</u>
	<u>46,420</u>	<u>2,811</u>	<u>49,231</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Independent examiner fees	2,811	3,134
Depreciation - owned assets	5,354	5,871
Other operating leases	<u>1,591</u>	<u>1,211</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2022 nor for the year ended 31st March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2022 nor for the year ended 31st March 2021.

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	244,628	253,837
Social Security	13,540	14,384
Pension Costs	<u>10,899</u>	<u>12,316</u>
	<u>269,067</u>	<u>280,537</u>

The Charity considers its key management personnel comprise the trustees and the Chief Executive. The total employment costs of the key management personnel were £22,346 (2021: £41,202).

Reimbursed expenses, which are all subject to the Charity's process of internal controls, do not form part of remuneration and are not included above.

The average monthly number of employees during the year was as follows:

2022	2021
<u>13</u>	<u>14</u>

No employees received emoluments in excess of £60,000.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	13,416	-	13,416
Charitable activities			
Charitable activities	64,310	276,123	340,433
Other trading activities	28,200	-	28,200
Investment income	<u>1,441</u>	<u>-</u>	<u>1,441</u>
Total	107,367	276,123	383,490
EXPENDITURE ON			
Charitable activities			
Audit and professional	2,622	4,559	7,181
Bank charges	121	131	252
Consultancy	256	4,820	5,076
Depreciation	5,870	-	5,870
General office costs	2,796	14,329	17,125
Hospitality	158	9	167
Premises costs	2,561	19,508	22,069
Staff costs	63,867	216,670	280,537
Staff development and travel	430	208	638
Training costs	20,421	14,100	34,521
	<u>99,102</u>	<u>274,334</u>	<u>373,436</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	8,265	1,789	10,054
Transfers between funds	1,789	(1,789)	-
RECONCILIATION OF FUNDS			
Total funds brought forward	511,530	-	511,530
TOTAL FUNDS CARRIED FORWARD	<u>521,584</u>	<u>-</u>	<u>521,584</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2021 and 31st March 2022	<u>415,400</u>	<u>4,083</u>	<u>27,316</u>	<u>446,799</u>
DEPRECIATION				
At 1st April 2021	171,670	2,930	25,224	199,824
Charge for year	<u>4,875</u>	<u>115</u>	<u>364</u>	<u>5,354</u>
At 31st March 2022	<u>176,545</u>	<u>3,045</u>	<u>25,588</u>	<u>205,178</u>
NET BOOK VALUE				
At 31st March 2022	<u>238,855</u>	<u>1,038</u>	<u>1,728</u>	<u>241,621</u>
At 31st March 2021	<u>243,730</u>	<u>1,153</u>	<u>2,092</u>	<u>246,975</u>

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2021 and 31st March 2022	<u>1</u>
NET BOOK VALUE	
At 31st March 2022	<u>1</u>
At 31st March 2021	<u>1</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022

14. FIXED ASSET INVESTMENTS continued

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

	2022	2021
	£	£
Aggregate capital and reserves	(4,399)	(4,399)
15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2022	2021
	£	£
Trade debtors	3,140	58,619
Prepayments and accrued income	<u>44,451</u>	<u>82,910</u>
	<u>47,591</u>	<u>141,529</u>
16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2022	2021
	£	£
Trade creditors	2,386	2,588
Amounts owed to group undertakings	375	375
Other creditors	4,600	4,600
Accruals and deferred income	<u>211,435</u>	<u>212,987</u>
	<u>218,796</u>	<u>220,550</u>

Included within accruals and deferred income is deferred income of £208,235 (2021: £209,341).

17. MOVEMENT IN FUNDS

	At 1/4/21	Net movement	Transfers between	At
	£	in funds	funds	31/3/22
		£	£	£
Unrestricted funds				
General fund	521,584	(15,283)	12,877	519,178
Restricted funds				
New Roots – phase 2	-	1,747	(1,747)	-
LCC Employment & Skills	-	5,130	(5,130)	-
Volition	-	2,000	(2,000)	-
Re:Vision	-	4,000	(4,000)	-
	-	<u>12,877</u>	<u>(12,877)</u>	-
TOTAL FUNDS	<u>521,584</u>	<u>(2,406)</u>	<u>-</u>	<u>519,178</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	71,108	(86,391)	(15,283)
Restricted funds			
Connecting Opportunities	132,273	(132,273)	-
New Roots – phase 2	110,738	(108,991)	1,747
LCC Employment & Skills	38,798	(33,668)	5,130
Volition	2,000	-	2,000
Re:Vision	4,000	-	4,000
	<u>287,809</u>	<u>(274,932)</u>	<u>12,877</u>
TOTAL FUNDS	<u>358,917</u>	<u>(361,323)</u>	<u>(2,406)</u>

Comparatives for 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	-	5,226	(5,226)	-
	-	<u>1,789</u>	<u>(1,789)</u>	-
TOTAL FUNDS	<u>511,530</u>	<u>10,054</u>	<u>-</u>	<u>521,584</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2022**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	83,066	(74,801)	8,265
The Hive	272	(272)	-
PATH Forward	4,724	(4,724)	-
Yes You Can	<u>19,305</u>	<u>(19,305)</u>	<u>-</u>
	107,367	(99,102)	8,265
Restricted funds			
Connecting Opportunities	124,290	(124,290)	-
New Roots – phase 1	64,442	(71,602)	(7,160)
New Roots – phase 2	26,890	(23,165)	3,725
Path to work - Big lottery	50,001	(50,001)	-
LCC Employment & Skills	<u>10,500</u>	<u>(5,274)</u>	<u>5,226</u>
	<u>276,123</u>	<u>(274,334)</u>	<u>1,789</u>
TOTAL FUNDS	<u>383,490</u>	<u>(373,436)</u>	<u>10,054</u>

17. MOVEMENT IN FUNDS - continued

Transfers between funds

The transfer from unrestricted funds to restricted funds shown above represent either the match funding provided by Path (Yorkshire) to a specific project or the satisfaction of restrictions through performance criteria on specific projects.

Restricted Funds

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 local 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.

Volition – This restricted fund is to support Covid-19 vaccine messaging.

Re:vision – This restricted fund is for a project to support new trainees.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2022.