

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

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
REVIEWED BY INDEPENDENT EXAMINATION
FOR THE YEAR ENDED 31ST MARCH 2023
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 2023**

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PATH (YORKSHIRE) LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2023**

TRUSTEES	C F Bamford Dr R Raj 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

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 2023. 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 2023**

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2022 - March 2023 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 Sub-committee 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.

This has been reflected in the continuous commitment to support the Interim 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. We are pleased to note 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 2022 and March 2023, 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, the Board has remained the same with no changes to its members and with Melvyn Wyatt as the Chair.

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 2023

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

Here is the list of projects we have delivered during the 2022-2023 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 2022 -2023 period we have supported trainees at:

- Leeds Youth Justice Service (LYJS)
- Leeds Trinity University have taken on 4 trainees with the overall aim of gaining employment.
- 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 regarding job opportunities and were advised of the application process.

2. Adult Community Learning

This is a program commissioned by Leeds City Council (LCC) Adult Learning Team to deliver ESOL Courses for migrants living in Leeds. PATH was awarded a three-year contract to deliver from September 2022.

ACL ESOL course modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in delivering ESOL to a diverse group of learners. Classes are now back to in-person delivery which is preferred by our learners and our ESOL Tutors.

From Sept 22 to Mar 23 PATH has supported 167 Learners.

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.

This project came to an end in Mar 2023, through out the duration of the project PATH helped 477 individuals against a target of 501, made 518 referrals and overall helped individuals from 87 different nationalities.

4. New Roots (NR)

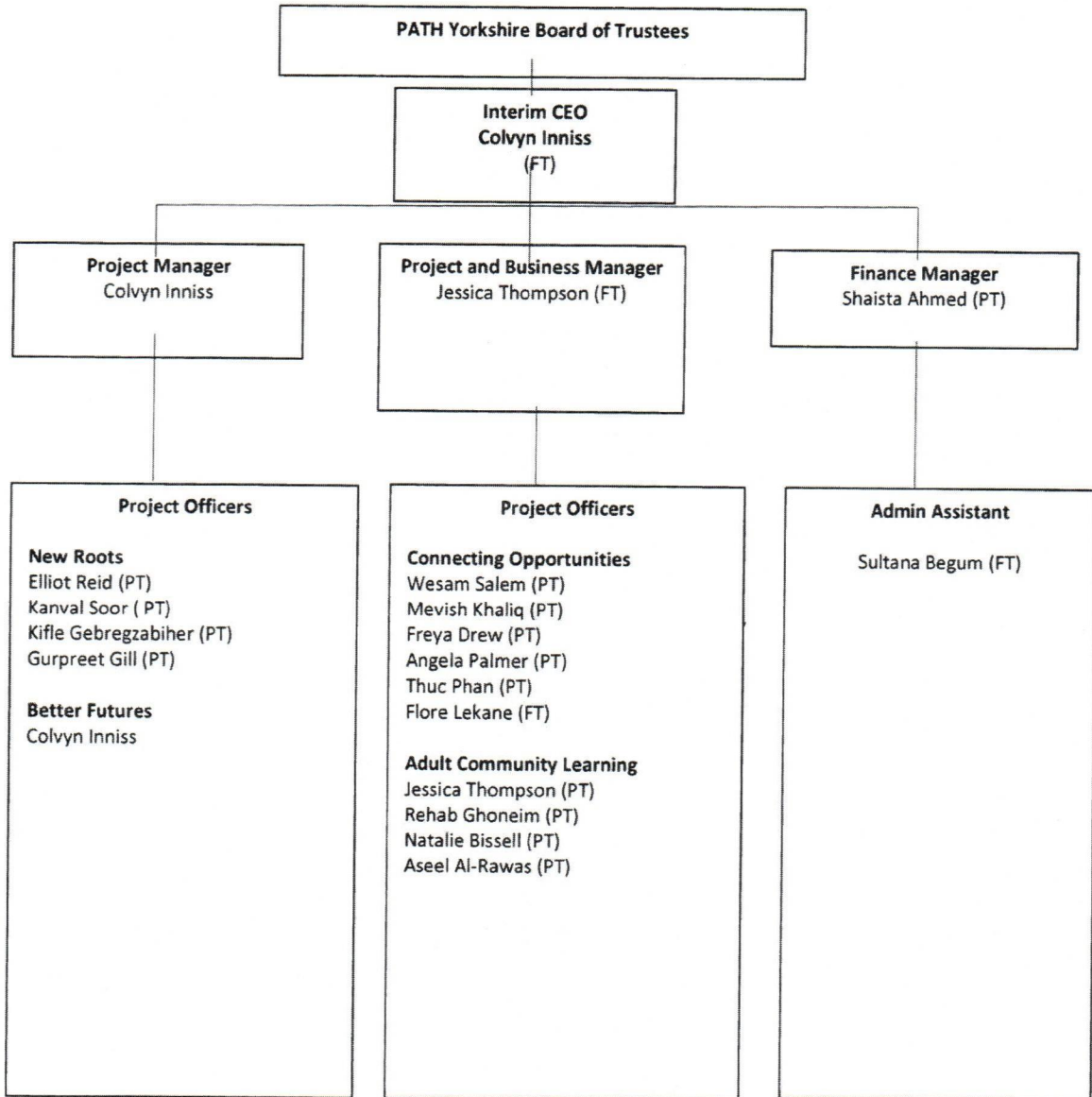
This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A one-year extension for this project started on January 2023. It's funded by the Asylum 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. 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.

This project will come to an end in December 2023.

PATH Staff Team structure April 2022 - March 2023



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 surplus in the year and £55,092 was transferred from 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.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2023

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

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 £324,815 as at 31st March 2023.

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 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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

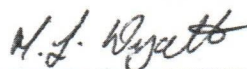
PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding. This was achieved in August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise 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 31st October 2023 and signed on its behalf by:



.....
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 2023.

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 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: 31st October 2023

PATH (YORKSHIRE) LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants, Donations and legacies	2	1,500	-	1,500	8,759
Charitable activities					
Charitable activities	5	51,662	402,967	454,629	318,867
Other trading activities	3	31,669	-	31,669	30,600
Investment income	4	<u>3,274</u>	<u>-</u>	<u>3,274</u>	<u>691</u>
Total		<u>88,105</u>	<u>402,967</u>	<u>491,072</u>	<u>358,917</u>
EXPENDITURE ON					
Charitable activities					
Independent examination and other professional costs	6	4,431	3,840	8,271	7,111
Bank charges		64	214	278	238
Consultancy		138	17,365	17,503	17,889
Depreciation		5,154	-	5,154	5,354
General office costs		5,895	11,808	17,703	13,128
Hospitality		882	1,208	2,090	1,194
Premises costs		1,828	23,746	25,574	27,159
Staff costs		40,766	276,749	317,515	269,067
Staff development and travel		414	1,341	1,755	2,278
Training costs		<u>41,520</u>	<u>11,604</u>	<u>53,124</u>	<u>17,905</u>
Total		<u>101,092</u>	<u>347,875</u>	<u>448,967</u>	<u>361,323</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	17	(12,987)	55,092	42,105	(2,406)
		<u>55,092</u>	<u>(55,092)</u>	<u>-</u>	<u>-</u>
Net movement in funds		42,105	-	42,105	(2,406)
RECONCILIATION OF FUNDS					
Total funds brought forward		519,179	-	519,179	521,585
TOTAL FUNDS CARRIED FORWARD		<u>561,284</u>	<u>-</u>	<u>561,284</u>	<u>519,179</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

BALANCE SHEET
31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	13	236,468	-	236,468	241,621
Investments	14	<u>1</u>	-	<u>1</u>	<u>1</u>
		236,469	-	236,469	241,622
CURRENT ASSETS					
Debtors	15	116,701	-	116,701	47,592
Cash at bank and in hand		<u>404,748</u>	-	<u>404,748</u>	<u>448,761</u>
		521,449	-	521,449	496,353
CREDITORS					
Amounts falling due within one year	16	(196,634)	-	(196,634)	(218,796)
		<u>324,815</u>	-	<u>324,815</u>	<u>277,557</u>
NET CURRENT ASSETS					
		561,284	-	561,284	519,179
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>561,284</u>	-	<u>561,284</u>	<u>519,179</u>
NET ASSETS					
		<u>561,284</u>	-	<u>561,284</u>	<u>519,179</u>
FUNDS					
Unrestricted funds	17			<u>561,284</u>	<u>519,179</u>
TOTAL FUNDS					
				<u>561,284</u>	<u>519,179</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2023 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.

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 31st October 2023 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 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(47,287)</u>	<u>94,439</u>
Net cash (used in)/provided by operating activities		<u>(47,287)</u>	<u>94,439</u>
Cash flows from investing activities			
Interest received		<u>3,274</u>	<u>692</u>
Net cash provided by investing activities		<u>3,274</u>	<u>692</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		(44,013)	95,131
Cash and cash equivalents at the beginning of the reporting period		<u>448,761</u>	<u>353,630</u>
Cash and cash equivalents at the end of the reporting period		<u>404,748</u>	<u>448,761</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)		
Adjustments for:	42,105	(2,406)
Depreciation charges	5,153	5,354
Interest received	(3,274)	(692)
(Increase)/decrease in debtors	(69,109)	93,937
Decrease in creditors	<u>(22,162)</u>	<u>(1,754)</u>
Net cash (used in)/provided by operations	<u>(47,287)</u>	<u>94,439</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22	Cash flow	At 31/3/23
	£	£	£
Net cash			
Cash at bank and in hand	<u>448,761</u>	<u>(44,013)</u>	<u>404,748</u>
	<u>448,761</u>	<u>(44,013)</u>	<u>404,748</u>
Total	<u>448,761</u>	<u>(44,013)</u>	<u>404,748</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

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.

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.

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023**

1. ACCOUNTING POLICIES - continued

Fund accounting

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.

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

	2023	2022
	£	£
Donations	1,500	296
HMRC JRS scheme	-	8,463
	<u>1,500</u>	<u>8,759</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Lease of office space	<u>31,669</u>	<u>30,600</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest	<u>3,274</u>	<u>691</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023

5. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
		£	£
Trainee costs and support	Activity	44,922	27,093
Promotional events	Charitable activities	6,740	3,965
Grants	Charitable activities	<u>402,967</u>	<u>287,809</u>
		<u>454,629</u>	<u>318,867</u>

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

	2023	2022
	£	£
New roots- Asylum, migration and integration fund	135,293	110,737
ESIF- LCC	164,504	132,272
LCC Employment & Skills	24,220	38,800
Volution	-	2,000
Re:vision	2,000	4,000
LASSN	1,600	-
Lloyds Foundation	32,250	-
LCC- ACL	43,100	-
	<u>402,967</u>	<u>287,809</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Independent examination and other professional costs	3,731	4,540	8,271
Bank charges	-	278	278
Consultancy	17,503	-	17,503
Depreciation	-	5,154	5,154
General office costs	2,792	14,911	17,703
Hospitality	-	2,090	2,090
Premises costs	-	25,574	25,574
Staff costs	317,515	-	317,515
Staff development and travel	1,755	-	1,755
Training costs	<u>53,124</u>	-	<u>53,124</u>
	<u>396,420</u>	<u>52,547</u>	<u>448,967</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	317,515	269,067
Advertising and recruitment	792	653
Legal and professional	3,731	4,300
Consultancy	17,503	17,889
Staff training	870	1,848
Staff travel	885	430
Trainee costs and travel	53,124	17,905
Room hire	<u>2,000</u>	-
	<u>396,420</u>	<u>312,092</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023**

8. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Independent examination and other professional costs	-	4,540	4,540
Bank charges	278	-	278
Depreciation	5,154	-	5,154
General office costs	14,911	-	14,911
Hospitality	2,090	-	2,090
Premises costs	<u>25,574</u>	-	<u>25,574</u>
	<u>48,007</u>	<u>4,540</u>	<u>52,547</u>

9. NET INCOME/(EXPENDITURE)

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

	2023 £	2022 £
Independent examiner fees	4,540	2,811
Depreciation - owned assets	5,153	5,354
Other operating leases	<u>3,291</u>	<u>1,591</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2023 nor for the year ended 31st March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2023 nor for the year ended 31st March 2022.

11. STAFF COSTS

	2023 £	2022 £
Wages and salaries	289,149	244,628
Social Security	17,243	13,540
Pension Costs	<u>11,123</u>	<u>10,899</u>
	<u>317,515</u>	<u>269,067</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 £41,213 (2022: £22,347).

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:

	2023	2022
Permanent staff	<u>15</u>	<u>13</u>

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

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	8,759	-	8,759
Charitable activities			
Charitable activities	31,058	287,809	318,867
Other trading activities	30,600	-	30,600
Investment income	<u>691</u>	<u>-</u>	<u>691</u>
Total	<u>71,108</u>	<u>287,809</u>	<u>358,917</u>
EXPENDITURE ON			
Charitable activities			
Independent examination and other professional costs	4,261	2,850	7,111
Bank charges	130	108	238
Consultancy	746	17,143	17,889
Depreciation	5,354	-	5,354
General office costs	4,299	8,829	13,128
Hospitality	731	463	1,194
Premises costs	4,559	22,600	27,159
Staff costs	51,509	217,558	269,067
Staff development and travel	17	2,261	2,278
Training costs	<u>14,785</u>	<u>3,120</u>	<u>17,905</u>
Total	<u>86,391</u>	<u>274,932</u>	<u>361,323</u>
NET INCOME/(EXPENDITURE)			
Transfers between funds	(15,283)	12,877	(2,406)
	<u>12,877</u>	<u>(12,877)</u>	<u>-</u>
Net movement in funds	(2,406)	-	(2,406)
RECONCILIATION OF FUNDS			
Total funds brought forward	521,585	-	521,585
	<u>519,179</u>	<u>-</u>	<u>519,179</u>
TOTAL FUNDS CARRIED FORWARD	<u>519,179</u>	<u>-</u>	<u>519,179</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2022 and 31st March 2023	<u>415,400</u>	<u>4,083</u>	<u>27,316</u>	<u>446,799</u>
DEPRECIATION				
At 1st April 2022	176,545	3,045	25,588	205,178
Charge for year	<u>4,777</u>	<u>104</u>	<u>272</u>	<u>5,153</u>
At 31st March 2023	<u>181,322</u>	<u>3,149</u>	<u>25,860</u>	<u>210,331</u>
NET BOOK VALUE				
At 31st March 2023	<u>234,078</u>	<u>934</u>	<u>1,456</u>	<u>236,468</u>
At 31st March 2022	<u>238,855</u>	<u>1,038</u>	<u>1,728</u>	<u>241,621</u>

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2022 and 31st March 2023	<u>1</u>
NET BOOK VALUE	
At 31st March 2023	<u>1</u>
At 31st March 2022	<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:	% holding
Ordinary	100

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Grants and other funding receivable	100,464	3,140
Prepayments and accrued income	<u>16,237</u>	<u>44,452</u>
	<u>116,701</u>	<u>47,592</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Creditors in ordinary course of activities	2,956	2,386
Amounts owed to group undertakings	375	375
Other creditors	4,600	4,600
Accruals and deferred income	<u>188,703</u>	<u>211,435</u>
	<u>196,634</u>	<u>218,796</u>

Included within other creditors is deferred income of £185,203 (2022: £208,235).

17. MOVEMENT IN FUNDS

	At 1/4/22	Net movement in funds	Transfers between funds	At 31/3/23
	£	£	£	£
Unrestricted funds				
General fund	519,179	(12,987)	55,902	561,284
Restricted funds				
Connecting Opportunities	-	-	-	-
New Roots	-	8,162	(8,162)	-
LCC Employment & Skills	-	11,680	(11,680)	-
Re:Vision	-	2,000	(2,000)	-
Lassn	-	1,600	(1,600)	-
Lloyds Foundation	-	<u>31,650</u>	<u>(31,650)</u>	-
	-	<u>55,092</u>	<u>(55,092)</u>	-
TOTAL FUNDS	<u>519,179</u>	<u>42,105</u>	<u>-</u>	<u>561,284</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	88,106	(101,093)	(12,987)
Restricted funds			
Connecting Opportunities	164,504	(164,504)	-
New Roots	135,292	(127,130)	8,162
LCC Employment & Skills	67,320	(55,640)	11,680
Re:Vision	2,000	-	2,000
Lassn	1,600	-	1,600
Lloyds Foundation	<u>32,250</u>	<u>(600)</u>	<u>31,650</u>
	<u>402,966</u>	<u>(347,874)</u>	<u>55,092</u>
TOTAL FUNDS	<u>491,072</u>	<u>(448,967)</u>	<u>42,105</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST MARCH 2023

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	521,585	(15,283)	12,877	519,179
Restricted funds				
New Roots	-	1,747	(1,747)	-
LCC Employment & Skills	-	5,130	(5,130)	-
Volition	-	2,000	(2,000)	-
Re:Vision	-	4,000	(4,000)	-
	-	12,877	(12,877)	-
TOTAL FUNDS	<u>521,585</u>	<u>(2,406)</u>	<u>-</u>	<u>519,179</u>

Comparative 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	132,274	(132,274)	-
New Roots	110,737	(108,990)	1,747
LCC Employment & Skills	38,798	(33,668)	5,130
Volition	2,000	-	2,000
Re:Vision	4,000	-	4,000
	287,809	(274,932)	12,877
TOTAL FUNDS	<u>358,917</u>	<u>(361,323)</u>	<u>(2,406)</u>

17. MOVEMENT IN FUNDS - continued

Transfers between funds

Where an element of central and specific overheads/staffing costs which are initially recorded within general funds relate to restricted projects, an appropriate transfer from restricted to unrestricted funds is included within the accounts.

Restricted Funds

Money for Wellbeing- this restricted fund is for staff and trainee costs to enhance opportunities for over 25's Leeds Residents experiencing work poverty and working in low paid sectors.

ESOL classes- this restricted fund is for running free courses of Basic English for Speakers of Other Languages (ESOL) for migrant communities seeking to improve their English skills for integration into the wider community

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.

Step - this restricted fund is for working with the most disadvantaged jobseekers (Participants) who have a range of barriers to work through Key Worker support, skills development and training.

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.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2023.