

**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2024  
FOR  
PATH (YORKSHIRE) LIMITED**

**PATH (YORKSHIRE) LIMITED**

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FOR THE YEAR ENDED 31ST MARCH 2024**

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**PATH (YORKSHIRE) LIMITED**

**LEGAL AND ADMINISTRATIVE INFORMATION  
FOR THE YEAR ENDED 31ST MARCH 2024**

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<b>TRUSTEES</b>	<b>Dr R Raj</b> <b>N Aslam</b> <b>S Bailey</b> <b>W Tahir</b> <b>M Wyatt</b>
<b>REGISTERED OFFICE</b>	<b>29 Harrogate Road</b> <b>Chapel Allerton</b> <b>Leeds</b> <b>LS7 3PD</b>
<b>REGISTERED COMPANY NUMBER</b>	<b>01939658 (England and Wales)</b>
<b>REGISTERED CHARITY NUMBER</b>	<b>516786</b>
<b>INDEPENDENT EXAMINER</b>	<b>SCB (Accountants) Limited</b> <b>Chartered Accountant</b> <b>31 Sackville Street</b> <b>Manchester</b> <b>M1 3LZ</b>

## **PATH (YORKSHIRE) LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024**

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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 2024. 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 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 ethnic communities adults and young people in education, training and employment through relevant programs, projects and provision that addresses the barriers faced by ethnic 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 organizations and employers; development of tailored trainee placements, pre-apprenticeship provision and customized 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 ethnic communities people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

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

To expand partnership arrangement 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 system and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangement - 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 2023 - March 2024 period, PATH has continued to deliver employability projects and working wish businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programs and projects aim to develop, empower and support marginalized and vulnerable migrants towards social inclusion and community integration. Our programs 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 programs 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 2023 and March 2024, PATH's staff team has remained focused and dedicated to the organization 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 Chair of The Board of Trustees PATH Yorkshire Ltd**

## **OBJECTIVES AND ACTIVITIES**

### **Programmes and Service Delivery**

Here is the list of projects we have delivered during the 2023-2024 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 employee to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2023 -2024 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 organized 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.

## **PATH (YORKSHIRE) LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024**

#### **4. New Roots (HR).**

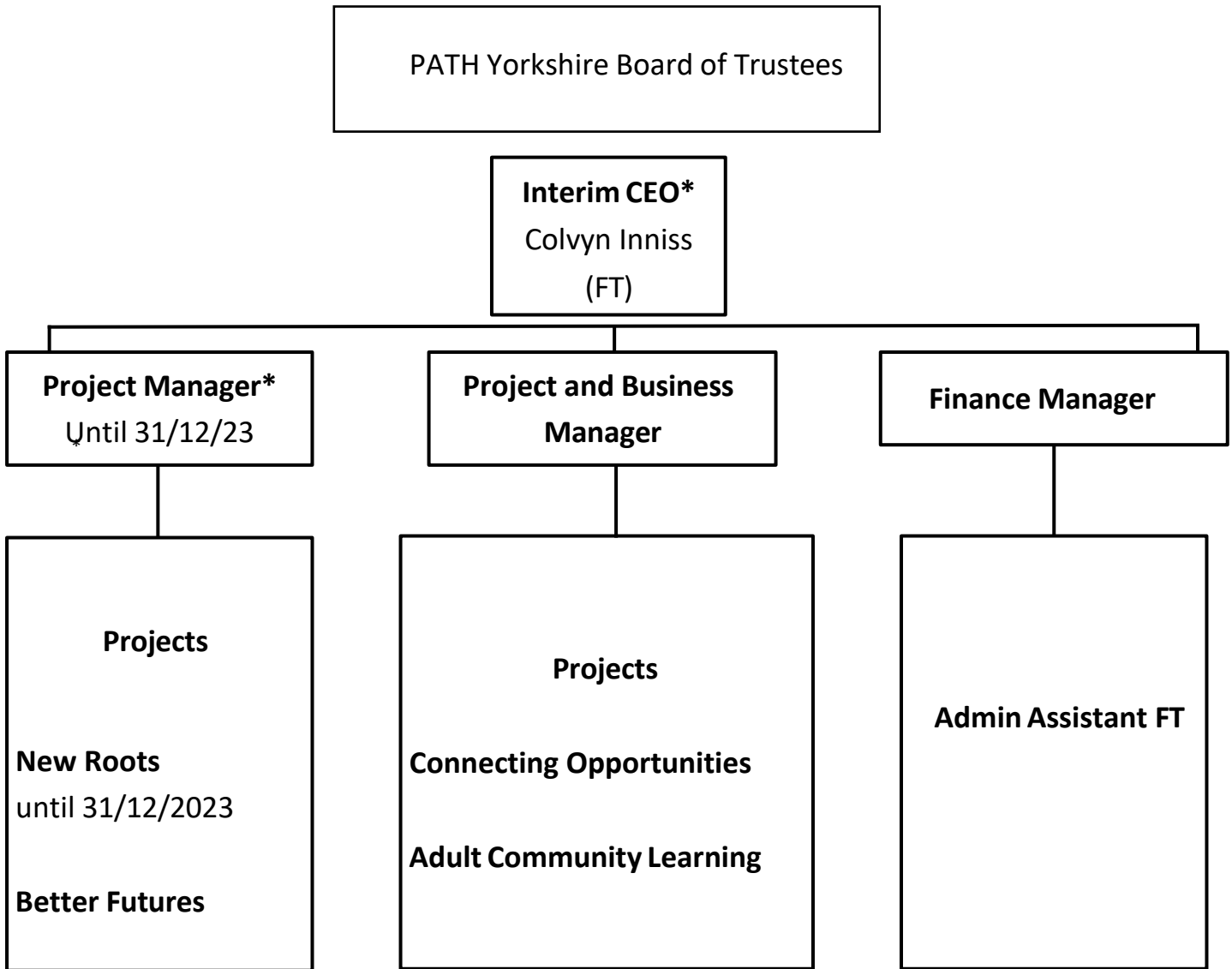
This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A one-year extension for this project started on January 2023. It's funded by the Asylum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

PATH Staff Team structure April 2023 – March 2024



\*From July 2023, Vernon Richardson is the FT CEO and Colvyn Inniss is the Project Manager for New Roots.

## PATH (YORKSHIRE) LIMITED

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

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#### OBJECTIVES AND ACTIVITIES

##### Partners:

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

##### **Voluntary, Community & Faith**

- Citizens UK
- Living Wage Foundation
- The Feel-Good Factor
- Leeds Migration Partnership
- Citizens Advice Bureau
- Migrant Access Project
- Refugee Council
- Leeds Refugee Forum
- Catch 22
- Mind
- Voluntary Action Leeds
- Forum Central
- Leeds Faith Forum
- National Association for Teaching English and other Community Languages to Adults
- National Council for Voluntary Organisations

##### **Private**

- DLA Piper Law
- Starbucks
- Ikea
- Marriott Hotel

##### **Public & Health**

- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Pius
- North & West YorkSh1re Probation
- Leeds Youth Offending

##### **Education**

- Leeds City College
- Leeds Trinity University
- University of Leeds
- Leeds Beckett University

##### **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 maximize on bank interest.

### **FINANCIAL REVIEW**

The year under review for the charity closed with a surplus of £3,155 (2023 – £42,105) on gross income of £423,655 (2023 - £491,072). The financial position at the year-end as revealed by the balance sheet on page 13 shows net current assets of £331,275 (2023 - £324,815). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £233,164 (2023 – £236,469). In 2024 total reserves closed at £564,439 (2023 - £561,284). The Board monitors reserve levels quarterly, balancing responsible financial management with the delivery of the charity's core objectives.

### **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 programs until alternative sources of funding are secured.

The free reserves of the charity were £331,275 as at 31st March 2024.

### **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.

#### **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.

#### **Organizational structure**

The board of trustees, which can have up to 9 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.

## **PATH (YORKSHIRE) LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024**

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#### **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 programs. The organization'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 risk 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 charity's future.

##### **Trustees' responsibilities in relation to the financial statement**

The Trustees (who are also directors of Path (Yorkshire) Ltd for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

**PATH (YORKSHIRE) LIMITED**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31ST MARCH 2024**

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Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Trustees on 30th January 2025 and signed on its behalf:



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**M Wyatt - Trustee**

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

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

I report to the charity trustees (who are also Directors for the purpose of company law) on my examination of the accounts of the company for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

**Responsibilities and basis of report**

As the trustees of the charitable company (who are also the directors of the company 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 material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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
4. accounts give a true and fair view which is not a matter considered as part of an independent examination; or 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.



Jeffrey Bor FCA

For and on behalf of SCB (Accountants) Ltd.

31 Sackville Street, Manchester

M1 3LZ

Date: 31/01/2025 .....

**PATH (YORKSHIRE) LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31ST MARCH 2024**

		Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	Notes	£	£	£	£	£	£
<b>Income and endowments from :</b>							
Charitable activities	2	45,955	344,355	390,310	51,662	402,967	454,630
Other trading activities	3	31,255	-	31,255	31,669	-	31,669
Investment income	4	1,590	-	1,590	3,273	-	3,273
Grants, Donations and legacies	5	500	-	500	1,500	-	1,500
<b>Total income</b>		<b>79,300</b>	<b>344,355</b>	<b>423,655</b>	<b>88,105</b>	<b>402,967</b>	<b>491,072</b>
<b>Expenditure on:</b>							
Charitable activities	6	121,146	299,354	420,500	101,092	347,875	448,967
<b>Net incoming/(outgoing) resources before transfers</b>							
		<b>(41,846)</b>	<b>45,001</b>	<b>3,155</b>	<b>(12,987)</b>	<b>55,092</b>	<b>42,105</b>
Gross transfers between funds		45,001	(45,001)	-	55,092	(55,092)	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		<b>3,155</b>	<b>-</b>	<b>3,155</b>	<b>42,105</b>	<b>-</b>	<b>42,105</b>
Fund balances at 1 April 2023		561,284	-	561,284	519,179	-	519,179
<b>Fund balances at 31 March 2024</b>		<b>564,439</b>	<b>-</b>	<b>564,439</b>	<b>561,284</b>	<b>-</b>	<b>561,284</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

**PATH (YORKSHIRE) LIMITED**

**BALANCE SHEET  
FOR THE YEAR ENDED 31ST MARCH 2024**

	Notes	2024		2023	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	13	233,163		236,468	
Investments	14	<u>1</u>	233,164	<u>1</u>	236,469
<b>Current assets</b>					
Debtors	15	149,728		116,701	
Cash at bank and in hand		<u>548,196</u>	697,924	<u>404,748</u>	521,449
<b>Creditors: amounts falling due within one year</b>					
	16		(366,649)		(196,634)
<b>Net current assets</b>					
			<u>331,275</u>		<u>324,815</u>
<b>Total assets less current liabilities</b>					
			<u>564,439</u>		<u>561,284</u>
<b>Income funds</b>					
	17				
<b>Unrestricted funds</b>					
			<u>564,439</u>		<u>561,284</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2024.

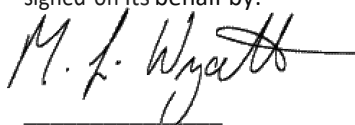
The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2024 in accordance with Section 476 of the Companies Act 2006.

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 30th January 2025 and were signed on its behalf by:



M Wyatt - Trustee

**PATH (YORKSHIRE) LIMITED**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2024**

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	<b>Notes</b>	<b>2024</b>		<b>2023</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>					
Cash generated from operations	1		143,802		(47,287)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(1,945)			
Interest received		<u>1,590</u>		<u>3,274</u>	
<b>Net cash used in investing activities</b>			(355)		3,274
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalent</b>			<u>143,447</u>		<u>(44,013)</u>
Cash and cash equivalents at beginning of year			<u>404,748</u>		<u>448,761</u>
<b>Cash and cash equivalents at end of year</b>			<u><u>548,195</u></u>		<u><u>404,748</u></u>

**PATH (YORKSHIRE) LIMITED**

**NOTES TO CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2024**

1 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	2024	2023
	£	£
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	3,155	42,105
<b>Adjustments for:</b>	5,249	5,153
Depreciation charges	(1,590)	(3,274)
Interest received	(33,027)	(69,109)
(Increase)/decrease in debtors	170,015	(22,162)
Increase/(decrease) in creditors	<u>143,802</u>	<u>(47,287)</u>
Net cash (used in)/provided by operations		

**Analysis of Change in Net Funds**

Net cash	At 01/04/2023	Cash Flow	At 31/03/2024
Cash at bank and in hand	<u>404,748</u>	<u>143,448</u>	<u>548,196</u>
<b>Total</b>	<u><u>404,748</u></u>	<u><u>143,448</u></u>	<u><u>548,196</u></u>

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.

**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.

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.

**Going concern**

The financial statements have been prepared on a going concern basis which forecasts that the charity will have adequate resources to continue in operational existence for a period of at least 12 months from the date of this financial report.

A forecast has been prepared for a period of more than 12 months from the date of approval of these financial statements. The forecast indicates that, whilst taking into account reasonable downsides, sufficient funds are expected to be generated within the charity so as to meet liabilities as they fall due.

**Income recognition**

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability.

**Grant income**

Grants are credited to the SOFA when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

**Gifts in kind**

Assets or other gifts in kind given of 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.

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

1. ACCOUNTING POLICIES-continued

**Charitable activities**

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

**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.

**Support costs**

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

**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
Furniture 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 an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**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.

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.

**Cash at bank**

Cash at bank and in hand includes cash and short-term cash deposits.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1. ACCOUNTING POLICIES-continued

**Judgement and Key Sources of Estimate Uncertainty**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets are sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

(ii) Allocation of shared cost between multiple activities Support costs relate to those functions that assist the work of the charity but do not directly relate to charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. All the general support and governance costs are allocated to activities at different percentages, on the basis of staff time relating to each activity.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2 Charitable activities**

	Charitable Income 2024 £	Charitable Income 2023 £
Trainee costs and support	44,370	44,922
Promotional events	1,585	6,740
Grants	344,355	402,967
	<b>390,310</b>	<b>454,630</b>
<b>Analysis by fund</b>		
Unrestricted funds	45,955	51,662
Restricted funds	344,355	402,967
	<b>390,310</b>	<b>454,630</b>

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

	2024 £	2023 £
New Roots	122,615	135,293
LASSN	-	1,600
LCC - Employment & Skills	-	24,220
ESIF - Migration Yorkshire	-	164,504
Re:vision	-	2,000
Lloyds Foundation	20,000	32,250
LCC	58,622	43,100
HKBNO1	19,937	-
HKBNO2	65,000	-
Learn My Way	3,600	-
Community Learning Project	19,235	-
Positive Youth Pathways	35,345	-
	<b>344,355</b>	<b>402,967</b>

**3 Other trading activities**

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Lease of office space	31,255	31,669

**4 Investment income**

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Bank interest	1,590	3,273

**5 Grants, Donations and legacies**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations	500	-	500	1,500	-	1,500

6 Charitable activities

	Charitable Expenditure 2024 £	Charitable Expenditure 2023 £
Independent examination and other professional costs	12,660	8,271
Bank charges	307	278
Consultancy	50,737	17,503
Depreciation	5,248	5,154
General office costs	25,966	17,703
Hospitality	1,877	2,090
Premises cost	30,278	25,574
Staff costs	251,130	317,515
Staff development and travel	1,067	1,755
Training cost	41,230	53,124
	<u>420,500</u>	<u>448,967</u>
<b>Analysis by fund</b>		
Unrestricted funds	121,146	101,092
Restricted funds	299,354	347,875
	<u>420,500</u>	<u>448,967</u>

6 Charitable activities costs

	Direct cost (see note 7) £	Support cost (see note 8) £	Totals £
Independent examination and other professional costs	4,940	7,720	12,660
Bank charges	-	305	305
Consultancy	50,737	-	50,737
Depreciation	-	5,248	5,248
General office costs	446	25,520	25,966
Hospitality	-	1,877	1,877
Premises cost	-	30,278	30,278
Staff costs	251,130	-	251,130
Staff development and travel	1,067	-	1,067
Training cost	41,230	-	41,230
	<u>349,550</u>	<u>70,949</u>	<u>420,498</u>

7 Direct costs of charitable activities

	2024 £	2023 £
Staff costs	251,130	317,514
Advertising and recruitment	446	792
Legal and professional	4,940	3,731
Consultancy	50,737	17,502
Staff training	658	870
Staff travel	409	885
Trainee costs and travel	41,230	53,124
Room hire	-	2,000
	<u>349,550</u>	<u>396,420</u>

**8 Support costs**

	<b>2024</b>	<b>2023</b>
	£	£
Bank charges	305	278
Depreciation	5,248	5,154
General office costs	25,520	14,911
Hospitality	1,877	2,090
Premises cost	30,278	25,574
	<u><b>63,229</b></u>	<u><b>48,007</b></u>

**Governance costs**

	<b>2024</b>	<b>2023</b>
	£	£
Independent examination and other professional costs	7,720	4,540
	<u><b>7,720</b></u>	<u><b>4,540</b></u>

**9 Net income/(expenditure)**

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

	<b>2024</b>	<b>2023</b>
	£	£
Independent examiner fees	4,750	4,540
Depreciation	5,248	5,154
Other operating leases	1,069	3,291
	<u><b>11,067</b></u>	<u><b>12,985</b></u>

**10 Trustees' remuneration and benefits**

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

**Trustees' Expenses**

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023.

**11 Staff costs**

	<b>2024</b>	<b>2023</b>
	£	£
Wages and salaries	226,171	289,149
Social security	15,049	17,243
Pension costs	9,910	11,123
	<u><b>251,130</b></u>	<u><b>317,515</b></u>

The Charity considers its key management personnel comprise the trustees and the chief executive. The total employment cost of the key management personnel were £45,391 (2023: £41,213).

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 employee during the year was as follows:

	<b>2024</b>	<b>2023</b>
Permanent staff	<u>9</u>	<u>15</u>

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

**12 Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**13 Tangible fixed assets**

	Freehold property £	Plant and Machinery £	Fixtures & fittings £	Total £
<b>Cost</b>				
At 1 April 2023	415,400	4,083	27,316	446,798
Additions	-	-	1,945	1,945
<b>At 31 March 2024</b>	<b>415,400</b>	<b>4,083</b>	<b>29,260</b>	<b>448,743</b>
<b>Depreciation and impairment</b>				
At 1 April 2023	181,322	3,149	25,860	210,331
Depreciation charged in the year	4,683	93	473	5,249
Eliminated in respect of disposals	-	-	-	-
<b>At 31 March 2024</b>	<b>186,004</b>	<b>3,242</b>	<b>26,334</b>	<b>215,580</b>
<b>Carrying amount</b>				
At 31 March 2024	<b>229,396</b>	<b>841</b>	<b>2,927</b>	<b>233,163</b>
At 31 March 2023	<b>234,078</b>	<b>934</b>	<b>1,455</b>	<b>236,467</b>

**14 Fixed asset investment**

	Shares in group undertakings
<b>Market value</b>	
At 1st April 2023 and 31st March 2024	<u>1</u>
<b>Net book value</b>	
At 31st March 2024	<u>1</u>
At 31st March 2023	<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 : 29 Harrogate Road, Chapel, Allerton, Leeds, West Yorkshire, LS7 3PD

Nature of Business : Dormant

Class of share :	%
Ordinary	holding 100

15 Debtors : Amount falling due within one year	2024	2023
	£	£
Grants and other funding receivable	55,286	100,464
Prepayments and accrued income	94,442	16,237
	<u>149,728</u>	<u>116,701</u>

16 Creditors : Amount falling due within one year	2024	2023
	£	£
Creditors in ordinary course of activities	5,793	2,956
Other creditors	4,640	4,600
Amounts owed to group undertakings	375	375
Accruals and deferred income	353,979	188,703
Credit cards	1,862	-
	<u>366,648</u>	<u>196,634</u>

Included within accruals and deferred income is deferred income of £349,230 (2023: 185,203).

17 Movement in funds

	At 1/4/23	Net movement	Transfer	At 31/3/24
	£	in funds	between	funds
		£	funds	£
			£	
<b>Unrestricted funds</b>				
General funds	561,284	(41,846)	45,001	564,439
<b>Restricted funds</b>				
Lloyds Foundation	-	(4,142)	4,142	-
Learn My Way	-	(92)	92	-
HKBNO 2	-	30,000	(30,000)	-
Community Learning Project	-	19,235	(19,235)	-
	<u>-</u>	<u>45,001</u>	<u>-</u>	<u>-</u>
<b>Total funds</b>	<u>561,284</u>	<u>3,155</u>	<u>-</u>	<u>564,439</u>

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

	Incoming	Resources	Movement in
	resources	expended	funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	79,300	(121,146)	(41,846)
<b>Restricted funds</b>			
New roots	122,615	(122,615)	-
LCC employment & skills	58,623	(58,623)	-
HKBNO 1	19,937	(19,937)	-
HKBNO 2	65,000	(35,000)	30,000
Community Learning Project	19,235	-	19,235
Learn My Way	3,600	(3,692)	(92)
Positive Youth Pathways	35,345	(35,345)	-
Lloyds foundation	20,000	(24,142)	(4,142)
	<u>344,355</u>	<u>(299,354)</u>	<u>45,001</u>
<b>Total funds</b>	<u>423,655</u>	<u>(420,500)</u>	<u>3,155</u>

**17 Movement in funds-continued**

	At 1/4/22 £	Net movement in funds £	Transfer between funds £	At 31/3/23 £
<b>Unrestricted funds</b>				
General funds	519,179	(12,987)	55,092	561,284
<b>Restricted funds</b>				
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	-	31,650	(31,650)	-
	<u>-</u>	<u>55,092</u>	<u>(55,092)</u>	<u>-</u>
<b>Total funds</b>	<b><u>519,179</u></b>	<b><u>42,105</u></b>	<b><u>-</u></b>	<b><u>561,284</u></b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	88,106	(101,093)	(12,987)
<b>Restricted funds</b>			
Connecting operations	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	32,250	(600)	31,650
	<u>402,966</u>	<u>(347,874)</u>	<u>55,092</u>
<b>Total funds</b>	<b><u>491,072</u></b>	<b><u>(448,967)</u></b>	<b><u>42,105</u></b>

**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**

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

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

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

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.

**18 Related party disclosure**

There were no related party transactions for the year ended 31st March 2024.

**19 Share Capital**

The company is limited by guarantee and does not have a share capital divided by shares.