

Charity Registration No. 1088592

Company Registration No. 04107226 (England and Wales)

PURSUING INDEPENDENT PATHS
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

PURSUING INDEPENDENT PATHS

LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|-------------------|--|
| Trustees | M Barrie |
| | P Brown |
| | T Cash |
| | J Chowdhury |
| | K Clarke |
| | T Ekendu |
| | T Lang |
| | J Leach |
| | D Wakerley |
| | J Wilcox |
| | L Williams |
| | M Gold |
| Charity number | 1088592 |
| Company number | 04107226 |
| Registered office | 306 Kensal Road London W10 5BE United Kingdom |
| Auditor | HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom |
| Bankers | Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB |

PURSUING INDEPENDENT PATHS

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PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual trustees' report together with the financial statements of the charity for the year ending 31 March 2024. The trustees' report is also prepared to meet the requirements for a directors' report for Companies Act purposes.

The financial statements comply with the Companies Act 2006, the Memorandum and Articles of Association and 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

PiP's charitable objects are to promote any charitable purpose for the benefit of the public in the UK and in particular adults (aged over 18) living in Greater London who have learning difficulties and/or mental health problems, by the advancement of education and the protection of health.

Our vision is 'that all adults with a learning disability are empowered to achieve their ambitions'. Our mission is to 'work together with people with a learning disability and their support networks to gain skills and opportunities for independence and to live a life of their choice'. Our learning programmes are developed to align with these statements.

Our students design their own personalised learning programme to work towards the life goals they have set, choosing sessions from our four delivery pathways: Employment and Vocational Training; Creative and Performing Arts; Health and Wellbeing; and Independent Living Skills. Their individual learning programme is then reviewed with their key workers on a termly basis and changed according to their choices.

All PiP students have a key worker who supports them with their learning outcomes and acts as the liaison between the student's local support and health networks and their families and carers who will advocate on their behalf at the student's request.

PiP utilises an academic term calendar that mirrors those common in schools and colleges to support student transition from formal education and provide windows for family holidays that do not disrupt progress. In between terms, PiP provides Autumn, Spring and Summer Leisure Programmes, which adopt a more casual timetable with more focus on special events and trips.

PiP's centre includes a range of facilities including a performing & creative arts space; a teaching kitchen; multiple classrooms; and a digital-immersion room. The centre allows us to support students with multiple disabilities and the high demand from potential students, their families, and social workers demonstrates the demand for places. We have capacity for 40 places per day at our centre. Developing our community provision is a way of including a greater number of people with a learning disability in the activities that PiP can offer and supporting students to integrate into the wider community.

Weekly student meetings and a Student Council ensure that the student voice is kept central to the way PiP operates. Work continues with students to ascertain how best to amplify this at all levels of the organisation so that the management team and trustees can respond to the changes and service improvements students wish to see.

PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENTS AND PERFORMANCE

During the year we increased our student numbers to 80 which represents a 39% increase in delivery of student provision, part of our 5-year plan to increase student numbers overall. The plan specifically related to an increase in student numbers from our Beanstalk campaign originating from 2018 which aimed to secure our-now full, new centre.

Having settled into our new home and got to know our local communities, we were able to reconnect with existing partnerships that had been on hold since Covid and develop new ones offering further opportunities for our students in their local communities.

More students were able to do work experience in a variety of sectors such as hospitality, security and front of house roles. For example, January saw multiple students have placements at British Land's Paddington Central site. We're grateful for their continued support and we can already see outcomes from this work, with some students now securing part-time work.

Gig Buddies formally launched with an event at the Royal Albert Hall. Live music went late into the night and brought together circa 150 people consisting of our students, volunteers, and the general public. Gig Buddies is a scheme pairing adults with learning disabilities with volunteers who share the same cultural tastes so they may attend events as friends.

In September 2023 we launched our refreshed Fruitful social enterprise. Post-covid this model has been challenged as more people work from home and companies struggle to justify spending the sum to hire us; while for students it has been difficult to provide a routine, consistent experience. Our new model includes residencies in locations around London for 4-5 weeks and optimises the way our stall works to provide the best possible work experience.

Following our successful pilot of a co-ordinator for our employment pathway, we expanded our team to recruit co-ordinators for Health & Wellbeing; Independent Living Skills; and Creative & Performing Arts. This investment of over £100k per annum in our curriculum has allowed us to be more ambitious for our students and support staff career progression. In addition, we created an events officer role to manage our new community events programme and support our operational team in planning student trips and leisure programmes and were able to run an enriched and more personalised Spring scheme.

In late 2023-24 seven students participated in filming for the BBC's The Assembly show which saw neurodiverse individuals interview the actor, Michael Sheen. This was a significant moment for our creative & performing arts pathway as PiP was selected alongside two specialist performing arts organisations to provide cast members.

As PiP has grown in student numbers and breadth of sessions delivered, our ambition has been to update our monitoring system and enable us to better articulate our impact on our students and our community. To this end we successfully applied for over £150,000 towards an exciting and ambitious Knowledge Transfer Partnership with the University of Essex, its purpose to design an Impact Toolkit specifically designed around adults with learning disabilities. It will see an academic member of staff based full-time for two years at PiP, developing a tool to assess our service, and similar services in other parts of the UK, based specifically on our students and their support networks perception and definition of 'value'.

PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

FUNDRAISING

2023-24 saw the implementation of a new fundraising strategy focused upon diversification of funding sources, funder-aligned project development structures, and improved integration into the service delivery team. In 2023-24 this saw income of £340,323 secured, with a target of £550,000 for 2024-25 for which significant progress has been made.

PiP would like to register its thanks to Bowmark Capital, K&C Foundation, National Lottery Reaching Communities Fund, City Bridge Trust, John Lyon's Charity, British Land, and Kusuma Trust for their significant support towards our work.

PiP's fundraising is conducted through full-time employed personnel, in 2023-24 this was our Head of Fundraising & Communications, with occasional bid-writing support from an external contractor.

As part of our fundraising work, we subscribe to the Fundraising Regulator, follow their guidelines and all our activities are regulated by the Charity Commission.

In 2023-24 PiP received no complaints related to its fundraising activities. The CEO provides an ethical oversight function for all new donors and fundraising activities, and by the nature of our work are conscious of vulnerable people in all that we do.

FINANCIAL REVIEW

Total income increased by 10% to £1,486,081 (2022-23: £1,353,051). We are pleased to report that having settled into the new premises, we have continued to see a remarkable increase in student activity resulting in an income from charitable activities of £1,137,465, an increase of 16% from last year (2022-23: £982,256). This is primarily student income from local authorities who have continued to support PiP enabling us to offer more sessions to more students throughout the year. There was a slight reduction in voluntary income, generated by donations and fundraising which decreased by 7% to £340,323 (2022-23: £367,718) mainly due to the absence of a fundraising manager during the majority of the year but has now been in post since the tail end of the financial year under review with the results of applications submitted due to be seen in the coming year.

Total expenditure has increased by 6% to £1,413,828 (2022-23: £1,340,468) due to increased staffing costs related to increased provision alongside greater revenue expenses related to the new centre and residual previous expenses.

The surplus for the year of £72,253 (2022-23: £12,583) is higher than last year mainly due to ongoing control of costs coupled with staff vacancies during the year.

As of 31 March 2024, PiP held general unrestricted reserves of £611,407 (2022-23: £482,382) and unrestricted designated fixed assets reserves of £322,880 (2022-23: £374,875). At that date PiP held £131,676 (2022-23: £136,453) in restricted reserves. The general reserves requirement is detailed in the reserves section below.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Pursuing Independent Paths (PiP) is a charitable company limited by guarantee governed by its Memorandum and Articles of Association dated 9 November 2000 as amended on 25 September 2015. It is registered as a charity with the Charity Commission. PiP was established in 1984 as a charitable trust (originally called the Paddington Integration Project). It changed its name on incorporation to indicate its activities were no longer solely based in Paddington.

PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Directors and trustees

The trustees of the charitable company are its directors for the purposes of company law. The trustees and officers who served during the year and up to the date of signature of the financial statements were as follows:

| | |
|----------|---|
| Trustees | Mark Barrie Kate Clarke – Appointed 26 March 2024 Patrick Brown – Appointed 29 May 2023 Terri Cash Jan Chowdhury – Appointed 8 July 2024 Theresa Ekendu – Appointed 29 May 2023 Tilly Lang John Leach (Chair) Daniel Wakerley Judith Wilcox Leanne Williams – Appointed 26 March 2024 Micah Gold – Appointed 17 September 2024 |
|----------|---|

| | |
|-----------------|---------------|
| Chief Executive | Denise Largin |
|-----------------|---------------|

None of the trustees have any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Appointment of trustees

Unless otherwise determined by a General Meeting the number of trustees shall be no less than three and a maximum of fifteen. In accordance with the Articles of Association, trustees are appointed at a General Meeting for a term of three years with the possibility of being renewed for a further three years.

Trustee induction and training

New trustees undergo induction to brief them on their legal obligations under charity and company law and the Charity Commission guidance on public benefit and inform them of the content of the Memorandum and Articles of Association, decision making processes, the strategic plan and PiP's recent financial performance. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board normally meets four to five times a year and trustees are responsible for setting and monitoring the strategic direction, managing and supporting the Chief Executive and ensuring that the charity meets its charitable objectives by using the best possible practice and financial prudence. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters.

Remuneration policy for senior staff

The trustees consider that the Board of Trustees, the Chief Executive, the Head of Fundraising and Communications, the Service Manager and the Financial Controller comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis.

All trustees give of their time freely and no trustee received remuneration in the year.

The base salaries of the Chief Executive and Senior Management Team are reviewed annually using benchmarking data.

PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Public benefit

The trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

The trustees have considered the objectives and activities, together with the achievements and performance, reported separately and have concluded that:

- The aims of the organisation continue to be charitable; and
- The aims and the work done to give identifiable benefits to the charitable sector and both directly and indirectly to individuals in need; and
- The benefits are for the public and not unreasonably restricted in any way and certainly not by ability to pay; and
- There is no detriment or harm arising from the aims or activities.

KEY RISKS AND UNCERTAINTIES

PIP has a detailed risk register which is updated and reviewed by the Board semi-annually (or more frequently if appropriate). Risks are scored on impact and likelihood before and after identified mitigating actions and movements tracked from one period to the next. As at end of March 2024 the main risks identified by our board are below with our primary mitigation:

- **Dilapidation costs involved in relinquishing the lease on our previous main base** - we are being advised by leading legal, real estate services and surveying firms and have made appropriate provisions for potential costs.
- **Departure of key management staff** – we continue to review our staffing structures to provide resilience, staff development and progression alongside performing market reviews of personnel terms and conditions.
- **Local Authority commissioning model aligned to an individual budget market** - We maintain close working relationships with the relevant local authority teams. We have also worked hard to diversify our income streams including from new local authority services, corporates, trusts & foundations and our social enterprise.
- **Voluntary income** – PiP has agreements with multiple funders for sums of voluntary income which would be material within total income. Changes to a funder's circumstances, e.g. exceptionally poor trading conditions for corporate supporters, could reduce total income and to this end a pipeline of new opportunities is maintained and developed.

PLANS FOR FUTURE PERIODS

In September 2024 we forecast to reach capacity of our new centre at 306 Kensal Road, culminating a five-plus year project which has secured PiP's future as a provider of choice in our sector. Work is planned in the coming year for the Charity to develop its future strategy.

We expect to launch our second social enterprise, Seedlings, focused on gardening. We have secured a partnership for this with a community garden partner and have adopted the Canal Towpath behind our centre.

Our students will be performing in our end of year summer showcase, the Sound of PiP, at the Tabernacle Theatre, which features a significant number of PiP students across our creative pathway. We hope to make this an annual event.

PURSuing INDEPENDENT PATHS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

In winter 2024 we will see the first cohort of young people with additional needs begin their arts sector internships with employment coaching from PiP in our new partnership with the John Lyon's Charity. Our research partnership with the University of Essex shall begin to result in positive impact on PiP's evaluation of our services, with public engagement across workshops, consultations, and research conferences beginning.

We expect fundraising revenue to be significantly higher than in 2023-24. This increase in revenues, we forecast, will require an increase in fundraising team staff numbers. It is expected the structure of this expanded fundraising team will be implemented during 2024-25.

RESERVES POLICY AND GOING CONCERN

The trustees review PiP's reserves policy annually, balancing the need to hold back sufficient general reserves to protect its charitable objectives with the objective of maximising the funding available for those activities.

The trustees have agreed the policy that general reserves should comprise two elements:

- A working capital reserve equal to three months' average student income for the year. The requirement for 31 March 2024 is £284,366 (2022-23: £245,564)
- An income shortfall reserve of 15% of total standard service income. The requirement for 31 March 2024 is £222,912 (2022-23: £202,958)

The general reserves requirement for the current year is therefore £507,278 in total (2022-23: £448,522). General unrestricted reserves levels (excluding designated funds) are £611,407 (2022-23: £482,382). This indicates a surplus of £104,129 (2022-23 £33,860) which shows an improvement from the last financial year.

This is a good position to be especially given that the budget for the upcoming financial year 2024-25 reflects growth in revenues and therefore a higher reserves balance of at least £567k is required.

STATEMENT AS TO DISCLOSURE TO THE AUDITOR

Each trustee has confirmed that in so far as they are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- each trustee, having made enquiries of fellow trustees and the auditor, has taken all steps that he/she is obliged to take as a trustee in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In accordance with section 485 of the Companies Act 2006, a resolution proposing that HW Fisher LLP be re-appointed as auditor of the company will be put to the Annual General Meeting.

By order of the board of trustees

John Leach

John Leach (Chair)

Date: 18 Sep 2024

PURSUING INDEPENDENT PATHS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Pursuing Independent Paths for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

PURSUING INDEPENDENT PATHS

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF PURSUING INDEPENDENT PATHS

Opinion

We have audited the financial statements of Pursuing Independent Paths (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

PURSUING INDEPENDENT PATHS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF PURSUING INDEPENDENT PATHS

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

PURSUING INDEPENDENT PATHS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF PURSUING INDEPENDENT PATHS

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management, and the conclusion that there are no significant accounting estimates.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes and correspondence with solicitors, for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich

Andrew Rich (Senior Statutory Auditor)

for and on behalf of HW Fisher LLP

Chartered Accountants

Statutory Auditor

Acre House

11-15 William Road

London

NW1 3ER

United Kingdom

18 Sep 2024

PURSUING INDEPENDENT PATHS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Current financial year

| | | Unrestricted funds general 2024 | Unrestricted funds designated 2024 | Restricted funds 2024 | Total 2024 | Total 2023 |
|---|-------|--|---|-----------------------------|------------------|------------------|
| | Notes | £ | £ | £ | £ | £ |
| Income from: | | | | | | |
| Donations and legacies | 3 | 137,225 | - | 203,098 | 340,323 | 367,718 |
| Income from charitable activities | 4 | 1,137,465 | - | - | 1,137,465 | 982,256 |
| Investments | 5 | 8,293 | - | - | 8,293 | 3,077 |
| Total income | | 1,282,983 | - | 203,098 | 1,486,081 | 1,353,051 |
| Expenditure on: | | | | | | |
| Raising funds | 6 | 98,495 | - | - | 98,495 | 89,557 |
| Charitable activities | 7 | 972,934 | 134,524 | 207,875 | 1,315,333 | 1,250,911 |
| Total resources expended | | 1,071,429 | 134,524 | 207,875 | 1,413,828 | 1,340,468 |
| Net incoming/(outgoing) resources before transfers | | 211,554 | (134,524) | (4,777) | 72,253 | 12,583 |
| Gross transfers between funds | 17 | (82,529) | 82,529 | - | - | - |
| Net income/(expenditure) for the year/ Net movement in funds | | 129,025 | (51,995) | (4,777) | 72,253 | 12,583 |
| Fund balances at 1 April 2023 | | 482,382 | 374,875 | 136,453 | 993,710 | 981,127 |
| Fund balances at 31 March 2024 | | 611,407 | 322,880 | 131,676 | 1,065,963 | 993,710 |

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PURSUING INDEPENDENT PATHS

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Prior financial year

| | | Unrestricted funds general 2023 £ | Unrestricted funds designated 2023 £ | Restricted funds 2023 £ | Total 2023 £ |
|---|-------|---|--|----------------------------------|--------------------|
| | Notes | | | | |
| Income from: | | | | | |
| Donations and legacies | 3 | 114,895 | - | 252,823 | 367,718 |
| Income from charitable activities | 4 | 982,256 | - | - | 982,256 |
| Investments | 5 | 3,077 | - | - | 3,077 |
| Total income | | 1,100,228 | - | 252,823 | 1,353,051 |
| Expenditure on: | | | | | |
| Raising funds | 6 | 89,557 | - | - | 89,557 |
| Charitable activities | 7 | 934,116 | 125,800 | 190,995 | 1,250,911 |
| Total resources expended | | 1,023,673 | 125,800 | 190,995 | 1,340,468 |
| Net incoming/(outgoing) resources before transfers | | 76,555 | (125,800) | 61,828 | 12,583 |
| Gross transfers between funds | | (2,001) | 39,240 | (37,239) | - |
| Net income/(expenditure) for the year/ Net movement in funds | | 74,554 | (86,560) | 24,589 | 12,583 |
| Fund balances at 1 April 2022 | | 407,828 | 461,435 | 111,864 | 981,127 |
| Fund balances at 31 March 2023 | | 482,382 | 374,875 | 136,453 | 993,710 |

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PURSUING INDEPENDENT PATHS

BALANCE SHEET

AS AT 31 MARCH 2024

| | | 2024 | | 2023 | |
|---|-------|-----------|-----------|-----------|-----------|
| | Notes | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 11 | | 268,842 | | 374,875 |
| Current assets | | | | | |
| Debtors | 12 | 252,574 | | 131,682 | |
| Cash at bank and in hand | | 996,528 | | 882,419 | |
| | | 1,249,102 | | 1,014,101 | |
| Creditors: amounts falling due within one year | 13 | (246,932) | | (192,792) | |
| Net current assets | | | 1,002,170 | | 821,309 |
| Total assets less current liabilities | | | 1,271,012 | | 1,196,184 |
| Provisions for liabilities | | | | | |
| Provisions | 14 | 205,049 | | 202,474 | |
| | | | (205,049) | | (202,474) |
| Net assets | | | 1,065,963 | | 993,710 |
| Income funds | | | | | |
| Restricted funds | 16 | | 131,676 | | 136,453 |
| Unrestricted funds - designated | 17 | | 322,880 | | 374,875 |
| Unrestricted funds - general | | | 611,407 | | 482,382 |
| | | | 1,065,963 | | 993,710 |

18 Sep 2024

The financial statements were approved by the Trustees on

John Leach

J Leach

Trustee

Company Registration No. 04107226

Charity Registration No. 1088592

PURSUING INDEPENDENT PATHS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

| | Notes | 2024 £ | £ | 2023 £ | £ |
|--|-------|-------------------|-------------------|-------------------|-------------------|
| Cash flows from operating activities | | | | | |
| Cash generated from operations | 21 | | 134,307 | | 76,047 |
| Investing activities | | | | | |
| Purchase of tangible fixed assets | | (28,491) | | (39,240) | |
| Investment income received | | 8,293 | | 3,077 | |
| | | <u> </u> | | <u> </u> | |
| Net cash used in investing activities | | | (20,198) | | (36,163) |
| Net cash used in financing activities | | | - | | - |
| | | | <u> </u> | | <u> </u> |
| Net increase in cash and cash equivalents | | | 114,109 | | 39,884 |
| Cash and cash equivalents at beginning of year | | | 882,419 | | 842,535 |
| | | | <u> </u> | | <u> </u> |
| Cash and cash equivalents at end of year | | | 996,528 | | 882,419 |
| | | | <u> </u> | | <u> </u> |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Pursuing Independent Paths is a private company limited by guarantee incorporated in England and Wales. The registered office is 306 Kensal Road, London, W10 5BE, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Designated funds are subject to specific conditions for use, as set by the trustees.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objective.

Support costs represent costs that cannot be directly attributed to activities.

Governance costs include the costs of statutory audit and other costs related to the governance of the charity.

Support and governance costs have been allocated to the single charitable activity "Supporting Adults with Learning Disabilities".

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

| | |
|-------------------------|--|
| Leasehold improvements | Straight line over remaining period of the lease |
| Furniture and equipment | Straight line over 3 years |

Expenditure for furniture and equipment which exceeds £500 is capitalised.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Provisions

Provisions, being liabilities of uncertain timing and amount, are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

2 Critical accounting estimates and judgements

Trustees do not believe there to be any critical estimates or judgements in the financial statements.

3 Donations and legacies

| | Unrestricted funds general 2024 £ | Restricted funds 2024 £ | Total 2024 £ | Unrestricted funds general 2023 £ | Restricted funds 2023 £ | Total 2023 £ |
|---------------------|---|----------------------------------|--------------------|---|----------------------------------|--------------------|
| Donations and gifts | 137,225 | 203,098 | 340,323 | 114,895 | 252,823 | 367,718 |

4 Income from charitable activities

| | Supporting Adults with learning disabilities 2024 £ | Supporting Adults with learning disabilities 2023 £ |
|----------------------------------|--|--|
| Special projects | 9,960 | 24,565 |
| Local authority personal budgets | 1,127,505 | 957,691 |
| | 1,137,465 | 982,256 |

5 Investments

| | Unrestricted funds general 2024 £ | Unrestricted funds general 2023 £ |
|---------------------|---|---|
| Interest receivable | 8,293 | 3,077 |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

6 Raising funds

| | Unrestricted funds general 2024 £ | Unrestricted funds general 2023 £ |
|---|--|--|
| <u>Costs of generating voluntary income</u> | | |
| Other fundraising costs | 22,392 | 24,237 |
| Staff costs | 76,103 | 65,320 |
| | <hr/> | <hr/> |
| Costs of generating voluntary income | 98,495 | 89,557 |
| | <hr/> | <hr/> |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

7 Charitable activities

| | Ongoing services 2024 £ | Service development 2024 £ | Total 2024 £ | Ongoing services 2023 £ | Service development 2023 £ | Total 2023 £ |
|--|----------------------------------|-------------------------------------|--------------------|----------------------------------|-------------------------------------|--------------------|
| Staff costs | 608,825 | 84,559 | 693,384 | 522,556 | 72,577 | 595,133 |
| Depreciation and impairment | 118,381 | 5,381 | 123,762 | 110,704 | 5,032 | 115,736 |
| Rent, utilities & rates | 100,115 | 4,551 | 104,666 | 164,372 | 7,472 | 171,844 |
| Recruitment & Training | 15,744 | 2,651 | 18,395 | 23,814 | 3,656 | 27,470 |
| Activities & Events | 57,315 | - | 57,315 | 64,691 | - | 64,691 |
| Service Development Staffing | - | 23,141 | 23,141 | - | 23,400 | 23,400 |
| Travel | 14,558 | 571 | 15,129 | 12,518 | 560 | 13,078 |
| Repairs & renewals | 25,638 | 8,399 | 34,037 | 11,253 | 29,483 | 40,736 |
| Cleaning | 17,673 | 803 | 18,476 | 15,028 | 683 | 15,711 |
| Mobile & Telephone | 13,834 | 629 | 14,463 | 12,305 | 559 | 12,864 |
| Computer Expenses | 14,858 | 675 | 15,533 | 12,977 | 590 | 13,567 |
| Office Equipment | - | - | - | 2,478 | 113 | 2,591 |
| Insurance | 10,207 | - | 10,207 | 7,663 | - | 7,663 |
| Books, stationary & postage | 11,890 | - | 11,890 | 2,939 | 134 | 3,073 |
| Equipment Lease | - | - | - | 2,355 | 107 | 2,462 |
| Sundry Expenses | 4,638 | 211 | 4,849 | 3,610 | 162 | 3,772 |
| | <u>1,013,676</u> | <u>131,571</u> | <u>1,145,247</u> | <u>969,263</u> | <u>144,528</u> | <u>1,113,791</u> |
| Share of support costs (see note 8) | 122,894 | - | 122,894 | 95,138 | - | 95,138 |
| Share of governance costs (see note 8) | 47,192 | - | 47,192 | 41,982 | - | 41,982 |
| | <u>1,183,762</u> | <u>131,571</u> | <u>1,315,333</u> | <u>1,106,383</u> | <u>144,528</u> | <u>1,250,911</u> |
| Analysis by fund | | | | | | |
| Unrestricted funds - general | 851,521 | 121,413 | 972,934 | 823,592 | 110,524 | 934,116 |
| Unrestricted funds - designated | 129,143 | 5,381 | 134,524 | 120,768 | 5,032 | 125,800 |
| Restricted funds | 203,098 | 4,777 | 207,875 | 162,023 | 28,972 | 190,995 |
| | <u>1,183,762</u> | <u>131,571</u> | <u>1,315,333</u> | <u>1,106,383</u> | <u>144,528</u> | <u>1,250,911</u> |

Included within Rent, utilities and rates are lease payments of £120,764 (2023 - £160,000). Included within Books, stationary and postage are lease payments of £1,003 (2023 - £1,094).

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8 Support costs

| | Support costs | Governance costs | 2024 | Support costs | Governance costs | 2023 |
|-------------------------|----------------|------------------|----------------|---------------|------------------|----------------|
| | £ | £ | £ | £ | £ | £ |
| Staff costs | 59,190 | 16,912 | 76,102 | 50,805 | 14,515 | 65,320 |
| Depreciation | 10,762 | - | 10,762 | 10,064 | - | 10,064 |
| Rent, utilities & rates | 9,315 | - | 9,315 | 14,943 | - | 14,943 |
| Recruitment & training | 1,531 | 438 | 1,969 | 2,315 | 662 | 2,977 |
| Travel | 1,142 | - | 1,142 | 1,121 | - | 1,121 |
| Repairs & renewals | 8,594 | - | 8,594 | 1,023 | - | 1,023 |
| Centre expenses | 1,607 | - | 1,607 | 1,366 | - | 1,366 |
| Insurance | 1,258 | - | 1,258 | 697 | - | 697 |
| Legal and professional | 27,278 | - | 27,278 | 7,140 | - | 7,140 |
| Other | 2,217 | - | 2,217 | 5,664 | 265 | 5,929 |
| Audit fees | - | 22,083 | 22,083 | - | 20,456 | 20,456 |
| Accountancy | - | 7,759 | 7,759 | - | 6,084 | 6,084 |
| | <u>122,894</u> | <u>47,192</u> | <u>170,086</u> | <u>95,138</u> | <u>41,982</u> | <u>137,120</u> |
| Analysed between | | | | | | |
| Charitable activities | <u>122,894</u> | <u>47,192</u> | <u>170,086</u> | <u>95,138</u> | <u>41,982</u> | <u>137,120</u> |

Governance costs include payments to the auditors of £22,083 (2023: £20,456) audit fees, accountancy fees include £7,759 (2023: £6,084) in relation to other services provided by the auditors.

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity in the current or prior year. No trustees were reimbursed any expenses during the current or prior year.

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

10 Employees

Number of employees

The average monthly number of employees during the year was:

| | 2024 Number | 2023 Number |
|--|----------------|----------------|
| Supporting people with learning disabilities | 32 | 29 |

Employment costs

| | 2024 £ | 2023 £ |
|-----------------------|-----------|-----------|
| Wages and salaries | 763,592 | 668,169 |
| Social security costs | 62,606 | 41,750 |
| Other pension costs | 19,391 | 15,854 |
| | 845,589 | 725,773 |

Remuneration paid to key management personnel in the year totalled £241,739 (2023: £188,332).

The number of employees whose annual emoluments £60,000 or more were:

| | 2024 Number | 2023 Number |
|-------------------|----------------|----------------|
| £70,000 - £79,999 | 1 | 1 |

11 Tangible fixed assets

| | Leasehold improvements £ | Furniture and equipment £ | Total £ |
|------------------------------------|--------------------------------|---------------------------------|------------|
| Cost | | | |
| At 1 April 2023 | 433,318 | 85,368 | 518,686 |
| Additions | 4,069 | 24,422 | 28,491 |
| At 31 March 2024 | 437,387 | 109,790 | 547,177 |
| Depreciation and impairment | | | |
| At 1 April 2023 | 105,721 | 38,090 | 143,811 |
| Depreciation charged in the year | 104,411 | 30,113 | 134,524 |
| At 31 March 2024 | 210,132 | 68,203 | 278,335 |
| Carrying amount | | | |
| At 31 March 2024 | 227,255 | 41,587 | 268,842 |
| At 31 March 2023 | 327,597 | 47,278 | 374,875 |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

12 Debtors

| | 2024 | 2023 |
|--------------------------------------|----------------|----------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Other debtors | 193,052 | 84,671 |
| Prepayments | 59,522 | 47,011 |
| | <u>252,574</u> | <u>131,682</u> |

Within Other Debtors are amounts due after more than one year of £60,500 (2023: £78,375).

13 Creditors: amounts falling due within one year

| | 2024 | 2023 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Other creditors | 38,808 | 26,452 |
| Accruals and deferred income | 208,124 | 166,340 |
| | <u>246,932</u> | <u>192,792</u> |

Deferred income relates to project grant income received in advance,

Deferred income at the start of the financial year amounted to £50,144, with £286,988 of deferred income being released in the current year. There was an additional deferral of £370,259 in the current year, leading to a year end balance of £133,415.

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

| 14 | Provisions for liabilities | 2024 | 2023 |
|----|-----------------------------------|-------------------|-----------------------------------|
| | | £ | £ |
| | Warwick Court Property | 205,049 | 202,474 |
| | | <u> </u> | <u> </u> |
| | Movements on provisions: | | |
| | | | Warwick Court Property |
| | | | £ |
| | At 1 April 2023 | | 202,474 |
| | Additional provisions in the year | | 2,575 |
| | | | <u> </u> |
| | At 31 March 2024 | | 205,049 |
| | | | <u> </u> |

The provision of £205,049 (2023: £202,474) relating to the Warwick Court Property (a lease no longer required), comprises the outstanding rental costs, up to the end of the lease, and remedial works to the property to bring the building back in line with the commencement of the lease.

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the profit or loss in respect of defined contribution schemes was £19,391 (2023 - £15,854).

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

| | Balance at 1 April 2022 £ | Movement in funds | | Transfers £ | Balance at 1 April 2023 £ | Movement in funds | | Balance at 31 March 2024 £ |
|-----------------------------------|---------------------------------|----------------------------|----------------------------|-----------------|---------------------------------|----------------------------|----------------------------|----------------------------------|
| | | Incoming resources £ | Resources expended £ | | | Incoming resources £ | Resources expended £ | |
| John Lyons | - | 25,000 | (25,000) | - | - | 5,000 | (5,000) | - |
| Beantalk (W10 programme) | 111,864 | 90,800 | (28,972) | (37,239) | 136,453 | - | (4,777) | 131,676 |
| London Community (Landsec) | - | 14,500 | (14,500) | - | - | - | - | - |
| MDT/PDT | - | 9,689 | (9,689) | - | - | - | - | - |
| BLF | - | 50,089 | (50,089) | - | - | 51,316 | (51,316) | - |
| Barclays | - | 43,750 | (43,750) | - | - | - | - | - |
| GLA | - | 10,000 | (10,000) | - | - | - | - | - |
| City Bridge Trust | - | - | - | - | - | 36,093 | (36,093) | - |
| Kensington and Chelsea Foundation | - | - | - | - | - | 36,219 | (36,219) | - |
| Westminster Amalgamated Charity | - | - | - | - | - | 5,000 | (5,000) | - |
| Kusuma Trust UK | - | - | - | - | - | 32,745 | (32,745) | - |
| Westminster City Council | - | - | - | - | - | 19,500 | (19,500) | - |
| Paddington Central | - | - | - | - | - | 5,700 | (5,700) | - |
| Other | - | 8,995 | (8,995) | - | - | 11,525 | (11,525) | - |
| | <u>111,864</u> | <u>252,823</u> | <u>(190,995)</u> | <u>(37,239)</u> | <u>136,453</u> | <u>203,098</u> | <u>(207,875)</u> | <u>131,676</u> |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

| | | |
|----|------------------|-------------|
| 16 | Restricted funds | (Continued) |
|----|------------------|-------------|

John Lyons charity - A grant towards training and employability services and leisure programme.

Beantalk W10 (expansion programme) - This is an initiative designed to broaden the range of services and number of students reached by PIP.

London Community (Landsec) - A grant restricted for Fruitful and Employment Group activities.

MDT/PDT - A grant to support the Employment Group activities.

BLF - Revenue grant to support additional costs with regards to the expansion programme.

Barclays - Revenue grant to support additional costs with regards to the expansion programme.

GLA - A grant for sports sessions.

City Bridge Trust - A grant towards Advocacy sessions.

Kensington and Chelsea Foundation - A grant towards training and employability services.

Westminster City Council - A grant towards Gig Buddies.

Westminster Amalgamated Charity - A grant towards Dance sessions including BLNK Dance facilitators.

Kusuma Trust UK - A grant towards Gig Buddies.

Paddington Central - A grant towards training and employability services.

Other - Any grants less than £5,000.

PURSuing INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

| | Balance at 1 April 2022 | Resources expended | Transfers | Balance at 1 April 2023 | Resources expended | Transfers | Balance at 31 March 2024 |
|-------------------------|----------------------------|-----------------------|---------------|----------------------------|-----------------------|---------------|-----------------------------|
| | £ | £ | £ | £ | £ | £ | £ |
| Fixed asset fund | 461,435 | (125,800) | 39,240 | 374,875 | (134,524) | 28,491 | 268,842 |
| Kensal Road Property | - | - | - | - | - | 54,038 | 54,038 |
| | <u>461,435</u> | <u>(125,800)</u> | <u>39,240</u> | <u>374,875</u> | <u>(134,524)</u> | <u>82,529</u> | <u>322,880</u> |

The charity made the decision in 2021-22 to create a designated fund which represents the net book value of fixed assets at the year end.

The Kensal Road Property works of £54,038 is a new designated fund in the year, which provides for future estimated costs, repairs and maintenance towards the property.

PURSUEING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

| 18 | Analysis of net assets between funds | Unrestricted funds | | Designated funds | | Restricted funds | | Total | | Unrestricted funds | | Designated funds | | Restricted funds | | Total | |
|----|--|--------------------|---|------------------|---|------------------|---|-----------|---|--------------------|---|------------------|---|------------------|---|-----------|---|
| | | 2024 | £ | 2024 | £ | 2024 | £ | 2024 | £ | 2023 | £ | 2023 | £ | 2023 | £ | 2023 | £ |
| | Fund balances at 31 March 2024 are represented by: | | | | | | | | | | | | | | | | |
| | Tangible assets | | - | 268,842 | | - | | 268,842 | | - | | 374,875 | | - | | 374,875 | |
| | Current assets/(liabilities) | 870,494 | | - | | 131,676 | | 1,002,170 | | 684,856 | | - | | 136,453 | | 821,309 | |
| | Transfers | (54,038) | | 54,038 | | - | | - | | - | | - | | - | | - | |
| | Provisions | (205,049) | | - | | - | | (205,049) | | (202,474) | | - | | - | | (202,474) | |
| | | 611,407 | | 322,880 | | 131,676 | | 1,065,963 | | 482,382 | | 374,875 | | 136,453 | | 993,710 | |

PURSUING INDEPENDENT PATHS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

| | 2024 £ | 2023 £ |
|----------------------------|----------------|----------------|
| Within one year | 164,003 | 164,670 |
| Between two and five years | 150,000 | 306,670 |
| | <u>314,003</u> | <u>471,340</u> |

20 Related party transactions

There were no related party transactions during the year (2023: none).

21 Cash generated from operations

| | 2024 £ | 2023 £ |
|---|----------------|---------------|
| Surplus for the year | 72,253 | 12,583 |
| Adjustments for: | | |
| Investment income recognised in statement of financial activities | (8,293) | (3,077) |
| Depreciation and impairment of tangible fixed assets | 134,524 | 125,800 |
| Movements in working capital: | | |
| (Increase) in debtors | (120,892) | (18,093) |
| Increase/(decrease) in creditors | 54,140 | (42,322) |
| Increase in provisions | 2,575 | 1,156 |
| Cash generated from operations | <u>134,307</u> | <u>76,047</u> |

22 Analysis of changes in net funds

The charity had no debt during the year.