

Company registration number: 06693843

Charity registration number: 1126928

The Signpost to Polish Success

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 28 February 2025

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

The Signpost to Polish Success

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Reference and Administrative Details

Trustees	Danuta Kantyka
	Monika Savage
	Edyta Wysocka
	Pawel Chrostowski
	Jerzy Ziemiewicz
	Philip Jackson
	Zbigniew Luczynski
Senior Management Team	Beata Polanowska, CEO
Charity Registration Number	1126928
Company Registration Number	06693843
Registered Office	Unit B, Tennyson Hall, Forest Road West, Nottingham NG7 4EP
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

The Signpost to Polish Success

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 28 February 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Danuta Kantyka
	Monika Savage
	Edyta Wysocka
	Pawel Chrostowski
	Jerzy Ziemiewicz
	Philip Jackson
	Zbigniew Luczynski

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 10 September 2008. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

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Trustees' Report

Recruitment and appointment of trustees

We have a Memorandum and Articles of Association and our Directors/Trustees are elected at our AGM through the voting process.

A prospective Director has to present a CV or completed Committee Member Application Form and - if new to the organisation - a covering letter and two references. The candidacy is discussed at the committee meeting by the existing members. All Directors are appointed for a six-month probationary period and, if this is satisfactorily completed, the appointment is confirmed.

The appointment of Directors

The charity may by ordinary resolution:

- Appoint a person who is willing to act as a Director; and
- Determine the rotation in which any additional Directors are to retire.

No person other than a Director retiring by rotation may be appointed a Director at any general meeting unless:

- He or she is recommended for re-election by the Directors; or
- Not less than fourteen nor more than thirty-five clear days before the date of the meeting, the charity is given a notice that:

- (a) Is signed by a member entitled to vote at the meeting;
- (b) States the member's intention to propose the appointment of a person as a Director;
- (c) Contains the details that, if the person were to be appointed, the charity would have to file at Companies House; and
- (d) Is signed by the person who is to be proposed to show his or her willingness to be appointed.

All members who are entitled to receive notice of a general meeting must be given not less than seven nor more than twenty-eight clear days notice of any resolution to be put to the meeting to appoint a Director other than a Director who is to retire by rotation.

The Directors may appoint a person who is willing to act as a Director.

A Director appointed by a resolution of the other Directors must retire at the next annual general meeting and must not be considered in determining the Directors who are to retire by rotation.

The appointment of a Director, whether by the charity in a general meeting or by the other Directors, must not cause the number of Directors to exceed the number fixed as the maximum number of Directors.

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Trustees' Report

Major risks and management of those risks

The major risk to our continued existence is the uncertainty inherent in the search to secure funding continuity, so we submit our grant applications well in advance of the current funding expiry dates.

Objectives and activities

Objects and aims

Any charitable purpose for the benefit of the public in Nottingham and in and around the East Midlands. In particular but not exclusively for Polish and other Eastern European migrants, in particular but not exclusively:

The relief of financial hardship;

The advancement of education and training;

The provision of facilities for recreation and other leisure activities in the interest of social welfare with the object of improving their conditions of life.

Objectives, strategies and activities

- Providing regular English language courses. We hold ESOL classes at Entry 3 and beginner's levels.
 - Offering Polish and other Eastern European migrants 1-2-1 information/signposting sessions. We support them with:
 - completing and understanding a wide variety of official forms and documents,
 - supporting when dealing with schools and GPs,
 - helping with tenancy issues, bills, council tax,
 - helping with debt or payment issues,
 - supporting homeless people and those facing homelessness,
 - support with employment issues,
 - providing information about important changes to the welfare system concerning EEA nationals.
- In the period from 1 March 2022 to 28 February 2023 we held 678 sessions, helping approximately 205 people.
- Publishing “East Midlands po Polsku”, roughly translated as “The East Midlands in Polish”, in which we continue to inform our readership about issues relevant to the Polish community across the East Midlands. Our readership is now more than 10,000.
 - Running www.empp.co.uk which provides our users with instant information. Running a Facebook page that has over 3,755 followers.
 - Supporting EU Nationals in updating information regarding Settled Status.
 - Organising workshops, meetings, social gatherings, events, developing a sense of community and working towards community cohesion. Our workshops provide comprehensive and useful information on current, topical issues. Our family events/social activities contribute to the creation of a sense of community amongst the Polish/Eastern European migrants.
 - Providing volunteering opportunities for members of Eastern European/Polish Communities which benefit them as well as members of the wider local community.

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Trustees' Report

Public benefit

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Our activities address the following issues:

the prevention or relief of poverty;

the relief of those in need by reason of age, ethnicity, ill health, disability, financial hardship or other disadvantage;

the advancement of education (ESOL, but also education through delivering information sessions where people can learn more about rules and regulations prevailing in the UK and workshops, which have an educational value in regard to learning more about current, topical issues);

the advancement of community development - our social activities contribute to the creation of a sense of community amongst the recently arrived migrants. They have helped the newcomers develop a better understanding of the host society, assisted in their integration and encouraged positive interactions with the host population as well as nourishing friendships amongst the new arrivals, generated a sense of community spirit and, as a consequence, a more positive attitude towards the society in which they now live;

the advancement of welfare.

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Trustees' Report

Achievements and performance

During this year we delivered the first year of our NLCF project. We were happy that we were able to continue our work and deliver our services which are:

- Providing regular English language courses; in 2024 we delivered courses at basic and more advanced levels over three terms.
- Offering Polish and other Eastern European migrants 1-2-1 information/signposting sessions four days per week.
- Publishing “East Midlands po Polsku” (EMpP), roughly translated as “The East Midlands in Polish”, in which we continue to inform our readership about issues relevant to the Polish community across the East Midlands. Our readership is approx. 10,000 and in 2024 we published 9 issues, including three double ones.
- Running www.empp.co.uk, which provides our users with instant information as well as running a facebook page that had over 3570 followers.
- Providing volunteering opportunities for members of Eastern European Communities; we engaged 49 volunteers.
- Running SPS food bank, issuing food parcels, making foodbank referrals and offering a small number of supermarket vouchers.
- Organising cultural events, such as Fat Thursday on a Saturday and International Children’s Day, developing a sense of community and working towards community cohesion.
- Running weekly Coffee Mornings on Wednesdays for people over 50 years old, starting in the middle of October 2024.

At the beginning of the year, we had to recruit new ESOL tutors. We were successful in finding two excellent new tutors whom we hired to teach in parallel on our course. Hiring both of them was a smart decision as they were able to replace one another when for example one of them was unwell or had to look after a child. One of them is still with us, continuing teaching ESOL at SPS in 2025.

We had to find replacement funding to our Area 4 NCC grant to pay for our ESOL provision. We applied to Boots, but were unsuccessful. Then we applied to NCC Homes for Ukraine programme and we were successful. We applied for Public Health Small Grant for funding for Coffee Mornings for people over 50 and we were successful. We started delivering Coffee Mornings in October 2024 and they turned out to be a great success. Each session is attended by 10 to 20 people. At the end of each meeting, our attendees look forward to the next one. At the end of February, we had our first session that was focused on doing physical exercise (Qigong). These exercise sessions are to be continued into the next financial year.

We worked on our ‘Online directory of services available in Nottingham for Polish/Eastern European service users with language barriers’, making sure that it was live in January 2025. We made contacts with many organisations to gather information, we built our directory and tested it sending it to local networks to make sure that we display information about their services in a way they are happy with. Our directory will be an ongoing project, we are happy to update it as we learn about new relevant services.

We also applied for a Winter Support Grant to NCC to support our community keep warm and well throughout the winter. We were successful and can now support our community.

At the end of May 2024, we organised a family event, ‘International Children’s Day’ in and outside of our office, which was attended by approx. 200 people. We invited the Sheriff of Nottingham, Councillor Liaqat Ali and representatives of other local organisations. In December, we went to Nottingham Playhouse to see the Christmas panto ‘Jack and the Beanstalk’, in a group of 50 people of various ethnic backgrounds, to have fun but also to build positive relationships. In February 2025 - together with our fantastic volunteers - we delivered our iconic Fat Thursday on a Saturday, a family event organised with the New Art Exchange.

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Trustees' Report

We also delivered the project 'Pomocna dłoń w czasach kryzysu ekonomicznego i wysokiej inflacji dla Polonii w Nottingham i okolicach', supported by funding from the Polish Government. Polish Consulate in Manchester also supported our family events and a school competition which we organised together with the Polish Schools, about the Olympic Games.

We continued to be a member of Fareshare - a scheme where supermarkets such as Tesco donate unwanted food to charities. We continued referring our clients to Himmah and Trussell Trust food banks, appreciating this partnership very much.

SPS library was also used by a reliable number of regular readers borrowing Polish books from us.

We represented the interests and spoke on behalf of members of the Polish and other Eastern European communities at several key local online and face-to-face meetings. We took part in the meeting with the deputy Governor of the Bank of England to brief him on the living conditions of the communities we support.

We liaised with the Polish Consulate in Manchester regarding various issues. We also briefed the Consulate on the challenges and difficulties Polish migrants face living in Nottingham and the surrounding areas. The manager of SPS maintained membership of the Advisory Committee to the Polish Consul in Manchester.

We attended commemorative events, representing the Polish post-2004 community. We attended the Warsaw Airbridge Remembrance Service and All Souls ceremony at the Newark War Cemetery, as well as the ceremony at the Calverton Cross commemorating the first Polish aircrew fatality during WWII. We attended the opening of the Polish Bomber Squadrons Centre - RAF Ingham in May 2024 and on the 27th of October 2024 we attended the opening of the exhibition 'Polish heart beats here - tu bije Polskie serce' taking place at the National Civil War Centre in Newark. On the 12th of January we attended an event 'The Gathering - part three - Polska' at the Mansfield Museum.

We enabled bi-monthly Nottingham Advisors Forum meetings to take place at SPS meeting room.

We also worked with the Regional ITV team. We recorded a feature about the way SPS supported one of its formerly homeless users which was broadcast during ITV News Central programme.

Members of our community still need help with settled status. Some people have not applied yet, others have not received decisions from the EU Settlement Scheme Resolution Centre regarding their application and some needed to update their details. These people come to us for support as - due to IT and language barriers - they need our assistance.

We will now present our 2024-25 activities in more detail:

ESOL at SPS in 2024-2025

We delivered three ESOL courses (Spring, Autumn and Winter terms). From the end of 2024 we were able to use Home for Ukraine funding to sponsor them. They were held at the SPS premises. 67 learners attended our lessons twice or more. The classes were conducted once a week, for 2 hours, at the intermediate level and for beginners. Some students were referred to SPS by Jobcentre Plus, others learnt about our lessons through word of mouth or as a result of SPS marketing.

Our learners came from countries such as Poland, Ukraine, Bulgaria, Lithuania, China, Czech Republic, Italy, Japan, Pakistan and Russia.

Tailored to address the specific needs and interests of learners, SPS lesson plans and teaching materials were carefully designed by an experienced and highly skilled teacher. Lessons were conducted in a friendly and supportive environment and with interactive activities.

All learners expressed that they would recommend our course to others. They wished for more frequent lessons and were keen to continue learning English at SPS. The classroom atmosphere was welcoming, supportive, and allowed to make new friends; lesson topics were frequently suggested by our learners.

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Additionally, some ESOL learners took on volunteer roles at SPS during our family events.

Here are the comments made by our ESOL learners:

"I have been to many language courses before, but this one is so friendly and approachable. I love the atmosphere in the class and also this is a place for actual friendship and connections between the students."

"My psychotherapist was surprised to see how much my English has improved. To start with I had to use an interpreter during our sessions but now I can talk to her on my own... Our teacher is patient, friendly, nice and he can easily adjust his teaching to the level of participants. We like his teaching methods, he uses lots of games, his lessons are great fun, which is a good way to learn."

"Our teacher makes every lesson enjoyable, which makes me more comfortable to speak."

"I've never felt so at ease in a language class and I've noticed a huge improvement in my confidence. The warm and friendly atmosphere of each lesson really makes me look forward to the next one."

Newspaper & web page

We published 9 issues of 'East Midlands po Polsku' and distributed them across the East Midlands (with main distribution points in Nottingham, Derby, Leicester, Lincoln, and Nottingham prison). The newspaper is also available on our website www.empp.co.uk and digital publishing platforms called www.issuu.com and www.fliphtml5.com. Thanks to the newspaper we delivered reliable news to the most vulnerable people, increased their knowledge of life in the UK, and current local, regional, and national affairs as well as created a sense of community among Polish readers by informing them of the life of Polish people in the East Midlands.

Social Media

The estimated reach of the 'East Midlands po Polsku' Facebook page from 1st March 2024 to 28th February 2025 was 129,204 (over 100% more than last year). This means that our materials posted on Facebook have reached more than 224k people. In these posts, people find: information about SPS services, EMpP prize competition winners, local and regional events and celebrations, government and local authority announcements, educational and professional opportunities, job offers, and foodbank support. To reach as many people as possible, we conducted new marketing activities and systematically shared information. We also established bonds with our followers, thanks to which we managed to achieve a level of page views over 12 times higher than in 2023-2024. This means that our page has been viewed more than 224,800 times. We also received 339 new profile likes. Our Facebook profile currently has 4463 followers.

Volunteering

In 2024-25 we had 39 volunteers.

We have a large group of volunteers who constantly co-operate with us and are happy to help with our projects. Some of them helped with the creation of the East Midlands in Polish newspaper, as well as its distribution and folding it before delivering it to distribution points. Most volunteers are eager to help with our family events.

They help with filling out questionnaires and registration lists, painting children's faces, making water tattoos, and taking care of the well-being of our guests, but also of safety by guarding the entrance gate. Our

experienced volunteers also organize art workshops for children, which are always very popular during events.

We also have people who are happy to help us with everyday duties, such as taking care of the garden in front of our office. The work of our volunteers is very important for our organization, but also for themselves. Thanks to this commitment, they feel needed. We also appreciate the support from our trustees who give us their time and expertise.

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Coffee Mornings 2024-2025

In October 2024, we started our meetings for people over 50 called "Coffee Mornings". These meetings are very popular among the Polish community. In addition to hot coffee, tea, and sweet treats, we also organize conversations, games, and fun. We also invited members of the NHS/Public Health to several meetings, who told us about important symptoms and diseases to look out for in the older age group. One of the course participants also suggested arts and crafts classes, so in December we made Christmas decorations. In February, as part of the Coffee Mornings series, we also started Qigong exercises.

As of February 28, 2025, we have delivered 14 coffee morning sessions attended by 28 people. All participants are enthusiastic about taking part in the meetings, which have become an essential part of their weekly schedule. They have also helped to establish new contacts and friendships and to improve the well-being of the participants.

This is what our attendees said about Coffee Mornings: "By doing exercises in a group we give and receive mutual support and motivation to continue with these exercises at home."

"The sense of integration during Coffee Mornings is incredible. Every session is an opportunity to connect, share, and learn."

"Great place to feel integrated into a community and share experiences. Everyone is so friendly, and we all share a laugh and learn from each other."

"I have found many friends here, I come to the meetings every Wednesday with pleasure. We also meet quite often after this meeting. Every Coffee Morning feels like a gathering of friends. Very welcoming space for sharing stories, recipes and also creating good connections with each other. "

Competition about Polish Olympians in Nottingham Polish Schools

Thanks to funding from the Polish Consulate in Manchester, we organized a competition about Polish Olympians. 27th of July 2024, marks 100 years since Polish cyclists won first medals for Poland at the Olympic Games.

For pupils of Polish schools in Nottingham, we prepared texts about the Olympic Games and Polish athletes who won medals, as well as sheets with questions they had to answer. The questions were tricky, but Polish students demonstrated a good level of knowledge. Thanks to the competition, they could learn new interesting facts and information about Polish athletes. In each class, we selected a winner, who received a gift voucher and a diploma.

Library at SPS

We run a library with books in both Polish and English. The books cover various topics and suit different age groups of readers, so everyone can find something for themselves. This is the second year in which we continue to lend books and from March 2024 to February 2025 our readers borrowed 27 books.

International Children's Day 2024

Our International Children's Day took place on May 29 from 12.30 pm to 2.30 pm at the SPS office. More than 200 people participated in the event and celebrated children's day with us.

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The youngest guests danced and had fun with professional animator Ola from Party with Alex and took part in art workshops on the Baltic Sea theme, creating fish, boats, and even aquariums. Children were also happy to take advantage of other attractions such as face painting, water tattoos, coloured their hair with special paints, playing table football, or taking part in a raffle for which we had prepared fantastic prizes to win. To feel like they were at the Polish seaside, participants could taste popular Polish swirl ice creams. There was also a police car with smiling police officers from Nottinghamshire Police, who were happy to enable children to try on police uniforms, sit with children in the car, and answer any questions they might have. Children could also talk to representatives of Nottinghamshire Fire and Rescue Service and get inside the cabin of the Fire Engine. Local businesses, together with SPS, held stalls with their products. We also hosted the Sheriff of Nottingham Liaqat Ali, priest Krystian from the local Polish church, and Mark Kielesz-Levine from ITV, who prepared a report from the visit, which was broadcast that evening. During the event, we were helped by our wonderful volunteers.

Our participants reflected our diverse local communities, they were Polish, British, Ukrainian, as well as from other ethnic backgrounds.

The event was successful and we received positive feedback from our visitors:

“I'm building relationships and hopefully meeting new people.”

“I meet new people, children play together, integrate “.

“A good opportunity to meet many interesting people and exchange experiences”.

Family Event ‘Fat Thursday on a Saturday’, 15 February 2025

The tenth edition of ‘Fat Thursday on a Saturday’ took place on 15th February. It was organised by The Signpost to Polish Success working together with the gallery New Art Exchange. The event was very well attended and over 200 people took part.

This year, we chose Polish Folk Patterns, or more precisely, Włocławek Faience, as our event theme. Polish hand painted porcelain from Włocławek factories is known and loved all over the world. We prepared presentations, films, and promotional materials about Polish folk patterns placed on ceramics, the history of Poland, famous Polish scientists, as well as about places worth visiting when traveling to Poland. Children took part in art workshops related to the chosen topic. We also prepared raffles, a Polish books fair, and a Nottinghamshire Police stand, where children could try on police uniforms and parents could talk to police officers. A Nottinghamshire Police Hate Crime Officer was also present. She promoted knowledge about what hate crime is and how to report such incidents.

All participants could also taste delicious, traditional Polish doughnuts in various flavours and have a coffee or tea. Our wonderful volunteers were responsible for organizing activities for children, helping with logistics, running our stalls and also helping to clean up the place after the event.

The event was attended by Nottingham Councillor Shuguftah Quddoos, Police Community Inspector Gurmit Kaur from Nottinghamshire Police, as well as a representative of the local ITV television, whose report was broadcast on ITV Central on Sunday, 16th February.

Event participants commented:

“This is a great occasion to meet and spend time together - not every day you get the opportunity to do so”.

“We learn the language, integrate and get to know each other.”

“We have a chance to meet others who are living in the UK, feel connected”.

“A good opportunity to promote Polish culture and history”.

Foodbank

During 2024-25 year there was a continuous need for SPS support with foodbank referrals and food parcels. Most of our clients have low income, some are unemployed and homeless. We refer them for food parcels to Himmah (who can sometimes deliver parcels directly to the clients' home address) and Trussell Trust foodbanks.

SPS issued approx. 250 food bank referrals. Also 11 people received our special gift vouchers. Approx. 227 individuals received SPS food parcels - mainly bakery products that SPS acquired from local Tesco stores thanks to the FareShare Scheme.

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SPS users said: Ms B.: “It is very important for me to receive a food bank voucher every week. I am a single unemployed mother of 4 children. I am sure that my kids are always fed”. Ms K.: “When I was laid off from work, the food bank's help was essential to me”.

1-2-1 Information sessions

We helped a large number of people in very difficult situations, preventing them from becoming more vulnerable. However, some of our service users are still highly vulnerable, unable to use other services due to language barriers, fear and distrust. These people are in need of our attention and advice. We help people with various problems such as translating letters from British authorities, helping to deal with debts, applying for Universal Credit, PIP, LWCRA housing or communicating with DWP.

We continue to work with several organisations and government agencies, such as Nottingham Law Centre, St. Anns Advice Centre, Citizen's Advice, Welfare Rights Advisors at Nottingham City Council, DUWC, Nottinghamshire Police, Action Fraud, HMRC, DWP, ACAS and many more.

In the period from 1st March 2024 to 28th February 2025 we held 848 support sessions, for 191 people, approx. between 60 -70 sessions a month.

Debt

In the 2024-25 financial year we supported 29 clients with debt problems during 55 sessions. Some people were referred to the organisations specialising in legislated debt help. We helped with making initial contact with debt collection agencies in order for the client to negotiate a repayment plan. We supported clients when they had to respond to liability orders by helping them to collect, organise and scrutinise all relevant documents, we assisted them when an offer of repayment plan was introduced, we explained to them how to follow court procedures when the case was filed to the court.

Our charity has noticed that due to the rising cost of living, many people are facing even greater financial struggles. This often leads to increased debt as individuals are forced to prioritize essential expenses like bills and food. We remain committed to supporting those in need during these challenging times.

Housing issues

We supported 59 people during 95 sessions focused on housing issues. Most of the interventions required sending applications for council housing, ensuring all relevant documents were delivered to Housing Aid/Housing Solutions or Nottingham Homelink and providing all relevant translations.

We had many cases concerned with Council Tax bills, debts, single person discount, refunds, change of address, council tax reduction and housing benefit entitlement.

We have noticed a rising number of people seeking housing accommodation due to significant rent increases from private landlords. Additionally, many individuals need to relocate due to health issues, further adding to the demand for suitable housing.

Employment issues

We held 25 sessions for 16 people with employment issues. We contacted employers to discuss contract terminations and statutory sick pay. We referred people to ACAS for detailed advice in very difficult cases. We offered further support by assisting, for example, with translation. SPS clients can attend free English lessons to improve their English language skills to enhance their employment prospects.

We have noticed that our clients are getting older and beginning to experience health issues. With limited English skills, many struggle to find work and make a living. They need significant support and encouragement, including assistance in connecting with employment agencies to explore job opportunities.

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Welfare Benefits UC

We held 387 sessions regarding welfare benefits. We assisted our service users in: making Universal Credit claims online; due to their lack of IT skills notifying DWP of changes in personal circumstances; requesting advance payments; helping with adding notes to UC journals; completing Work Capability Assessment forms; requesting Mandatory Reconsiderations; lodging appeals to the Tribunal Service against DWP decisions. We also provided information and helped with applying for Child Benefit.

Due to the rising cost of living and difficulties in finding work whether due to health issues or other barriers, many people are relying more on Universal Credit. With DWP checks in place, individuals need support in going through the eligibility process, including help with uploading bank statements and providing other necessary proofs to secure their benefits.

Personal Independence Payment

We help with the whole process from initiating PIP claims to organising professional assistance in completing PIP forms. We assisted our clients with every stage of the claim in progress: making enquiries for updates with current claims; arranging health assessment/translation and appealing; requesting Mandatory Reconsideration; or lodging appeals to the Tribunal if needed.

We noticed an increased number of people applying for PIP due to bad health.

Health issues

We helped 40 clients with health-related matters during 114 sessions. We helped by making appointments and translating documents from GP practices and hospitals, asking for patient records and medical evidence; completing Capacity for Work Assessments, PIP forms; requesting sick/fit notes; making referrals to other available health services like OT, psychiatrists, physiotherapy.

We have noticed that due to cuts in the NHS, people have reduced access to NHS translators. This makes it difficult for them to book and attend appointments or fully understand their health conditions. As a result, many avoid seeing their GP due to communication barriers or long waiting times, putting them at a higher risk of serious health issues.

Info Sessions - Case studies

Mr P - Background Mr. P, a Polish-speaking father residing in Nottingham, faced a sudden and deeply distressing situation involving his young autistic son. Over the weekend, he received court papers notifying him that his son had been placed in foster care by Nottingham City Council due to allegations of abuse by the child's mother and her new partner. The paperwork also informed him of a court hearing scheduled for Tuesday. Disoriented, unable to communicate effectively in English, and unfamiliar with legal procedures, Mr. P sought urgent assistance at our office on Monday morning.

Challenges Mr. P was in an emotional state of distress, struggling to comprehend the paperwork and feeling overwhelmed by the urgency of the court process. He was unsure of how to access legal representation or what steps to take to protect his son. His language barrier compounded his confusion, leaving him isolated and vulnerable at a critical time. Our team acted swiftly to provide Mr. P with the guidance and support he needed. We contacted a family solicitor recommended by the social worker, explained Mr. P's situation, and ensured they agreed to take on his case. Recognizing the language barrier, we facilitated communication between Mr. P and the solicitor, translating important details to ensure his understanding. We promptly requested a Polish interpreter for the court hearing, ensuring Mr. P could effectively communicate and participate in the proceedings. We explained to Mr. P where the court was located, what to expect during the hearing, and how to prepare for the day. Mr. P continues to visit our office for assistance with communication, particularly when he is unable to connect with his solicitor. We also helped Mr. P communicate with Child Maintenance Support services to stop payments for the child, as the circumstances changed.

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Impact Thanks to our immediate intervention, Mr. P felt reassured and supported during an incredibly challenging time. He was able to attend the court hearing with a clear understanding of the process and effective legal representation. Furthermore, he is now on the path to applying for a full care order for his son, pending necessary assessments. Mr. P expressed his gratitude for the comprehensive assistance he received, stating that he wouldn't have known where to begin without our support. The emotional relief of having someone to navigate the process with him has been transformative, giving him hope and confidence to advocate for his son's welfare.

Background A female client over 60 years old with multiple health issues and living on a limited income from benefits sought assistance regarding a debt issue. The client was unable to fulfil her initial repayment agreement due to unforeseen circumstances, including the recent passing of her mother, which required her to travel abroad for the funeral. The debt company had been sending her letters about the outstanding balance, causing significant distress during an already difficult time. The client contacted the company to explain her situation and the reason for missing the agreed payments.

Ms S. - Challenges Ms. S was overwhelmed by financial stress, struggling to manage her debts while grieving her mother's death. The pressure from the debt company, combined with her low income and emotional distress, left her feeling helpless and anxious. She came to our office seeking urgent support, unsure of how to resolve the situation.

Our team took immediate action to provide Ms. S with financial relief and emotional support. Together with Ms S we called the debt agency, helping to explain the unexpected circumstances that prevented her from making the payments as initially agreed. We successfully assisted her with arranging a revised repayment agreement with lower, more affordable monthly instalments that fit within Ms. S's limited income. By securing a more manageable payment plan with our support, Ms. S regained control over her financial situation without fear of further debt enforcement. Acknowledging that she was still grieving, we reassured her that she was not alone and offered guidance on managing financial hardship during difficult times.

Impact Thanks to our support, Ms. S felt an immense sense of relief. The reduced payments ensured that she could continue meeting her financial obligations without compromising her basic needs. More importantly, the burden of debt-related stress was lifted, allowing her to focus on her emotional well-being as she continued to grieve her mother's loss. Ms. S expressed deep gratitude for the help she received, stating that she would not have known how to handle the situation without our support. By being with clients, while negotiating fair repayment plans with our language assistance, and offering emotional support, we empower people like Ms. S to regain stability and peace of mind during life's most challenging moments.

Mr X. -Background Mr. X, a 61-year-old client from Leicester, sought help from SPS after a friend's recommendation. He was not able to get any help around his area from a Polish speaking advisor. He was facing an uphill battle with numerous health challenges, he struggled to navigate the complex system of benefit applications. His medical history includes type 1 diabetes, which led to the amputation of two toes, a previous battle with cancer, and current chemo radiotherapy treatment for metastatic tongue cancer. Additionally, he suffers from depression, lives alone, and faces financial difficulties. His inability to speak English compounded his isolation and barriers to accessing support.

Challenges When Mr. X approached SPS, he was overwhelmed by the process of applying for Personal Independence Payment (PIP) and Universal Credit (UC). Without employment, due to his poor health, he lacked financial stability, and he felt isolated due to his limited social network. He expressed feelings of hopelessness, not knowing where to begin in securing the assistance he desperately needed. The SPS team stepped in to provide support tailored to Mr. X's needs. Our advisors guided Mr. X through the PIP and UC application process, helping him understand the criteria and gather necessary documentation. We arranged for language support to ensure effective communication and understanding throughout the process. Our team offered compassionate listening and reassurance, helping Mr. X regain a sense of hope and control over his circumstances.

The Signpost to Polish Success

Trustees' Report

Impact Thanks to SPS' intervention, Mr. X successfully submitted his benefit applications, securing much-needed financial assistance to alleviate his economic stress. Beyond the practical outcomes, he expressed profound relief and gratitude, sharing that he felt "heard" and "supported" for the first time in years. The help he received also improved his emotional well-being, as he now has a sense of direction and hope for the future. For individuals like Mr. X, who face complex health, linguistic, and financial challenges, our support is often the difference between despair and stability. By addressing not just practical needs but also emotional well-being, SPS ensures that individuals can navigate life's difficulties with dignity and hope.

Mr Z. - Background Mr. Z, a low-income pensioner with limited English proficiency, unknowingly fell victim to an online scam. While using his computer, he mistakenly clicked on a fake subscription link, resulting in over £700 charged to his bank card. This significant financial loss caused Mr. Z severe distress, as he relies on his pension to cover basic living expenses. Realizing the mistake, the following day, he came to our office seeking urgent help.

Challenges Mr. Z was overwhelmed with feelings of anger and self-blame, struggling to comprehend how the fraud had occurred. His limited English skills compounded his frustration, making it difficult for him to navigate the necessary steps to resolve the issue. Without intervention, he risked losing a substantial portion of his income.

SPS' Intervention Our team acted swiftly to assist Mr. Z in recovering his money and addressing his concerns. We called Mr. Z's bank on his behalf and reported the unauthorized transaction as fraud. We explained to Mr. Z the steps involved in the bank's investigation process, ensuring he understood what actions were being taken. At our request, the bank suspended Mr. Z's compromised card to prevent further fraudulent activity and arranged for a replacement card to be issued. Following the bank's investigation, Mr. Z received a full refund of the £700, which was a tremendous relief given his limited income. To help prevent future incidents, we provided Mr. Z with practical advice on recognizing and avoiding online scams, including tips for secure online browsing.

Impact Mr. Z was immensely grateful for the support he received, as the quick resolution spared him a devastating financial loss. The refund restored his financial stability, and the guidance we provided gave him greater confidence in managing his online activities. Mr. Z expressed relief and appreciation, emphasizing how much our assistance improved his peace of mind during an otherwise distressing time. This case highlights the critical role SPS plays in protecting vulnerable individuals from the consequences of financial fraud. By offering immediate, compassionate support and practical solutions, we help clients like Mr. Z regain control of their finances and restore their sense of security.

Mrs K. - Background: Mrs. K is a woman in her early sixties who has been struggling with multiple health conditions that prevent her from working. She moved to the UK several years ago but has limited English, which has made navigating daily life and accessing support services difficult. Due to her health issues, she experiences chronic pain, fatigue, and much more, all of which contribute to her social isolation and emotional distress.

Challenges Recognizing her struggles, SPS stepped in to provide crucial support. Mrs. K began attending our free English lessons, which helped her improve her language skills and gain confidence in communicating. Additionally, she participated in our coffee mornings, where she met other individuals in similar situations, reducing her feelings of loneliness and isolation. Understanding her financial difficulties, our charity worker helped Mrs. K apply for the benefits she was entitled to, including Personal Independence Payment (PIP) and Universal Credit (UC) with the Limited Capability for Work-Related Activity (LCWRA) element. The initial PIP application was denied, causing Mrs. K significant stress and worry. With our support, Mrs. K went through the appeals process, eventually reaching the tribunal stage. Our charity worker assisted her in gathering medical evidence, preparing statements, and ensuring she was well-supported throughout the process. After a long and challenging journey, the tribunal ruled in her favour, awarding her PIP and providing backdated payments.

The Signpost to Polish Success

Trustees' Report

Mr. and Mrs. Q - Background: Mr. and Mrs. Q, a Romanian couple in their early 60s, have been residing in the UK for several years. They are the legal guardians of their grandson, whom they have been raising following complex family circumstances. The couple speaks very little English but has some understanding of Polish. Both of them have several health issues including heart problems.

Challenges The Q family faced eviction from their residence, leaving them in urgent need of support in multiple areas. They required assistance in finding temporary accommodation and a storage facility for their belongings while waiting for a new home. The couple needed help terminating their gas, water, and internet contracts due to language barriers. Both grandparents have significant health issues. Mr. Q suffers from chronic heart problems, while Mrs. Q has severe health issues that prevent her from working. While Mr. Q is still working, Mrs. Q is unable to do so. They receive Universal Credit with Limited Capability for Work and Work-Related Activity (LCWRA) but required additional support in applying for Personal Independence Payment (PIP). They struggled with understanding letters, completing paperwork, and communicating with different organizations.

Impact SPS played a crucial role in supporting the Q family throughout their challenges. SPS provided assistance in contacting utility companies, completing necessary paperwork, and ensuring all final bills were settled properly. A storage unit was secured for their belongings. The charity guided them through the PIP application process, including understanding eligibility, completing forms, and preparing for assessments. SPS conducted regular meetings with them to explain ongoing processes, providing them with the confidence and security they needed. Thanks to coordinated efforts from other organisations and SPS intervention, the Q family successfully navigated their eviction crisis and were eventually placed in suitable long-term accommodation. They secured financial stability through PIP and continued LCWRA support.

A female client - Background A female client over 60 years old with multiple health issues and living on a limited income from benefits sought assistance regarding a debt issue. The client was unable to fulfil her initial repayment agreement due to unforeseen circumstances, including the recent passing of her mother, which required her to travel abroad for the funeral. The debt company had been sending her letters about the outstanding balance, causing significant distress during an already difficult time. The client contacted the company to explain her situation and the reason for missing the agreed payments.

Challenges Ms. S was overwhelmed by financial stress, struggling to manage her debts while grieving her mother's death. The pressure from the debt company, combined with her low income and emotional distress, left her feeling helpless and anxious. She came to our office seeking urgent support, unsure of how to resolve the situation.

Our team took immediate action to provide Ms. S with financial relief and emotional support. Together with Ms. S we called the debt agency, helping to explain the unexpected circumstances that prevented her from making the payments as initially agreed. We successfully assisted her with arranging a revised repayment agreement with lower, more affordable monthly instalments that fit within Ms. S's limited income. By securing a more manageable payment plan with our support, Ms. S regained control over her financial situation without fear of further debt enforcement. Acknowledging that she was still grieving, we reassured her that she was not alone and offered guidance on managing financial hardship during difficult times.

Impact Thanks to our support, Ms. S felt an immense sense of relief. The reduced payments ensured that she could continue meeting her financial obligations without compromising her basic needs. More importantly, the burden of debt-related stress was lifted, allowing her to focus on her emotional well-being as she continued to grieve her mother's loss. Ms. S expressed deep gratitude for the help she received, stating that she would not have known how to handle the situation without our support. By being with clients, while negotiating fair repayment plans with our language assistance, and offering emotional support, we empower people like Ms. S to regain stability and peace of mind during life's most challenging moments.

The Signpost to Polish Success

Trustees' Report

Financial review

We have good reserves, they will help us to cover the shortfall of funding in the following years.
We are also fundraising to obtain funds to deliver current and future projects.

Policy on reserves

The money that we have in our accounts is allocated to different activities, according to the funding application forms we submit.

We have some general income which we may use for the activities for which we do not obtain funding.

We also have enough money in our accounts to make sure that SPS can provide its services for at least 6 months in case we fail to obtain any future funding.

We aim to make sure that SPS financial situation is reasonably stable.

We fundraising and generate an income ourselves to cover all our costs.

The Signpost to Polish Success

Trustees' Report

Statement of trustees responsibilities

The trustees (who are also the directors of The Signpost to Polish Success for the purposes 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 can 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 the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on and signed on its behalf by:

.....
Monika Savage
Trustee

The Signpost to Polish Success

Independent Examiner's Report to the trustees of The Signpost to Polish Success ('the Company')

Independent examiner's report to the trustees of The Signpost to Polish Success ('the Company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 28 February 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe 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 accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

.....
John O'Brien MSc, FAIA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....

The Signpost to Polish Success

Statement of Financial Activities for the Year Ended 28 February 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	2	-	-	-	60
Charitable activities	3	14,538	114,646	129,184	77,717
Investment income	4	1,030	-	1,030	776
Total Income		<u>15,568</u>	<u>114,646</u>	<u>130,214</u>	<u>78,553</u>
Expenditure on:					
Charitable activities	5	-	(108,863)	(108,863)	(96,526)
Total Expenditure		<u>-</u>	<u>(108,863)</u>	<u>(108,863)</u>	<u>(96,526)</u>
Net income/(expenditure)		15,568	5,783	21,351	(17,973)
Transfers between funds		<u>(49)</u>	<u>49</u>	<u>-</u>	<u>-</u>
Net movement in funds		15,519	5,832	21,351	(17,973)
Reconciliation of funds					
Total funds brought forward		<u>119,110</u>	<u>36,683</u>	<u>155,793</u>	<u>173,766</u>
Total funds carried forward	10	<u><u>134,629</u></u>	<u><u>42,515</u></u>	<u><u>177,144</u></u>	<u><u>155,793</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 22 to 28 form an integral part of these financial statements.

The Signpost to Polish Success

Statement of Financial Activities for the Year Ended 28 February 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	60	-	60
Charitable activities	3	12,118	65,599	77,717
Investment income	4	776	-	776
Total income		<u>12,954</u>	<u>65,599</u>	<u>78,553</u>
Expenditure on:				
Charitable activities	5	<u>(67,170)</u>	<u>(29,356)</u>	<u>(96,526)</u>
Total expenditure		<u>(67,170)</u>	<u>(29,356)</u>	<u>(96,526)</u>
Net (expenditure)/income		<u>(54,216)</u>	<u>36,243</u>	<u>(17,973)</u>
Net movement in funds		(54,216)	36,243	(17,973)
Reconciliation of funds				
Total funds brought forward		<u>173,326</u>	<u>440</u>	<u>173,766</u>
Total funds carried forward	10	<u><u>119,110</u></u>	<u><u>36,683</u></u>	<u><u>155,793</u></u>

The notes on pages 22 to 28 form an integral part of these financial statements.

The Signpost to Polish Success
(Registration number: 06693843)
Balance Sheet as at 28 February 2025

	Note	2025 £	2024 £
Current assets			
Debtors	7	1,194	936
Cash at bank and in hand		<u>182,157</u>	<u>160,967</u>
		183,351	161,903
Creditors: Amounts falling due within one year	8	<u>(6,207)</u>	<u>(6,110)</u>
Net assets		<u>177,144</u>	<u>155,793</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	10	42,515	36,683
Unrestricted income funds			
Unrestricted funds		<u>134,629</u>	<u>119,110</u>
Total funds	10	<u>177,144</u>	<u>155,793</u>

For the financial year ending 28 February 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 19 to 28 were approved by the trustees, and authorised for issue on and signed on their behalf by:

.....
Pawel Chrostowski
Trustee

The notes on pages 22 to 28 form an integral part of these financial statements.

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

The Signpost to Polish Success meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

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.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Pension costs charges in the Statement of Financial Activities represent the contributions payable by the charity during the year.

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

2 Income from donations and legacies

	Total 2025 £	Total 2024 £
Donations and legacies;		
Donations from companies, trusts and similar proceeds	-	60
	-	60

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Grants & donations	-	114,646	114,646	65,599
Activities	647	-	647	686
Advertising	12,527	-	12,527	9,373
Fundraising	1,364	-	1,364	2,059
	14,538	114,646	129,184	77,717

4 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	1,030	1,030	776

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

5 Expenditure on charitable activities

	Restricted funds £	Total 2025 £	Total 2024 £
Telephone & communications	3,223	3,223	2,600
Equipment, repairs & renewals	1,160	1,160	168
Events & activities	195	195	616
Hospitality & foodbank	538	538	-
Information Services	100	100	-
Legal & professional	2,342	2,342	4,028
Wages, NI & pension	58,572	58,572	63,563
Insurance	1,045	1,045	1,123
Office supplies	518	518	5,322
Printing & Stationary	5,112	5,112	-
Rent & services	21,941	21,941	12,462
Payroll Service	656	656	-
HMRC	5,392	5,392	-
Independent examination	1,044	1,044	-
Travel & networking	4,105	4,105	3,932
Tutor fees	2,920	2,920	2,712
	<u>108,863</u>	<u>108,863</u>	<u>96,526</u>

6 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	63,132	62,435
Social security costs	5,921	-
Pension costs	1,137	1,128
	<u>70,190</u>	<u>63,563</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No	2024 No
The average number of employees during the year was	<u>4</u>	<u>4</u>

4 (2024 - 3) of the above employees participated in the Defined Contribution Pension Schemes.

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

Contributions to the employee pension schemes for the year totalled £1,137 (2024 - £1,128).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £Nil (2024 - £34,643).

7 Debtors

	2025 £	2024 £
Prepayments	1,194	936

8 Creditors: amounts falling due within one year

	2025 £	2024 £
Other creditors	6,207	6,110

9 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

10 Funds

	Balance at 1 March 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 28 February 2025 £
Unrestricted funds					
<i>General</i>					
General fund	119,110	15,568	-	(49)	134,629
Restricted funds					
The National Lottery					
Community Fund	36,683	93,051	(94,133)	-	35,601
Nottingham City Council	-	14,500	(7,591)	-	6,909
PCC Nottinghamshire	-	3,780	(3,780)	-	-
Polish Consulate	-	2,325	(2,374)	49	-
Public Health small grant	-	990	(985)	-	5
Total restricted funds	36,683	114,646	(108,863)	49	42,515
Total funds	155,793	130,214	(108,863)	-	177,144

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

	Balance at 1 March 2023 £	Incoming resources £	Resources expended £	Balance at 29 February 2024 £
Unrestricted funds				
<i>General</i>				
General fund	173,326	12,954	(67,170)	119,110
Restricted				
The National Lottery Community Fund	-	49,869	(13,186)	36,683
Training & skills	-	8,500	(8,500)	-
PCC Nottinghamshire	-	5,180	(5,180)	-
Polish Consulate	-	2,050	(2,050)	-
Events	440	-	(440)	-
Total restricted funds	<u>440</u>	<u>65,599</u>	<u>(29,356)</u>	<u>36,683</u>
Total funds	<u><u>173,766</u></u>	<u><u>78,553</u></u>	<u><u>(96,526)</u></u>	<u><u>155,793</u></u>

The specific purposes for which the funds are to be applied are as follows:

The National Lottery Community Fund contributes towards the running costs and salaries.

The Training and skills fund contributes to the costs of courses and skills development for our users. The primary funder is Castle Cavendish.

PCC contributes towards running costs and salaries.

Polish Consulate contributes towards events, running costs and salaries.

The transfer from the General fund to the Polish consulate fund is to cover the deficit on this activity.

The Signpost to Polish Success

Notes to the Financial Statements for the Year Ended 28 February 2025

11 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 28 February 2025 £
Current assets	142,997	40,354	183,351
Current liabilities	-	(6,207)	(6,207)
Total net assets	<u>142,997</u>	<u>34,147</u>	<u>177,144</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 29 February 2024 £
Current assets	119,110	42,793	161,903
Current liabilities	-	(6,110)	(6,110)
Total net assets	<u>119,110</u>	<u>36,683</u>	<u>155,793</u>

12 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2025 £	2024 £
Independent examination	870	835
Other financial services	637	572
	<u>1,507</u>	<u>1,407</u>

13 Taxation

The charity is a registered charity and is therefore exempt from taxation.

14 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

15 Related party transactions

There were no related party transactions in the year.