

PATHWAYS 4 ALL LIMITED

England & Wales · Charity number 1146161

Details

Status	Registered
Legal form	Charitable company
Company number	07514356
Registered	2012-02-29
Register	View on the Charity Commission register

Contact

Address	The Tim Lambs Children's Centre The Rising Sun Country Park Whitley Road Benton Newcastle upon Tyne NE12 9SS
Phone	01912665233
Email	info@pathways4all.co.uk
Website	www.pathways4all.co.uk

Activities

Objects: TO FURTHER FOR THE BENEFIT OF THE COMMUNITY OF NORTH TYNESIDE AND THE SURROUNDING AREAS, WITHOUT DISTINCTION OF SEX, SEXUAL ORIENTATION, DISABILITY, RACE OR OF POLITICAL, RELIGIOUS OR OTHER OPINIONS THE ADVANCEMENT OF EDUCATION, THE PROMOTION OF GOOD HEALTH AND THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND OTHER LEISURE TIME OCCUPATIONS WITH THE OBJECTIVE OF IMPROVING THE CONDITIONS OF LIFE OF THE INHABITANTS

Activities: From our purposely designed centre, we offer a range of support to families with disabled children or any additional needs. Activities include play clubs, dance classes, mother & toddler group, soft play, IT suite, sensory suite, sibling support, educational support, agriculture, small animal petting area, specialist holiday respite, specialist adapted cycles, crafts, volunteering opportunities.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Amateur Sport, Recreation
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Cumbria
- Durham
- Newcastle Upon Tyne City
- North Tyneside
- Northumberland
- South Tyneside

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£541,423	£401,439	£276,465	19
2023-12-31	£299,157	£334,413	-	-
2022-12-31	£250,803	£282,234	-	-
2021-12-31	£197,953	£173,953	-	-
2020-12-31	£177,195	£107,922	-	-

Trustees

Name	Role	Appointed
Anna McConville	Chair	2016-12-07
COLIN LESLIE BARNES		2013-08-04
Dr Oliver David Stephen Scargill		2025-02-01
Liam Adam Bones		2025-02-01
Lynn Elizabeth McManus MBE		2025-04-04
Raymond Cooper		2025-02-01
TERRY JOHN MCMANUS		2012-02-17

PATHWAYS 4 ALL LIMITED

England & Wales - Charity number 1146161

Accounts



TRUSTEES' REPORT & FINANCIAL STATEMENTS

For Year Ended 31st December 2024

Registered Charity Number: 1146161

Company Number: 07514356

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Pathways 4 All Ltd is a charitable company limited by guarantee, incorporated on 2nd February 2011.

It was registered as a charity on 29th February 2012. It was established under the Memorandum of Association that established its objects and powers and is governed under its Articles of Association dated 2nd February 2011.

Eligibility for membership of the charity and membership of the Board of Trustees is governed by the Memorandum and Articles of Association. Trustees are selected in accordance with our Articles of Association. Trustees must not be employed by the Charity and receive no salary or fee. No Trustee has any financial interest in the Charity. Any Conflict of interest is expected to be declared prior to any Trustees meeting and they will be exempt from any decisions made. As the Charity provides services to children and vulnerable adults our Trustees are subject to enhanced Disclosure and Barring Service checks which are completed on appointment and updated 3 yearly.

Structure and Governance

The Board of Trustees of Pathways 4 All are the charity Trustees and company Directors.

The charity currently has a Board of 7 non-executive Trustees who bring significant skills to the support of Pathways 4 All's activities.

The Board meets a minimum of four times per year and conducts an Annual General Meeting usually in Autumn. Detailed written board reports and an agenda are prepared and circulated in advance of meetings.

Day to day management of the company is

Acting CEO & General Manager	Joanna Handyside
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Acting Chief Executive and General Manager was appointed by Trustees after the retirement of Lynn McManus MBE. Joanna Handyside is accountable to the Trustees for the day-to-day management of the Charity, implementing strategic policy and plans agreed by the Board. The Chief Executive is supported in managing the Charity by a dedicated staff team and volunteers.

All staff are employed on a part time basis as an efficient way to keep costs down and to attract a wide range of people to fill vacancies and build in flexibility so that the charity can respond to changes in demand.

Recruitment and Appointment of Board of Trustees

The Charity follows the guidance of the Charity Commission regarding Trustee Appointment, Induction and Training. We continually take guidance and support from North Tyneside Voluntary Organisations Development Agency (VODA) also. New Trustees will attend at least one Trustees' meeting prior to election and shall be briefed by the Chair of the Board and CEO of their legal obligations under charity and company law.

Risk Management Strategy

A risk management strategy is in place through which the Trustees seek to minimise those risks which may impact upon the charity, its activities, employees, volunteers and service users. To this end the Trustees review the Charity's policies annually, covering amongst others, finance, information technology, data protection, publicity and media, health and safety, safeguarding guidelines and volunteer agreements.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2024

Grant-making Policies

The charity does not currently engage in grant-making activity.

OBJECTIVES AND ACTIVITIES

Context

Pathways 4 All was set up by a parent (Lynn McManus MBE) of disabled children in recognition of the lack of services and support available to the children and parents in the area.

Charitable Purpose

To further for the benefit of the community of North Tyneside and the surrounding areas, without distinction of sex, sexual orientation, disability, race or of political, religious or other opinions. The advancement of education. The promotion of good health and the provision of facilities in the interests of social welfare for recreation and other leisure time occupations with the objective of improving the conditions of life of the inhabitants

Aims and Intended Impact

From our purposely designed centre, we offer a range of support to families with disabled children or any additional needs to over 3,000 families. Structured activities are provided in the evenings, weekends and school holidays and all staff are vetted and trained accordingly to provide safe and secure respite time for parents and carers. The activities include a range of recreational, social and skills development, peer group exchange and community learning. Parent/Carer accompanied sessions give access to soft play, IT suite, trampolines, outdoor play, sensory exploration, sibling support, specialist holiday respite, specialist adapted cycles and volunteering opportunities. The charity continues to thrive from year to year, improving both our facilities and the services we offer to the families. This aim is to improve their day-to-day living, being a lifeline to so many. In addition to the ongoing high-quality maintenance of the centre, we have added a new gaming room which has been decorated in a modern style for the older children and fitted with modern play stations. Alongside this room we have created a new toddler room with sensory lights and soft play.

Principal Activities

The company's principal activity to further its charitable purposes for the public benefit during the year was to continue to provide family recreational and social sessions (exclusive to families with disabled children) across 7 days of the week all year round except for ten days closure around public holidays.

Beneficiaries and Public Benefit

Pathways 4 All carries out charitable activities for the benefit of over 3,000 families with disabled children. Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity has undertaken.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2024

FINANCIAL REVIEW

We are grateful to all grant funders, trusts and foundations who have supported our charity over this year for our programmes and for improvements to our facilities.

Total income for 2024 was £541,423 against expenditure of £401,439.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees aim to firstly hold a level of unrestricted Reserves which enables the charity to have enough financial resources to meet various liabilities which would crystallise if Pathways 4 All's funding were to be withdrawn and/or it were unable to continue operating.

At present, the Trustees estimate that the Unrestricted Reserves required for such purposes amount to approximately £145,000 equivalent to 6 months core costs.

The optimum level of unrestricted Reserves held is therefore £145,000. The charity's unrestricted Reserves at 31 December 2024 are £240,076. This policy will be reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

Principal Funding Sources

Pathways 4 All receives most of its funds from grants, trusts and foundations and from earned income (as detailed in the accounts). Whilst this exposes the charity to the risk of discontinued funding from a small number of funders, steps are continually being taken to seek to mitigate this risk. The charity is constantly developing and maintaining ways it can earn non-grant income whilst working towards its charitable objectives, as well as pursuing as wide a variety of funders as possible and seeking to encourage gifts and donations.

Small Company Provisions

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

Matters pertaining to the Companies Act 2006

For the year ending 31 December 2024, the company was entitled to exemption from audit under section 447 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Legal and Administrative Information

Name: **Pathways 4 All Limited**

Reg'd Charity No: 1146161

Trustees: Colin Barnes
John Scott
Terry McManus
Christine Taylor
Anna McConville
Jill Green
Malcolm Lodge

Address: The Tim Lamb Children's Centre
The Rising Sun Country Park
Whitley Road
Benton
Tyne & Wear
NE12 9SS

Bankers: Unity Trust Bank
Barclays

Independent
Examiner: Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Community Hub & Library
16 The Forum
Wallsend
NE28 8JR

INDEPENDENT EXAMINER'S REPORT

**Report to the
trustees of**

Pathways 4 All Limited

**On accounts for
the year ended**

31 December 2024

Charity no

1146161

**Respective
responsibilities of
trustees and
examiner**

The trustees of the organisation are responsible for the preparation of accounts; they consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an Independent Examination is needed.

It is my responsibility to

- examine the accounts (under section 145 of the 2011 Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- state whether particular matters have come to my attention.

**Basis of
independent
examiner's
statement**

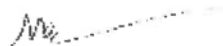
My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 10 June, 2025

Name:

Mark Thompson MAAT

Address:

VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Community Hub & Library
16 The Forum
Wallsend
NE28 8JR

Pathways 4 All Limited

Statement of Financial Activities for the year ended 31 December 2024

		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
Receipts				£	£
Donations and legacies	4	99,414	232,704	332,118	118,566
Charitable activities		186,300		186,300	180,591
Bank Interest		5		5	-
Gain on Sale of Fixed Assets		23,000		23,000	-
Total Receipts		308,719	232,704	541,423	299,157
Payments					
Raising funds		27,559		27,559	1,426
Charitable activities		82,433	164,703	247,136	208,549
Separate material item of expense		62,239	64,112	126,351	123,885
Other		393		393	553
Total Payments		172,624	228,815	401,439	334,413
Surplus / deficit for the year		136,095	3,889	139,984 -	35,256
Funds at 1 January 2024		103,981	32,500	136,481	171,737
Funds at 31 December 2024		240,076	36,389	276,465	136,481

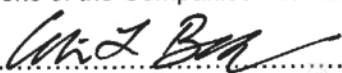
Pathways 4 All Limited
Balance Sheet as at 31 December 2024

	2024 £	2,023 £
Fixed Assets	7	
Plant & Machinery	93,964	7,195
Fixtures & Fittings	58,721	54,519
	<u>152,685</u>	<u>61,714</u>
Current Assets		
Cash at Bank & in Hand	97,163	82,425
Prepayments	36,041	14,387
Debtors	555	
Total Cash Balances	<u>133,759</u>	<u>96,812</u>
Current Liabilities		
Trade Creditors	9,979	22,045
Net Current Assets	123,780	74,767
Net Assets at 31 December 2024	<u>276,465</u>	<u>136,481</u>
Represented By:	5	
Restricted Funds	36,389	32,500
Unrestricted Funds	240,076	103,981
	<u>276,465</u>	<u>136,481</u>

For the year ending 31/12/2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

- a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006
- b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.
- c) The accounts have been prepared in accordance with the special provisions of the Companies Act relating to small companies.

Signed  Position Chair of Trustees

Print Name Colin Barnes

Pathways 4 All Limited

Notes to the accounts, 2024

1. Basis of accounts

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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

Pathways 4 All Ltd 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 note(s).

Fixed Assets are depreciated over a useful lifetime at the following rates:

Plant & Machinery	20% straight line
Fixtures & Fittings	25% straight line

2. Trustees and Staff

No Trustees were remunerated or received expenses payments.

Total Salary Costs	£ 154,480
Average no of staff was	19

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £400.

4. Funding

Funding received through the year: **2024**

The Ballinger Charity	40,000
The National Lottery	80,037
The Sir James Knott Trust	15,000
Community Foundation - Equipment	3,000
Community Foundation - Residentials	4,000
Community Foundation - Enterprise	10,000
Community Foundation - Hardship	1,500
Community Foundation - Capital Equipment	11,725
Community Foundation	10,000
BBC Children In Need	19,942
B & Q Foundation	10,000
Barratt	1,500
William Leach Trust	5,000
Garfield Weston Foundation	10,000
Catherine Cookson Charitable trust	3,000
Hadrian Trust	1,500
The R W Mann Trust	1,500
Orr Mackintosh Foundation	5,000

Total **232,704**

5. Fund Analysis

Restricted Funds	Jan'24	Income	Expend	Dec'24
The National Lottery Community Fund - Activities Sessions	7,500		7,500	-
The Ballinger Charity		40,000	20,000	20,000
The National Lottery		80,037	63,648	16,389
The Sir James Knott Trust		15,000	15,000	-
Community Foundation - Equipment		3,000	3,000	-
Community Foundation - Residentials		4,000	4,000	-
Community Foundation - Enterprise		10,000	10,000	-
Community Foundation - Hardship		1,500	1,500	-
Community Foundation - Capital Equipment		11,725	11,725	-
Community Foundation		10,000	10,000	-
BBC Children In Need		19,942	19,942	-
B & Q Foundation		10,000	10,000	-
Barratt		1,500	1,500	-
William Leach Trust		5,000	5,000	-
Garfield Weston Foundation		10,000	10,000	-
Catherine Cookson Charitable trust		3,000	3,000	-
Hadrian Trust		1,500	1,500	-
The R W Mann Trust		1,500	1,500	-
Orr Mackintosh Foundation		5,000	5,000	-
Total Fund	7,500	232,704	203,815	36,389
Fundraising				
Respite Lodge	25000	0	25000	0
Total	32,500	232,704	228,815	36,389

6. Related party transactions

There were no significant transactions between the project and any related parties during the period. No payments have been made to Trustees.

7. Fixed Assets

	Plant & Machinery	Fixtures & Fittings	Total
Cost			
As at 1 January 2024	76,407	293,818	370,225
Additions	112,640	46,701	159,341
Disposals	20,500		
As at 31 December 2024	209,547	340,519	529,566
Depreciation			
As at 1 January 2024	69,212	239,299	308,511
Charge for the year	25,871	42,499	
Disposals	20,500		
As at 31 December 2024	115,583	281,798	397,381
Net Book Value at 31 Dec 2024	93,964	58,721	152,685
Net Book Value at 31 Dec 2023	7,195	54,519	70,890

PATHWAYS 4 ALL LIMITED

England & Wales - Charity number 1146161

Accounts



TRUSTEES' REPORT & FINANCIAL STATEMENTS

For Year Ended 31st December 2023

Registered Charity Number: 1146161

Company Number: 07514356

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

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Structure and Governance

The Board of Trustees of Pathways 4 All are the charity Trustees and company Directors.

The charity currently has a Board of 7 non-executive Trustees who bring significant skills to the support of Pathways 4 All's activities.

The Board meets a minimum of four times per year and conducts an Annual General Meeting usually in Autumn. Detailed written board reports and an agenda are prepared and circulated in advance of meetings.

Day to day management of the company is

Chief Executive	Lynn McManus MBE
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The Chief Executive is appointed by Trustees and is accountable to them for the day to day management of the Charity, implementing strategic policy and plans agreed by the Board. She is a volunteer of the Charity, receiving no salary. The Chief Executive is supported in managing the Charity by a dedicated staff team and volunteers. All staff are employed on a part time basis as an efficient way to keep costs down and to attract a wide range of people to fill vacancies and build in flexibility so that the charity can respond to changes in demand.

Recruitment and Appointment of Board of Trustees

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A risk management strategy is in place through which the Trustees seek to minimise those risks which may impact upon the charity, its activities, employees, volunteers and service users. To this end the Trustees review the Charity's policies annually, covering amongst others, finance, information technology, data protection, publicity and media, health and safety, safeguarding guidelines and volunteer agreements.

Grant-making Policies

The charity does not currently engage in grant-making activity.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2023

OBJECTIVES AND ACTIVITIES

Context

Pathways 4 All was set up by a parent (Lynn McManus) of disabled children in recognition of the lack of services and support available to the children and parents in the area.

Charitable Purpose

To further for the benefit of the community of North Tyneside and the surrounding areas, without distinction of sex, sexual orientation, disability, race or of political, religious or other opinions. The advancement of education. The promotion of good health and the provision of facilities in the interests of social welfare for recreation and other leisure time occupations with the objective of improving the conditions of life of the inhabitants

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Principal Activities

The company's principal activity to further its charitable purposes for the public benefit during the year was to continue to provide family recreational and social sessions (exclusive to families with disabled children) across 7 days of the week all year round except for ten days closure around public holidays.

Beneficiaries and Public Benefit

Pathways 4 All carries out charitable activities for the benefit of families with disabled children. Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity has undertaken.

FINANCIAL REVIEW

We are grateful to all grant funders, trusts and foundations who have supported our charity over this year for our programmes and for improvements to our facilities.

Total income for 2023 was £299,157 against expenditure of £334,413.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees aim to firstly hold a level of unrestricted Reserves which enables the charity to have enough financial resources to meet various liabilities which would crystallise if Pathways 4 All's funding were to be withdrawn and/or it were unable to continue operating.

At present, the Trustees estimate that the Unrestricted Reserves required for such purposes amount to approximately £85,000 equivalent to 6 months core costs.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2023

The optimum level of unrestricted Reserves held is therefore £85,000. The charity's unrestricted Reserves at 31 December 2023 are £103,981. This policy will be reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

Principal Funding Sources

Pathways 4 All receives most of its funds from grants, trusts and foundations and from earned income (as detailed in the accounts). Whilst this exposes the charity to the risk of discontinued funding from a small number of funders, steps are continually being taken to seek to mitigate this risk. The charity is constantly developing and maintaining ways it can earn non-grant income whilst working towards its charitable objectives, as well as pursuing as wide a variety of funders as possible and seeking to encourage gifts and donations.

Small Company Provisions

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

Matters pertaining to the Companies Act 2006

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Legal and Administrative Information

Name: Pathways 4 All Limited

Reg'd Charity No: 1146161

Trustees: Colin Barnes
John Scott
Terry McManus
Christine Taylor
Anna McConville
Jill Green
Malcolm Lodge

Address: The Tim Lamb Children's Centre
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Bankers: Unity Trust Bank
Barclays

Independent Examiner: Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
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NE28 8JR

INDEPENDENT EXAMINER'S REPORT

Report to the
trustees of

Pathways 4 All Limited

On accounts for
the year ended

31 December 2023

Charity no

1146161

**Respective
responsibilities of
trustees and
examiner**

The trustees of the organisation are responsible for the preparation of accounts; they consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an Independent Examination is needed.

It is my responsibility to

- examine the accounts (under section 145 of the 2011 Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- state whether particular matters have come to my attention.

**Basis of
Independent
examiner's
statement**

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 22nd July, 2024

**Name:
Address:**

Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
Wallsend
NE28 8JR

Pathways 4 All Limited

Statement of Financial Activities for the year ended 31 December 2023

		Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023 £	Total Funds 2022 £
Receipts					
Donations and legacies	4	59,566	59,000	118,566	86,845
Charitable activities		180,591		180,591	163,958
Total Receipts		240,157	59,000	299,157	250,803
Payments					
Raising funds		1,426	-	1,426	576
Charitable activities		191,114	17,435	208,549	150,990
Separate material item of expense		84,720	39,165	123,885	130,265
Other		553	-	553	403
Total Payments		277,813	56,600	334,413	282,234
Surplus / deficit for the year		37,656	2,400 -	35,256 -	31,431
Funds at 1 January 2023		141,637	30,100	171,737	203,168
Funds at 31 December 2023		103,981	32,500	136,481	171,737

Pathways 4 All Limited
Balance Sheet as at 31 December 2023

	2023 £	2,022 £
Fixed Assets	7	
Plant & Machinery	7,195	8,496
Fixtures & Fittings	54,519	62,394
	<u>61,714</u>	<u>70,890</u>
Current Assets		
Cash at Bank & in Hand	82,425	103,665
Prepayments	14,387	12,976
Debtors		
Total Cash Balances	<u>96,812</u>	<u>116,641</u>
Current Liabilities		
Trade Creditors	22,045	15,794
Net Current Assets	74,767	100,847
Net Assets at 31 December 2023	<u><u>136,481</u></u>	<u><u>171,737</u></u>
Represented By:	5	
Restricted Funds	32,500	30,100
Unrestricted Funds	103,981	141,637
	<u><u>136,481</u></u>	<u><u>171,737</u></u>

For the year ending 31/12/2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

- a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006
- b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.
- c) The accounts have been prepared in accordance with the special provisions of the Companies Act relating to small companies.

Signed  Position Chair of Trustees

Print Name Colin Barnes

Notes to the accounts, 2023

1. Basis of accounts

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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

Pathways 4 All Ltd 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 note(s).

Fixed Assets are depreciated over a useful lifeline at the following rates:

Plant & Machinery	20% straight line
Fixtures & Fittings	25% straight line

2. Trustees and Staff

No Trustees were remunerated or received expenses payments.

Total Salary Costs	£	131,617
Average no of staff was		21

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £375

4. Funding

Funding received through the year:	2023
Community Foundation	5,000
TT2 Limited	15,000
Assura Medical Centre	18,000
Bernard Sundley Foundation	10,000
The National Lottery Community Fund - Activities Sessions	10,000
Hadrian Trust	1,000
Total	59,000

PATHWAYS 4 ALL LIMITED

England & Wales - Charity number 1146161

Accounts



TRUSTEES' REPORT & FINANCIAL STATEMENTS

For Year Ended 31st December 2022

Registered Charity Number: 1146161

Company Number: 07514356

Legal and Administrative Information

Name: **Pathways 4 All Limited**

Reg'd Charity No: 1146161

Trustees: Colin Barnes
John Scott
Terry McManus
Christine Taylor
Anna McConville
Martin Wrightson
Jill Green (Appointed 7/11/2022)
Malcolm Lodge (Appointed 7/11/2022)

Address: The Tim Lamb Children's Centre
The Rising Sun Country Park
Whitley Road
Benton
Tyne & Wear
NE12 9SS

Bankers: Unity Trust Bank
Barclays

Independent
Examiner: Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
Wallsend
NE28 8JR

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Pathways 4 All Ltd is a charitable company limited by guarantee, incorporated on 2nd February 2011.

It was registered as a charity on 29th February 2012. It was established under the Memorandum of Association that established its objects and powers and is governed under its Articles of Association dated 2nd February 2011.

Eligibility for membership of the charity and membership of the Board of Trustees is governed by the Memorandum and Articles of Association. Trustees are selected in accordance with our Articles of Association. Trustees must not be employed by the Charity and receive no salary or fee. No Trustee has any financial interest in the Charity. Any Conflict of interest is expected to be declared prior to any Trustees meeting and they will be exempt from any decisions made. As the Charity provides services to children and vulnerable adults our Trustees are subject to enhanced Disclosure and Barring Service checks which are completed on appointment and updated 3 yearly.

Structure and Governance

The Board of Trustees of Pathways 4 All are the charity Trustees and company Directors.

The charity currently has a Board of 8 non-executive Trustees who bring significant skills to the support of Pathways 4 All's activities.

The Board meets a minimum of four times per year and conducts an Annual General Meeting usually in Autumn. Detailed written board reports and an agenda are prepared and circulated in advance of meetings.

Day to day management of the company is

Chief Executive Lynn McManus MBE

The Chief Executive is appointed by Trustees and is accountable to them for the day to day management of the Charity, implementing strategic policy and plans agreed by the Board. She is a volunteer of the Charity, receiving no salary. The Chief Executive is supported in managing the Charity by a dedicated staff team and volunteers. All staff are employed on a part time basis as an efficient way to keep costs down and to attract a wide range of people to fill vacancies and build in flexibility so that the charity can respond to changes in demand.

Recruitment and Appointment of Board of Trustees

The Charity follows the guidance of the Charity Commission regarding Trustee Appointment, Induction and Training. We continually take guidance and support from North Tyneside Voluntary Organisations Development Agency (VODA) also. New Trustees will attend at least one Trustees' meeting prior to election and shall be briefed by the Chair of the Board and CEO of their legal obligations under charity and company law.

Risk Management Strategy

A risk management strategy is in place through which the Trustees seek to minimise those risks which may impact upon the charity, its activities, employees, volunteers and service users. To this end the Trustees review the Charity's policies annually, covering amongst others, finance, information technology, data protection, publicity and media, health and safety, safeguarding guidelines and volunteer agreements.

Grant-making Policies

The charity does not currently engage in grant-making activity.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2022

OBJECTIVES AND ACTIVITIES

Context

Pathways 4 All was set up by a parent (Lynn McManus) of disabled children in recognition of the lack of services and support available to the children and parents in the area.

Charitable Purpose

To further for the benefit of the community of North Tyneside and the surrounding areas, without distinction of sex, sexual orientation, disability, race or of political, religious or other opinions. The advancement of education. The promotion of good health and the provision of facilities in the interests of social welfare for recreation and other leisure time occupations with the objective of improving the conditions of life of the inhabitants

Aims and Intended Impact

From our purposely designed centre, we offer a range of support to families with disabled children or any additional needs. Structured activities are provided in the evenings, weekends and school holidays and all staff are vetted and trained accordingly to provide safe and secure respite time for parents and carers. The activities include a range of recreational, social and skills development, peer group exchange and community learning. Parent/Carer accompanied sessions give access to soft play, IT suite, trampolines, outdoor play, sensory exploration, sibling support, specialist holiday respite, specialist adapted cycles and volunteering opportunities.

Principal Activities

The company's principal activity to further its charitable purposes for the public benefit during the year was to continue to provide family recreational and social sessions (exclusive to families with disabled children) across 7 days of the week all year round except for ten days closure around public holidays.

Beneficiaries and Public Benefit

Pathways 4 All carries out charitable activities for the benefit of families with disabled children. Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity has undertaken.

FINANCIAL REVIEW

We are grateful to all grant funders, trusts and foundations who have supported our charity over this year for our programmes and for improvements to our facilities.

Total income for 2022 was £250,803 against expenditure of £282,234.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees aim to firstly hold a level of unrestricted Reserves which enables the charity to have enough financial resources to meet various liabilities which would crystallise if Pathways 4 All's funding were to be withdrawn and/or it were unable to continue operating.

At present, the Trustees estimate that the Unrestricted Reserves required for such purposes amount to approximately £85,000 equivalent to 6 months core costs. This is higher than previous years reserves as we have calculated in the higher minimum wage and inflation rises across all areas.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2022

The optimum level of unrestricted Reserves held is therefore £85,000. The charity's unrestricted Reserves at 31 December 2022 are £141,637. This policy will be reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

Principal Funding Sources

Pathways 4 All receives most of its funds from grants, trusts and foundations and from earned income (as detailed in the accounts). Whilst this exposes the charity to the risk of discontinued funding from a small number of funders, steps are continually being taken to seek to mitigate this risk. The charity is constantly developing and maintaining ways it can earn non-grant income whilst working towards its charitable objectives, as well as pursuing as wide a variety of funders as possible and seeking to encourage gifts and donations.

Small Company Provisions

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

Matters pertaining to the Companies Act 2006

For the year ending 31 December 2021 the company was entitled to exemption from audit under section 447 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

INDEPENDENT EXAMINER'S REPORT

Report to the
trustees of

Pathways 4 All Limited

On accounts for
the year ended

31 December 2022

Charity no

1146161

**Respective
responsibilities of
trustees and
examiner**

The trustees of the organisation are responsible for the preparation of accounts; they consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an Independent Examination is needed.

It is my responsibility to

- examine the accounts (under section 145 of the 2011 Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- state whether particular matters have come to my attention.

**Basis of
independent
examiner's
statement**

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 11th September, 2023

Name:

Mark Thompson MAAT

Address:

VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
Wallsend
NE28 8JR

Pathways 4 All Limited

Statement of Financial Activities for the year ended 31 December 2022

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2022	2022	2022	2021
Receipts				£	£
Donations and legacies	4	44,191	42,654	86,845	106,213
Charitable activities		163,958		163,958	91,740
Total Receipts		208,149	42,654	250,803	197,953
Payments					
Raising funds		576		576	3,739
Charitable activities		117,106	33,884	150,990	76,159
Separate material item of expense		85,918	44,347	130,265	93,692
Other		403		403	363
Total Payments		204,003	78,231	282,234	173,953
Surplus / deficit for the year		4,146 -	35,577 -	31,431	24,000
Funds at 1 January 2022		137,491	65,677	203,168	179,168
Funds at 31 December 2022		141,637	30,100	171,737	203,168

Pathways 4 All Limited
Balance Sheet as at 31 December 2022

	2022 £	2,021 £
Fixed Assets	7	
Plant & Machinery	8,496	2,926
Fixtures & Fittings	62,394	80,312
	<u>70,890</u>	<u>83,238</u>
Current Assets		
Cash at Bank & in Hand	103,665	121,152
Prepayments	12,976	11,485
Debtors		
Total Cash Balances	<u>116,641</u>	<u>132,637</u>
Current Liabilities		
Trade Creditors	15,794	12,707
Net Current Assets	100,847	119,930
Net Assets at 31 December 2022	<u><u>171,737</u></u>	<u><u>203,168</u></u>
Represented By:	8	
Restricted Funds	30,100	65,677
Unrestricted Funds	141,637	137,491
	<u>171,737</u>	<u>203,168</u>

For the year ending 31/12/2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006

b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

c) The accounts have been prepared in accordance with the special provisions of the Companies Act relating to small companies.

Signed  Position Chair of Trustees

Print Name Colin Barnes

Pathways 4 All Limited

Notes to the accounts, 2022

1. Basis of accounts

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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

Pathways 4 All Ltd 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 note(s).

Fixed Assets are depreciated over a useful lifeline at the following rates:

Plant & Machinery	20% straight line
Fixtures & Fittings	25% straight line

2. Trustees and Staff

No Trustees were remunerated or received expenses payments.

Total Salary Costs	£	102,162
Average no of staff was		13

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £375

4. Funding

Funding received through the year:	2022
Community Foundation - Covid Recovery	10,000
BBC Children in Need	10,471
Charities Trust - small garden	493
The National Lottery Community Fund	9,635
Karbon Homes	1,500
Community Foundation - Newcastle Building Society	3,000
Charities Trust	1,000
Charities Trust - The White Party	6,555
Total	42,654

5. Fund Analysis

Restricted Funds	Jan'22	Income	Expend	Dec'22
Bernicia Foundation	6,511		6,511	-
Masonic Charitable MCF	4,166		4,166	-
The Bernard Sunley	15,000		15,000	-
The Clothworkers	15,000		15,000	-
Community Foundation - Covid Recovery		10,000	10,000	-
BBC Children in Need		10,471	10,471	-
Charities Trust - Small Garden		493	493	-
The National Lottery Community Fund		9,635	4,535	5,100
Karbon Homes		1,500	1,500	-
Community Foundation - Newcastle Building Society		3,000	3,000	-
Charities Trust		1,000	1,000	-
Charities Trust - The White Party		6,555	6,555	-
				-
Total Fund	40,677	42,654	78,231	5,100
Fundraising				
Respite Lodge	25000	0	0	25000
Total	65,677	42,654	78,231	30,100

6. Related party transactions

There were no significant transactions between the project and any related parties during the period. No payments have been made to Trustees.

7. Fixed Assets

	Plant & Machinery	Fixtures & Fittings	Total
Cost			
As at 1 January 2022	63,037	234,138	297,175
Additions	11,328	20,556	31,884
Disposals		2,000	
As at 31 December 2022	74,365	256,694	329,059
Depreciation			
As at 1 January 2022	60,111	153,826	213,937
Charge for the year	5,758	38,474	44,232
Disposals		2,000	
As at 31 December 2022	65,869	194,300	260,169
Net Book Value at 31 Dec 2022	8,496	62,394	70,890
.			
Net Book Value at 31 Dec 2021	2,926	80,312	83,238

Statement of Guarantee

We confirm that if the company is wound up while being a member, or within one year after ceasing to be a member, we will contribute to the assets of the company by such amount as may be required for:

- payments of debts and liabilities of the company contracted before I cease to be a member;
- payments of costs, charges and expenses of winding up, and;
- adjustment of the rights of the contributors among ourselves, not exceeding the specified amount below.

Name	Amount Guaranteed
Colin Barnes	£10
John Scott	£10
Terry McManus	£10
Christine Taylor	£10
Anna McConville	£10
Martin Wrightson	£10
Jill Green	£10
Malcolm Lodge	£10

PATHWAYS 4 ALL LIMITED

England & Wales - Charity number 1146161

Accounts



TRUSTEES' REPORT & FINANCIAL STATEMENTS

For Year Ended 31st December 2021

Registered Charity Number: 1146161

Company Number: 07514356

(A Company Limited by Guarantee)

Legal and Administrative Information

Name: Pathways 4 All Limited

Reg'd Charity No: 1146161

Trustees: Colin Barnes
John Scott
Terry McManus
Christine Taylor
Anna McConville
Martin Wrightson
John Burn (resigned 27 April 2022)

Address: The Tim Lamb Children's Centre
The Rising Sun Country Park
Whitley Road
Benton
Tyne & Wear
NE12 9SS

Bankers: Unity Trust Bank
Barclays

Independent Examiner: Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
Wallsend
NE28 8JR

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Pathways 4 All Ltd is a charitable company limited by guarantee, incorporated on 2nd February 2011.

It was registered as a charity on 29th February 2012. It was established under the Memorandum of Association that established its objects and powers and is governed under its Articles of Association dated 2nd February 2011.

Eligibility for membership of the charity and membership of the Board of Trustees is governed by the Memorandum and Articles of Association. Trustees are selected in accordance with our Articles of Association. Trustees must not be employed by the Charity and receive no salary or fee. No Trustee has any financial interest in the Charity. Any Conflict of interest is expected to be declared prior to any Trustees meeting and they will be exempt from any decisions made. As the Charity provides services to children and vulnerable adults our Trustees are subject to enhanced Disclosure and Barring Service checks which are completed on appointment and updated 3 yearly.

Structure and Governance

The Board of Trustees of Pathways 4 All are the charity Trustees and company Directors.

The charity currently has a Board of 7 non-executive Trustees who bring significant skills to the support of Pathways 4 All's activities.

Board Chair	Colin Barnes
Vice Chair	John Scott
Treasurer	Terry McManus
Secretary	Christine Taylor
Parent Representative	Anna McConville
Non-Role Specific	Martin Wrightson
	John Burn (Resigned 27 April 2022)

The Board meets a minimum of four times per year and conducts an Annual General Meeting usually in Autumn. Detailed written board reports and an agenda are prepared and circulated in advance of meetings.

Day to day management of the company is delegated to the following staff team:

Chief Executive	Lynn McManus
-----------------	--------------

The Chief Executive is appointed by Trustees and is accountable to them for the day to day management of the Charity, implementing strategic policy and plans agreed by the Board. She is a volunteer of the Charity, receiving no salary. The Chief Executive is supported in managing the Charity by the Staff Team who run the centre and the services provided there.

Centre Manager	Victoria Williamson
Programme Manager	Vacancy
Communications Officer	Leigh Johnson
Café Coordinator	Sarah Shields
Funding Officer	Carol Bennett

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2021

In addition sessional staff cover reception, café and playwork roles. All staff are employed on a part time basis as an efficient way to keep costs down and to attract a wide range of people to fill vacancies and build in flexibility so that the charity can respond to changes in demand.

During 2021, remaining staff continued to be furloughed until June 2021, many had moved on to other roles due to the length of furlough. We reopened the centre at the end of June 2021 with staff returning one week before to deep clean ready for reopening.

Recruitment and Appointment of Board of Trustees

The Charity follows the guidance of the Charity Commission regarding Trustee Appointment, Induction and Training. We continually take guidance and support from North Tyneside Voluntary Organisations Development Agency (VODA) also. New Trustees will attend at least one Trustees' meeting prior to election and shall be briefed by the Chair of the Board and CEO of their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the authority and responsibilities of the Board and the decision-making process. As the Charity provides services to children and vulnerable adults our Trustees receive regular Safeguarding training. In addition, they are supplied with relevant Charity Commission guidance documents including the Commission's "Strategy for dealing with Safeguarding Children and Vulnerable Adults Issues in Charities". All Trustees are updated on issues and guidance regarding charity and company law and are encouraged to attend appropriate external training events. All trustees have received a copy of Charity Commission Essential Trustee (CC3) Guidance Booklet and are referred to the Charity Commission website on appointment.

Risk Management Strategy

A risk management strategy is in place through which the Trustees seek to minimise those risks which may impact upon the charity, its activities, employees, volunteers and service users. To this end the Trustees review the Charity's policies annually, covering amongst others, finance, information technology, data protection, publicity and media, health and safety, safeguarding guidelines and volunteer agreements.

Grant-making Policies

The charity does not currently engage in grant-making activity.

OBJECTIVES AND ACTIVITIES

Context

Pathways 4 All was set up by parents/carers of disabled children in recognition of the lack of services and support available to them.

- In the UK there are 800,000 disabled children under age 16. With the North East having the second highest percentage of disabled people at 25%.
- Nationally, the percentage of pupils with an Education, Health and Care (EHC) plan has increased to 3.7%, continuing a trend of increases since 2017. Whilst the percentage of pupils with SEN but no EHC plan (SEN support) has increased slightly, from 12.1% to 12.2%, continuing an increasing trend.
- Over the past five years, to January 20, the number of pupils in North Tyneside special schools increased from 528 to 620, a 17% increase. Since January 20 there has been a further 10% increase in the number of pupils in our special schools (685 at Oct 20). The percentage of children in North Tyneside with an Education Health and Care Plan (EHCP) is higher than is the case regionally and nationally.
- For those children with an EHCP, the most prevalent Primary Needs are: Autism Spectrum Disorder; Moderate Learning Difficulty; Social Emotional and Mental Health; and Speech Language and Communication Needs.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2021

Charitable Purpose

To further for the benefit of the community of North Tyneside and the surrounding areas, without distinction of sex, sexual orientation, disability, race or of political, religious or other opinions. The advancement of education. The promotion of good health and the provision of facilities in the interests of social welfare for recreation and other leisure time occupations with the objective of improving the conditions of life of the inhabitants

Aims and Intended Impact

From our purposely designed centre, we offer a range of support to families with disabled children or any additional needs. Structured activities are provided in the evenings, weekends and school holidays and all staff are vetted and trained accordingly to provide safe and secure respite time for parents and carers. The activities include a range of recreational, social and skills development, peer group exchange and community learning. Parent/Carer accompanied sessions give access to soft play, IT suite, trampolines, outdoor play, sensory exploration, sibling support, specialist holiday respite, specialist adapted cycles and volunteering opportunities.

Principal Activities

The company's principal activity to further its charitable purposes for the public benefit during the year was to continue to provide family recreational and social sessions (exclusive to families with disabled children) across 7 days of the week all year round except for ten days closure around public holidays.

Beneficiaries and Public Benefit

Pathways 4 All carries out charitable activities for the benefit of families with disabled children. Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity has undertaken.

ACHIEVEMENTS AND PERFORMANCE

Centre Improvements and Reopening – After being closed for Covid from March 2020, we were finally able to reopen in June 2021.

During lockdown we had continued to receive grant funding towards our main fundraising project, the garden, where we were focusing on improving access and enjoyment for wheelchair users especially. Some of the work had started before reopening and were very well received. By the end of 2021, the full amount of £100,000 had been raised and there was just a small amount of outstanding work to be done due to the long lead time for equipment being ordered.

In addition we had installed a new art room built, extending from the existing storage room. This has given us a new space for holding group art based activities as well as being a nice meeting area when needed.

Family Memberships – Membership almost doubled over the summer following our reopening. We also renewed all our data for existing members given the length of time we were closed.

Programmes – All In (Primary Age), Distinctive (Teenage) and Space4Us (Young Adult) programmes restarted in September / November as staff teams were built to support them. Numbers for the groups have grown steadily in the Autumn term. Most memorable was the exciting Christmas Party for the teens and young adults who enjoyed a silent disco and some Christmas games with the naughty elves.

Parent Coffee Forums – The coffee mornings restarted from September 2021. They were well received as everyone was pleased to be able to see people face to face again.

Caravans – Bookings this summer were carried over from the previous year. No new bookings were taking.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2021

Annual ball – The 10th Annual Ball went ahead in October. The Rio Carnival theme brought bright colours and exciting dance and music acts. The night raised around £57,390 for the charity and its work at the Tim Lamb Centre.

FINANCIAL REVIEW

We are grateful to all grant funders, trusts and foundations who have supported our charity over this year for our programmes and for improvements to our facilities.

Total income for 2021 has been impacted by the centres closure due to Covid-19 restrictions. Being closed for a significant part of the year did however mean expenditure was much reduced. For 2021, the income was £197,953 against expenditure of £173,953 including furlough receipts for staff salaries. Programme and activity costs were minimal due to closure as well.

Grant monies already secured for 2020 have continued to extend the timescales for our programmes. Funders have been kept updated regularly with the charities position relating to Covid-19.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees aim to firstly hold a level of unrestricted Reserves which enables the charity to have enough financial resources to meet various liabilities which would crystallise if Pathways 4 All's funding were to be withdrawn and/or it were unable to continue operating.

At present, the Trustees estimate that the Unrestricted Reserves required for such purposes amount to approximately £63,000 equivalent to 6 months core costs. This is higher than previous years reserves as we have calculated in the higher minimum wage and inflation rises across all areas.

The optimum level of unrestricted Reserves held is therefore £63,000. The charity's unrestricted Reserves at 31 December 2021 are £65,677

This policy will be reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

Principal Funding Sources

Pathways 4 All receives most of its funds from grants, trusts and foundations and from earned income (as detailed in the accounts). Whilst this exposes the charity to the risk of discontinued funding from a small number of funders, steps are continually being taken to seek to mitigate this risk. The charity is constantly developing and maintaining ways it can earn non-grant income whilst working towards its charitable objectives, as well as pursuing as wide a variety of funders as possible and seeking to encourage gifts and donations.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2021

FOUNDERS' STATEMENT

After being closed for so long through 2020 and half of 2021, our families were delighted to finally return to The Tim Lamb Centre. We were inundated with visitors over the summer, all very relieved to be back. One family commented on Facebook they couldn't wait to return as we had been closed too long! It took a lot of work to get the centre all clean and tidied for everyone returning but it was worth it seeing so many happy faces.

Some of our activities were still limited as it took time to rebuild the staff teams however, we are pleased with the progress made with the three groups that have restarted and we are confident to be able to restart our remaining programmes in the near future as we continue to recruit new playwork staff and a programme lead. I've particularly enjoyed seeing all the smiley children and young people back in the centre and I can see how they are really benefitting from the social opportunities being offered.

The 10th Annual Charity Ball in October was sadly the last one, but what a Ball we had! The entertainment was outstanding and as always we were so grateful for and blown away by the generosity of our wonderful corporate supporters and friends of family of the charity. I am looking forward to seeing what new ideas we have for the future with our fundraising officer, Carol now in post.

I'm really excited for a positive future for Pathways 4 All over the next year as we continue to build and develop our activities for the families after such a long and difficult time.

Lynn McManus

Charity Founder and Volunteer CEO

Small Company Provisions

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

Matters pertaining to the Companies Act 2006

For the year ending 31 December 2021 the company was entitled to exemption from audit under section 447 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Signed:  on behalf of Trustees

Print Name: Mr Colin Leslie Barnes

Date: 13th September 2022

INDEPENDENT EXAMINER'S REPORT

Report to the
trustees of

Pathways 4 All Limited

On accounts for
the year ended

31 December 2021

Charity no

1146161

Respective
responsibilities of
trustees and
examiner

The trustees of the organisation are responsible for the preparation of accounts; they consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an Independent Examination is needed.

It is my responsibility to

- examine the accounts (under section 145 of the 2011 Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- state whether particular matters have come to my attention.

Basis of
independent
examiner's
statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent
examiner's
statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date: 21st September, 2022

Name:
Address:


Mark Thompson MAAT
VODA
Spirit of North Tyneside Wing
2nd Floor Wallsend Customer First Centre
16 The Forum
Wallsend
NE28 8JR

Pathways 4 All Limited

**Statement of Financial Activities
for the year ended 31 December 2021**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2021	2021	2021	2020
				£	£
Receipts					
Donations and legacies	4	52,697	53,516	106,213	157,108
Charitable activities		66,740	25,000	91,740	20,087
Total Receipts		119,437	78,516	197,953	177,195
Payments					
Raising funds		3,739		3,739	723
Charitable activities		28,044	48,115	76,159	42,496
Separate material item of expense		5,016	88,676	93,692	64,340
Other		363		363	363
Total Payments		37,162	136,791	173,953	107,922
Surplus / deficit for the year		82,275 -	58,275	24,000	69,273
Funds at 1 January 2021		55,216	123,952	179,168	109,895
Funds at 31 December 2021		137,491	65,677	203,168	179,168

Pathways 4 All Limited
Balance Sheet as at 31 December 2021

	2021 £	2,020 £
Fixed Assets	7	
Plant & Machinery	2,926	6,371
Fixtures & Fittings	80,312	52,983
	<u>83,238</u>	<u>59,354</u>
Current Assets		
Cash at Bank & in Hand	121,152	110,317
Prepayments	11,485	11,692
Debtors		1,617
Total Cash Balances	<u>132,637</u>	<u>123,626</u>
Current Liabilities		
Trade Creditors	12,707	3,812
Net Current Assets	119,930	119,814
Net Assets at 31 December 2021	<u>203,168</u>	<u>179,168</u>
Represented By:	8	
Restricted Funds	65,677	123,952
Unrestricted Funds	137,491	55,216
	<u>203,168</u>	<u>179,168</u>

For the year ending 31/12/2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

- a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006
- b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.
- c) The accounts have been prepared in accordance with the special provisions of the Companies Act relating to small companies.

Signed Colin Barnes Position Chair of Trustees

Print Name Colin Barnes

Pathways 4 All Limited

Notes to the accounts, 2021

1. Basis of accounts

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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

Pathways 4 All Ltd 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 note(s).

Fixed Assets are depreciated over a useful lifeline at the following rates:

Plant & Machinery	20% straight line
Fixtures & Fittings	25% straight line

2. Trustees and Staff

No Trustees were remunerated or received expenses payments.

Total Salary Costs	£	52,680
Average no of staff was		12

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £350

4. Funding

Funding received through the year:	2021
National Lottery	10,000
The Screwfit Foundation	4,016
Community Foundation	1,500
The Percy Bilton	3,000
The Bernard Sunley	15,000
Masonic Charitable MCF	5,000
The Clothworkers	15,000
Total	53,516

5. Fund Analysis

Restricted Funds	Jan'21	Income	Expend	Dec'21
Community Foundation	3,860		3,860	-
St James's Place	6,769		6,769	-
Zurich Community	2,000		2,000	-
The Edward Gostlin	1,000		1,000	-
The 1989 Willan Charitable Trust	7,000		7,000	-
BBC Children In Need	6,825		6,825	-
Community Foundation	8,666		8,666	-
NewsUP-AP	7,990		7,990	-
Bernicia Foundation	9,767		3,256	6,511
COVID-19 Response	18,750		18,750	-
The Morrisons Foundation	8,122		8,122	-
Masonic Charitable MCF	4,583	5,000	5,417	4,166
Postcode Local Trust	9,407		9,407	-
Space 4 Us	10,000		10,000	-
Garden Project	19,213		19,213	-
National Lottery	0	10,000	10,000	-
The Screwfit Foundation	0	4,016	4,016	-
Community Foundation	0	1,500	1,500	-
The Percy Bilton	0	3,000	3,000	-
The Bernard Sunley	0	15,000		15,000
The Clothworkers	0	15,000		15,000
Total Fund	123,952	53,516	136,791	40,677
Fundraising				
Respite Lodge	0	25000	0	25000
Total	123,952	78,516	136,791	65,677

6. Related party transactions

There were no significant transactions between the project and any related parties during the period. No payments have been made to Trustees.

7. Fixed Assets

	Plant & Machinery	Fixtures & Fittings	Total
Cost			
As at 1 January 2021	63,037	168,521	231,558
Additions		65,617	65,617
Disposals			
As at 31 December 2021	63,037	234,138	297,175
Depreciation			
As at 1 January 2021	56,666	115,538	172,204
Charge for the year	3,445	38,288	41,733
Disposals			
As at 31 December 2021	60,111	153,826	213,937
Net Book Value at 31 Dec 2021	2,926	80,312	83,238
Net Book Value at 31 Dec 2020	6,371	52,983	59,354

PATHWAYS 4 ALL LIMITED

England & Wales - Charity number 1146161

Accounts

Pathways 4 All Limited

(A Company Limited by Guarantee)

Trustees Report and Financial Statements For The Year Ended 31 December 2020

Charity No. 1146161

Company Registration No. 07514356

Legal and Administrative Information

Name: **Pathways 4 All Limited**

Reg'd Charity No: 1146161

Trustees: Colin Barnes
John Scott
Terry McManus
Christine Taylor
John Burn
Anna McConville
Martin Wrightson

Address: The Tim Lamb Children's Centre
The Rising Sun Country Park
Whitley Road
Benton
Tyne & Wear
NE12 9SS

Bankers: Unity Trust Bank
Barclays

Independent
Examiner: Mark Thompson MAAT
VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Pathways 4 All Ltd is a charitable company limited by guarantee, incorporated on 2nd February 2011.

It was registered as a charity on 29th February 2012. It was established under the Memorandum of Association that established its objects and powers and is governed under its Articles of Association dated 2nd February 2011.

Eligibility for membership of the charity and membership of the Board of Trustees is governed by the Memorandum and Articles of Association. Trustees are selected in accordance with our Articles of Association. Trustees must not be employed by the Charity and receive no salary or fee. No Trustee has any financial interest in the Charity. Any Conflict of interest is expected to be declared prior to any Trustees meeting and they will be exempt from any decisions made. As the Charity provides services to children and vulnerable adults our Trustees are subject to enhanced Disclosure and Barring Service checks which are completed on appointment and updated 3 yearly.

Structure and Governance

The Board of Trustees of Pathways 4 All are the charity Trustees and company Directors.

The charity currently has a Board of 7 non-executive Trustees who bring significant skills to the support of Pathways 4 All's activities.

Board Chair	Colin Barnes
Vice Chair	John Scott
Treasurer	Terry McManus
Secretary	Christine Taylor
Parent Representative	Anna McConville
User Representative	Vacancy
Non-Role Specific	Martin Wrightson
	John Burn
	Vacancy
Advisor to the Board (HR)	Kelly Angus

The Board meets a minimum of four times per year and conducts an Annual General Meeting usually in Autumn. Detailed written board reports and an agenda are prepared and circulated in advance of meetings.

Day to day management of the company is delegated to the following staff team:

Chief Executive	Lynn McManus
-----------------	--------------

The Chief Executive is appointed by Trustees and is accountable to them for the day to day management of the Charity, implementing strategic policy and plans agreed by the Board. She is a volunteer of the Charity, receiving no salary. The Chief Executive is supported in managing the Charity by the Staff Team who run the centre and the services provided there.

Centre Manager	Victoria Williamson
Programme Manager	Lorraine Brewis (Left September 2020)
Communications Officer	Leigh Johnson
Café Coordinator	Sandra Williams (Left October 2020)
Housekeeping	Catherine Laws
Funding Officer	Vacancy

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2020

In addition sessional staff cover reception, café and playwork roles. All staff are employed on a part time basis as an efficient way to keep costs down and to attract a wide range of people to fill vacancies and build in flexibility so that the charity can respond to changes in demand.

During 2020, the staff team were all furloughed due to the Covid-19 pandemic which required that the charities' provision, The Tim Lamb Children's Centre, had to close. The closure from March 19th remained in place throughout 2020. The furlough scheme ensured the financial sustainability of the charity throughout the pandemic.

Recruitment and Appointment of Board of Trustees

The Charity follows the guidance of the Charity Commission regarding Trustee Appointment, Induction and Training. We continually take guidance and support from North Tyneside Voluntary Organisations Development Agency (VODA) also. New Trustees will attend at least one Trustees' meeting prior to election and shall be briefed by the Chair of the Board and CEO of their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the authority and responsibilities of the Board and the decision-making process. As the Charity provides services to children and vulnerable adults our Trustees receive regular Safeguarding training. In addition, they are supplied with relevant Charity Commission guidance documents including the Commission's "Strategy for dealing with Safeguarding Children and Vulnerable Adults Issues in Charities". All Trustees are updated on issues and guidance regarding charity and company law and are encouraged to attend appropriate external training events. All trustees have received a copy of Charity Commission Essential Trustee (CC3) Guidance Booklet and are referred to the Charity Commission website on appointment.

Risk Management Strategy

A risk management strategy is in place through which the Trustees seek to minimise those risks which may impact upon the charity, its activities, employees, volunteers and service users. To this end the Trustees review the Charity's policies annually, covering amongst others, finance, information technology, data protection, publicity and media, health and safety, safeguarding guidelines and volunteer agreements.

Due to the events of 2020, a further policy for pandemic / extreme events will be considered at the next trustees meeting.

Grant-making Policies

The charity does not currently engage in grant-making activity.

OBJECTIVES AND ACTIVITIES

Context

Pathways 4 All was set up by parents/carers of disabled children in recognition of the lack of services and support available to them.

- In the UK there are 800,000 disabled children under age 16. With the North East having the second highest percentage of disabled people at 25%.
- Nationally, the percentage of pupils with an Education, Health and Care (EHC) plan has increased to 3.7%, continuing a trend of increases since 2017. Whilst the percentage of pupils with SEN but no EHC plan (SEN support) has increased slightly, from 12.1% to 12.2%, continuing an increasing trend.
- Over the past five years, to January 20, the number of pupils in North Tyneside special schools increased from 528 to 620, a 17% increase. Since January 20 there has been a further 10% increase in the number of pupils in our special schools (685 at Oct 20). The percentage of children in North Tyneside with an Education Health and Care Plan (EHCP) is higher than is the case regionally and nationally.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2020

- For those children with an EHCP, the most prevalent Primary Needs are: Autism Spectrum Disorder; Moderate Learning Difficulty; Social Emotional and Mental Health; and Speech Language and Communication Needs.

Charitable Purpose

To further for the benefit of the community of North Tyneside and the surrounding areas, without distinction of sex, sexual orientation, disability, race or of political, religious or other opinions. The advancement of education. The promotion of good health and the provision of facilities in the interests of social welfare for recreation and other leisure time occupations with the objective of improving the conditions of life of the inhabitants

Aims and Intended Impact

From our purposely designed centre, we offer a range of support to families with disabled children or any additional needs. Structured activities are provided in the evenings, weekends and school holidays and all staff are vetted and trained accordingly to provide safe and secure respite time for parents and carers. The activities include a range of recreational, social and skills development, peer group exchange and community learning. Parent/Carer accompanied sessions give access to soft play, IT suite, trampolines, outdoor play, sensory exploration, sibling support, specialist holiday respite, specialist adapted cycles and volunteering opportunities.

Principal Activities

The company's principal activity to further its charitable purposes for the public benefit during the year was to continue to provide family recreational and social sessions (exclusive to families with disabled children) across 7 days of the week all year round except for ten days closure around public holidays.

Beneficiaries and Public Benefit

Pathways 4 All carries out charitable activities for the benefit of families with disabled children. Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity has undertaken.

ACHIEVEMENTS AND PERFORMANCE

Family Memberships – At the start of the year, we continued to see new memberships, especially over the February half term. With us closing for Covid, all memberships were extended to cover the time which we remained closed.

Parent Coffee Forums – Early in the year attendance at the coffee mornings continued to be steady. Whilst the centre needed to remain closed due to Covid a virtual coffee morning was delivered allowing parents to chat openly about the struggles they were having. This remained in place throughout the year.

Caravans – Though bookings were in place for the caravans throughout all school holidays, due to Covid restrictions it was felt this was unsafe to pursue through the year. Therefore, all bookings have been transferred to 2021 in the hopes that restrictions would be lifted.

Annual ball – The 10th Annual Ball planned for the 10/10/2020, was postponed due to Covid restrictions. This is provisionally booked for the following year, 09/10/2021. Provided all restrictions are lifted by then we hope to go ahead with a Rio Carnival theme as planned. This is to be the last annual ball, due to the cost and time element involved in running such an event. Though we have been very successful in previous years with this event, it has become increasingly difficult to draw the number of attendees needed to make it viable and we are instead looking at different fundraising opportunities to build on the relationship with the existing donors and build new contacts as well.

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2020

Christmas Gift Boxes – With money from The Big Lottery, which was due to be used for our 10th birthday event for families, we were able to send gift boxes out to almost 300 families. Containing selection boxes, small Christmas themed toys, messy play item, reindeer dust, hot chocolate, Christmas story or activity book and a specially designed Christmas Card, the packs were put together over 4 days by a small group of volunteers. These were very well received and appreciated with many messages of thanks sent to us via email and on social media. It was fantastic for families to know we were still thinking of them despite being closed at this time.

Garden Improvement Project Update – December 2019 saw the first of our fundraisers for the Garden Improvement Project, a £100,000 revamp that focussed on the accessibility of the garden area for wheelchair users in particular but also to ensure all weather accessibility for all. With the centre closed and fundraising events cancelled, the project relied heavily on grant support instead. Though many grants were aimed at Covid related projects, we still enjoyed success for our Garden Improvement Project, gaining grants from The Sun for £16,000 towards the new Cruiseline – a basket swing zipline hybrid; The Postcode Lottery for £20,000 towards a wheelchair accessible play tower; Morrisons Foundation for £14,500 towards the new wheelchair accessible swing and other small grants towards the project as a whole. At the end of 2020 we had reached the total £74,442 towards our target.

FINANCIAL REVIEW

We are grateful to all grant funders, trusts and foundations who have supported our charity over this year for our programmes and for improvements to our facilities.

Total income for 2020 has been impacted by the centres closure due to Covid-19 restrictions. Being closed did however mean expenditure was much reduced. For 2020, the income was £177,195, against expenditure of £107,922, including furlough receipts for staff salaries. Programme and activity cost were minimal due to closure, but some bookings had already been made and paid for which in most cases we have been able to postpone to when we can reopen.

Grant monies already secured for 2020, have been retained in all cases, used where possible, but for programmes in particular funders have agreed to extend the timescales for these programmes to run from September 2020. Funders have been kept updated regularly with the charities position relating to Covid-19.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees aim to firstly hold a level of unrestricted Reserves which enables the charity to have enough financial resources to meet various liabilities which would crystallise if Pathways 4 All's funding were to be withdrawn and/or it were unable to continue operating.

At present, the Trustees estimate that the Unrestricted Reserves required for such purposes amount to approximately £60,000 equivalent to 6 months core costs.

The optimum level of unrestricted Reserves held is therefore £60,000. The charity's unrestricted Reserves at 31 December 2020 are £54,216

This policy will be reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

Principal Funding Sources

Pathways 4 All receives most of its funds from grants, trusts and foundations and from earned income (as detailed in the accounts). Whilst this exposes the charity to the risk of discontinued funding from a small number of funders, steps are continually being taken to seek to mitigate this risk. The charity is constantly developing and maintaining

ways it can earn non-grant income whilst working towards its charitable objectives, as well as pursuing as wide a variety of funders as possible and seeking to encourage gifts and donations.

FOUNDERS' STATEMENT

2020 has certainly been a difficult year for the charity but more importantly for the families we support. Obviously, we were devastated to have to close the centre during the pandemic, leaving families without their safe haven! None of us could have predicted that we would have to stay closed all year and we are so desperate to get back to normal. Though we haven't been able to open we've been in regular contact with families through our email and Facebook page, it's been heart-warming to read all the comments of how much everyone misses the centre, and surprising that people are contacting for more information about us even in the height of lockdown! Being able to use the Lottery Funding to share some Christmas joy was lovely. So many families thanked us and were overwhelmed with how much we were able to send them. As we are so used to throwing a big party each Christmas, it felt great to do something even though we couldn't meet together.

The grant success for the garden project has been a huge surprise to us, particularly in these difficult times. It's been great to share this news with the families and we can't wait for the new accessible equipment to be fitted and for the children to be back playing on it all.

We are grateful for the furlough scheme enabling us to keep staff secure financially whilst we were closed though we are saddened that some have moved on to other roles during this time. This has given the charity the financial stability to see us through the pandemic whilst sadly we've seen other charities close for good. We are hopeful of things turning around in 2021 and trust that we are in a position to reopen as soon as the guidance allows us to.

Lynn McManus

Charity Founder and Volunteer CEO

Small Company Provisions

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

PATHWAYS 4 ALL LTD (A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT For the year ended 31 December 2020

PLANS FOR FUTURE PERIODS

When planning future activities and projects the Trustees consider the Charity Commission's guidance on public benefit. Continued incremental growth is budgeted for (as numbers of disabled children diagnosed with complex neurological conditions is increasing) with the following additional areas for development and growth.

- Development of Outdoor Area to improve wheelchair access year round – fundraising and works continuing into 2021.
- Development and Implementation of new 3 year plan 2022-2025 – working with Cranfield Trust (shorter time scale for plan as work postponed from 2020 due to centre closure)
- Staff structure review - following Covid-19 (a number of staff moved onto new roles, leaving gaps in the staff team for when we can reopen)
- Buildings Assessment – to plan for maintenance works required and produce plan of action with timings and costings for works

Matters pertaining to the Companies Act 2006

For the year ending 31 December 2020 the company was entitled to exemption from audit under section 447 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

Signed:  on behalf of Trustees

Print Name: Mr Colin Leslie Barnes

Date: 7th September 2021

INDEPENDENT EXAMINER'S REPORT

Report to the
trustees of

Pathways 4 All Limited

On accounts for
the year ended

31 December 2020

Charity no

1146161

**Respective
responsibilities of
trustees and
examiner**

The trustees of the organisation are responsible for the preparation of accounts; they consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an Independent Examination is needed.

It is my responsibility to

- examine the accounts (under section 145 of the 2011 Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- state whether particular matters have come to my attention.

**Basis of
independent
examiner's
statement**

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 27th September, 2021

Name: Mark Thompson MAAT
Address: VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

Pathways 4 All Limited

Statement of Financial Activities for the year ended 31 December 2020

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2020	2020	2020	2019
				£	£
Receipts					
Donations and legacies	4	32,416	124,692	157,108	65,099
Charitable activities		20,087		20,087	160,450
Total Receipts		52,503	124,692	177,195	225,549
Payments					
Raising funds		723		723	26,145
Charitable activities		14,864	27,632	42,496	92,637
Separate material item of expense		12,772	51,568	64,340	103,316
Other		363		363	753
Total Payments		28,722	79,200	107,922	222,851
Surplus / deficit for the year		23,781	45,492	69,273	2,698
Funds at 1 January 2020		31,435	78,460	109,895	107,197
Funds at 31 December 2020		55,216	123,952	179,168	109,895

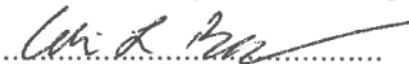
Pathways 4 All Limited
Balance Sheet as at 31 December 2020

	2020 £	2,019 £
Fixed Assets	7	
Plant & Machinery	6,371	9,816
Fixtures & Fittings	52,983	33,652
	<u>59,354</u>	<u>43,468</u>
Current Assets		
Cash at Bank & in Hand	110,317	67,017
Prepayments	11,692	11,454
Debtors	1,617	1,661
Total Cash Balances	<u>123,626</u>	<u>80,132</u>
Current Liabilities		
Trade Creditors	3,812	13,705
Net Current Assets	119,814	66,427
Net Assets at 31 December 2020	<u>179,168</u>	<u>109,895</u>
Represented By:	8	
Restricted Funds	123,952	78,460
Unrestricted Funds	55,216	31,435
	<u>179,168</u>	<u>109,895</u>

For the year ending 31/12/2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors responsibilities:

- a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006
- b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.
- c) The accounts have been prepared in accordance with the special provisions of the Companies Act relating to small companies.

Signed ...  ... Position: Chair of Trustees

Print Name: Colin Leslie Barnes

Notes to the accounts, 2020

1. Basis of accounts

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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

Pathways 4 All Ltd 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 note(s).

Fixed Assets are depreciated over a useful lifetime at the following rates:

Plant & Machinery	20% straight line
Fixtures & Fittings	25% straight line

2. Trustees and Staff

No Trustees were remunerated or received expenses payments.

Total Salary Costs	£	52,599
Average no of staff was		12

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £350

4. Funding

Funding received through the year:	2020
The 1989 Willan Charitable Trust	10,000
R W Mann Trust	1,500
BBC Children In Need	6,825
The Joicey Trust	4,500
Community Foundation	600
Community Foundation	10,000
NewsUP-AP	16,000
Bernicia Foundation	9,767
COVID-19 Response	25,000
The Morrisons Foundation	14,500
Masonic Charitable MCF	5,000
Postcode Local Trust	20,000
Groundwork UK - TE GWUK	1,000
Total	124,692

5. Fund Analysis

Restricted Funds	Jan'20	Income	Expend	Dec'20
Masonic Charitable	4,167		4,167	-
Sir James Knott	2,000		2,000	-
Community Foundation	6,334		2,474	3,860
St James's Place	8,759		1,990	6,769
Zurich Community	2,000			2,000
Community Foundation	2,700		2,700	-
The Edward Gostlin	2,500		1,500	1,000
The 1989 Willan Charitable Trust		10,000	3,000	7,000
R W Mann Trust		1,500	1,500	-
BBC Children In Need		6,825		6,825
The Joicey Trust		4,500	4,500	-
Community Foundation		600	600	-
Community Foundation		10,000	1,334	8,666
NewsUP-AP		16,000	8,010	7,990
Bernicia Foundation		9,767		9,767
COVID-19 Response		25,000	6,250	18,750
The Morrisons Foundation		14,500	6,378	8,122
Masonic Charitable MCF		5,000	417	4,583
Postcode Local Trust		20,000	10,593	9,407
Groundwork UK - TE GWUK		1,000	1,000	-
Space 4 Us	10,000			10,000
Art Studio Project	15,000		15,000	-
Garden Project	25,000		5,787	19,213
Total	78,460	124,692	79,200	123,952

6. Related party transactions

There were no significant transactions between the project and any related parties during the period. No payments have been made to Trustees.

7. Fixed Assets

	Plant & Machinery	Fixtures & Fittings	Total
Cost			
As at 1 January 2020	63,037	111,820	174,857
Additions		56,701	56,701
Disposals			
As at 31 December 2020	63,037	168,521	231,558
Depreciation			
As at 1 January 2020	53,221	78,168	131,389
Charge for the year	3,445	37,370	40,815
Disposals			
As at 31 December 2020	56,666	115,538	172,204
Net Book Value at 31 Dec 2020	6,371	52,983	59,354
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Net Book Value at 31 Dec 2019	9,816	33,652	43,468