



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)
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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
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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 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

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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.

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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.

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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.

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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
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Spirit of North Tyneside Wing
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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
Receipts		2021	2021	2021	2020
				£	£
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
	<u>132,637</u>	<u>123,626</u>
Total Cash Balances		
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 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	£	52,680
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