Growth Path Services

England & Wales · Charity number 1149785

Details

Other names	KINGSTANDING REGENERATION TRUST, Growth Path Services, KRT
Status	Registered
Legal form	Charitable company
Company number	06527314
Registered	2012-11-16
Register	View on the Charity Commission register

Contact

Address	Growth Path Services Brookvale Park Erdington Birmingham B23 7AG
Phone	01214396780
Email	Anya@growthpath.org.uk
Website	www.growthpath.org.uk

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Activities

Objects: 3.1 THE PROMOTION FOR THE BENEFIT OF THE PUBLIC OF URBAN OR RURAL REGENERATION IN AREAS OF SOCIAL AND ECONOMIC DEPRIVATION (AND IN PARTICULAR FOR THE BENEFIT OF THE COMMUNITY IN THE AREA OF BENEFIT) BY ANY OR ALL OF THE FOLLOWING MEANS:-3.1.1 THE RELIEF OF FINANCIAL HARDSHIP;3.1.2 THE RELIEF OF UNEMPLOYMENT;3.1.3 THE ADVANCEMENT OF EDUCATION, TRAINING OR RETRAINING, PARTICULARLY AMONG UNEMPLOYED PEOPLE AND PROVIDING UNEMPLOYED PEOPLE WITH WORK EXPERIENCE;3.1.4 THE PROVISION OF FINANCIAL ASSISTANCE, TECHNICAL ASSISTANCE OR BUSINESS ADVICE OR CONSULTANCY IN ORDER TO PROVIDE TRAINING AND EMPLOYMENT OPPORTUNITIES FOR UNEMPLOYED PEOPLE IN CASES OFFINANCIAL OR OTHER CHARITABLE NEED THROUGH HELP:(I) IN SETTING UP THEIR OWN BUSINESS, OR (II) TO EXISTING BUSINESSES;3.1.5 THE CREATION OF TRAINING AND EMPLOYMENT OPPORTUNITIES BY THE PROVISION OF WORKSPACE,BUILDINGS, AND/OR LAND FOR USE ON FAVOURABLE TERMS;3.1.6 THE PROVISION OF HOUSING FOR THOSE WHO ARE IN CONDITIONS OF NEED AND THE IMPROVEMENT OF HOUSING IN THE PUBLIC SECTOR OR IN CHARITABLE OWNERSHIP PROVIDED THAT SUCH POWER SHALL NOT EXTEND TO RELIEVING ANY LOCAL AUTHORITIES OR OTHER BODIES OF A STATUTORY DUTY TO PROVIDE OR IMPROVE HOUSING;3.1.7 THE MAINTENANCE, IMPROVEMENT OR PROVISION OF PUBLIC AMENITIES;3.1.8 THE PRESERVATION OF BUILDINGS OR SITES OF HISTORIC OR ARCHITECTURAL IMPORTANCE;3.1.9 THE PROVISION OF RECREATIONAL FACILITIES FOR THE PUBLIC AT LARGE OR THOSE WHO BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, FINANCIAL HARDSHIP OR SOCIAL AND ECONOMIC CIRCUMSTANCES, HAVE NEED OF SUCH FACILITIES;3.1.10 THE PROTECTION OR CONSERVATION OF THE ENVIRONMENT;3.1.11 THE PROVISION OF PUBLIC HEALTH FACILITIES AND CHILDCARE; AND3.1.12 THE PROMOTION OF PUBLIC SAFETY AND PREVENTION OF CRIME; AND3.2 SUCH OTHER MEANS AS MAY FROM TIME TO TIME BE DETERMINED SUBJECT TO THE PRIOR WRITTEN CONSENT OF THE CHARITY COMMISSION FOR ENGLAND AND WALES.

Activities: We exist to support young people to break free of the cycle of poverty by becoming more independently capable of supporting themselves. We support NEET young people to achieve work experience, qualifications and employability skills.

Classification

- **How:** Provides Services
- **What:** Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Birmingham City

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£425,557	£428,328	-	-
2024-03-31	£457,104	£309,302	-	-
2023-03-31	£244,632	£260,660	-	-
2022-03-31	£189,335	£267,899	-	-
2021-03-31	£486,892	£417,376	-	-

Trustees

Name	Role	Appointed
Denise Peach	Chair	2019-10-28
Alastair Cook		2022-12-14
Maisie Haddock-Garey		2025-03-24
Matthew Peniket		2025-03-24
Othman Usman		2024-09-25
Ryan Singh		2022-12-14
Susan Byrne		2017-11-10

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Growth Path Services

England & Wales - Charity number 1149785

Accounts

GROWTH PATH

Impact report

Our story in 2025

Front cover: We're thrilled to use young people who have trained with us in our new brand images. Thank you Soomro, Kallum and Ebony.

Vision:

We want to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

Mission:

We exist to support NEET young people aged 16 – 29 to achieve work experience, entry level qualifications and employability skills. Our Introduction to Construction course is designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment.

Values:

- Integrity - we do what we say we'll do.
- Transformative - we transform young people's lives.
- Unity - our staff work collaboratively.
- Ambition - we are ambitious for our young people.
- Humanity - we are non-judgmental and supportive.

Growth Path Services' Theory of change

Vision: We exist to empower young people to break the cycle of poverty by becoming independently capable of supporting themselves.

Non-judgemental, supportive space:	What we provide:	So young people can:	Leading to young people:	Resulting in young people who:
• Focus on NEETs aged 16 - 29 • No entry requirements • Accept people regardless of their background • Remove barriers providing free food, PPE and bus travel	• 90 hours of real work experience • Masterclasses in Paving, Fencing, Bricklaying • Health and Safety exam prep. • Diversity, inclusion, resilience and mental health workshops • 121 Information, Advice and Guidance • CV writing and interview workshops	• Demonstrate their capability to future employers. • Develop acceptable work place behaviours • Recognise and develop tools to manage big emotions • Work safely and sustainably • Independently find and apply for work and training opportunities	• Developing their aspirations • Passing industry recognized qualifications • Clarifying their own career pathway • Knowing the steps necessary to achieve their goals • Becoming more resilient • Applying to apprenticeships, college places & jobs	• Exit NEET status • Feel positive about their future

Young people's outcomes prove we are making a positive difference

Over 200

young people received information, advice and guidance on careers in the construction industry.

110

young people started the Introduction to Construction course this year.

61

have completed the course to date with a further **40** progressing.

Of those completing the course:

92%

achieved their CSCS Green Card

92%

achieved additional accredited health and safety certificates* which are required by a wide range of employers.

62%

received assistance applying for training or college places.

92%

say they enjoyed the course. With "meeting new people", "learning new skills" and "getting prepared for work" being the main reasons.

100%

have support after course completion.

74%

are in work or training within 6 months of course completion

**such as Asbestos Awareness, Working at Height, Hazardous Substances and Manual Handling*

Case study

X, 16, had experienced a difficult childhood and had moved around a lot. X was estranged from parents and involved with friends who were encouraging him into criminal activity. X proved a charming and helpful member of the team during the Introduction to Construction course but had few prospects for work partly due to a lack of experience and young age.

X had left a college course but still wanted to get a trade. X became a Growth Path Trainee and gained a CSCS card. Completing the traineeship gave X experience and qualifications. Less than 3 months after leaving Growth Path, X is now an Apprentice with Groundswork company M.V.Kelly. A fantastic achievement and a great start to a sustainable and well paid career in construction.

Services for young people

We have **refined, strengthened and improved our course**. Every young person completing our 4 week, Introduction to Construction course gets,

- Minimum of 90 hours work experience
- Masterclasses in Fencing, Paving and Bricklaying. (NEW)
- Tool talks/Day in the Life of Site Supervisors Talks/Industry visits. (NEW)
- Personalised Information, Advice and Guidance through regular 121 sessions with qualified staff.
- Interview Techniques workshop.
- Accredited qualifications enabling them to enter the Construction industry.
- Resilience Training delivered by Birmingham MIND.(NEW)
- Connections to opportunities with employers
- Support to apply for training or employment that interests them, lasting for over 12 months.

Traineeships

We offer 5 Traineeships each year. So far, 8 young people have benefited from the chance to earn whilst they learn. Young people get paid 2 days a week to work alongside our Landscaping Team on professional and community projects.

This enables them to better prepare themselves for work, gain experience and additional qualifications with a special focus on biodiversity and hands on actions to counter climate change.

What young people on our course say

CM, 16

"I have a support worker, she introduced me to Growth Path and I loved it... it's been a life changer... they've helped me achieve things I didn't think I'd ever achieve because of me having my baby... I'm now employed in a Traineeship and with Taylor Woodrow!"

D, 19

"When I passed my CSCS card, I got a placement at National Highways. People who work here really helped and supported me. It stops people taking the mick. It set the precident, be here and try your hardest."

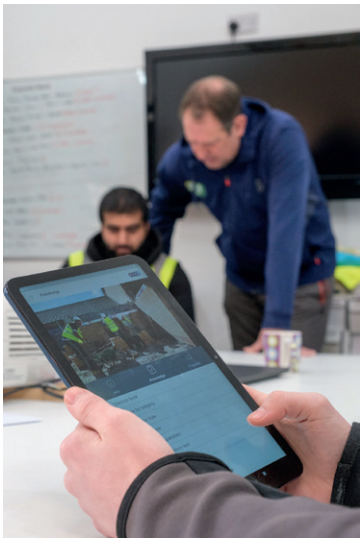
> *"This is the first time he's interacted with other people in years."*

JM, 17

"If I hadn't come here, life would still be slow, doing the same things day to day. Not really getting anywhere. If I hadn't come here, I reckon things would have hindered me for a few years. Coming here has sped things up for me and put me on the right track. I live with my Nan, as I don't have the best relationship with my mum. Just because you might have a bit of a different home life, you still deserve the same chances as other kids."

S, 17

"When I arrive in the UK, I was in year 11 at school, but it was Covid 19, and so everything was online. It was hard because English isn't my first language, and I didn't have the same amount as coursework as other students. I found out about this charity through the job centre. I had some experience of construction work, but I knew that to work on sites I would need a CSCS card. I felt so good when I passed it. I felt very proud."



DK, 19

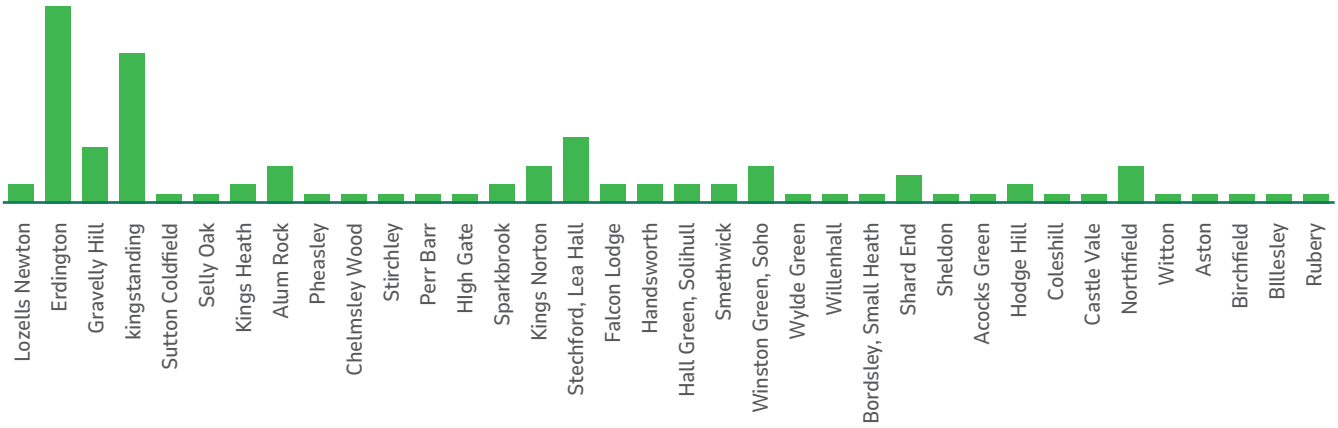
"I'm over the moon. I've been offered a full time contract on site now which is all thanks to you guys. I'd never have got it without your help. I really enjoyed being here. It's great to leave thinking I've given a bit back too. Helped you shape the way you do things. I'm quite chuffed with the posters."

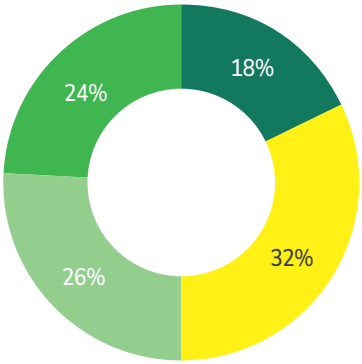
J's Mum

October 2024:
"This course is huge for him. Not just for work experience but his social skills too. This is the first time he's interacted with other people in years. He's really enjoying the course. It's totally changed the way he thinks about himself."

Who we support

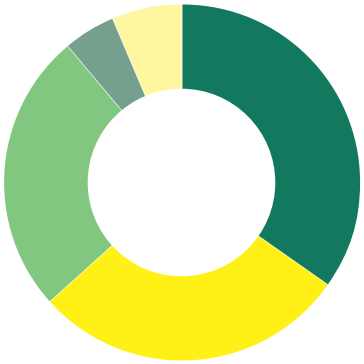
Where young people live:





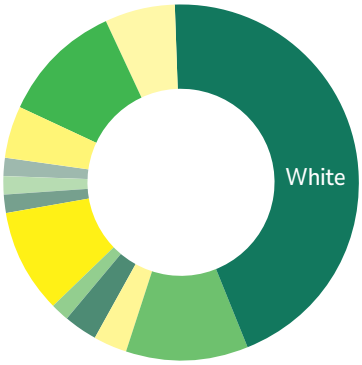
Age on arrival:

- 16
- 17
- 18
- 19-24



How young people find us

- Friend/Family
- Job Centre
- Support/Social/ Youth Offending Officers
- Online
- School or College



Ethnicity

- White
- White and Black Caribbean
- White and Asian
- Irish
- Any other White background
- Black, Black British, Caribbean or African
- Asian or Asian British
- Bangladeshi
- Indian
- African
- Caribbean
- Pakistani

68%

have experienced adverse childhood experiences with **25%** experiencing 4 or more ACEs putting them at considerable risk statistically of unemployment, committing crimes, poor health and suicide.

77%

have no qualifications with **41%** never having sat a single exam

100%

are NEET, not in education, employment or training

What other organisations say about us

"We have been impressed with:

Reach: targeting young people who are NEET, extremely economically deprived, and live very chaotic, challenging lives.

Youth led: The project was designed in response to direct feedback from the young people they seek to serve, and within project delivery you can see how the needs of young people are shaping it on a daily basis. They are agile and adapt their approach ensuring young people are at the heart of their work.

Scalability: Its clear from our conversations that there is potential for scaling this project so that more young people could benefit. We know that there is a defined gap in existing services for this age group and the need for this type of project has increased."

Lindsay Marsden,
Head of Foundation,
Energy Saving Trust

> *"Youth unemployment is more than an economic statistic; it's a social emergency... Growth Path is making a tangible, positive difference in breaking the cycle of poverty and disadvantage."*

Deputy Police Crime Commissioner for Birmingham, Wasim Ali.

> *"An organisation that knows exactly what it wants to do. Achieving a lot with a small team. Well positioned to succeed. Leadership has the traits of a high performing team. Willing to adapt and change to achieve the best outcomes for young people."*

Our Pilotlighters conclusions.

Landscaping services

We have developed our landscaping services to provide more work experience opportunities for young people and derive a better income for the charity.

We've increased our commercial customer base to generate more regular work and profit. Customers include, apartment buildings, care homes, landlords, community organisations and Churches. We are able to provide them with cost effective work that aligned with their budgets and ethical aims.

Commercial

Residential

Left - Midlands Metropolitan Hospital. Right - Installing paving, fencing and turf at a residential property.

Clients feedback:

"The Growth Path team have done fantastic work on our site this week. They have been efficient, conscientious and done the highest quality work. We've made it tricky for them as we made changes to what we'd asked for along the way, but they have been responsive and patient - very friendly in fact. A tremendous team that are a real pleasure to work with!"

Kate De Right of Spectra, whom we helped to create a new green space at Midlands, Metropolitan Hospital.

"Thank you so much for all you've done for mom. Whilst mom was at home it gave her much pleasure seeing the young people working and learning a skill and of course looking at the end result. They were/are a credit to Growpath with all of them being very polite and amiable."

Keith Brookes

178

unique residential customers in 2024

Completed over

400

jobs in total

Links with industry

This year, in response to young people's needs, we developed closer links with industry at every level within our organisation. This ensures young people have direct opportunities for site experience and employment on course completion and our training is closely aligned with industry requirements.

Taylor Woodrow

This has been a hugely successful partnership. Taylor Woodrow have established regular work experience placements for young people, leading to paid contracts for several. Plus, their Site Supervisors deliver regular "My Life In Construction" talks and provided Train the Trainer experiences for staff.

Mace Dragados - through their social value program they paid for us to become CHAS accredited.

Kier - invited us to speak at industry events such as Civil Engineers Social Value Conference which helped us develop useful contacts and spread the word about our charity.

Construction Trustees

We've secured three new Construction Trustees. One with knowledge of Social Value strands in Construction, one with experience of Construction contracts and one who is an Apprentice in the Construction industry and has experience of onboarding young people.

Our work complements the industry:

From 2019-2024, employment within the construction industry fell by over 14% (350,000 workers), mainly due to an aging workforce. Therefore replacing departing, older workers through offering disadvantaged young people a real chance to succeed in this industry, is vital for the health of the wider community.

> *"huge skills gap and real need to recruit young people"*

Joann Malin Burke, Kier Construction

Photos L-R:
Site Supervisor Matt, delivering his "Day in the Life" talk,

Growth Path Trainee Charlotte working on the Sprint site.

Charlotte and new Trustee/ Taylor Woodrow, Apprentice Maisie Haddock-Garey on site.

Young People Leading and Influencing

Board Level

We have a wide range of skills and experience on the Board. This includes, 2 young Trustees, one of whom is an Apprentice in the Construction industry. We feel it's important to have young people influence our organisation at every level and they are placed at the heart of all our decision making.

Young People

We gather information on young people's experiences, feelings and needs in a variety of ways including;

- interviews with over 100 NEET young people every year
- Daily journals for each young person on our Introduction to Construction course.
- Weekly 121's with every young person on our course.
- Entrance and exit interviews with every young person.
- Keeping in touch with young people through phone calls at 1,3,6 and 12 months after they complete the course.
- We also speak to young people's support workers and families to ensure we get a rounded picture of their situation.
- Working alongside young people daily, means our Training staff speak to them regularly. Trends in what young people are saying is fed back and discussed at monthly staff meetings.

It is directly as a result of the feedback we heard from young people that we;

- Set up Traineeships
- Added Resilience Training to the course
- Added Masterclasses, particularly in demand was Bricklaying and Paving
- Improved links with industry to provide better onward employment prospects
- Are trying to expand our Traineeship programme with Bham City Council.
- Keep the Introduction to Construction course short.

Highlights of the year

High Sheriff, Doug Wright, giving awards to young people and meeting new Trustee Othman Usman.

Deputy Police Crime Commissioner, Wasim Ali speaking at our AGM in September.

MP Paulette Hamilton, Meeting Trainees and Staff on a biodiversity project in Brookvale Park.

Deputy Mayor and Deputy Councillor Sharon Thompson presenting Growth Path CEO Anya Sanchez, with Community Environment Award for biodiversity work in Brookvale Park including planting over 20,000 bulbs and wildflowers.

Accreditation

CITB

We became a CITB accredited training centre enabling us to provide the Health and Safety CITB course required to get a CSCS Card to our young people. We will start in 2025 to promote courses to external candidates providing a potential new income stream. In the meantime it greatly reduces our training costs for each young person as external trainers were charging us almost £200 p.p.

CHAS

We achieved CHAS Gold standard accreditation. It proves we are recognised by the industry as meeting the gold standard of safety, ethics and quality.

Our funders

- Eric Vincent Trust
- Grantham Yorke Trust
- Grimmit Trust
- Heart of England WMCA Green Grant

- Forvis Mazars Foundation UK

Growth Path Services
(Formerly Kingstanding Regeneration Trust)

Annual Report and unaudited Financial Statements
For the year ended 31 March 2025

Charity registration number:
1149785 (England and Wales)

Company registration number:
06527314

Legal and Administrative Information

Trustees	Mrs Denise Peach (Chair)	
	Mr Alastair Cook	
	Mrs Susan Byrne	
	Mr Ryan Singh (Dep Chair)	
	Mr Othman Usman	(Appointed 25 September 2024)
	Cllr Jane Jones	(Appointed 25 September 2024)
	Mr Matthew Peniket	(Appointed 24 March 2025)
	Ms Maisie Haddock-Garey	(Appointed 24 March 2025)
Charity number (England and Wales)	1149785	
Company number	06527314	
Registered office	Growth Path Services Brookvale Park Erdington Birmingham England B23 7AG	
Independent examiner	BK Plus Limited Churchfield House 36 Vicar Street Dudley West Midlands England DY2 8RG	
Bankers	The Co-operative Bank Colmore Row Birmingham B33BA	

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GROWTH PATH SERVICES
(FORMERLY KINGSTANDING REGENERATION TRUST)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities
The community based charity aims to provide training and support for NEET (not in education, employment or training) young people to find employment. The charity engages in fundraising and capacity building identified in our Business Plan. There have been no changes in the objectives since the last annual report.

We're thrilled to have had another hugely successful year at Growth Path Services. This year we have supported more young people than ever before and improved the services we offer; resulting in higher numbers of NEET young people thriving in training and employment. The staff team have worked incredibly hard, responding directly to the needs of young individuals and this effort has enabled us to surpass our targets. Particularly exciting are our newly developed links with Construction employers such as Taylor Woodrow, which has resulted in work experience, training and employment opportunities for several cohorts of young people. We're pleased to have made progress on diversifying our paying clients, which in turn provides more work experience opportunities for young people and a sustainable income for the charity. Our fundraising has been successful and provided a stable base from which to deliver our services although we acknowledge that this will be an important focus over the next 12 months when current funding agreements come to their natural end. We're looking forward to another busy year at Growth Path Services and will continue to support young people who are not in education, employment or training to achieve work experience, entry level qualifications and employability skills with the aim of empowering young people to break the cycle of poverty and become independently capable of supporting themselves.

Public benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance
Significant activities and achievements against objectives

We are particularly proud that in the previous 12 months we;
- Provided IAG for 200 young people
- 110 made progress on our Introduction to Construction course with over 60 completing the course.
- 5 Traineeships were completed.

Or those completing the course,
- 72% went into training or employment within 6 months
- 92% achieved a qualification
- 100% achieved 90 hours work experience

Financial review
We were grateful to the Henry Smith Charity and National Lottery Fund for their multi year support which has enabled us to have stability and make the improvements we achieved this year. We were also supported by a number of other funders without whom, our work simply couldn't continue, including projects such as the planting in Brookvale Park, building renovations, provision of resilience training and the continuation of paid Traineeships. We have some steep financial targets to meet in the next 12 months to ensure we can continue to deliver our services in the future.

Reserves policy
It is the policy of the charity to hold the minimum unrestricted reserves necessary to enable the charity to meet its commitments for a minimum period of three months.

Structure, governance and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

All directors of the company are also trustees of the charity. The management of the charity is the responsibility of the Management Committee.

The company changed its name from Kingstanding Regeneration Trust on 9 May 2024.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Des Hughes (resigned 14 May 2024)	
Shani Ellis (resigned 18 June 2024)	
Mrs Denise Peach (Chair)	
Mr Alastair Cook	
Mrs Susan Byrne	
Mr Ryan Singh (Dep Chair)	
Mr Othman Usman	(Appointed 25 September 2024)
Cllr Jane Jones	(Appointed 25 September 2024)
Mr Matthew Peniket	(Appointed 24 March 2025)
Ms Maisie Haddock-Garey	(Appointed 24 March 2025)

Recruitment and appointment of trustees

The trustees are elected and co-opted under the terms of the Articles of Association.

The trustees' report was approved by the Board of Trustees.

Mrs Denise Peach (Chair)
Trustee

Mr Ryan Singh (Dep Chair)
Trustee

21 July 2025

GROWTH PATH SERVICES
(FORMERLY KINGSTANDING REGENERATION TRUST)
INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GROWTH PATH SERVICES

I report to the trustees on my examination of the financial statements of Growth Path Services (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

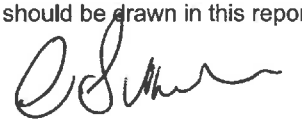
Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



BK Plus Limited
Claire Whitehouse FCCA
Churchfield House
36 Vicar Street
Dudley
West Midlands
DY2 8RG
England
21 July 2025

GROWTH PATH SERVICES
(FORMERLY KINGSTANDING REGENERATION TRUST)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	2	22,750	327,677	350,427	70,777	386,327	457,104
Charitable activities	3	73,844	-	73,844	-	-	-
Investments	4	1,286	-	1,286	731	-	731
Total income		97,880	327,677	425,557	71,508	386,327	457,835
Expenditure on:							
Charitable activities	5	20,887	407,441	428,328	24,192	285,110	309,302
Total expenditure		20,887	407,441	428,328	24,192	285,110	309,302
Net income/(expenditure) and movement in funds		76,993	(79,764)	(2,771)	47,316	101,217	148,533
Reconciliation of funds:							
Fund balances at 1 April 2024		13,017	211,455	224,472	(34,299)	110,238	75,939
Fund balances at 31 March 2025		90,010	131,691	221,701	13,017	211,455	224,472

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 6 to 14 form part of these financial statements.

GROWTH PATH SERVICES
(FORMERLY KINGSTANDING REGENERATION TRUST)
BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**10**		6,800		10,200
Current assets					
Debtors	**11**	1,063		-	
Cash at bank and in hand		220,814		219,717	
		221,877		219,717	
Creditors: amounts falling due within one year	**12**	(6,976)		(5,445)	
Net current assets			214,901		214,272
Total assets less current liabilities			221,701		224,472
The funds of the charity					
Restricted income funds	**14**		131,691		211,455
Unrestricted funds	**15**		90,010		13,017
			221,701		224,472

The notes on pages 6 to 14 form part of these financial statements.

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 21 July 2025

Mrs Denise Peach (Chair)
Trustee

Mr Ryan Singh (Dep Chair)
Trustee

Company registration number 06527314 (England and Wales)

1 Accounting policies

Charity information
Growth Path Services is a private company limited by guarantee incorporated in England and Wales. The registered office is Growth Path Services, Brookvale Park, Erdington, Birmingham, B23 7AG, England.

1.1 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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

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

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

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

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

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Gifts in kind donated for distribution are included at valuation as income when they are distributed to the projects. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Where costs cannot be directly attributed to particular activities they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets

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

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

Motor vehicles	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks.

1.9 Financial instruments

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

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	22,750	327,677	350,427	70,777	386,327	457,104

2 Income from donations and legacies (Continued)

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts						
Lottery Community Fund	-	141,671	141,671	-	223,938	223,938
The Henry Smith Foundation	-	60,000	60,000	-	60,000	60,000
Tudor Trust	-	-	-	32,500	-	32,500
CABWI	-	32,428	32,428	-	-	-
Children In Need	-	22,500	22,500	-	22,500	22,500
Cheshire Community EMR	-	-	-	-	19,795	19,795
Energy Saving Trust	-	19,855	19,855	-	19,730	19,730
WMCA	-	13,148	13,148	-	-	-
Awards For All	-	20,000	20,000	-	9,725	9,725
Witton Lodge Grant	-	5,575	5,575	-	7,158	7,158
Other	22,750	12,500	35,250	38,277	23,481	61,758
	22,750	327,677	350,427	70,777	386,327	457,104

Donated goods and services
During the year the Charity received donated facilities valued at £8,750 and donated building materials and PPE valued at £3,000.

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Projects and activities		
Social Enterprise	73,844	-

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,286	731

5 Expenditure on charitable activities

	Projects and Activities 2025 £	Governance Costs 2025 £	Total 2025 £	Projects and Activities 2024 £	Governance Costs 2024 £	Total 2024 £
Direct costs						
Staff costs	254,812	-	254,812	183,628	-	183,628
Depreciation and impairment	3,400	-	3,400	3,400	-	3,400
Staff and trustee expenses	1,132	-	1,132	2,421	-	2,421
Beneficiary expenses	6,486	-	6,486	5,883	-	5,883
Fundraising	11,720	-	11,720	4,080	-	4,080
Accountancy and independent examiner's fees	-	1,554	1,554	-	1,350	1,350
Brookvale refurbishment	15,390	-	15,390	2,578	-	2,578
Job cost	28,758	-	28,758	7,224	-	7,224
Waste and cleaning	8,820	-	8,820	7,656	-	7,656
Utilities, telephone and insurance	28,187	-	28,187	17,641	-	17,641
Staff recruitment	176	-	176	5,002	-	5,002
Marketing	11,266	-	11,266	11,137	-	11,137
Office costs	18,416	-	18,416	18,324	-	18,324
Staff training and Young Person Training	23,897	-	23,897	11,554	-	11,554
Tools and equipment	2,682	-	2,682	5,352	-	5,352
Motor expenses	11,632	-	11,632	15,924	-	15,924
Other charitable expenditure	-	-	-	6,148	-	6,148
	426,774	1,554	428,328	307,952	1,350	309,302
Analysis by fund						
Unrestricted funds	19,333	1,554	20,887	22,842	1,350	24,192
Restricted funds	407,441	-	407,441	285,110	-	285,110
	426,774	1,554	428,328	307,952	1,350	309,302

6 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,554	1,350
Depreciation of owned tangible fixed assets	3,400	3,400

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Trustees expenses, in respect of mileage claims, of £370 were paid during the year (2024 £688).

8 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
	12	5

Employment costs	2025	2024
	£	£
Wages and salaries	236,218	175,220
Social security costs	13,467	8,408
Other pension costs	5,127	-
	254,812	183,628

Redundancy and termination payments totalling £2,739 were made in the reporting period. This related to Statutory Redundancy Pay and the liability was fully paid as at the balance sheet date.

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025	2024
	£	£
Aggregate compensation	62,017	57,668

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

10 Tangible fixed assets

	Motor vehicles
	£
Cost	
At 1 April 2024	17,000
At 31 March 2025	17,000
Depreciation and impairment	
At 1 April 2024	6,800
Depreciation charged in the year	3,400
At 31 March 2025	10,200
Carrying amount	
At 31 March 2025	6,800
At 31 March 2024	10,200

11 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Other debtors	1,063	-

12 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	4,548	4,095
Other creditors	874	-
Accruals and deferred income	1,554	1,350
	6,976	5,445

13 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	5,127	-

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

14 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Various other restricted funds	147,771	-	(22,586)	125,184
The Henry Smith Foundation	-	60,000	(59,998)	2
CABWI	4	32,428	(32,432)	-
Children In Need	724	22,500	(23,224)	-
Cheshire Community EMR	19,791	-	(19,791)	-
Energy Saving Trust	(1)	19,855	(19,854)	-
WMCA	-	13,148	(13,146)	2
Awards For All	7,805	20,000	(22,709)	5,096
Rowlands	1,309	5,000	(6,309)	-
Shared Prosperity Digital	97	4,575	(4,672)	-
Shared Prosperity Micro	168	1,000	(1,168)	-
Witton Lodge Grant	825	-	(825)	-
Grantham York	-	3,000	(3,000)	-
Thomas Wall	1,857	-	(1,857)	-
Edgar E Lawley	792	-	(792)	-
Birmingham Airport	-	2,500	(2,496)	4
Heart of England	6,352	2,000	(8,352)	-
National Lottery Community Fund	23,962	141,671	(164,231)	1,402
	211,455	327,677	(407,441)	131,691

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Total restricted funds	110,238	386,327	(285,110)	211,455

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations, grants and income from charitable activities, which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	13,017	97,880	(20,887)	90,010

15 Unrestricted funds (Continued)

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	(34,299)	71,508	(24,192)	13,017

16 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 March 2025:			
Tangible assets	591	6,209	6,800
Current assets/(liabilities)	89,419	125,482	214,901
	90,010	131,691	221,701

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Tangible assets	591	9,609	10,200
Current assets/(liabilities)	12,426	201,846	214,272
	13,017	211,455	224,472

17 Related party transactions

Transactions with related parties
During the year the charity entered into the following transactions with related parties:

	Purchase of training services 2025	2024
	£	£
Entities with control, joint control or significant influence over the company	395	-

Growth Path Services
Company Registered Number: 06527314
Charity Registered Number: 1149785

1 Cottage, Brookvale Park, Erdington, Birmingham B23 7AG

Tel: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Growth Path Services

England & Wales - Charity number 1149785

Accounts

GROWTH PATH

Impact report

Our story 2024

Vision:

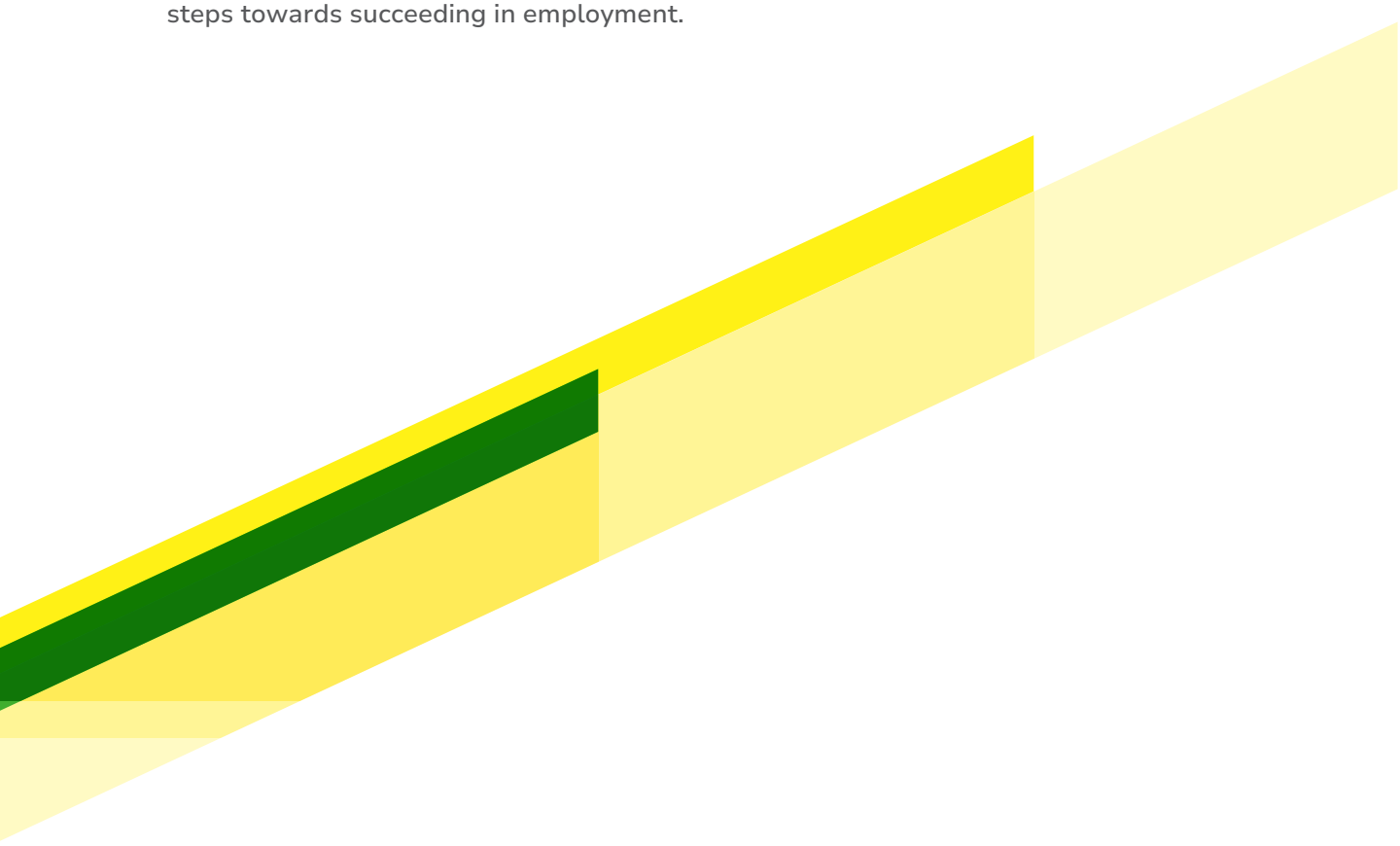
We want to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

Mission:

We exist to support NEET young people aged 16 – 29 to achieve work experience, entry level qualifications and employability skills. Our Introduction To Construction course is designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment.

Values:

- Integrity - we do what we say we'll do.
- Transformative - we transform young people's lives.
- Unity - our staff work collaboratively.
- Ambition - we are ambitious for our young people.
- Humanity - we are non-judgmental and supportive.



Reflections of our CEO

A transformative year for Kingstanding Regeneration Trust, in which we changed our name to Growth Path Services to better reflect the journey we take young people on and encompasses the gardening and landscaping work undertaken. As planned, this year we've increased the number of young people we support, diversified the ethnicity of those we recruit, and expanded to offer services to young people across Birmingham as well as in Kingstanding.

I'm particularly thrilled that we introduced Traineeships so young people can earn as they learn. Particularly tailored to support those who wouldn't immediately succeed in college or employment we provide young people with a supported traineeship which is hard to find anywhere else. Witnessing the growth in our Trainees abilities, aspirations and confidence to succeed has been a joy.

Our team is small, dedicated and flexible. We work with families and agencies to ensure a joined up approach. Our person centred approach is guided by our shared values.

Expanding our team has seen our staff resource go from strength to strength. Benefiting from the Pilotlight 360 project we've realised improved working methods and gained confidence that with our core values and strong leadership; we are well positioned to continue tackling the gap between disadvantaged young people and their peers.

Life in Birmingham - 2024

Birmingham is England's second city and is Europe's youngest city with under 25s accounting for nearly 40% of the population.

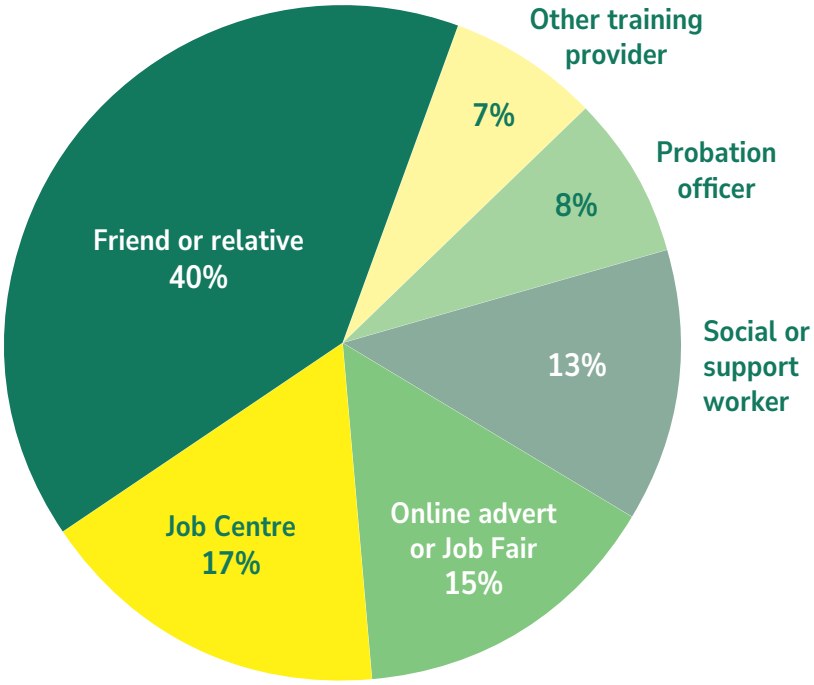
It is also a city with some major social issues and challenges. Two in five children in Birmingham were living in poverty last year, 40% of children age 0-15 are living below the breadline.

The Joseph Rowntree Foundation found that Birmingham is second only to London's Tower Hamlets estate when it comes to the proportion of young people living in real hardship. As a city is has twice the national average in youth unemployment, with BAME residents 19% less likely to be in training as their peers. Like many large cities, Birmingham is facing a housing crisis. More than 4,000 families have nowhere permanent to call home. With hundreds of families living in B&Bs.

> *"He's really enjoyed his time at KRT. It's been really good for him, I think he's surprised himself.*
>
> *We wish he could stay longer. I'm definitely going to discuss the Traineeships with him because that seems like the perfect next step."*

Where our young people come from

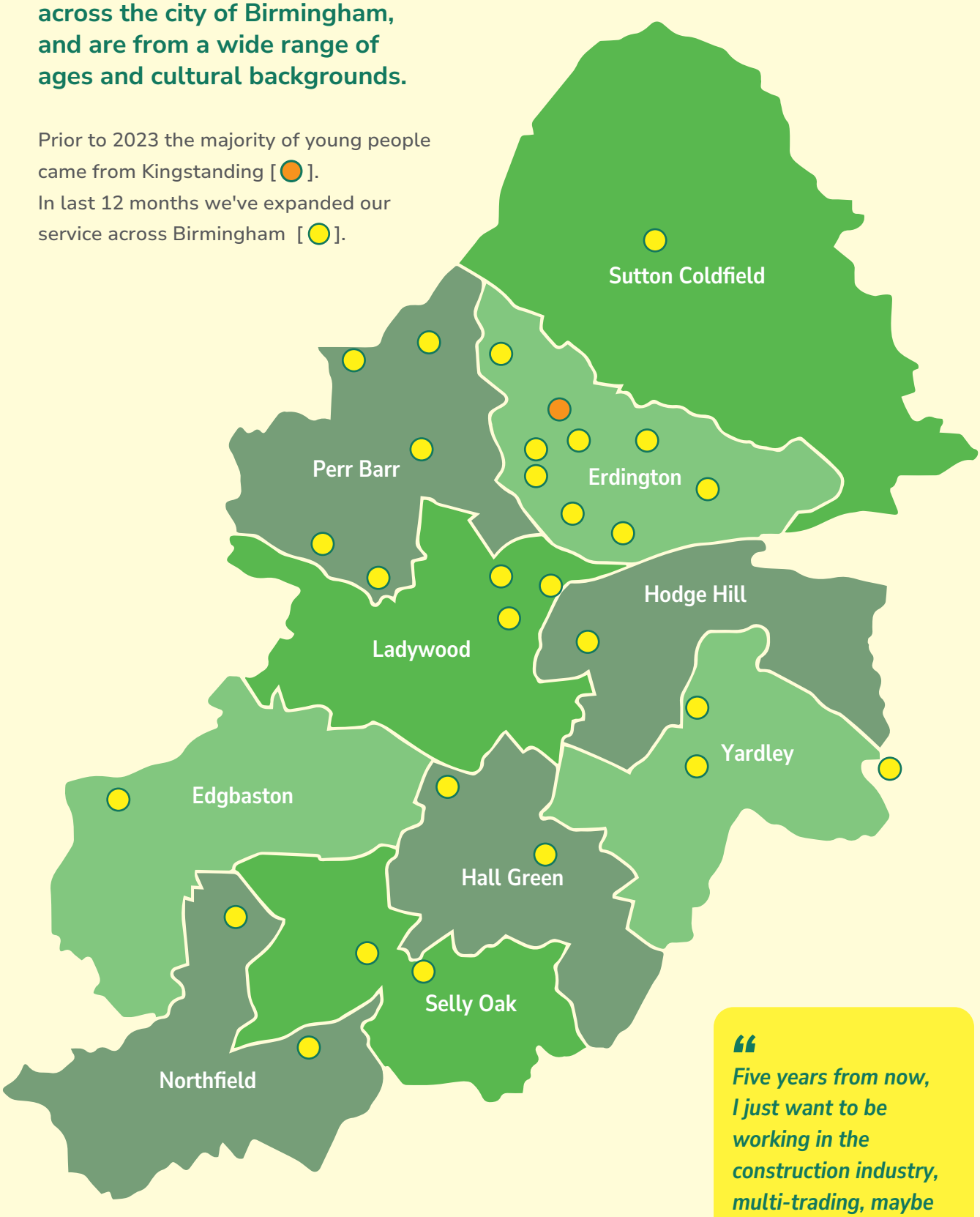
Our referrals come from a wide range of organisations



> *"I found Growth Path through a friend who recommended it to me. I came here, and my life has been better since."*

Our young people come from across the city of Birmingham, and are from a wide range of ages and cultural backgrounds.

Prior to 2023 the majority of young people came from Kingstanding [●].
In last 12 months we've expanded our service across Birmingham [●].



"Five years from now, I just want to be working in the construction industry, multi-trading, maybe working for myself."

Our young people

Typically, our young people experience more barriers to succeeding in training or employment than their peers.

The young people we support have chaotic lives, including challenges with finance, family conflict, stressful relationships, or are at risk of homelessness. Many are from families suffering generations of worklessness. They lack a role model to succeed in employment and need support with basic employment skills such as punctuality, teamwork and following instructions.

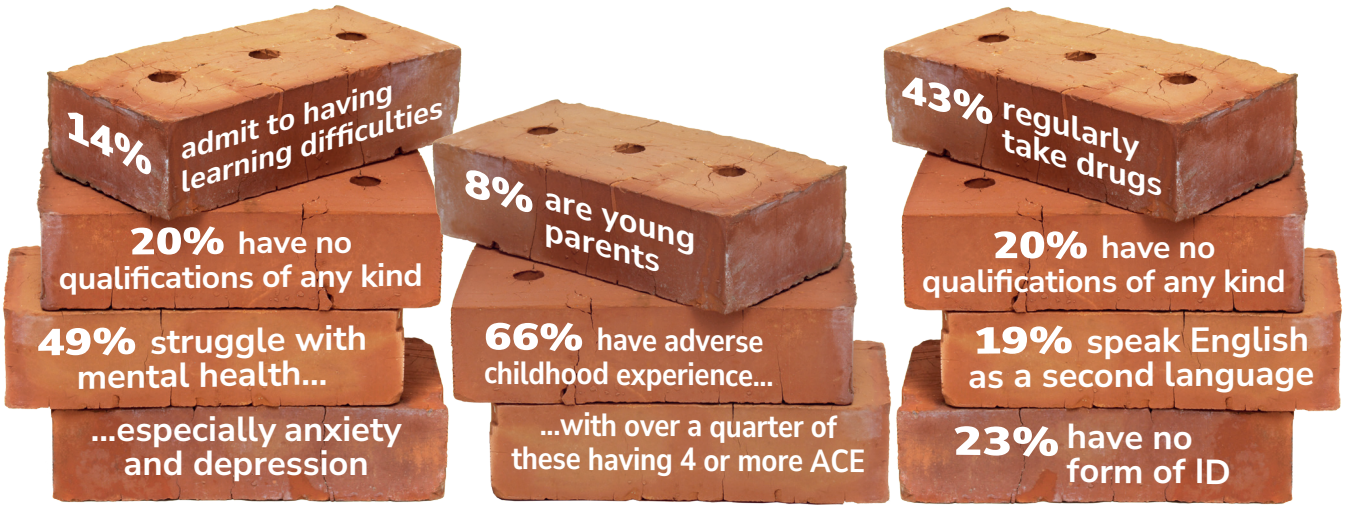
The impact of covid lockdowns on these young people is intensely noticeable and is holding them back from succeeding. Whilst in the past 62% of young people we worked with hadn't passed their English and Maths GCSEs but had completed some GCSEs, now we're seeing increasing numbers of young people who didn't take any GCSE's at all due to lockdowns and the resulting disengagement from school and creep in of a life adjusted to staying home, with rising fear and anxiety about the outside world and their own ability to navigate it.

Whilst we have always supported classroom phobic young people, the reluctance and lack of confidence regarding their ability to take exams, is at an all-time high. Very few have work experience and lack the confidence or connections to find a placement. Many don't have the basic skills required to succeed on work experience such as punctuality, communications skills or ability to focus on work, so attempts to engage with work opportunities have failed.

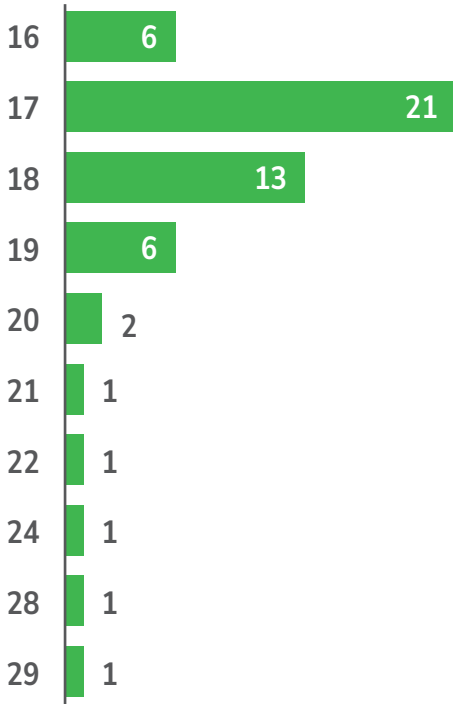
> *"A few years from now I want to see myself in full time employment, also I want to advocate for special needs people, and tell them about Growth Path and how they help people like me."*

This year, on arrival

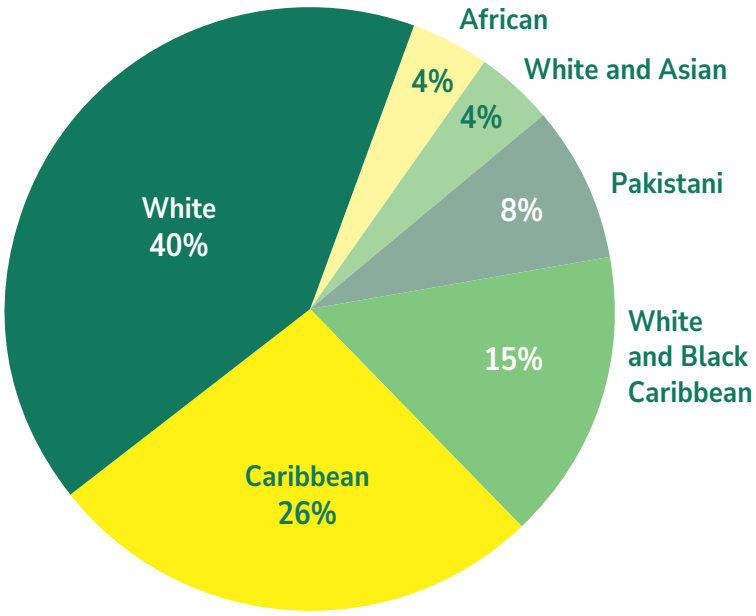
On course entry our team conduct 1-2-1 interviews with young people and use a variety of recognized tools (NHS tool WEBWEMS and Outcome Star) to measure the wellbeing, aspiration and readiness for employment of individuals.



Age on arrival



Our young people come from a range of backgrounds



How we support our young people

We support NEET young people aged 16 -29 to achieve work experience, entry level qualifications, employability skillsand to thrive in training and employment.

Our Introduction To Construction course is deliberately short, just 4-8 weeks, and designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment. The overall aim is to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

All our young people work towards completing;

- 90 hours of work experience
- Construction Skills Certification Scheme (CSCS) Green Card (a legal requirement for anyone wanting to work on a UK construction site)

- Construction Industry Training Board (CITB) Health and Safety Level 1
- Certification in Working from Heights, Manual Handling, Hazardous Substances, Asbestos Awareness

They leave Growth Path with;

- an updated CV
- a reference (essential to helping them secure employment in the future)
- links to training opportunities and employers relevant to their ambitions and capabilities
- ID plus a bank account so they are ready to start work

What young people say on arrival

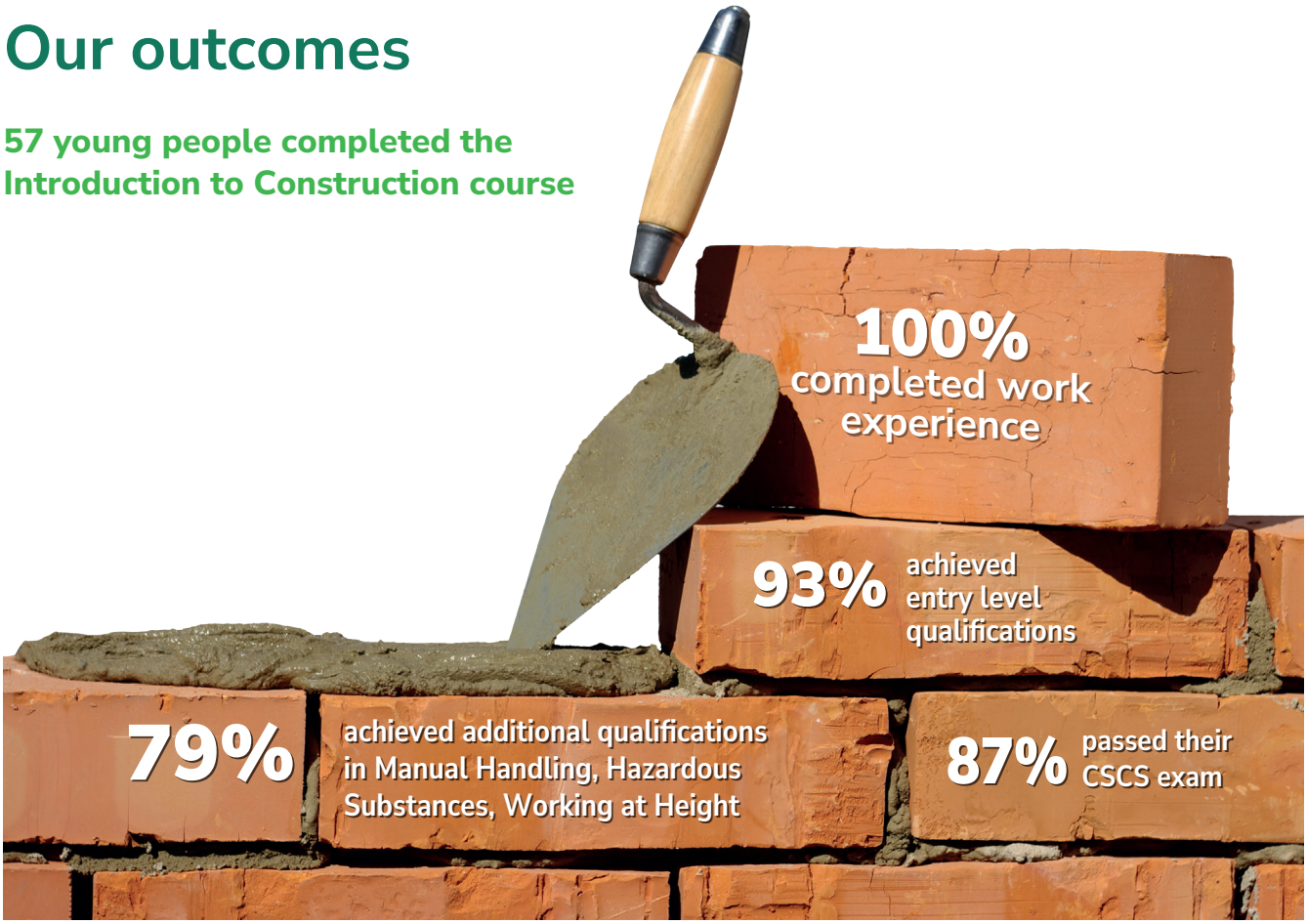
"I can't get on at college. It's not for me. I don't like learning or sitting still."

"I've got baby on the way. My priorities have all changed. I've got to be a provider now, but I don't really have any qualifications and I'm not sure where to get started."

"There's plenty of ways I could be earning money but that's led to trouble in the past. I've moved city, clean start. I'm living a different life, that's all behind me. Just needs a CSCS card so I can earn."

Our outcomes

57 young people completed the Introduction to Construction course



What young people say on course completion

"I've shocked myself and my family. My Mum's so pleased, I've passed my exam."

"I really appreciated all the help you gave me, especially sorting out my passport, which wasn't easy! But it's such a relief to have ID, I need it for lots of things."

"It was helpful, yeah. I've got all the qualifications I need now, as soon as I turn 19 in a couple of months, I'm all set to work on a construction site."

A young person's story

DK is a young person who spent parts of his childhood in care. He had recently moved into independent accommodation, a difficult transition. After gaining his CSCS qualifications on our Introduction To Construction course, he still needed support to gain work experience, develop his confidence and improve his employment chances but was desperate to earn some cash. He was due to take his GCSEs during lockdown but didn't attend the exams as he felt sure to fail.

We took him on as a Trainee, enabling him to earn whilst he learned. The income was essential to DK's wellbeing and security. His tailored Traineeship meant he got paid for the 2 days a week he worked with our gardening team which encouraged him to stay in training, enabling him to complete his Functional English and Maths. He is coming up to the end of his first year with us and has already applied for Apprenticeships and jobs on Construction sites such as HS2.

We partnered with the Energy Saving Trust and The Wildlife Trust to provide additional training opportunities for our Trainees, including experience at the Eco Hub, an environmental tools week long course.

This is what DK said about his experience with us;

"It's like family. I Like the work. I like the people; we have a bit of a chat and a laugh whilst we work. It's nice to belong somewhere and to know I'm going to be alright. I've got a bit of money so I'm happy. I can afford a few things, it's a relief. But I'm really thinking about my future. I know I'm going to pass my exams eventually and I'm going to achieve things now."

Alfie's story

Alfie is a 19-year-old who was not in education, employment or training, having left school without taking his exams. He was keen to complete the Introduction To Construction course and was always pleasant and friendly member of the team.

However, he struggled with punctuality, didn't complete tasks and was unable to work independently. With work experience and careful monitoring by the Training staff, Alfie transformed into a more reliable worker. On completing the course and obtaining his CSCS card, KRT referred Alfie to the Birmingham City Council Employment Access Team, whom we have worked with for several years. They helped Alfie find a supportive employer at O'Neil and Brennon Construction.

Alfie said, "I really appreciate the support that David, Brian and Paul have given me in achieving my goal of working on site and hope to build a long-term career in construction. As a result of this opportunity, I have recently been offered tong term employment with a localcompany fitting sprinkler systems."

Management Committee Report and Financial Statements

For the year ended 31st March 2024

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Reference and Administrative Information

Directors and Trustees:

1. Alastair Cook
2. Susan Byrne
3. Ryan Singh
4. Denise Peach (Chair)
5. Shani Ellis

Company Registered Number:

06527314

Charity Registered Number:

1149785

Registered Office

1 Cottage
Brookvale Park
Erdington
Birmingham
B23 7AG

Bankers

The Cooperative Bank
Colmore Row
Birmingham
B3 3BA

For further information please contact the registered office as detailed above or:
Telephone: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Trustees' Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. Structure, Governance and Management

Method of appointment or election of Management Committee

The Management of the trust is the responsibility of the Management Committee who are elected and co-opted under the terms of the Articles of Association.

The trustees that held office during the whole of the period from 1 April 2023 to the date of this report are:

- Alastair Cook
- Susan Byrne
- Ryan Singh
- Denise Peach

The trustees that resigned are:

- Isaac McNamara (Resigned 28 October 2023)
- Des Hughes (Resigned 14 May 2024)

The trustee appointed during the year is:

- Shani Ellis (appointed 29 February 2024)

Constitution policies and objectives

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The community based trust aims to provide training and support for NEET (not in education, employment or training) young people to find employment. The trust engages in fundraising and capacity building identified in our Business Plan. There have been no changes in the objectives since the last annual report.

Organisational structure and decision making

The organisation of the trust is controlled by the members of the Management Committee.

2. Objectives and Activities, Achievements and Performance

We're delighted with our achievements following another hugely successful year at Kingstanding Regeneration Trust. We supported 211 people with information, advice and guidance. 57 people completed our course "Introduction to Construction" with 93% achieving entry level qualifications and 100% of these completing 4 weeks of work experience.

Particularly pleasing is our partnerships with Energy Saving Trust and Awards for All which enables us to offer Traineeships. These tailored traineeships offer a unique solution to young people who need to earn whilst they learn. They address the gap in the market for young people, particularly those under 19, who would struggle in college courses and Apprenticeships or are unlikely to get accepted onto these courses.

Our Pilotlight 360 journey, funded by Garfield Weston Charity, began and has already given us a great deal of food for thought including a staff away day to focus on our purpose and delivery. We wanted to take part in the program to challenge ourselves to analyse our charity and develop it into the best version it can be.

Our AGM, Open Days and community projects such as, Tree Giveaways, Hanging Basket Days and Family Trails in Brookvale and Finchley Park have given great joy to many members of the local community as well as encouraging engagement with nature. We've benefitted from each conversation with local people, discovering what they feel their local area needs and how we can be a part of positive change for the community.

Finally, we are delighted that we will start our next financial year with a new name, Growth Path Services. The new name has been chosen to better reflect the services we provide and the journey we take young people on when they're with us. A new website and re-brand will take place in the following financial year.

Public benefit

The purposes of the charity are outlined above. All our charitable activities are undertaken to further our charitable purposes for the public benefit. The trustees have paid due regard to guidance issued by the Charity Commission on public benefit.

3. Financial Review

This year has been the most financially stable of the charity's history with core funding from The National Lottery Community Fund, Henry Smith Charity and Tudor Trust allowing us to deliver our services and plan for the future with confidence.

We continued to project fundraise, resulting in us being able to deliver many additional projects which provided work experience for young people, improvements to our site and green community projects.

We're thankful to our funders and are pleased to work in partnership with them to achieve positive outcomes for NEET young people and deliver green community projects.

Reserves policy

It is the policy of the management committee to hold the minimum unrestricted reserves necessary to enable the Charity to meet its commitments for a minimum period of three months. We will start the next financial year with our reserves meeting this criteria.

4. Statement of Management Committee's responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

These accounts have been delivered in accordance with the provisions applicable to companies subject to the small company's regime.

Approved by order of the board of trustees on 22 July, 2024 and signed on its behalf by:

Denise Peach, Chair

Ryan Singh, Deputy Chair

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2024 which are set out on pages 17 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in s. 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

1. the accounts do not accord with those records; or

1. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

1. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

David Webb FCA, Chartered Accountant
Edwards
34 High Street
Aldridge
Walsall
WS9 8LZ

Date: 22 July, 2024

Statement of Financial Activities

	Note	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	386,327	70,777	457,104	244,632
Investment income	3	-	731	731	-
		386,327	71,508	457,835	244,632
EXPENDITURE ON					
Charitable Activities:	4	285,110	22,842	307,952	259,365
Governance Cost	5	-	1,350	1,350	1,295
TOTAL RESOURCES EXPENDED	6	285,110	24,192	309,302	260,660
NET MOVEMENT IN FUNDS		101,217	47,316	148,533	(16,028)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		110,238	(34,299)	75,939	91,967
TOTAL FUNDS CARRIED FORWARD		211,455	13,017	224,472	75,939

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 19 to 25 form part of these financial statements.

Balance Sheet

	Note		2024		2023
			£		£
FIXED ASSETS					
Motor Vehicles	9		10,200		13,600
			10,200		13,600
CURRENT ASSETS					
Cash at Bank and in Hand	10	219,717		67,488	
		219,717		67,488	
CREDITORS - Amount falling due within one year	11	(5,445)		(5,149)	
		(5,445)		(5,149)	
NET CURRENT ASSETS			214,272		62,339
NET ASSETS	12		224,472		75,939
TRUST FUNDS					
Restricted Funds	13		211,455		110,238
Unrestricted Funds	13		13,017		(34,299)
			224,472		75,939

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

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

The trustees acknowledge their responsibilities for:

a. ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
b. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 22 July, 2024 and were signed on its behalf by:

Denise Peach, Director

Ryan Singh, Director

The notes on pages 19 to 25 form part of these financial statements.

Notes to the Financial Statements

1. Accounting Policies

Charity information

Kingstanding Regeneration Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 1 Cottage, Brookvale Park, Erdington, Birmingham, B23 7AG.

1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

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

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

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 12 in the event of the Charity being wound up the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Funding accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognized at the time of donation.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

1.6 Tangible fixed assets

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

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

Motor vehicles	20% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

2. Donations

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Tudor Trust	-	32,500	32,500	34,500
Other under 5k	6,315	-	6,315	5,750
Witton Lodge Grant	7,158	-	7,158	500
The Cole Trust	1,000	-	1,000	1,100
The Henry Smith Foundation	60,000	-	60,000	60,000
Garfield Weston Foundation	6,500	-	6,500	-
Thomas Wall Trust	5,000	-	5,000	5,000
Awards for All	9,725	-	9,725	-
Children In Need	22,500	-	22,500	23,000
Heart of England – Green Fund	2,500	-	2,500	19,344
Severn Trent	2,166	-	2,166	19,498
Social Enterprise	-	29,286	29,286	57,500
Sundry Income	-	8,991	8,991	1,581
Insurance claim	-	-	-	6,859
Grantham Yorke	-	-	-	5,000
Trusts	-	-	-	2,500
Roughley	-	-	-	2,500
National Lottery Community	223,938	-	223,938	-
Cheshire Community EMR	19,795	-	19,795	-
Energy Saving Trust	19,730	-	19,730	-
Total	**386,327**	**70,777**	**457,104**	244,632

3. Investment Income

	2024	2023
	£	£
Bank interest receivable	731	-
Total	**731**	-

4. Charitable Activities – Projects & Activities

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Trustee expenses	688	-	688	-
Beneficiary expenses	5,883	-	5,883	3,988
Fundraising	4,080	-	4,080	-
HMRC & NEST	55,998	12,240	68,238	72,021
Brookvale Refurb	2,578	-	2,578	2,101
Enterprise expense	806	1,854	2,660	8,702
Grant	225	-	225	-
Bio diverse garden	3,263	-	3,263	4,894
Health and safety advice	-	-	-	2,754
Salaries	115,390	-	115,390	100,510
Cleaning	1,890	-	1,890	1,575
Insurance	2,483	-	2,483	2,000
Job cost	1,876	5,348	7,224	-
Tudor Trust	-	-	-	1,600
Staff expenses	1,733	-	1,733	1,708
Staff recruitment	5,002	-	5,002	400
Marketing	11,137	-	11,137	5,776
Office costs	18,324	-	18,324	10,443
Staff training / Young Person Training	11,554	-	11,554	5,201
Tools and equipment	5,352	-	5,352	8,850
Utilities	15,158	-	15,158	8,693
Vans	15,924	-	15,924	11,273
Waste	5,766	-	5,766	3,476
Depreciation	-	3,400	3,400	3,400
Total	**285,110**	**22,842**	**307,952**	259,365

5. Governance Costs

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Accountancy and independent examiner's Fees	-	1,350	1,350	1,295
Total	**-**	**1,350**	**1,350**	1,295

6. Analysis Of Resources Expended By Expenditure Type

	Staff Costs	Other Costs	Total	Total
	2024	**2024**	**2024**	2023
	£	**£**	**£**	£
Projects & Activities	183,628	124,324	307,952	259,365
Governance Cost	-	1,350	1,350	1,295
Total Resources Expended	**183,628**	**125,674**	**309,302**	260,660

7. Net Incoming Resources

	Total	Total
	2024	2023
This is stated after charging	**£**	£
Accountancy and independent examiner's Fees	1,350	1,295
Total	**1,350**	1,295

Trustees' remuneration and benefits

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

Trustees' expenses

Trustees' expenses amounting to £688 were paid to four trustees for the year ended 31 March 2024 relating to meeting travel and an event promoting the business.
No trustees' expenses were paid for the year ended 31 March 2023.

8. Staff Costs And Numbers

Staff costs were as follows	**2024**	2023
	£	£
Wages and salaries	175,220	136,456
Social Security	8,408	9,136
Total	**183,628**	145,592

The average monthly number of employees during the year was as follows:

	2024	2023
Employees	**5**	5

No employee received remuneration amounting to more than £60,000 in either year.

9. Tangible Fixed Assets

	Motor vehicles
	£
Cost	
Balance brought forward and carried forward	17,000
Depreciation	
Balance brought forward	3,400
Charge for the year	3,400
Balance carried forward	6,800
Net Book Value	
31 March 2024	**10,200**
31 March 2023	13,600

10. Current Assets

	2024	2023
Due within one year	£	£
Cash in hand and at bank	219,717	67,488
Total	**219,717**	67,488

11. Creditors

	2024	2023
Amount falling due within one year	£	£
Accruals	1,350	1,295
Taxation and social security	4,095	3,854
Total	**5,445**	5,149

12. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
UNRESTRICTED FUNDS	£	£	£	£
General Funds	(34,299)	71,508	24,192	13,017
Total	**(34,299)**	**71,508**	**24,192**	**13,017**
RESTRICTED FUNDS				
Restricted Funds	110,238	386,327	285,110	211,455
Total	**110,238**	**386,327**	**285,110**	**211,455**
SUMMARY OF FUNDS	£	£	£	
General Funds	(34,299)	71,508	24,192	13,017
Restricted Funds	110,238	386,327	285,110	211,455
Total of Funds	**75,939**	**457,835**	**309,302**	**224,472**

13. Analysis Of Net Assets Between Funds

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Fixed assets	9,609	591	10,200	13,600
Current assets	206,976	12,741	219,717	67,488
Creditors due within one year	(5,130)	(315)	(5,445)	(5,149)
Total	**211,455**	**13,017**	**224,472**	**75,939**

14. Related Party Transactions

During the year, there were no related party transactions.

15. Ultimate Controlling Party

The charitable company is controlled by its Trustees/Directors.

Growth Path Services
Company Registered Number: 06527314
Charity Registered Number: 1149785

1 Cottage, Brookvale Park, Erdington, Birmingham B23 7AG

Tel: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Growth Path Services

England & Wales - Charity number 1149785

Accounts

KRT

Annual Report & Accounts

for the year ending 31st March 2023

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Kingstanding Regeneration Trust is an established charity with a long history of successfully helping (not in education, training or employed) NEET young people realise their potential and thrive in training and employment.

We support young people aged 16 – 29 to achieve work experience, entry level qualifications, employability skills.

Staff, Board Members and young people celebrating successfully being awarded a 3 year grant from The Lottery Community Foundation.

Staff and Board

KRT's greatest strength is its caring, diligent and diversely experienced staff and Trustees. Our board includes Trustees with knowledge and experience gained in the fields of finance, HR, organisational development and governance. We have both long standing and new Board Members ensuring our Trustees are keen, dedicated and provide stable leadership for the charity.

KRT's Director has a background in managing charitable teams, fundraising and managing commercial projects for Social Enterprise; she is well placed to support KRT through the next stage of its growth. During the last 12 months, she has done the ground work to expand the Social Enterprise, increase income for the charity and streamlined the Introduction To Construction program resulting in improved outcomes for young people. She has strengthened the policies and procedures of the organisation and embed them firmly into the charity's culture, ensuring the charity is ready to progress to the next level.

Our staff team includes highly experienced trainers who hold NVQ qualifications in Information, Advice and Guidance (IAG). Staff have worked for many years with young people on the fringes of society.

Reference and Administrative Information

Directors and Trustees:

1. Denise Peach (Chair)
2. Des Hughes (Vice Chair)
3. Susan Byrne
4. Alastair Cook
5. Isaac McNamara
6. Ryan Singh

Company Registered Number: 06527314
Charity Registered Number: 1149785

Registered Office
1 Cottage
Brookvale Park
Erdington
Birmingham
B23 7AG

Bankers
The Cooperative Bank
Colmore Row
Birmingham
B3 3BA

For further information please contact the registered office as detailed above or:

Telephone: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Trustees' Report

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

Method of appointment or election of Management Committee

The Management of the trust is the responsibility of the Management Committee who are elected and co-opted under the terms of the Articles of Association.

The Trustees that held office during the whole of the period from 1 April 2022 to the date of this report are:

- Denise Peach
- Susan Byrne
- Des Hughes

The Trustees that resigned during the year are:
- Anita Ward (resigned 25 August 2022)

The Trustees appointed during the year are:
- Ryan Singh (appointed 14 December 2022)
- Alastair Cook (appointed 14 December 2022)
- Isaac McNamara (appointed 14 December 2022)

Constitution policies and objectives

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The community based trust aims to regenerate areas in North Birmingham and provide training and support for NEET (not in education, employment or training) young people to find employment. The trust engages in fundraising and capacity building identified in our Business Plan. There have been no changes in the objectives since the last annual report.

Organisational structure and decision making

The organisation of the trust is controlled by the members of the Management Committee.

Public benefit

All our charitable activities are undertaken to further our charitable purposes for the public benefit. The Trustees have paid due regard to guidance issued by the Charity Commission on public benefit.

Financial Review

For the majority of this financial year, budgets were very tight at the charity. This is due to several factors, firstly, fundraising became more challenging during covid and less income was generated, secondly, the change in leadership set back the strategic planning capabilities of the charity for several months, delaying the charities potential to raise funds and finally, several large applications to funders were written during this financial year which we knew would secure the charities finances for the next 3 years and this took the majority of the organisations fundraising time and focus. We're delighted to confirm that these larger bids have been successful and the charities finance for the forthcoming 3 years is secure. Fundraising will continue next year to enable specific projects and to allow the charity to strengthen its reserves ensuring it is stable for the future.

Reserves policy

It is the policy of the management committee to hold the minimum unrestricted reserves necessary to enable the Charity to meet its commitments for a minimum period of three months. We will start the next financial year with our reserves meeting this criteria.

Objectives and Activities, Achievements and Performance

How we support our communities?

We support NEET young people aged 16 – 29 to achieve work experience, entry level qualifications, employability skills and to thrive in training and employment.

Our Introduction To Construction course is deliberately short, just 4 – 8 weeks, and designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment. The overall aim is to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

All our young people work towards completing;

- 90 hours of work experience
- Construction Skills Certification Scheme (CSCS) Green Card (a legal requirement for anyone wanting to work on a UK construction site)
- Construction Industry Training Board (CITB) Health and Safety Level 1
- Certification in Working from Heights, Manual Handling, Hazardous Substances, Asbestos Awareness

They leave KRT with;

- an updated CV
- a reference (essential to helping them secure employment in the future)
- links to training opportunities and employers relevant to their ambitions and capabilities
- ID plus a bank account so they are ready to start work

Work experience improves basic employment skills such as punctuality, team work, following instructions and working safely.

John - Very proud of himself after he gained his CSCS card within 2 weeks of starting at KRT. Well done John!

Our Approach

Our team is small, dedicated and flexible. We work in partnership with family members or other agencies involved to ensure a joined-up approach.

The Kingstanding Regeneration Trust employs a person-centred approach guided by our shared values;

Empathy, Integrity, Ambition, Transformation and Unity

Young people are referred to us via Birmingham Children's Trust, the Probation Service, charity partners such as Change Grow Live (a drug and alcohol service), Job Centres, Schools and Support Workers specialising in Housing, Care Leavers and Gang related crime or from family members who "don't know what to do with him".

National Careers Service

Guardian Housing

jobcentreplus

Change Grow Live

Preparing for Adulthood

BIRMINGHAM CHILDREN'S TRUST

FAMILY MEMBERS

Stockland Green School
Aspire Believe Achieve

OWN YOUR FUTURE
STREET LEAGUE

Transform Career UK Ltd
Achieve Your Dream Career

KRT

Challenges faced by our young people

Typically, our young people experience more barriers to succeeding in training or employment than their peers.

Chaotic lives including challenges with finance, homelessness or sofa surfing and stressful relationships are experienced by **90%** **of the young people who enter our course.** **12%** **are waiting for court appearances or are tagged whilst on our program, whilst 90% have been in trouble with the police.**

Our preliminary questionnaires and interviews record that over **80%** **have 4 or more ACEs (adverse childhood experiences) which drastically increases their chances of suicide, involvement in crime and failure in employment.** (Bellis et al, 2014).

Many are from families suffering generations of worklessness. They lack a role model to succeed in employment and need support with basic employment skills such as punctuality, teamwork and following instructions.

Very few have work experience and end up in a **Catch 22 situation, no one will give them work without work experience, but how do they get that experience?** Within this environment gang crime is on the rise with many young people seeing it as their only way to make a living.

"They can earn money through crime and no-one's going to ask them for qualifications. The idea of passing exams and being accepted as an employee seems impossible to them."
Change Grow Live, Officer.

62% **left with school without achieving English and Maths qualifications.** **55%** **have been diagnosed as having ADHD, Dyslexia or Autism.** All the young people we work with are classroom phobic.

What Young People Say On Arrival

"My family needs me to earn, to support them, I need cash and quickly."
R, aged 24

"A job that's outside, doing things with my hands, suits me. But I have no idea how to get there. Every job advert wants work experience but I haven't got any."
J, aged 18

"I just need a job. I don't read or write, no qualifications, but I just want a job. I'll do anything."
T, aged 20

"I've got a 12 month baby girl to support, no qualifications. KRT's free training idea and getting a CSCS card is a good opportunity, gives me a chance, it's a quick way to solve the problem."
M, aged 19

"I can't afford to train."
L, aged 20

Repeatedly we hear that young people,

- Cannot afford to train
- Need to get into work quickly
- Lack qualifications
- Face multiple barriers to employment such as homelessness, addictions, learning difficulties, caring for family members, lack of employability skills and Adverse Childhood Experiences

Our Process

Every year, 40 young people will exit our programme and exit NEET status having gained work experience, entry level qualifications and soft skills to enter employment or further training in the construction industry, one of the fastest growing sectors in our region.

Registration Day

Each young person is interviewed to assess the type of support they'll require and build a relationship. Staff plan for particular learning styles and risk assess potential problems. For example, a particularly argumentative individual wouldn't be grouped with an anxious individual. Young people may arrive with Support Workers or family members and we asses a full picture of the young person's situation and abilities.

Weeks 1-3

Work experience begins, 8am – 4pm Monday to Thursday. Young people are provided with PPE free of charge which is theirs to keep. Recent work experience on community projects included **trainees taming the overgrown gardens of elderly local residents free of charge** and **transforming a wasteland into a bio-diverse garden**. Client jobs involved **groundswork, paving, erecting fences and building walls**. All work is led by our Trainers and is used to provide varied learning experiences for young people. Work experience hits young people hard, they have to be **punctual, get on with others, follow instructions, use work appropriate language or conform to Health and Safety rules**. Labouring is also physically demanding and requires them to adjust their sleep and dietary habits. Our Trainers experience and patience is vital here to ensure young people stay on the course.

Weeks 1-3 cont'd

Young people complete CSCS practice daily. A Trainer will go through every question explaining technical language and discussing the answers. Young people have had negative classroom experiences and so we deliver as much of the CSCS training through the work experience as possible, using live examples to explain questions that appear in the exam.

We conduct daily catch ups and weekly 121s to monitor individual's progress and wellbeing. We discuss their aspirations and describe the opportunities available to them. We aim to broaden their aspirations and excite them about their potential. All training and wellbeing support is delivered by our internal team. We attempt to create a safe space where each young person can talk about their feelings, discuss issues and worries and be supported to find solutions to their problems. If necessary we can arrange appointments and liase with specialist agencies to ensure trainees can access specialist support.

Week 4

Trainers deliver employability workshops including; job search skills, interactive sessions on interview techniques, CV and letter writing, completing application forms and telephone skills. We ensure all trainees are referred to employers with a reference and CV or are assisted to apply for further training before they leave KRT. Trainees take their exams or are supported further until ready to do so. All young people undertake training and gain certificates in additional entry level skills such as Manual Handling, Asbestos Awareness etc. Young people are supported onto their next step on their employment journey.

Success and Outcomes

We support a minimum of **40** young people every year

Of these, **75%** completed the course within 4 weeks

The remaining **25%** were supported for 4 – 8 weeks. Typically, these are 16-18 years olds, as it's more challenging for them to find employment or enter further training opportunities

93% who complete the course gain the Level 1 Health and Safety qualification and additional qualifications. Those that didn't decided they wanted to take other qualifications for example, CH who couldn't read or write, aged 21, decided to focus on a reading course instead

100% complete 3 weeks work experience

97% leave with an updated CV

87% gain the CSCS Green Card on course completion. Those that didn't entered work that didn't require it such as warehousing or security

What young people say on course completion

"It inspired me and gave me a different outlook on things"

"I'm stronger now than I was before"

"I'm better than I thought I was"

"Now my girlfriend and my kids can see that I'm working and earning. It really helps your self esteem"

Case Studies

J was sofa surfing, had no ID and felt helpless. In week one, J regularly raged at Trainers which led to daily 1-2-1 wellbeing checks. J blossomed into a capable member of the team, passed all his exams and was employed within 4.5 weeks. J said, ***"I had a brilliant time and you helped me with everything I needed, just when I needed it. Thanks so much for going that extra mile to sort out my photo id. I feel confident now, I know what I'm doing."***

Parent of R, 18

"I can't thank you enough. I didn't know what to do with him. Now he's doing a plumbing course and loving it. He says he's ahead of the game from his work experience at KRT. I'm a single Mum, it was so good for him to see how men behave and how they work together, to have male role models."

Training undertaken by staff in 2023

Barnados Modern Slavery and Trafficking Training

Choices and Chances Training – Violence Reduction – West Midlands Violence Reduction Partnership

School of Social Enterprise – Growing your SE

Mental Health First Aid

Level 3 – NVQ Certificate in Advice and Guidance

Safeguarding and Child Protection Level 2

Asbestos Awareness certification

Manual Handling certification

Working at Height certification

Hazardous Substances

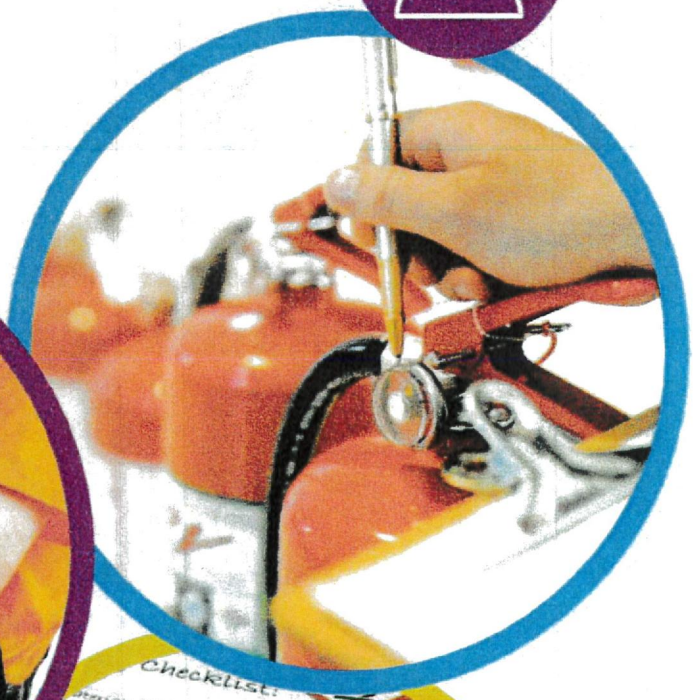
Driving for Work

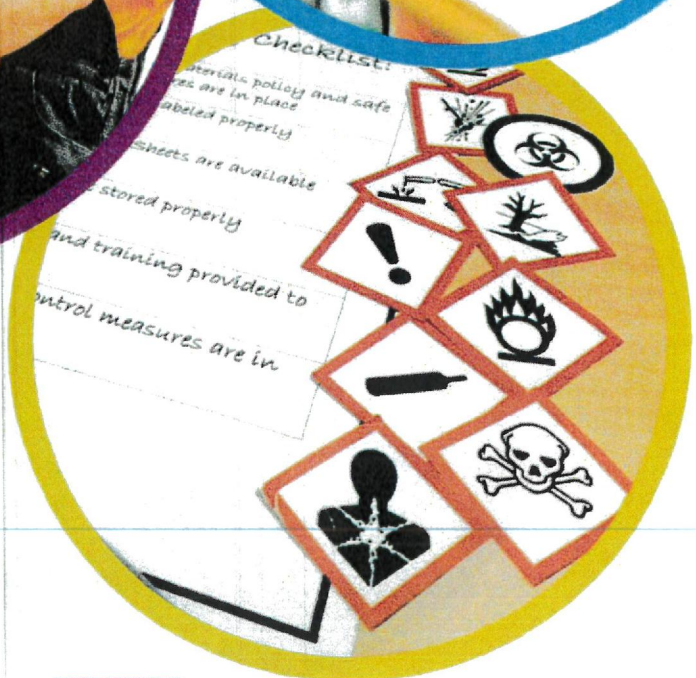
Health and Safety Level 1

CSCS certification

Fire Safety warden duties

IAG level 3





Highlights of the year

Insect Hotel Open Day

Brownies planting trees in our orchard

Hanging Basket Open Day

Mayor visit

Big Tree Giveaway

Bird Box giveaway

Brookvale Park – Biodiversity project started

Feedback from satisfied customers on the work conducted by young people on the Win-Win Project

The project is called Win-Win because both younger and older generations benefit from this project.

A Win for young people who gained work experience by transforming the gardens of local elderly and vulnerable residents, free of charge. Young people mowed lawns, cut hedges, replaced locks, removed rubbish, repaired walls and fences. Gaining valuable tool skills, work experience and building their confidence.

A Win for local elderly or vulnerable residents who can't garden for themselves due to ill health and can't afford a professional. We transformed 60 gardens for local people.

Residents said

"Just a big thank you for the amazing transformation of the garden. All of you have worked so hard in some exceptional weather."

***"It was a jungle out there before. Now the garden is incredible! Fantastic work"* Angela.**

***"Done a perfect job, very pleased with the outcome, very polite lads."* Ashia.**

***"I felt so pleased that Asad could help me communicate with the team. I'm really pleased with all the work they've done."* Balkess.**

***"Work done by such friendly and pleasant men"* Joan.**

***"Great service, excellent team work."* Veena.**

***"Excellent good, outstanding workers"* Mr Rose.**

***"Happy with everything you've done. I can't get up the stairs to trim hedges now. Thank you. Looks a lot better now."* Mrs Baker.**

"Thank you – the lads have done a fantastic job – I really appreciate the help you have given me."

Thank you to all our supporters and especially our funders

Baron Davenport's Charity

Founded 1930

The Henry Smith Charity

founded in 1628

the Tudor trust

Beatrice Laing Trust

Roughley Trust

enns

Erdington Neighbourhood Network Scheme

Independent and Connected Lives

Supported by BBC Children in Need

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KRT ENTERPRISES

Proudly supported by SEVERN TRENT

the cole charitable trust

TWT

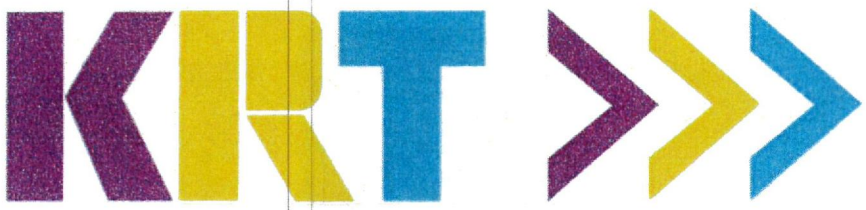
Eric Vincent Trust

Grantham Yorke Trust

Grimmit Trust

Community Green Grants

THE BARRATT FOUNDATION



Management Committee Report and Financial Statements

For the year ended 31st March 2023

Statement of Management Committee's responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

These accounts have been delivered in accordance with the provisions applicable to companies subject to the small company's regime.

Approved by order of the board of Trustees on 25/09/23 and signed on its behalf by

Denise Peach
Chair

Des Hughes
Vice Chair

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2023 which are set out on pages 23 to 33.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

David Webb FCA
Chartered Accountant
Edwards
34 High Street
Aldridge
Walsall
West Midlands
WS9 8LZ

Date: 26th FEBRUARY 2023

Statement Of Financial Activities

	Note	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	144,192	100,440	244,632	189,335
		144,192	100,440	244,632	189,335
EXPENDITURE ON					
Charitable Activities:					
Projects & Activities	3	153,112	106,253	259,365	266,739
Governance Cost	4	-	1,295	1,295	1,160
TOTAL RESOURCES EXPENDED	5	153,112	107,548	260,660	267,899
NET MOVEMENT IN FUNDS		(8,920)	(7,108)	(16,028)	(78,564)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		119,158	(27,191)	91,967	170,531
TOTAL FUNDS CARRIED FORWARD		110,238	(34,299)	75,939	91,967

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on page 26 to 33 form part of these financial statements.

Restricted funds - It is significant to note that we received donations of Restricted funds from Awards for All totalling £9,637 at the end of the previous financial year which were spent entirely within this financial year, which explains why it looks as if we have overspent on restricted funds.

Unrestricted funds – We were successful in securing large donations spanning 3 years from The Lottery Community Fund and Tudor Trust during this financial year, however, funds only arrived in our accounts in April 2023, so do not show in this annual report.

Balance Sheet

	Note		2023		2022
			£		£
FIXED ASSETS					
Motor Vehicles			13,600		17,000
	8		13,600		17,000
CURRENT ASSETS					
Cash at Bank and in Hand		67,488		76,127	
	9	67,488		76,127	
CREDITORS - Amount falling due within one year	10	(5,149)		(1,160)	
		(5,149)		(1,160)	
NET CURRENT ASSETS			62,339		74,967
NET ASSETS	11		75,939		91,967
TRUST FUNDS					
Restricted Funds	12		110,238		119,158
Unrestricted Funds	12		(34,299)		(27,191)
			75,939		91,967

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023:

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 25/09/23 and were signed on its behalf by:

Denise Peach
Director

Des Hughes
Director

The notes on page 26 to 33 form part of these financial statements.

Notes To The Financial Statements

1. Accounting Policies

Charity information

Kingstanding Regeneration Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 1 Cottage, Erdington, Birmingham, B23 7AG.

1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

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

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

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 4 in the event of the Charity being wound up the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Funding accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes To The Financial Statements

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognized at the time of donation.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

1.6 Tangible fixed assets

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

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

Motor vehicles	20% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

Notes To The Financial Statements

2. Donations

	Restricted Funds 2023	Unrestricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
Charles Haywood Foundation	-	-	-	7,000
Birmingham City Council	-	-	-	55,600
Tudor Trust	-	34,500	34,500	99
Other under 5k	5,750	-	5,750	3,021
Witton Lodge Grant	500	-	500	8,190
The Cole Trust	1,100	-	1,100	1,000
The Henry Smith Foundation	60,000	-	60,000	60,000
Garfield Weston Foundation	-	-	-	6,500
HMRC JRS Grant	-	-	-	1,814
KRT Enterprises	-	-	-	18,711
Thomas Wall Trust	5,000	-	5,000	5,000
Everson Grant	-	-	-	5,000
Awards for All	-	-	-	9,900
EH Smith Grant	-	-	-	7,500
Children In Need	23,000	-	23,000	-
Heart of England – Green Fund	19,344	-	19,344	-
Severn Trent	19,498	-	19,498	-
Social Enterprise	-	57,500	57,500	-
Sundry Income	-	1,581	1,581	-
Insurance claim	-	6,859	6,859	-
Grantham Yorke	5,000	-	5,000	-
Beatrice Laing and Laing Family Trusts	2,500	-	2,500	-
Roughley	2,500	-	2,500	-
Total	**144,192**	**100,440**	**244,632**	189,335

Notes To The Financial Statements

3. Charitable Activities – Projects & Activities

	Restricted Funds 2023	Unrestricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
Android Tablets	-	-	-	687
Beneficiary Expenses	2,552	1,436	3,988	2,156
Fundraising	-	-	-	15,432
HMRC & NEST	2,467	69,554	72,021	27,495
Brookvale Refurb	2,022	79	2,101	15,475
Connecting Communities	-	-	-	1,500
Enterprise Expense	2,923	5,779	8,702	2,664
Grant	-	-	-	6,500
Bio Diverse Garden	4,884	10	4,894	-
Health and safety advice	2,754	-	2,754	6,912
Salaries	100,510	-	100,510	142,538
Social enterprise	-	-	-	23
Cleaning	-	1,575	1,575	3,216
Insurance	-	2,000	2,000	2,429
Purchase of Van in 2021 to be moved to FA	-	-	-	(17,000)
Tudor Trust	1,200	400	1,600	-
Staff expenses	1,011	697	1,708	382
Staff recruitment	400	-	400	651
Marketing	2,969	2,807	5,776	2,803
Office costs	2,879	7,564	10,443	26,080
Staff training / Young Person Training	2,877	2,324	5,201	10,223
Tools and equipment	8,204	646	8,850	641
Utilities	3,773	4,920	8,693	2,193
Vans	8,475	2,798	11,273	13,739
Waste	3,212	264	3,476	-
Depreciation	-	3,400	3,400	-
Total	**153,112**	**106,253**	**259,365**	266,739

Notes To The Financial Statements

4. Governance Costs

	Restricted Funds 2023	Unrestricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
Accountancy and independent examiner's Fees	-	1,295	1,295	1,160
Total	-	1,295	1,295	1,160

5. Analysis Of Resources Expended By Expenditure Type

	Staff Costs 2023	Other Costs 2023	Total 2023	Total 2022
	£	£	£	£
Projects & Activities	100,510	158,855	259,365	266,739
Governance Cost	-	1,295	1,295	1,160
Total Resources Expended	**100,510**	**160,150**	**260,660**	267,899

Notes To The Financial Statements

6. Net Incoming Resources/(Resources Expended)

	Total 2023	Total 2022
	£	£
This is stated after charging Accountancy and independent examiner's Fees	1,295	1,160
Total	1,295	1,160

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

7. Staff Costs And Numbers

Staff costs were as follows	2023	2022
	£	£
Wages and salaries	136,456	170,480
Social Security	9,136	10,386
Total	**145,592**	180,866

The average monthly number of employees during the year was as follows

	2023	2022
Employees	5	8

No employee received remuneration amounting to more than £60,000 in either year.

Notes To The Financial Statements

8. Tangible Fixed Assets

	Motor vehicles £
Cost	
Balance brought forward and carried forward	17,000
Depreciation	
Balance brought forward	-
Charge for the year	3,400
Balance carried forward	3,400
Net Book Value	
31 March 2023	**13,600**
31 March 2022	17,000

9. Debtors

	2023	2022
	£	£
Due within one year		
Cash in hand and at bank	67,488	76,127
Total	**67,488**	76,127

10. Creditors

	2023	2022
	£	£
Amount falling due within one year		
Accruals	1,295	1,160
Taxation and social security	3,854	-
Total	**5,149**	1,160

Notes To The Financial Statements

11. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
UNRESTRICTED FUNDS	£	£	£	£
General Funds	(27,191)	100,440	107,548	(34,299)
Total	**(27,191)**	**100,440**	**107,548**	**(34,299)**
RESTRICTED FUNDS				
Restricted Funds	119,158	144,192	153,112	110,238
Total	**119,158**	**144,192**	**153,112**	**110,238**
SUMMARY OF FUNDS				
	£	£	£	£
General Funds	(27,191)	100,440	107,548	(34,299)
Restricted Funds	119,158	144,192	153,112	110,238
Total of Funds	**91,967**	**244,632**	**260,660**	**75,939**

12. Analysis Of Net Assets Between Funds

	Restricted Funds 2023	**Unrestricted Funds 2023**	**Total Funds 2023**	Total Funds 2022
	£	£	£	£
Fixed assets	13,600	-	13,600	17,000
Current assets	67,488	-	67,488	76,127
Creditors due within one year	-	(5,149)	(5,149)	(1,160)
Total	**81,088**	**(5,149)**	**75,939**	**91,967**

13. Related Party Transactions

During the year, there were no related party transactions.

14. Ultimate Controlling Party

The charitable company is controlled by its Trustees/Directors.

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2023 which are set out on pages 23 to 33.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

David Webb FCA
Chartered Accountant
Edwards
34 High Street
Aldridge
Walsall
West Midlands
WS9 8LZ

Date: 26th FEBRUARY 2023

Growth Path Services

England & Wales - Charity number 1149785

Accounts

Registered Charity Number: 1149785
Registered Company Number: 06527314

Kingstanding Regeneration Trust

Management Committee Report and Financial Statements
For the year ended 31st March 2022

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Reference and Administrative Information

Directors and Trustees:

1. Afric Crossan (resigned August 2021)
2. Des Hughes (Vice Chair)
3. Peter Kane (resigned October 2021)
4. Sue Byrne
5. Anita Ward
6. Gary Sambrook (resigned August 2021)
7. Amy Bird (resigned April 2021)
8. Denise Peach (Chair)

Company Registered Number: 06527314
Charity Registered Number: 1149785

Registered Office
1 Cottage
Brookvale Park
Erdington
Birmingham
B23 7AG

Bankers
The Cooperative Bank
Colmore Row
Birmingham
B3 3BA

For further information please contact the registered office as detailed above or:

Telephone: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Trustees' Report

The Trustees present their report and accounts for the year ended 31st March 2022. The Trustees confirm that the annual report and financial statements of the trust comply with current statutory requirements, the requirement of the trust's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities issued in March 2005.

1) Structure, Governance and Management

Method of appointment or election of Management Committee

The Management of the trust is the responsibility of the Management Committee who are elected and co-opted under the terms of the Articles of Association.

Constitution policies and objectives

The trust is registered as a Private Limited Company by guarantee without share capital use of 'Limited' exemption and was set up by a Memorandum of Association. The community based trust aims to regenerate areas in North Birmingham and provide training and support for NEET (not in education, employment or training) young people to find employment. The trust engages in fundraising and capacity building identified in our Business Plan. There have been no changes in the objectives since the last annual report.

Organisational structure and decision making

The organisation of the trust is controlled by the members of the Management Committee.

2) Objectives, Activities and Achievements

Kingstanding Regeneration Trust is a registered charity working for the benefit of residents across North Birmingham, particularly but not limited to Kingstanding, Erdington and Brookvale. KRT is governed by local activists who want to empower local residents to find solutions to local problems together. A continuing focus for the organisation is the training of NEET young people to develop employability skills, acquire qualifications and find sustainable employment.

During this year there have been significant staff changes including the appointment of Anya Sanchez as Director, following the retirement of Karen Spence as CEO. Karen had been passionate about the growth of KRT and was its driving force from the beginning. We were delighted to promote Bradley Turner to the role of Training Manager following the retirement of the previous incumbent. Our Wellbeing Officer and Marketing Assistant moved to other organisations whilst our Community Engagement Officer's funded post came to an end. We thank these members of staff for all their endeavours at KRT and wish them the best for the future.

Trustees' Report (continued)

2) Objectives, Activities and Achievements (continued)

An organisational restructure was undertaken to ensue KRT could continue to achieve its goals efficiently and provide the best possible service for local residents. We are delighted that all remaining team members have been moved onto updated contracts, with new job descriptions. Staff have undertaken additional training including IAG Level 2, Supervisory Role qualifications, Health and Safety certification and job specific training. Following an unsettled period whilst organisational changes were taking place, we are pleased that all staff are now feeling settled, well-motivated and are working efficiently and enthusiastically to move the organisation forward.

A new Business Plan was written with a renewed focus on the training of young people and an aspiration to expand our reach outside Kingstanding to use our skills and experience to support young people from across Birmingham. An audit of all our policies and procedures was undertaken and Croner HR and BrightSafe Health and Safety are supporting KRT to introduce its new system of HR Management and Health and Safety management. We are pleased to ensure the highest standards are maintained in Health and Safety and HR in every area of our organisation.

After much hard work to transform the derelict Victorian building in Brookvale Park by our Training Team, we were all excited to fully move into our new offices at Brookvale Park. This space provides KRT with better office space, training facilities and much needed safe storage space. It also enables us to expand our services beyond Kingstanding and we have quickly seen the benefit of our more accessible location. A long term lease agreement is in the process of being written by the City Council.

Our Win-Win Project that provides work experience for disadvantaged young people by transforming the gardens of local elderly and vulnerable residents, free of charge, has successfully attracted funding. We are working in partnership with Witton Lodge and Age UK on this project which will see young people gain tool skills, work experience in a team on their journey towards employment.

The number of young people trained by KRT during this year was significantly lower than hoped mainly due to Covid restrictions continuing throughout this year and organisational changes. Once KRT re-opened, we experienced further setbacks when staff had to take weeks off work to isolate as they in turn succumbed to the Covid-19 virus. We were delighted to be able to welcome young people back into our program in December. Since then, 100% of trainees have gone into employment or further training following the completion of our course. It proves that the stream lining work we've undertaken to our training program has been successful and is ensuring trainees can gain the skills and experience they need and achieve employment, faster than before. Despite a tough year the Trustees are proud of the work achieved by KRT's staff and delighted to see improvements to the programs for young people are achieving success.

Trustees' Report (continued)

3) Financial Review

Fundraising has been challenging this year as funders focussed their attentions on responses to Covid-19 but we continued to be well supported by a variety of local and national Trusts and Foundations, several of whom have agreed to multiyear funding agreements. We have maintained good communication with funders throughout the year.

Reserves policy

It is the policy of the management committee to work towards holding the minimum unrestricted reserves necessary to enable the Charity to meet its commitments for a minimum period of three months.

4) Statement of Management Committee's responsibilities

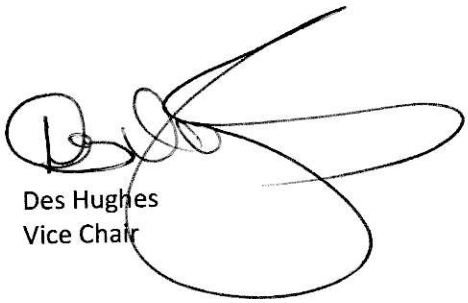
Company and Charity law applicable to charities in England/Wales requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for the period. In preparing those financial statements the Management Committee have:

- Selected suitable accounting policies and applied them consistently,
- Made judgments and estimates that are reasonable and prudent,
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepared the financial statements on a going concern basis (unless it is inappropriate to presume that the Trust will continue in operation).

The Management Committee have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities. These accounts have been delivered in accordance with the provisions applicable to companies subject to the small company's regime.

The report was approved by the Management Committee on 24 August 2022 and signed on its behalf by

Denise Peach
Chair of KRT



Des Hughes
Vice Chair

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2022 which are set out on pages 10 to 19.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, 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 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a “true and fair view” and the report is limited to those matters set out in the statement below.

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust (continued)

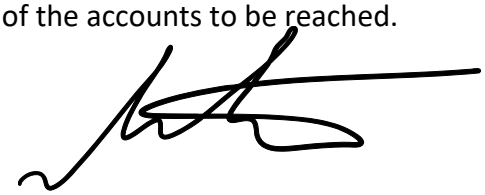
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Webb FCA (Senior Statutory Auditor)
For and on behalf of Edwards

Chartered Accountants
Statutory Auditor

34 High Street
Aldridge
Walsall
West Midlands
WS9 8LZ

Statement Of Financial Activities

	Note	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOMING RESOURCES					
Income resources from generated funds:					
Donations	2	103,400	85,935	189,335	486,892
Bank and other interest		-	-	-	-
		103,400	85,935	189,335	486,892
RESOURCES EXPENDED					
Charitable Activities:					
Projects & Activities	3	102,654	164,085	266,739	407,984
Fundraising	3a	-	-	-	8,927
Governance Cost	4	-	1,160	1,160	465
TOTAL RESOURCES EXPENDED	5	102,654	165,245	267,899	417,376
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR		746	(79,310)	(78,564)	69,516
TOTAL FUNDS BROUGHT FORWARD		118,412	52,119	170,531	101,015
TOTAL FUNDS CARRIED FORWARD		119,158	(27,191)	91,967	170,531

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on page 12 to 19 form part of these financial statements.

Balance Sheet

	Note		2022		2021
			£		£
FIXED ASSETS					
Motor Vehicles			17,000		-
	8		17,000		-
CURRENT ASSETS					
Cash at Bank and in Hand		76,127		171,851	
	9	76,127		171,851	
CREDITORS - Amount falling due within one year	10	(1,160)		(1,320)	
		(1,160)		(1,320)	
NET CURRENT ASSETS			74,967		170,531
NET ASSETS	11		91,967		170,531
TRUST FUNDS					
Restricted Funds	12		119,158		118,412
Unrestricted Funds	12		(27,191)		52,119
			91,967		170,531

The Trustees have:-

a) "For the year ending 31st March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

b) Directors' responsibilities:
The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts;

c) These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime".

The financial statements were approved by the Trustees on the 24 August 2022 and are signed on their behalf by:

Denise Peach
Director

Des Hughes
Director

The notes on page 12 to 19 form part of these financial statements.

Notes To The Financial Statements

1. Accounting Policies

Charity information

Kingstanding Regeneration Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Room 1, Kingstanding Wellbeing Centre, Dulwich, Kingstanding, Birmingham, B44 0EW.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

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

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 3 in the event of the Charity being wound up the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Funding accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes To The Financial Statements

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognized at the time of donation.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Notes To The Financial Statements

2. Donations

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Charles Haywood Foundation	7,000	-	7,000	-
Birmingham City Council	-	55,600	55,600	89,055
Witton Lodge Grant	-	8,190	8,190	-
Tudor Trust	-	99	99	27,000
John Lew PLC DSF	-	-	-	71,796
Rank Foundation	-	-	-	37,447
The Henry Smith Foundation	60,000	-	60,000	60,000
Mind Space Project	-	-	-	93,727
The Cole Trust	1,000	-	1,000	-
Spitfire Advice	-	-	-	7,500
Heart of England Community Foundation	-	-	-	21,500
Garfield Weston Foundation	6,500	-	6,500	20,000
Other under 5k	1,500	1,521	3,021	14,398
The Screwfix Foundation	-	-	-	5,009
HMRC JRS Grant	-	1,814	1,814	17,960
Brookvale	-	-	-	11,500
Board Walk	-	-	-	10,000
KRT Enterprises	-	18,711	18,711	-
Thomas Wall Trust	5,000	-	5,000	-
Everson Grant	5,000	-	5,000	-
Awards for All	9,900	-	9,900	-
EH Smith Grant	7,500	-	7,500	-
Total	**103,400**	**85,935**	**189,335**	486,892

Notes To The Financial Statements

3. Charitable Activities – Projects & Activities

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Android Tablets	484	203	687	-
Beneficiary Expenses	-	2,156	2,156	-
RAIK & Tudor Trust	-	-	-	119,745
Fundraising	-	15,432	15,432	-
Connecting Communities	1,500	-	1,500	-
Enterprise Expense	-	2,664	2,664	-
HMRC & NEST	-	27,495	27,495	23,900
Anya Sanchez Fundraiser	-	-	-	20,666
Brookvale Refurb	1,134	14,341	15,475	23,923
Grant	6,500	-	6,500	-
Health and Safety Advice	6,912	-	6,912	-
Birmingham City Council	-	-	-	41,966
Time 2 Shine	-	-	-	20,684
Rent - BCC	-	-	-	11,033
Henry Smith	-	-	-	26,141
Mindspace	-	-	-	40,088
Salaries	84,643	57,895	142,538	-
John Lewis	-	-	-	28,023
Rank Salaries	-	-	-	8,058
Wesleyan Foundation	-	(17,000)	(17,000)	17,705
Van Insurance	-	-	-	5,918
PCC Funding	-	-	-	7,030
Sainsburys	-	-	-	2,539
Insurance	-	2,429	2,429	1,952
Cleaning	-	3,216	3,216	1,755
WMTP	-	-	-	1,500
Grimmitt Trust	-	-	-	1,190
Advent Donation	-	-	-	649
Expenditure under £500	-	382	382	3,519
Staff Recruitment	-	651	651	-
Marketing	-	2,803	2,803	-
Office Costs	-	26,080	26,080	-
Staff Training / Young Person Training	1,481	8,765	10,246	-
Tools and Equipment	-	641	641	-
Utilities	-	2,193	2,193	-
Vans	-	13,739	13,739	-
Total	**102,654**	**164,085**	**266,739**	407,984

Notes To The Financial Statements

3a. Charitable Activities - Fundraising

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
Fundraising	-	-	-	8,927
Total	**-**	**-**	**-**	8,927

4. Governance Costs

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Accountancy Fees	-	1,160	1,160	465
Total	**-**	1,160	1,160	465

5. Analysis Of Resources Expended By Expenditure Type

	Staff Costs 2022	Other Costs 2022	Total 2022	Total 2021
	£	£	£	£
Fundraising	-	-	-	8,927
Projects & Activities	-	266,739	266,739	407,984
Governance Cost	-	1,160	1,160	465
Total Resources Expended	**-**	**267,899**	**267,899**	417,376

Notes To The Financial Statements

6. Net Incoming Resources/(Resources Expended)

	Total 2022	Total 2021
This is stated after charging	£	£
Accountancy fees	1,160	465
Total	1,160	465

During the year no Management Committee received any remuneration.
During the year no Management Committee received any benefit in kind.
During the year no Management Committee received any reimbursement of expenses.

7. Staff Costs And Numbers

Staff costs were as follows	**2022**	2021
	£	£
Wages and salaries	170,480	169,843
Social Security	10,386	8,940
Total	**180,866**	178,783

The average monthly number of employees during the year was as follows

	2022	2021
Employees	**8**	9

No employee received remuneration amounting to more than £60,000 in either year.

8. Fixed Assets

	Motor vehicles £
Cost	
Balance brought forward	-
Additions	17,000
Balance carried forward	17,000
Depreciation	
Balance brought forward	-
Charge for the year	-
Balance carried forward	-
NBV at 31 March 2022	**17,000**
NBV at 31 March 2021	-

Notes To The Financial Statements

9. Debtors

	2022	2021
Due within one year	£	£
Cash in hand and at bank	76,127	171,851
Total	**76,127**	171,851

10. Creditors

	2022	2021
Amount falling due within one year	£	£
Accruals	1,160	1,320
Total	**1,160**	1,320

11. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
UNRESTRICTED FUNDS	£	£	£	£
General Funds	52,119	85,935	165,245	(27,191)
Total	**52,119**	**85,935**	**165,245**	**(27,191)**
RESTRICTED FUNDS				
Restricted Funds	118,412	103,400	102,654	119,158
Total	**118,412**	**103,400**	**102,654**	**119,158**
SUMMARY OF FUNDS				
	£	£	£	£
General Funds	52,119	85,935	165,245	(27,191)
Restricted Funds	118,412	103,400	102,654	119,158
Total of Funds	**170,531**	**189,335**	**267,899**	**91,967**

Notes To The Financial Statements

12. Analysis Of Net Assets Between Funds

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Current assets	118,627	-	118,627	171,851
Creditors due within one year	(1,160)	-	(1,160)	(1,320)
Total	**117,467**	**-**	**117,467**	**170,531**

13. Related Party Transactions

During the year, there were no related party transactions.

14. Ultimate Controlling Party

The charitable company is controlled by its Trustees/Directors.

Growth Path Services

England & Wales - Charity number 1149785

Accounts

Registered Charity Number: 1149785
Registered Company Number: 06527314

Kingstanding Regeneration Trust

Management Committee Report and Financial Statements
For the year ended 31st March 2021

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Balance Sheet 11

Notes forming part of the financial statements 12-19

Reference and Administrative Information

Directors and Trustees:

1. Afric Crossan
2. Des Hughes (Vice Chair)
3. Peter Kane
4. Sue Byrne
5. Anita Ward
6. Gary Sambrook
7. Amy Bird
8. Denise Peach (Chair)
9. Octavia Wallace-Brown (resigned 10 March 2020)

Company Registered Number: 06527314
Charity Registered Number: 1149785

Registered Office
Room 1
Kingstanding Wellbeing Centre
Dulwich Road
Kingstanding
Birmingham
B44 0EW

Bankers
The Cooperative Bank
Colmore Row
Birmingham
B3 3BA

For further information please contact the registered office as detailed above or:

Telephone: 0121 439 6780
Email: emily@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Trustees' Report

The Trustees present their report and accounts for the year ended 31st March 2021. The Trustees confirm that the annual report and financial statements of the trust comply with current statutory requirements, the requirement of the trust's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities issued in March 2005.

1) Structure, Governance and Management

Method of appointment or election of Management Committee

The Management of the trust is the responsibility of the Management Committee who are elected and co-opted under the terms of the Articles of Association.

Constitution policies and objectives

The trust is registered as a company limited by guarantee and was set up by a Memorandum of Association. The community-based Trust is the main vehicle for identifying the long term regeneration of Kingstanding. The Trust engages in fundraising and capacity building identified in our Business Plan of a 1, 5, 10 year plan. There have been no changes in the objectives since the last annual report.

Organisational structure and decision making

The organisation of the trust is controlled by the members of the Management Committee.

2) Objectives, Activities and Achievements

Kingstanding Regeneration Trust is a registered charity working for the area of Kingstanding and its 27,000 residents. KRT is governed by local activists who want to empower local residents and organisations to be active in their community, work in partnership and find solutions to local problems. A continuing focus for the organisation is the training of NEET young people to develop employability skills, acquire qualifications and find sustainable employment.

During this financial year the Covid-19 pandemic brought about the 'lockdown' of all non-essential business activity in the UK from March 2020. Throughout the lockdown, after an initial furlough period, the KRT team worked remotely and then from an alternative office base between March and September 2020 to maintain a service to beneficiaries by telephone and social media. Due to Government guidelines, it was not possible for beneficiaries to access KRT facilities and support directly.

Covid restrictions prompted the KRT team to re-think their methods of delivery and designed new online learning and engagement methods. KRT was successful in achieving BIG Lottery – Covid Response Funding to develop a new Online Learning Management system to support future participants to learn and prepare for exams and tests from any location, at any time.

Trustees' Report (continued)

2) Objectives, Activities and Achievements (continued)

The covid lockdowns also prompted KRT to think about their office location. KRT's base in the Birmingham City Wellbeing Centre was closed for an extended period of time which meant we had to vacate and work remotely. In January 2021 we were given the use of dilapidated Birmingham City council buildings based in Brookvale Park. With generous support from funders, we spent 3 months renovating these premises. This has given KRT the opportunity to return staff to work, provides better facilities for training and enables us to expand our reach beyond Kingstanding, across North Birmingham.

KRT continues to run its Social Enterprise with young people on work experience working in the community to regenerate Kingstanding and the surrounding areas, whilst also breaking down intergenerational barriers and giving young people an introduction to social responsibility.

An independent evaluation concluded that KRT successfully delivered the RAIK Programme to achieve its planned objectives and outcomes. 130 NEET young people entered the programme. 80% of them stayed engaged in it and all those young people achieved a recognised vocational qualification. 70% of them went into employment or further training. Those figures could have been higher but for the interruption imposed by the Covid pandemic in March 2020.

Details of our achievements in figures are as follows,

- 49% of participants went directly into employment
- 21% went on to further training
- 7% were referred to further support from a partner agency
- Recruitment of NEET young people grew by 56%
- Retention rates improved by 33.8%
- Attendance at accredited training courses improved by 35%
- Employment and Further training outcomes increased by 33%
- Vocational Skills increased by 31%
- Aspiration of participants increased by 37%
- Job searching skills increased by 31%
- 40% of participants reported an improvement in their health and wellbeing

Trustees' Report (continued)

3) Financial Review

In 2020/21, through investment in fundraising & project development, we continued to grow our portfolio of funders, whilst maintaining good communication and meeting the outcomes we promised for existing donors.

Reserves policy

It is the policy of the management committee to work towards holding the minimum unrestricted reserves necessary to enable the Charity to meet its commitments for a minimum period of three months.

4) Statement of Management Committee's responsibilities

Company and Charity law applicable to charities in England/Wales requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for the period. In preparing those financial statements the Management Committee have:

- Selected suitable accounting policies and applied them consistently,
- Made judgments and estimates that are reasonable and prudent,
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepared the financial statements on a going concern basis (unless it is inappropriate to presume that the Trust will continue in operation).

The Management Committee have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities. These accounts have been delivered in accordance with the provisions applicable to companies subject to the small company's regime.

The report was approved by the Management Committee on 24 January 2022 and signed on its behalf by

Denise Peach
Chair of KRT

Des Hughes
Vice Chair

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2021 which are set out on pages 10 to 19.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, 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 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust (continued)

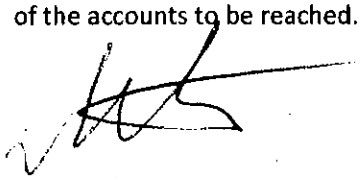
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Webb FCA (Senior Statutory Auditor)
For and on behalf of Edwards

Chartered Accountants
Statutory Auditor

34 High Street
Aldridge
Walsall
West Midlands
WS9 8LZ

Statement Of Financial Activities

	Note	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOMING RESOURCES					
Income resources from generated funds:					
Donations	2	420,165	66,727	486,892	207,742
Bank and other interest		-	-	-	-
		420,165	66,727	486,892	207,742
RESOURCES EXPENDED					
Charitable Activities:					
Projects & Activities	3	396,951	11,033	407,984	212,946
Fundraising	3a	8,927	-	8,927	14,250
Governance Cost	4	-	465	465	1,440
TOTAL RESOURCES EXPENDED	5	405,878	11,498	417,376	228,636
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR		14,287	55,229	69,516	(25,894)
TOTAL FUNDS BROUGHT FORWARD		104,125	(3,110)	101,015	126,909
TOTAL FUNDS CARRIED FORWARD		118,412	52,119	170,531	101,015

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on page 12 to 19 form part of these financial statements.

Balance Sheet

	Note		2021 £		2020 £
CURRENT ASSETS					
Cash at Bank and in Hand		171,851		101,975	
	8	171,851		101,975	
CREDITORS - Amount falling due within one year	9	(1,320)		(960)	
		(1,320)		(960)	
NET CURRENT ASSETS			170,531		101,015
NET ASSETS	10		170,531		101,015
TRUST FUNDS					
Restricted Funds	11		118,412		104,125
Unrestricted Funds	11		52,119		(3,110)
			170,531		101,015

The Trustees have:-

a) "For the year ending 31st March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

b) Directors' responsibilities:
The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts;

c) These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime".

The financial statements were approved by the Trustees on the 24 January 2022 and are signed on their behalf by:

Denise Peach
Director

Des Hughes
Director

The notes on pages 12 to 19 form part of these financial statements

Notes To The Financial Statements

1. Accounting Policies

Charity information

Kingstanding Regeneration Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Room 1, Kingstanding Wellbeing Centre, Dulwich, Kingstanding, Birmingham, B44 0EW.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

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

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 3 in the event of the Charity being wound up the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Funding accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes To The Financial Statements

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognized at the time of donation.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Notes To The Financial Statements

2. Donations

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	£	£	£	£
Big Lottery Reaching Communities	-	-	-	122,995
Birmingham City Council	89,055	-	89,055	-
The Clothworkers Foundation	-	-	-	22,000
Tudor Trust	2,000	25,000	27,000	20,000
John Lew PLC DSF	71,796	-	71,796	-
Rank Foundation	37,447	-	37,447	12,441
The Henry Smith Foundation.	60,000	-	60,000	-
Mind Space Project	62,000	31,727	93,727	-
Forest Schools Birmingham	-	-	-	5,000
Spitfire Advice	7,500	-	7,500	5,000
Heart of England Community Foundation	21,500	-	21,500	-
Garfield Weston Foundation	20,000	-	20,000	-
Other under 5k	14,398	-	14,398	15,306
The Screwfix Foundation	5,009	-	5,009	-
HMRC JRS Grant	17,960	-	17,960	-
Brookvale	11,500	-	11,500	-
Board Walk	-	10,000	10,000	-
Total	**420,165**	**66,727**	**486,892**	202,742

Notes To The Financial Statements

3. Charitable Activities – Projects & Activities

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	£	£	£	£
Raising Aspiration & Attainment Project	-	-	-	95,762
Community Development	-	-		14,514
RAIK & Tudor Trust	119,745	-	119,745	26,178
Spirit of Kingstanding	-	-	-	150
The Clothworkers Foundation	-	-	-	24,264
Postcode Lottery	-	-	-	3,016
HMRC & NEST	23,900	-	23,900	20,397
Anya Sanchez Fundraiser	20,666	-	20,666	-
Brookvale Refurb	23,923	-	23,923	-
HOECF – Star Licence Training	-	-	-	2,282
Erdington Local Innovation Fund BCC	-	-	-	5,796
Birmingham City Council	41,966	-	41,966	-
Time 2 Shine	20,684	-	20,684	4,123
Rent - BCC	-	11,033	11,033	9,264
Henry Smith	26,141	-	26,141	-
Mindspace	40,088	-	40,088	-
Local Innovation Fund BCC	-	-	-	7,200
John Lewis	28,023	-	28,023	-
Rank Salaries	8,058	-	8,058	-
Wesleyan Foundation	17,705	-	17,705	-
Van Insurance	5,918	-	5,918	-
PCC Funding	7,030	-	7,030	-
Salnsburys	2,539	-	2,539	-
Insurance	1,952	-	1,952	-
Cleaning	1,755	-	1,755	-
WMTP	1,500	-	1,500	-
Grimmitt Trust	1,190	-	1,190	-
Advent Donation	649	-	649	-
Expenditure under £500	3,519	-	3,519	-
Total	**396,951**	**11,033**	**407,984**	212,946

Notes To The Financial Statements

3a. Charitable Activities - Fundraising

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
Fundraising	8,927	-	8,927	14,250
Total	**8,927**	**-**	**8,927**	14,250

4. Governance Costs

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	£	£	£	£
Accountancy Fees	-	465	465	1,440
Total	**-**	465	465	1,440

5. Analysis Of Resources Expended By Expenditure Type

	Staff Costs 2021	Other Costs 2021	Total 2021	Total 2020
	£	£	£	£
Fundraising	8,927	-	8,927	14,250
Projects & Activities	-	407,984	407,984	212,946
Governance Cost	-	465	465	1,440
Total Resources Expended	**8,927**	**408,449**	**417,376**	228,636

Notes To The Financial Statements

6. Net Incoming Resources/(Resources Expended)

	Total 2021	Total 2020
This is stated after charging	£	£
Accountancy fees	465	1,440
Total	465	1,440

During the year no Management Committee received any remuneration.
During the year no Management Committee received any benefit in kind.
During the year no Management Committee received any reimbursement of expenses.

7. Staff Costs And Numbers

Staff costs were as follows	2021	2020
	£	£
Wages and salaries	169,843	89,745
Social Security	8,940	3,282
Total	**178,783**	93,027

The average monthly number of employees during the year was as follows

	2021	2020
Employees	**9**	6

No employee received remuneration amounting to more than £60,000 in either year.

8. Debtors

	2021	2020
Due within one year	£	£
Cash in hand and at bank	171,851	101,975
Total	**171,851**	101,975

9. Creditors

	2021	2020
Amount falling due within one year	£	£
Accruals	1,320	960
Total	**1,320**	960

10. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
UNRESTRICTED FUNDS	£	£	£	£
General Funds	(3,110)	66,727	11,498	52,119
Total	**(3,110)**	**66,727**	**11,498**	**52,119**
RESTRICTED FUNDS				
Restricted Funds	104,125	420,165	405,878	118,412
Total	**104,125**	**420,165**	**405,878**	**118,412**
SUMMARY OF FUNDS				
	£	£	£	£
General Funds	(3,110)	66,727	11,498	52,119
Restricted Funds	104,125	420,165	405,878	118,412
Total of Funds	**101,015**	**486,892**	**417,376**	**170,531**

11. Analysis Of Net Assets Between Funds

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	£	£	£	£
Current assets	171,851	-	171,851	101,975
Creditors due within one year	(1,320)	-	(1,320)	(960)
Total	**170,531**	**-**	**170,531**	**101,015**

12. Related Party Transactions

During the year, there were no related party transactions.

13. Ultimate Controlling Party

The charitable company is controlled by its Trustees/Directors.