

# GROWTH PATH



**Impact report**  
**Our story in 2025**

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**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.

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**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.

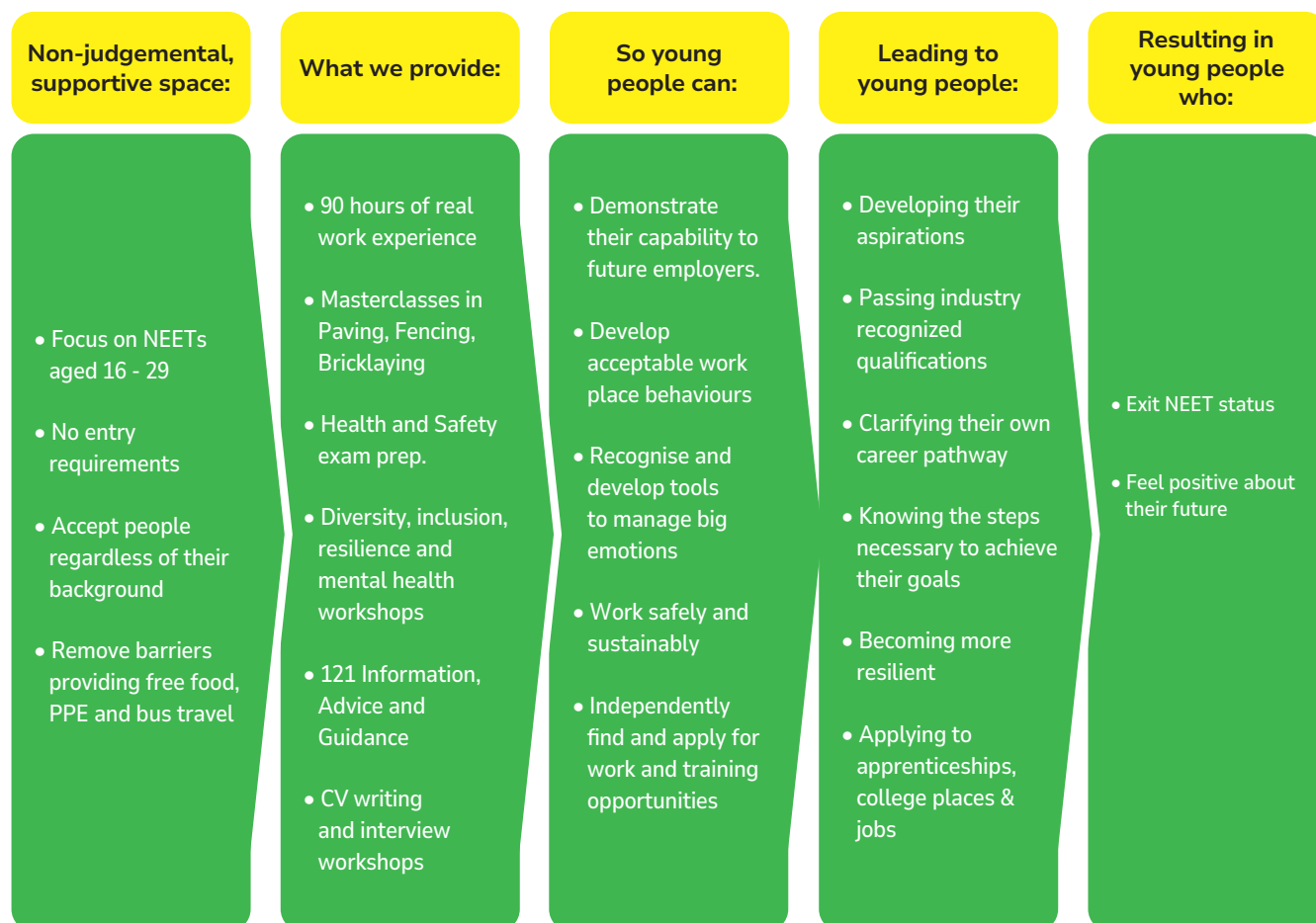
**Values:**

- 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.



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



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



young people started the Introduction to Construction course this year.



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

## Of those completing the course:



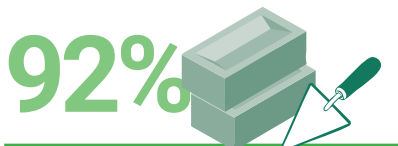
achieved their CSCS Green Card



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



received assistance applying for training or college places.



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



have support after course completion.



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 Groundwork 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 precedent, be here and try your hardest.”

  
**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.”

“

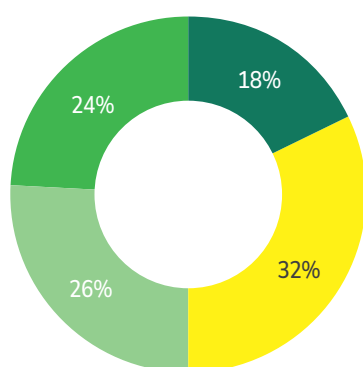
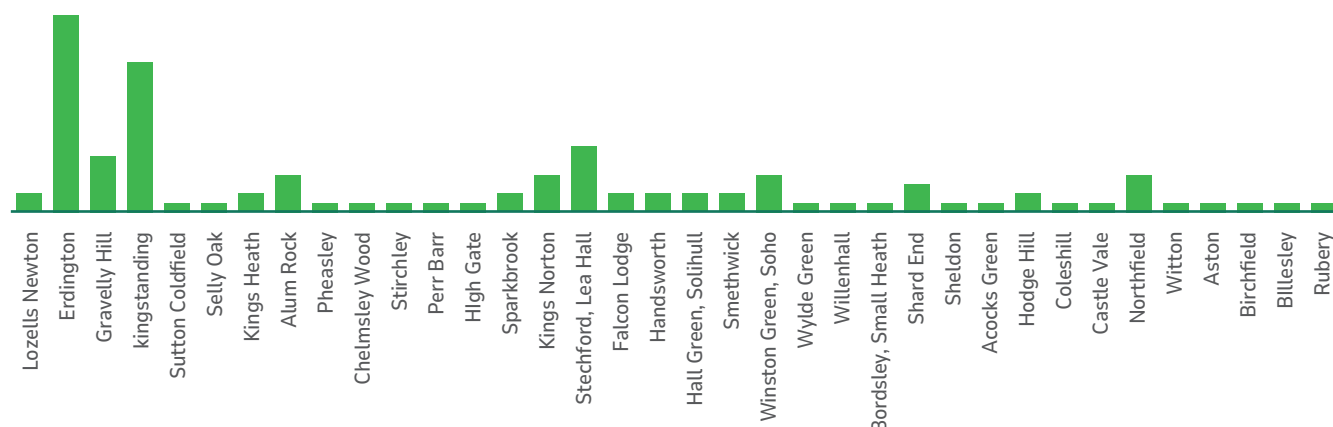
*This is the first time he's interacted with other people in years.*

”

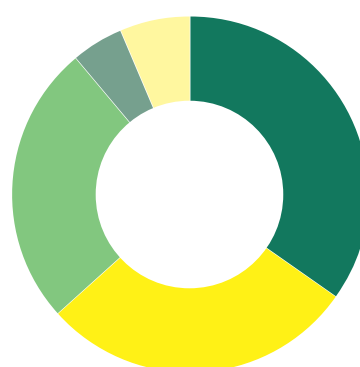
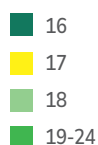


# Who we support

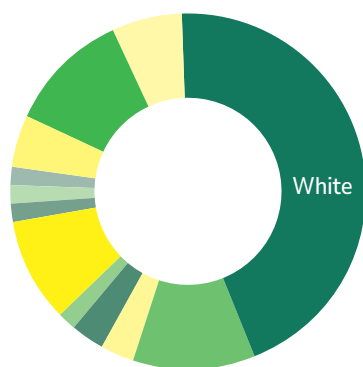
Where young people live:



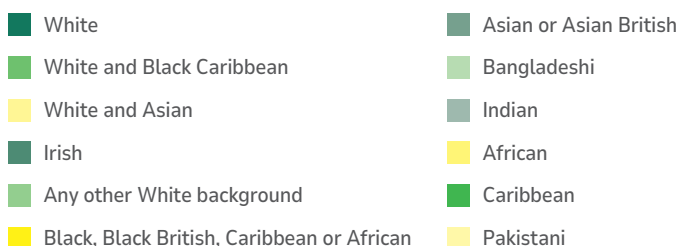
Age on arrival:



How young people find us



Ethnicity



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



Founded 1930



- 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

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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**

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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.

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

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**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**

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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**

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

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 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	10		6,800		10,200
<b>Current assets</b>					
Debtors	11	1,063		-	
Cash at bank and in hand		220,814		219,717	
		221,877		219,717	
<b>Creditors: amounts falling due within one year</b>	12	(6,976)		(5,445)	
<b>Net current assets</b>			214,901		214,272
<b>Total assets less current liabilities</b>			221,701		224,472
<b>The funds of the charity</b>					
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)

# **GROWTH PATH SERVICES (FORMERLY KINGSTANDING REGENERATION TRUST)**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 MARCH 2025**

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#### **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.

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**GROWTH PATH SERVICES  
(FORMERLY KINGSTANDING REGENERATION TRUST)  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

**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
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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.

**GROWTH PATH SERVICES  
(FORMERLY KINGSTANDING REGENERATION TRUST)  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

**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



**GROWTH PATH SERVICES**  
**(FORMERLY KINGSTANDING REGENERATION TRUST)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**2 Income from donations and legacies**

**(Continued)**

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

**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 £
<b>Projects and activities</b>		
Social Enterprise	<u>73,844</u>	<u>-</u>

**GROWTH PATH SERVICES**  
**(FORMERLY KINGSTANDING REGENERATION TRUST)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**4 Income from investments**

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

**5 Expenditure on charitable activities**

	Projects and Governance Activities 2025 £	Costs 2025 £	Total 2025 £	Projects and Governance Activities 2024 £	Costs 2024 £	Total 2024 £
<b>Direct costs</b>						
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
	<u>426,774</u>	<u>1,554</u>	<u>428,328</u>	<u>307,952</u>	<u>1,350</u>	<u>309,302</u>
<b>Analysis by fund</b>						
Unrestricted funds	19,333	1,554	20,887	22,842	1,350	24,192
Restricted funds	<u>407,441</u>	<u>-</u>	<u>407,441</u>	<u>285,110</u>	<u>-</u>	<u>285,110</u>
	<u>426,774</u>	<u>1,554</u>	<u>428,328</u>	<u>307,952</u>	<u>1,350</u>	<u>309,302</u>

**GROWTH PATH SERVICES  
(FORMERLY KINGSTANDING REGENERATION TRUST)  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

<b>6</b>	<b>Net movement in funds</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>

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
	<u>          </u>	<u>          </u>

**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:

<b>2025</b>	<b>2024</b>
<b>Number</b>	<b>Number</b>
12	5
<u>          </u>	<u>          </u>

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

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:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Aggregate compensation	62,017	57,668
	<u>          </u>	<u>          </u>

**9 Taxation**

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

**GROWTH PATH SERVICES  
(FORMERLY KINGSTANDING REGENERATION TRUST)  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

**10 Tangible fixed assets**

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

**11 Debtors**

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
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 £
<b>Defined contribution schemes</b>		
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.

**GROWTH PATH SERVICES**  
**(FORMERLY KINGSTANDING REGENERATION TRUST)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**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.

	<b>At 1 April 2024 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>At 31 March 2025 £</b>
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
	<u>211,455</u>	<u>327,677</u>	<u>(407,441)</u>	<u>131,691</u>
<b>Previous year:</b>	<b>At 1 April 2023 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>At 31 March 2024 £</b>
Total restricted funds	<u>110,238</u>	<u>386,327</u>	<u>(285,110)</u>	<u>211,455</u>

**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.

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



**GROWTH PATH SERVICES**  
**(FORMERLY KINGSTANDING REGENERATION TRUST)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**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 £
<b>At 31 March 2025:</b>			
Tangible assets	591	6,209	6,800
Current assets/(liabilities)	89,419	125,482	214,901
	<u>90,010</u>	<u>131,691</u>	<u>221,701</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Tangible assets	591	9,609	10,200
Current assets/(liabilities)	12,426	201,846	214,272
	<u>13,017</u>	<u>211,455</u>	<u>224,472</u>

**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

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Charity Registered Number: 1149785

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