NEW ROUTES INTEGRATION

England & Wales · Charity number 1155270

Details

Other names	INTERFACE LEARNING
Status	Registered
Legal form	Charitable company
Company number	05944192
Registered	2014-01-09
Register	View on the Charity Commission register

Contact

Address	New Routes Catherine Wheel Opening Norwich NR3 3BQ
Phone	01603662648
Email	info@newroutes.org.uk
Website	www.newroutes.org.uk

Activities

Objects: TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR ETHNIC ORIGIN, RELIGION, BELIEF OR CREED (IN PARTICULAR MEMBERS OF THE NEWLY RESETTLED BLACK AND MINORITY ETHNIC COMMUNITIES INCLUDING REFUGEES AND ASYLUM SEEKERS) IN NORFOLK FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETYTO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE DISADVANTAGED COMMUNITY OF NORFOLK IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY

Activities: We set up projects that bring people together across different ages, ethnicities, genders, cultural and social groups, develop new skills and promote cross-cultural friendship and understanding.We work with families, young people, individuals and communities from 29 countries speaking 19 different languages and provide a range of volunteer opportunities.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Norfolk

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£378,169	£399,909	-	-
2024-03-31	£392,666	£338,978	-	-
2023-03-31	£431,825	£358,047	-	-
2022-03-31	£323,229	£320,528	-	-
2021-03-31	£454,554	£373,080	-	-

Trustees

Name	Role	Appointed
Busranur Serin		2024-10-01
Christopher John Peskett		2021-11-26
Hyder Ali		2025-07-25
Mayada Youssif		2026-01-01
Mehrdad Moghaddas		2025-07-25
Nicole McCartney		2026-01-01

NEW ROUTES INTEGRATION

England & Wales - Charity number 1155270

Accounts

Registered number: 05944192
Charity number: 1155270

NEW ROUTES INTEGRATION
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

NEW ROUTES INTEGRATION

COMPANY INFORMATION

DIRECTORS	Enefola Samuel Apeh (Chair) (Resigned 01/03/25) Vincente Ballester (Treasurer) Judeline Nicholas Christopher Peskett Brian Watkins Henrietta Shirazu (Resigned 01/04/2024) Elo Onyia Busranur Serin (Appointed 01/10/24) Malcolm Simpkin (Chair) (Appointed 07/03/25)
COMPANY NUMBER	05944192
CHARITY NUMBER	1155270
REGISTERED OFFICE	Norwich Social Centre Catherine Wheel Opening St Augustine's Street Norwich NR3 3BQ
INDEPENDENT EXAMINERS	Triple Bottom Line Accounting Ltd The Enterprises Centre University of East Anglia Norwich NR4 7TJ

NEW ROUTES INTEGRATION

CONTENTS

NEW ROUTES INTEGRATION

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Directors (who are also the charity trustees for the purposes of charity law) present their report and financial statements for the year ended 31 March 2025.

Structure, Governance and Management

New Routes Integration is a charitable company limited by guarantee and is governed by its Memorandum and Articles of Association, originally adopted on 28 October 2003. The charity is also registered with the Charity Commission.

The Directors, who are also charity trustees, have responsibility for the overall strategic direction of the organisation. Trustees are appointed in accordance with the governing document and receive an induction covering governance responsibilities, policies and the charity's work.

The charity's day-to-day operations are overseen by the CEO, with appropriate oversight and reporting framework in place.

Objectives and Activities

The charity's objectives, as set out in its governing document, are:

To promote social inclusion for the public benefit by preventing people who are socially excluded on the grounds of their ethnic origin, religion, belief or creed (in particular members of the newly resettled black and minority ethnic communities including refugees and asylum seekers) in Norfolk from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society to develop the capacity and skills of the members of the disadvantaged community of Norfolk in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

The charity delivers a range of services in furtherance of these objects, including adult support and advocacy, youth activities, ESOL classes and community engagement programmes.

Public Benefit Statement

The Directors confirm that they have had due regard to the Charity Commission's guidance on public benefit when planning the charity's activities for the year. The charity's work provides clear public benefit through the delivery of support, education and community programmes that improve wellbeing, inclusion and opportunity for refugees, asylum seekers, migrants and other individuals facing disadvantage.

The activities undertaken during the year directly further the charity's aims and provide measurable and meaningful benefit to the communities served.

NEW ROUTES INTEGRATION

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Chair's Statement

As Chair of New Routes Integration, I am delighted to introduce this year's Annual Report. Although I was not in post during the reporting period, I have kept closely abreast of developments across the sector and have followed New Routes' achievements with admiration. It is a privilege to now steward an organisation whose impact, values, and community spirit are so deeply embedded and consistently demonstrated.

This year has been one of significant progress and resilience. Against a backdrop of increasing demand, a fast-changing national landscape, and rising pressures faced by refugees, asylum seekers and migrants, New Routes has continued to deliver life-changing, community-rooted support.

Our dedicated staff and volunteers have worked tirelessly to ensure that every person who walks through our doors is welcomed with dignity, care, and hope and our programmes have continued to thrive:

Our adult support team has provided essential advice, advocacy and wellbeing support to help individuals navigate complex systems such as housing, welfare, health and community services. This work has ensured that adults facing uncertainty and hardship feel heard, equipped, and supported.

Our youth team has delivered an exciting array of activities, from sports and creative workshops to residential opportunities, building confidence, friendships and a sense of belonging for young people who have often faced significant upheaval.

Our ESOL provision expanded in both scale and reach, responding to the increased number of new arrivals in Norwich and the surge in demand for English learning. Our classes empowered learners with the language and practical skills needed to engage, participate, and thrive in their new communities.

Refugee Week once again reached new heights, bringing together partners, artists, activists and community members in a powerful celebration of culture, courage and connection. It remains one of our most visible expressions of unity and shared humanity.

Financially, the organisation remains stable and forward-looking. Thanks to our funders, donors and partners, we have continued to diversify our income and strengthen long-term sustainability. Careful financial management has ensured that we can continue meeting both immediate needs and emerging challenges.

As we look ahead, New Routes is entering an exciting phase of growth and transformation. Our strategic priorities for the coming years reflect our commitment to strengthening our services, deepening inclusion, and responding with agility to the evolving needs of the communities we serve.

None of this would be possible without the extraordinary dedication and compassion of our staff, volunteers, trustees, partners and supporters. Your commitment to creating a more inclusive, welcoming Norwich continues to inspire and energise our work.

Thank you for your enduring support and for standing with us in building a future where every individual, regardless of background, can feel safe, valued, and able to flourish.

Malcolm Simpkin, Chair of Board of Trustees

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Financial Review

The Directors have assessed the charity's ability to continue as a going concern and are satisfied that the organisation has adequate resources to continue operating for the foreseeable future.

Total incoming resources for the financial year were £378,169 (2024: £392,666) a decrease of 3.7% from the prior year of £14,497. This has mainly come from a reduction in designated income. Additional detail on incoming resources is set out in notes 4-5 and 14 of the financial statements.

Expenditure on charitable objectives for the financial year was £399,909 (2024: £338,978), an increase of 18% from the prior year of £60,931. This expenditure corresponds to the increases in salaries, overheads and project outgoings.

Net outgoing resources for the period on unrestricted funds amounted to £2,584 (2024: net incoming resources £45,592), reflecting a small loss for the year. On restricted funds net outgoing resources amounted to £19,156 (2024: net incoming resources £8,096) which primarily reflects the utilisation of brought forward restricted funds from the prior year.

Risk Management

The Directors regularly review the major risks to which the charity is exposed, including strategic, operational, financial, governance and compliance risks. Systems and procedures have been established to manage these risks and to mitigate their potential impact on the organisation's activities.

Key areas of focus during the year included the stability of funding, cost inflation, safeguarding, service delivery capacity and staff wellbeing. The Directors are satisfied that appropriate controls and processes are in place and that no significant unmanaged risks were identified during the period.

Reserves Policy

The Directors have established a reserves policy to maintain unrestricted reserves equivalent to approximately three months of core operating expenditure. This provides a financial buffer against unexpected fluctuations in income and ensures the charity can meet its obligations in the event of delays in funding.

Based on minimum projected core operating expenditure for 2026, assuming all funding ceased, total costs would be £247,216, comprising £192,535 of staff costs and £54,681 of non-staff costs. This equates to a three-month reserves' requirement of £61,804.

At the year end, unrestricted funds totalled £224,327 (2024: £226,911) and restricted funds totalled £156,923 (2024: £176,079). Of the unrestricted funds, £51,292 are held as free reserves. While this is below the target level of £61,804, it is considered acceptable considering the charity's overall cash position.

The Directors continue to monitor reserves closely and are taking steps to strengthen unrestricted income streams with the aim of achieving the target reserves level over the coming period.

Funds in deficit

There are no funds materially in deficit.

Malcolm Simpkin

Chair of the Board of Directors

December 2025

Vicente Ballester

Treasurer

December 2025

NEW ROUTES INTEGRATION

CEO REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Welcome from our CEO, Gee Cook

I am proud to introduce New Routes Integration's Annual Report 2024-25, a year marked by both global turbulence and profound local togetherness. As conflicts continue in Afghanistan, Ukraine, Syria, Sudan, and other regions across the world, Norwich has seen rising numbers of people seeking safety, stability, and a place to rebuild their lives. Throughout the year we have welcomed increasing numbers of new arrivals in temporary hotel accommodation, each bringing unique experiences, strengths, and needs.

In response, New Routes has continued to adapt, expand, and tailor our services to meet emerging and rapidly changing demands. Our team has worked tirelessly to ensure that every new arrival, regardless of when they arrive or what they have fled, can access support that is dignified, responsive, and culturally informed. From strengthening our casework and wellbeing sessions, to reshaping our ESOL, youth, and adult programmes, we have ensured our work remains grounded in the real needs of participants.

Crucially, we have expanded our operations and we have maintained a firm focus on financial prudence. We understand the importance of stewarding the resources entrusted to us, and we have worked hard to ensure that every donation and grant is utilised efficiently and effectively to maximise the direct impact on the lives of those we serve.

This year we made significant advances in participants' employability skills, developing new workshops and pathways to help people gain confidence, skills, and opportunities in the UK job market. These programmes are already opening doors for participants who are eager to contribute, establish independence, and build long-term futures here.

Our progress has been underpinned by strong collaboration. Over the past year we have built and deepened networks and partnerships with organisations, councils, community groups, health services, and supporters who share our commitment to equity and inclusion. These relationships enable us to deliver more comprehensive, joined-up support and to strengthen the safety net around those most at risk of isolation.

One of the stand-out moments of the year was Refugee Week, where our events brought together hundreds of people, families, volunteers, long-standing residents, new arrivals, community partners, and supporters, in a celebration of resilience, culture, and solidarity. This event embodied what New Routes strives for every day: communities connected, barriers removed, and people empowered to share their stories and strengths.

I want to give special thanks to all our staff, volunteers, funders and partners. We simply could not do our valuable work without your trust, commitment, and belief in our mission. Your support ensures that individuals and families arriving in Norwich are met with compassion, opportunity, and a genuine welcome.

Finally, I want to recognise the courage and determination of the people who come through our doors. Their hope, talent, and resilience continue to inspire us and shape the direction of our work.

As we reflect on the year, we also look forward with purpose. New Routes remains committed to meeting rising demand, strengthening integration pathways, and ensuring Norwich is a place where everyone feels welcome, safe, and able to thrive.

Thank you for standing with us.

GEE COOK

December 2025

NEW ROUTES INTEGRATION

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

I report to the Directors on my examination of the accounts of the charitable company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity Trustees, who are also 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 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 examiners statement

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

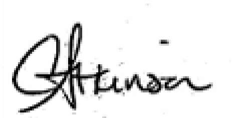
1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

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

3. the accounts do not comply with the 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.



Claire Atkinson ACMA CGMA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ

Dated: 11th December 2025

NEW ROUTES INTEGRATION

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Fund £	Restricted Fund £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Grants and donations	4	75,629	302,009	377,638	392,222
Investments		531	-	531	444
Total income		76,160	302,009	378,169	392,666
Expenditure on:					
Charitable objectives	6	78,744	300,299	379,043	325,172
Governance costs	7	-	20,866	20,866	13,806
Total expenditure		78,744	321,165	399,909	338,978
Net income / (expenditure) before tax for the year		(2,584)	(19,156)	(21,740)	53,688
Taxation		-	-	-	-
Net income / (expenditure) after tax for the year		(2,584)	(19,156)	(21,740)	53,688
Transfers between funds	12	-	-	-	-
Net income / (expenditure) and net movement in funds for the year		(2,584)	(19,156)	(21,740)	53,688
Reconciliation of funds:					
Total funds brought forward		226,911	176,079	402,990	349,302
Total funds carried forward		224,327	156,923	381,250	402,990

The statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended relate to continuing activities.
The notes on pages 13 to 26 form part of these financial statements.

NEW ROUTES INTEGRATION

(REGISTERED NUMBER: 05944192)
BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025		2024R	
		£	£	£	£
Current Assets					
Debtors	9	50,025		61,667	
Cash at bank and in hand *Cash excludes £32,561 held as agent (as per note 10)*		340,191		352,850	
Total Current Assets		390,216		414,517	
Liabilities					
Creditors falling due within one year	10	(8,966)		(11,527)	
Net Current Assets			381,250		402,990
Total Assets less Current Liabilities			381,250		402,990
Creditors falling due after one year	11		-		-
Net Assets			381,250		402,990
Charity Funds					
Restricted Income Funds	12		156,923		176,079
Unrestricted Funds – Designated Funds	12		115,134		123,313
Unrestricted Funds – General Funds	12		57,901		52,837
Unrestricted Funds – Reserves	12		51,292		50,761
Total Unrestricted Funds			224,327		226,911
Total Charity Funds			381,250		402,990

For the year ending 31 March 2025, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. 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 Directors on 11 December 2025.

Malcolm Simpkin
Chair of the Board of Directors

Vicente Ballester
Treasurer

The notes on pages 13 to 26 form part of these financial statements.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF PREPARATION

BASIS OF ACCOUNTING

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice in issue at 1 April 2023.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

CHANGE OF ACCOUNTING POLICY

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

CHANGES TO ACCOUNTING ESTIMATES

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

MATERIAL ERRORS TO REPORT

No material errors to report.

INCOME RECOGNITION

These are included in the Statement of Financial activities (SoFA) when:

- The charity becomes entitled to the resources;
- It is more likely than not that the Trustees will receive the resources; and
- The monetary value can be measured

OFFSETTING

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

GRANTS AND DONATIONS

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

LEGACIES

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

TAX RECLAIMS ON DONATIONS AND GIFTS

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

CONTRACTUAL INCOME AND PERFORMANCE RELATED GRANTS

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

DONATED GOODS

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.

Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Gifts in kind use by the charity are included in the SoFA as income from donations when receivable.

DONATED SERVICES AND FACILITIES

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

SUPPORT COSTS

The charity has incurred expenditure on support costs.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

VOLUNTEER HELP

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

INCOME FROM INTEREST, ROYALTIES AND DIVIDENDS

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

INCOME FROM MEMBERSHIP SUBSCRIPTIONS

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

SETTLEMENT OF INSURANCE CLAIMS

Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.

INVESTMENT GAINS AND LOSSES

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

LIABILITY RECOGNITION

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

GOVERNANCE AND SUPPORT COSTS

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

GRANTS WITH PERFORMANCE CONDITIONS

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

GRANTS PAYABLE WITHOUT PERFORMANCE CONDITIONS

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

REDUNDANCY COST

The charity made no redundancy payments during the reporting period.

DEFERRED INCOME

No material item of deferred income has been included in the accounts unless otherwise stated.

CREDITORS

The charity has creditors which are measured at settlement amounts less any trade discounts.

PROVISIONS FOR LIABILITIES

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

BASIC FINANCIAL INSTRUMENTS

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

GOING CONCERN

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure are sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 LEGAL STATUS OF THE CHARITY

New Routes Integration is a private charitable company limited by guarantee in England. 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. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees' Report.

3 NET INCOME / EXPENDITURE FOR THE YEAR

Net income / (expenditure) is stated after charging / (crediting):	2025 £	2024 £
Independent Examiner's Fee	750	750

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4 INCOME FROM GRANTS AND DONATIONS

During the period the trust received grants from the following:

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
AB Charitable Trust	1,840	-	1,840	-
Access Foundation	-	31,644	31,644	-
Active Norfolk	-	6,698	6,698	-
Art at Work	-	-	-	800
Big Norfolk Holiday Fund	-	10,583	10,583	-
Children in Need	-	-	-	7,863
Elledale Trust	-	-	-	550
HAF Winter Activities	-	-	-	3,729
Hethersett Hearts	-	-	-	1,422
Lloyds Bank Foundation	-	27,500	27,500	25,000
National Lottery Community Fund	-	94,351	94,351	95,647
National Lottery Community Fund - RW	-	-	-	20,000
Natural England	-	-	-	2,000
Norfolk Community Foundation	-	49,073	49,073	30,388
Norfolk County Council*	-	27,500	27,500	90,068
Norfolk Rivers	-	1,500	1,500	-
Norwich City Council*	-	5,000	5,000	4,700
Norwich Consolidated Charity	-	30,000	30,000	-
Other Income				
- Donations	13,789	-	13,789	9,043
- Gift Aid	-	-	-	573
- Designated Donations	-	-	-	2,265
- Other Income	-	15.000	15,000	4,294
Septagon	60,000	-	60,000	85,000
Sir Norman Lamb	-	3,160	3,160	5,000
UK Youth	-	-	-	3,880
Total income from grants and donations	75,629	302,009	377,638	392,222

Grants and donations marked * are government grant income. Income is only recognised where the income recognition criteria set out in the accounting policies are met.

5 INCOME FROM INVESTMENTS

All the charity's investment income arises from interest bearing bank accounts.

6 DIRECT CHARITABLE EXPENDITURE

	2025 £	2024R £
Project Costs		
Project Running Costs	105,667	104,879
Overhead Costs		
Overheads	42,258	28,409
Other costs	8,320	7,700
Support costs		
Salaries	222,798	184,184
Finance costs	-	-
	379,043	325,172

Allocated as follows:	2025 £	2024R £
Unrestricted Funds	78,744	55,086
Restricted Funds	300,299	270,086
	379,043	325,172

7 GOVERNANCE COSTS

	2025 £	2024R £
Financial and administration	17,064	12,028
Legal and professional	3,052	1,028
Independent Examiner's Fee	750	750
	20,866	13,806

Allocated as follows:

	2025 £	2024R £
Unrestricted Funds	-	2,040
Restricted Funds	20,866	11,766
	20,866	13,806

Governance costs for 2024 have been re-apportioned as the split between note 6 and note 7 was incorrect. The total expenditure has not been affected.

8 STAFF COSTS

	2025 £	2024 £
The cost of employing staff was:		
Wages and salaries	201,241	166,992
Employers' Social security costs	13,064	10,139
Employers' contribution to defined contribution pension scheme	8,493	7,053
	222,798	184,184

The average number of employees during the year was 8 (2024: 6).

The parts of the charity in which the employees work:

	2025	2024
Fundraising	1	1
Charitable Activities	5	3
Governance	1	1
Other	1	1
Total	8	6

No employees received total employee benefits (excluding employer pension costs) of more than £60,000

The trustees neither received nor waived any remuneration during the current or previous year.

The trustees did not have any expenses reimbursed during the current or previous year.

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £8,493 (2024: £7,053).

Allocated as follows:	2025 £	2024 £
Unrestricted Funds	4,774	5,017
Restricted Funds	3,719	2,036
	8,493	7,053

9 DEBTORS

	2025 £	2024 £
Trade debtors	-	-
Prepayments	700	-
Accrued income	47,658	60,000
Other debtors	1,667	1,667
	50,025	61,667

Grants totalling £47,658 (2024: £60,000) were included in accrued income where the charity considers it meets income recognition requirements as set out in the accounting policies.

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024R £
Trade creditors	-	-
Accruals and deferred income	2,763	2,351
Taxation and social security	6,203	9,176
	8,966	11,527

FUNDS HELD AS AGENTS

The charity holds funds on behalf of another charity. These funds are not under the control of the charity, and the trustees have no discretion over their use. In accordance with the Charities SORP (FRS 102), these amounts are not recognised as incoming resources or as liabilities of the charity. They are disclosed below as agency transactions. 2024 has been re-stated to reflect this change.

	2025 £	2024R £
Balance brought forward	13,542	14,385
Funds received in the year	43,608	14,000
Funds distributed in the year	(24,589)	(14,843)
Balance held at year end	32,561	13,542

At the year end, the charity held £32,561 (2024: £13,542) on behalf of another charity. This amount is excluded from the charity's cash at bank, creditors and from the charity's funds.

11 CREDITORS: AMOUNTS FALLING AFTER ONE YEAR

	2025 £	2024 £
Other creditors	-	-
	-	-

12 FUND RECONCILIATION

2025:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£	£
Fund balance as at 31 March 2024	103,598	123,313	176,079	402,990	349,302
Movements in year	5,595	(8,179)	(19,156)	(21,740)	53,688
Transfer between funds	-	-	-	-	-
Fund balance as at 31 March 2025	109,193	115,134	156,923	381,250	402,990

Unrestricted funds are analysed as follows:

	2025	2024
	£	£
Unrestricted Funds - General Funds	57,901	52,837
Unrestricted Funds - Reserves	51,292	50,761
Designated Funds - Funds	113,304	121,483
Designated Funds - Donations	-	-
Designated Funds – Emergency Fund	1,830	1,830
Balance on 31 March 2025	224,327	226,911

FUND RECONCILIATION YEAR (continued)

2024:

	Unrestricted funds	Designated Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£	£
Fund balance as at 31 March 2023	89,953	91,365	167,984	349,302	275,524
Movements in year	8,405	36,088	9,195	53,688	73,778
Transfer between funds	5,240	(4,140)	(1,100)		
Fund balance as at 31 March 2024	103,598	123,313	176,079	402,990	349,302

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

2025:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2025	Total 2024R
	£	£	£	£	£
Debtors	-	-	-	-	-
Other Debtors	-	-	50,025	50,025	61,667
Cash at Bank and in hand	109,193	121,337	109,661	340,191	352,850
Creditors	-	(6,203)	(2,763)	(8,966)	(11,527)
	109,193	115,134	156,923	381,250	402,990

2024:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2024R	Total 2023R
	£	£	£	£	£
Debtors	-	-	-	-	6,690
Other Debtors	-	-	61,667	61,667	-
Cash at Bank and in hand	115,125	123,313	114,412	352,850	342,612
Creditors	(11,527)	-	-	(11,527)	(14,385)
	103,598	123,313	176,079	402,990	349,302

2024 Net Assets between funds have been re-stated to reflect the removal of funds held as agents from the Charity’s Balance Sheet which was previously mis-stated in prior years.

14 MOVEMENT IN FUNDS

2025:

	Fund balance 1 April 2024 £	Income £	Expenditure £	Transfers in/(out) general fund £	Fund balance 31 March 2025 £
Restricted Funds					
Access Foundation	-	31,644	(31,644)	-	**-**
Active Norfolk	-	6,698	(6,698)	-	**-**
Art at Work	800	-	-	-	**800**
Big Norfolk Holiday Fund	-	10,583	(7,492)	-	**3.091**
HAF Winter Activities	751	-	(751)	-	**-**
Hethersett Hearts	524	-	(524)	-	**-**
Lloyds Bank Foundation	31,316	27,500	(33,816)	-	**-**
National Lottery Fund	9,030	94,351	(71,925)	-	**31,456**
National Lottery Fund RW	18,648	-	(18,648)	-	**-**
Natural England	4,281	-	(281)	-	**4,000**
Norfolk Comm Foundation	23,437	49,073	(44,259)	-	**28,251**
Norfolk County Council	63,570	27,500	(78,437)	-	**12,633**
Norfolk Rivers	-	1,500	(1,500)		**-**
Norwich City Council	2,337	5,000	(5,536)	-	**1,801**
Norwich Charitable Trust	14,171	-	(14,171)	-	**-**
Norwich Consolidated Charity	-	30,000	(2,323)	-	**27,677**
Sir Norman Lamb	5,000	3,160	(3,160)	-	**5,000**
UK Youth	2,214	-	-	-	**2,214**
Other Restricted Donations	-	15,000	-	-	**15,000**
	176,079	302,009	(321,165)	-	**156,923**
Designated Funds					
AB Charitable Trust	1,838	1,840	(3,678)	-	**-**
Emergency Fund	1,830	-	-	-	**1,830**
Refugee Action	4,655	-	(4,655)	-	**-**
Septagon Trust	114,990	60,000	(61,686)	-	**113,304**
	123,313	61,840	(70,019)	-	**115,134**
Unrestricted Funds					
Donations	52,837	13,789	(8,725)	-	**57,901**
Reserves	50,761	531	-	-	**51,292**
	402,990	**378,169**	**(399,909)**	**-**	**381,250**

MOVEMENT IN FUNDS (CONTINUED)

Details of Restricted Funds

Access Foundation	Access Foundation funding towards employability skills
Active Norfolk	Active Norfolk funding towards adult activities
Art at Work	Art at Work is grant funding towards Women's Creative Workshops
Big Norfolk Holiday Fund	BNHF funding towards youth activities
HAF Winter Activities	HAF funded Youth Activities, specifically winter activities
Hethersett Hearts	Hethersett Hearts donated funding towards Youth Activities
Lloyds Bank Foundation	Lloyds Bank Foundation funding was used towards Core Costs
National Lottery Fund	National Lottery funding was used towards Core Costs
Natural England Norfolk	Natural England Norfolk donated funds towards Youth Activities
Norfolk Community Foundation	Norfolk Community Foundation donated funding towards Youth Activities
Norfolk County Council	Norfolk County Council funding was used towards Core Costs
Norfolk Rivers	Norfolk Rivers funding towards youth activities
Norwich City Council	Norwich City Council donated funds specifically towards Refugee Week
Norwich Charitable Trust	Norwich Charitable Trust funding was used towards Core Costs
Sir Norman Lamb	Sir Norman Lamb donated funds towards Youth Activities
UK Youth	UK Youth donated funds towards Youth Activities
Other Restricted Donations	Anonymous donation

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

MOVEMENT IN FUNDS (CONTINUED)

2024:

	Fund balance April 2023 £	Income £	Expenditure £	Transfers to/(from) general fund £	Fund balance March 2024 £
Restricted Funds					
Art at Work	-	800	-	-	**800**
Children in Need	8,552	7,863	(16,415)	-	**-**
Ellerdale Trust	1,441	500	(1,991)	-	**-**
HAF Winter Activities	-	3,729	(2,978)	-	**751**
Hethersett Hearts	-	1,422	(898)	-	**524**
Lloyds Bank Foundation	27,250	25,000	(20,934)	-	**31,316**
National Lottery Fund NIP	18,109	-	(18,109)	-	**-**
National Lottery Fund	8,364	95,647	(94,980)	-	**9,030**
National Lottery Fund RW	10,000	20,00	(11,352)	-	**18,648**
Natural England	7,643	2,000	(5,362)	-	**4,281**
Norfolk Comm Foundation	40,969	30,388	(47,920)	-	**23,437**
Norfolk County Council	16,511	90,068	(43,009)	-	**63,570**
Norwich City Council	822	4,700	(3,185)	-	**2,337**
Norwich Charitable Trust	26,611	-	(12,440)	-	**14,171**
Sir Norman Lamb	-	5,000	-	-	**5,000**
Tudor Trust	1,100	-	-	(1,100)	**-**
UK Youth	612	3,880	(2,278)	-	**2,214**
	167,984	291,047	(281,851)	(1,100)	**176,079**
Designated Funds					
AB Charitable Trust	3,589	-	(1,740)	-	**1,838**
Comm. Action Norfolk	5,795	-	(5,795)	-	**-**
Designated Donations	20,147	2,265	(18,273)	(4,140)	**-**
Emergency Fund	2,127	-	(297)	-	**1,830**
Refugee Action	4,655	-	-	-	**4,655**
Septagon Trust	55,062	85,000	(25,072)	-	**114,990**
	91,365	87,265	(51,177)	(4,140)	**123,313**
Unrestricted Funds					
Donations	39,711	13,910	(5,949)	5,165	**52,837**
Reserves	50,242	444	-	75	**50,761**
	349,302	**392,666**	**(338,978)**	**-**	**402,990**

15 RELATED PARTY TRANSACTIONS

Fay's African Kitchen is owned by the wife of E S Apeh. During the year New Routes Integration sold no services (2024: £Nil) to the business. New Routes Integration purchased services of £1,000 (2024: £Nil). At the year-end there were no balances due to or from New Routes Integration (2024: £Nil).

16 STATEMENT OF FINANCIAL ACTIVITIES – 2024 COMPARATIVES

	Unrestricted Fund £	Restricted Fund £	Total Funds 2024 £
Income from:			
Grants and donations	101,175	291,047	392,222
Investments	444	-	444
Total income	101,619	291,047	392,666
Expenditure on:			
Charitable objectives	56,377	281,851	338,228
Governance costs	750	-	750
Total expenditure	57,127	281,851	338,978
Net income / (expenditure) before tax for the year	44,492	9,196	53,688
Taxation	-	-	-
Net income / (expenditure) after tax for the year	44,492	9,196	53,688
Transfers between funds	1,100	(1,100)	-
Net movement in funds	45,592	8,096	53,688
Reconciliation of funds:			
Total funds brought forward	181,319	167,983	349,302
Total funds carried forward	**226,911**	**176,079**	**402,990**

Accounts

Registered number: 05944192
Charity number: 1155270

NEW ROUTES INTEGRATION
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

NEW ROUTES INTEGRATION

COMPANY INFORMATION

DIRECTORS	Robert John Manning (Co-Chair) Enefola Samuel Apeh (Co-Chair) Vince Ballester (Treasurer) Leanne Munro (Secretary) Brian Watkins Henrietta Shirazu Christopher Peskett
COMPANY NUMBER	05944192
CHARITY NUMBER	1155270
REGISTERED OFFICE	Norwich Social Centre Catherine Wheel Opening St Augustine’s Street Norwich NR3 3BQ
INDEPENDENT EXAMINERS	Triple Bottom Line Accounting Ltd The Enterprises Centre University of East Anglia Norwich NR4 7TJ

NEW ROUTES INTEGRATION

CONTENTS

NEW ROUTES INTEGRATION

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Directors' present their report and financial statements for the year ended 31 March 2024.

Structure, Governance and Management

New Routes Integration is a voluntary organisation and is governed by a constitution dated 28 October 2003.

Chair's Statement

As the Chair of New Routes Integration, I am proud to report on our achievements over the past year. We have welcomed record numbers of new participants, many of whom are individuals who have been through very difficult situations and found a home here in Norwich. Our close-knit community includes people of all ages and nationalities, and their resilience continues to inspire us.

Our success is due to the dedication of our skilled volunteers, the generosity of our funders, and the kindness of residents of our fine city who support the work we do. Our partners in the Norwich Integration Partnership, The Norwich City People from Abroad team, and a host of others have been instrumental in providing the expertise needed to support individuals with complex needs. Together, we have adapted to changes in government and fiscal policies to ensure that those we serve receive the necessary support.

I would like to extend my heartfelt thanks to our staff, sessional workers, and board members for their unwavering commitment. Their time, wisdom, and dedication are the backbone of our organisation. As we look to the future, we remain committed to promoting social inclusion, empowering individuals, and fostering community cohesion.

Thank you for your continued support.

Risk Management and Reserve Policy

The Directors have reviewed the major risks to the organisation and do not consider any significant matters of concern.

The Directors have a policy of holding three months' worth of operating expenditure in reserves for the purpose of meeting liabilities in the event that funding is not received.

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Funds in deficit:

There are no funds materially in deficit.

Sam Apeh	**Vicente Ballester**
Chair of the Board of Directors	**Treasurer**
December 2024	December 2024

NEW ROUTES INTEGRATION

CEO REPORT
FOR THE YEAR ENDED 31 MARCH 2024

Welcome from our CEO, Gee Cook

It is my pleasure to support with the introduction of the 2023-2024 Annual Accounts of New Routes Integration, a reflection of the resilience, growth, and impact we have achieved over the past year. The year has brought significant challenges, including global events that have increased the number of people seeking refuge and the ongoing pressures of the cost-of-living crisis. These realities have further highlighted the critical role we play in providing essential support to those seeking safety and opportunities in our community.

Our financial performance this year demonstrates our ability to adapt and respond to growing demand while staying true to our mission of fostering inclusion, empowerment, and a sense of belonging. These accounts highlight not only the resources that have sustained our work but also the careful stewardship that ensures we deliver maximum impact.

This year, we have expanded the reach of our programmes, introduced innovative initiatives, and deepened our partnerships to meet the evolving needs of our participants. Every achievement outlined in these accounts is a testament to the dedication of our staff, volunteers, funders, and community partners. Together, we have worked tirelessly to ensure that every individual who turns to New Routes feels welcomed, supported, and empowered to integrate, grow, and lead fulfilling lives.

I want to take this opportunity to express my heartfelt gratitude to everyone who makes our work possible: our participants, who inspire us every day with their strength and determination; our staff and volunteers, whose commitment and compassion drive everything we do; and our funders and partners, whose generosity and shared vision fuel our efforts.

As we reflect on the year’s financial performance, I am proud of what we have achieved together and excited for the opportunities ahead. Thank you for your continued support, and I look forward to another year of impact and collaboration as we build a stronger, more inclusive community.

Best wishes

GEE COOK

CEO

December 2024

NEW ROUTES INTEGRATION

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024

I report to the Directors on my examination of the accounts of the charitable company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity Trustees, who are also 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 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 examiners statement

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

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

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

3. the accounts do not comply with the 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.

Peter Ellington

Peter Ellington FAIA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ

NEW ROUTES INTEGRATION

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Fund £	Restricted Fund £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Grants and donations	4	101,175	291,047	392,222	431,703
Investments		444	-	444	122
Total income		101,619	291,047	392,666	431,825
Expenditure on:					
Charitable objectives	6	56,377	281,851	338,228	357,327
Governance costs	7	750	-	750	720
Total expenditure		57,127	281,851	338,978	358,047
Net income / (expenditure) before tax for the year		44,492	9,196	53,688	73,777
Taxation		-	-	-	-
Net income / (expenditure) after tax for the year		44,492	9,196	53,688	73,777
Transfers between funds	12	1,100	(1,100)	-	-
Net income / (expenditure) and net movement in funds for the year		45,592	8,096	53,688	73,777
Reconciliation of funds:					
Total funds brought forward		181,319	167,983	349,302	275,525
Total funds carried forward		226,911	176,079	402,990	349,302

The statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended relate to continuing activities.
The notes on pages 11 to 27 form part of these financial statements.

NEW ROUTES INTEGRATION

(REGISTERED NUMBER: 05944192)
BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Current Assets					
Debtors	9	61,667		6,690	
Cash at bank and in hand		366,392		356,997	
Total Current Assets		428,059		363,687	
Liabilities					
Creditors falling due within one year	10	(25,069)		(14,385)	
Net Current Assets			402,990		349,302
Total Assets less Current Liabilities			402,990		349,302
Creditors falling due after one year	11		-		-
Net Assets			402,990		349,302
Charity Funds					
Restricted Income Funds	12		176,079		167,983
Unrestricted Funds – Designated Funds	12		123,313		91,366
Unrestricted Funds – General Funds	12		52,837		39,711
Unrestricted Funds – Reserves	12		50,761		50,242
Total Unrestricted Funds			226,911		181,319
Total Charity Funds			402,990		349,302

For the year ending 31 March 2024, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. 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 Directors on 23 January 2025.

Sam Apeh
Chair of the Board of Directors

Vicente Ballester
Treasurer

The notes on pages 11 to 27 form part of these financial statements.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF PREPARATION

BASIS OF ACCOUNTING

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

New Routes meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

GOING CONCERN

There are no material uncertainties about the charity's ability to continue.

CHANGE OF ACCOUNTING POLICY

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

CHANGES TO ACCOUNTING ESTIMATES

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

MATERIAL ERRORS TO REPORT

No material errors to report.

INCOME RECOGNITION

These are included in the Statement of Financial activities (SoFA) when:

- The charity becomes entitled to the resources;
- It is more likely than not that the Trustees will receive the resources; and
- The monetary value can be measured

OFFSETTING

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

GRANTS AND DONATIONS

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

LEGACIES

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

TAX RECLAIMS ON DONATIONS AND GIFTS

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

CONTRACTUAL INCOME AND PERFORMANCE RELATED GRANTS

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

DONATED GOODS

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.

Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Gifts in kind use by the charity are included in the SoFA as income from donations when receivable.

DONATED SERVICES AND FACILITIES

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

SUPPORT COSTS

The charity has incurred expenditure on support costs.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

VOLUNTEER HELP

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

INCOME FROM INTEREST, ROYALTIES AND DIVIDENDS

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

INCOME FROM MEMBERSHIP SUBSCRIPTIONS

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

SETTLEMENT OF INSURANCE CLAIMS

Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.

INVESTMENT GAINS AND LOSSES

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

LIABILITY RECOGNITION

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

GOVERNANCE AND SUPPORT COSTS

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

GRANTS WITH PERFORMANCE CONDITIONS

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

GRANTS PAYABLE WITHOUT PERFORMANCE CONDITIONS

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

REDUNDANCY COST

The charity made no redundancy payments during the reporting period.

DEFERRED INCOME

No material item of deferred income has been included in the accounts.

CREDITORS

The charity has creditors which are measured at settlement amounts less any trade discounts.

PROVISIONS FOR LIABILITIES

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

BASIC FINANCIAL INSTRUMENTS

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

2 LEGAL STATUS OF THE CHARITY

New Routes Integration is a private charitable company limited by guarantee in England. 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. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees' Report.

3 NET INCOME / EXPENDITURE FOR THE YEAR

	2024	2023
Net income / (expenditure) is stated after charging / (crediting):	£	£
Independent Examiner's Fee	750	720

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4 INCOME FROM GRANTS AND DONATIONS

During the period the trust received grants from the following:

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
AB Charitable Trust	-	-	-	15,000
Active Norfolk	-	-	-	3,832
Alive Church	-	-	-	3,316
Art at Work	-	800	800	-
Black History Month	-	-	-	200
Broadland District Council*	-	-	-	7,500
Children in Need	-	7,863	7,863	39,413
Elledale Trust	-	550	550	-
HAF Winter Activities	-	3,729	3,729	-
Hethersett Heart	-	1,422	1,422	-
Lloyds Bank Foundation	-	25,000	25,000	27,250
Music Worldwide Ltd	-	-	-	200
National Centre for Writing	-	-	-	1,675
National Lottery Community Fund	-	95,647	95,647	110,909
National Lottery Community Fund - RW	-	20,000	20,000	10,000
Natural England	-	2,000	2,000	18,879
Norfolk Community Foundation	-	30,388	30,388	88,128
Norfolk County Council*	-	90,068	90,068	30,000
Norfolk County FA	-	-	-	270
Norwich Charitable Trust	-	-	-	29,913
Norwich City Council*	-	4,700	4,700	3,349
Other Income				
- Donations	9,043	-	9,043	9,542
- Gift Aid	573	-	573	2,325
- Designated Donations	2,265	-	2,265	11,151
- Other Income	4,294	-	4,294	10,775
Septagon	85,000	-	85,000	-
Sir Norman Lamb	-	5,000	5,000	-
South Norfolk District Council*	-	-	-	7,500
St. Barnabas Counselling Centre	-	-	-	210
UK Youth	-	3,880	3,880	367
Total income from grants and donations	101,175	291,047	392,222	431,703

Grants and donations marked * are government grant income. Income is only recognised where the income recognition criteria set out in the accounting policies are met.

5 INCOME FROM INVESTMENTS

All the charity's investment income arises from interest bearing bank accounts.

6 DIRECT CHARITABLE EXPENDITURE

	2024 £	2023 £
Project Costs		
Project Running Costs	104,879	147,067
Overhead Costs		
Overheads	29,437	21,131
Other costs	7,700	10,720
Support costs		
Salaries	184,184	175,595
Finance costs	12,778	3,534
	338,978	358,047
Allocated as follows:		
Unrestricted Funds	57,127	47,356
Restricted Funds	281,851	310,691
	338,978	358,047

7 GOVERNANCE COSTS

	2024 £	2023 £
Financial and administration	12,028	2,814
Legal and professional	1,028	-
Independent Examiner's Fee	750	720
	13,806	3,534
Allocated as follows:		
Unrestricted Funds	2,040	2,814
Restricted Funds	11,766	720
	13,806	3,534

8 STAFF COSTS

	2024 £	2023 £
The cost of employing staff was:		
Wages and salaries	166,992	158,446
Employers' Social security costs	10,139	10,003
Employers' contribution to defined contribution pension scheme	7,053	7,145
	184,184	175,594

The average number of employees during the year was 6 (2023: 6).

The parts of the charity in which the employees work:

	2024	2023
Fundraising	1	1
Charitable Activities	3	3
Governance	1	1
Other	1	1
Total	6	6

No employees received total employee benefits (excluding employer pension costs) of more than £60,000

The trustees neither received nor waived any remuneration during the current or previous year.

The trustees did not have any expenses reimbursed during the current or previous year.

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £7,053 (2023: £7,145).

Allocated as follows:	2024 £	2023 £
Unrestricted Funds	5,017	1,048
Restricted Funds	2,036	6,097
	7,053	7,145

9 DEBTORS

	2024 £	2023 £
Trade debtors	-	6,690
Prepayments	-	-
Accrued income	60,000	-
Other debtors	1.667	-
	61,667	6,690

Grants totalling £60,000 (2023: £Nil) were included in accrued income where the charity considers it meets income recognition requirements as set out in the accounting policies.

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	-	-
Accruals and deferred income	2,351	-
Other creditors	13,542	14,385
Taxation and social security	9,176	-
	25,069	14,385

Within Other Creditors, funds of £13,543 (2023: £14,385) are being held on behalf of City of Sanctuary. Income and Expenditure are being reported on the Balance Sheet so as to segregate these funds from the Charity's own funds.

11 CREDITORS: AMOUNTS FALLING AFTER ONE YEAR

	2024 £	2023 £
Other creditors	-	-
	-	-

12 FUND RECONCILIATION

2024:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£	£
Fund balance as at 31 March 2023	89,953	91,365	167,984	349,302	275,524
Movements in year	8,405	36,088	9,195	53,688	73,778
Transfer between funds	5,240	(4,140)	(1,100)	-	-
Fund balance as at 31 March 2024	103,598	123,313	176,079	402,990	349,302

Unrestricted funds are analysed as follows:

	2024	2023
	£	£
Unrestricted - General Funds	52,837	39,711
Unrestricted - Reserves	50,761	50,242
Designated - Funds	121,483	69,091
Designated - Donations	-	20,147
Designated – Emergency Fund	1,830	2,127
Balance on 31 March 2024	226,911	181,318

FUND RECONCILIATION YEAR (continued)

2023:

	Unrestricted funds	Designated Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£	£
Fund balance as at 31 March 2022	78,041	99,010	98,473	275,524	272,822
Movements in year	11,912	(7,645)	69,511	73,778	2,702
Transfer between funds	-	-	-		
Fund balance as at 31 March 2023	89,953	91,365	167,984	349,302	275,524

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

2024:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£	£
Debtors	-	-	-	-	6,690
Other Debtors	-	-	61,667	61,667	-
Cash at Bank and in hand	115,125	123,313	127,954	366,392	356,997
Creditors	-	-	(13,542)	(13,542)	(14,385)
Other Creditors	(11,527)	-	-	(11,527)	-
	103,598	123,313	176,079	402,990	349,302

2023:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2023	Total 2022
	£	£	£	£	£
Debtors	-	-	6,690	6,690	-
Other Debtors	-	-	-	-	-
Cash at Bank and in hand	89,953	91,365	175,679	356,997	277,331
Creditors	-	-	(14,385)	(14,385	(1,807)
Other Creditors	-	-	-	-	-
	89,953	91,365	167,984	349,302	275,524

14 MOVEMENT IN FUNDS

2024:

	Fund balance 1 April 2023 £	Income £	Expenditure £	Transfers in/(out) general fund £	Fund balance 31 March 2024 £
Restricted					
Art at Work	-	800	-	-	**800**
Children in Need	8,552	7,863	(16,415)	-	**-**
Ellerdale Trust	1,441	550	(1,991)	-	**-**
HAF Winter Activities	-	3,729	(2,978)	-	**751**
Hethersett Hearts	-	1,422	(898)	-	**524**
Lloyds Bank Foundation	27,250	25,000	(20,934)	-	**31,316**
National Lottery Fund NIP	18,109	-	(18,109)	-	**-**
National Lottery Fund	8,364	95,647	(94,980)	-	**9,030**
National Lottery Fund RW	10,000	20,000	(11,352)	-	**18,648**
Natural England	7,643	2,000	(5,362)	-	**4,281**
Norfolk Comm. Foundation	40,969	30,388	(47,920)	-	**23,437**
Norfolk County Council	16,511	90,068	(43,009)	-	**63,570**
Norwich City Council	822	4,700	(3,185)	-	**2,337**
Norwich Charitable Trust	26,611	-	(12,440)	-	**14,171**
Sir Norman Lamb	-	5,000	-	-	**5,000**
Tudor Trust	1,100	-	-	(1,100)	**-**
UK Youth	612	3,880	(2,278)	-	**2,214**
	167,984	291,047	(281,851)	(1,100)	**176,079**
Designated					
AB Charitable Trust	3,579	-	(1,740)	-	**1,838**
Community Action Norfolk	5,795	-	(5,795)	-	**-**
Designated Donations	20,147	2,265	(18,273)	(4,140)	**-**
Emergency Fund	2,127	-	(297)	-	**1,830**
Refugee Action	4,655	-	-	-	**4,655**
Septagon Trust	55,062	85,000	(25,072)	-	**114,990**
	91,365	87,265	(51,177)	(4,140)	**123,313**
Unrestricted					
Donations	39,711	13,910	(5,949)	5,165	**52,837**
Reserves	50,242	444	-	75	**50,761**
	349,302	**392,666**	**(338,978)**	**-**	**402,990**

MOVEMENT IN FUNDS (CONTINUED)

Details of Restricted Funds

Art at Work	Art at Work is grant funding towards Women's Creative Workshops
Children in Need	Children in Need is National Funding awarded for Youth Activities
Ellerdale Trust	Ellerdale Trust donated funds towards Youth Activities
HAF Winter Activities	HAF funded Youth Activities, specifically winter activities
Hethersett Hearts	Hethersett Hearts donated funding towards Youth Activities
Lloyds Bank Foundation	Lloyds Bank Foundation funding was used towards Core Costs
National Lottery Fund	National Lottery funding was used towards Core Costs
Natural England Norfolk	Natural England Norfolk donated funds towards Youth Activities
Norfolk Community Foundation	Norfolk Community Foundation donated funding towards Youth Activities
Norfolk County Council	Norfolk County Council funding was used towards Core Costs
Norwich City Council	Norwich City Council donated funds specifically towards Refugee Week
Norwich Charitable Trust	Norwich Charitable Trust funding was used towards Core Costs
Sir Norman Lamb	Sir Norman Lamb donated funds towards Youth Activities
Tudor Trust	Tudor Trust funding was used towards Core Costs
UK Youth	UK Youth donated funds towards Youth Activities

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

MOVEMENT IN FUNDS (CONTINUED)

2023:

	Fund balance April 2022 £	Income £	Expenditure £	Transfers to/(from) general fund £	Fund balance March 2023 £
Restricted					
Active Norfolk	-	3,832	(3,832)	-	**-**
Alive Church	-	3,316	(3,316)	-	**-**
Age UK	390	-	(390)	-	**-**
Aviva	13,409	-	(13,309)	-	**-**
Children in Need	5,572	39,413	(36,433)	-	**8,552**
Ellerdale Trust	1,473	-	(32)	-	**1,441**
Lloyds Bank Foundation	-	27,250	-	-	**27,250**
National Lottery Fund NIP	-	18,109	-	-	**18,109**
Music Worldwide	-	200	(200)	-	**-**
National Lottery Award	6,897	-	(6,897)	-	**-**
National Lottery Fund	7,100	92,800	(91,536)	-	**8,364**
National Lottery Fund RW	-	10,000	-	-	**10,000**
Natural England	-	18,879	(11,236)	-	**7,643**
Norfolk Comm.Foundation	30,935	88,148	(78,114)	-	**40,969**
Norfolk County Council	10,136	30,000	(23,625)	-	**16,511**
Norwich City Council	6,825	2,975	(8,978)	-	**822**
Norwich Charitable Trust	-	29,913	(3,302)	-	**26,611**
Norwich Consolidated Charity	1,995	-	(1,995)	-	**-**
Postcode Place Trust	3,847	-	(3,847)	-	**-**
Quakers Charity	403	-	(403)	-	**-**
S. Norfolk/Broad Council	5,578	15,000	(20,578)	-	**-**
Tudor Trust	1,400	-	(300)	-	**1,100**
UK Youth	2,274	367	(2,029)	-	**612**
University of Sanctuary	179	-	(179)	-	**-**
Voluntary Norfolk	60	-	(60)	-	**-**
	98,473	380,202	(310,691)	-	**167,984**
Designated					
AB Charitable Trust	-	15,000	(11,420)	-	**3,589**
Black History Month	-	200	(200)	-	**-**
Comm. Action Norfolk	10,080	-	(4,285)	-	**5,795**
Designated Donations	17,192	12,057	(9,102)	-	**20,147**
Emergency Fund	4,000	143	(2,016)	-	**2,127**
Four Wings Grant	484	-	(484)	-	**-**
National Centre Writing	1,350	1,675	(3,025)	-	**-**
Norfolk County F A	-	270	(270)	-	**-**
Norwich City Council	-	500	(500)	-	**-**
Refugee Action	4,655	-	-	-	**4,655**
Septagon Trust	59,349	-	(4,287)	-	**55,062**
St. Barnabas Centre	-	210	(210)	-	**-**
Sutasoma Charity	1,900	-	(1,900)	-	**-**
	99,010	30,055	(37,700)	-	**91,365**
Unrestricted					
Donations	27,979	21,389	(9,656)	-	**39,711**
Reserves	50,063	179	-	-	**50,242**
	275,525	**431,825**	**(358,047)**	**-**	**349,302**

15 RELATED PARTY TRANSACTIONS

We confirm there are no related party transactions.

16 STATEMENT OF FINANCIAL ACTIVITIES – 2023 COMPARATIVES

	Unrestricted Fund £	Restricted Fund £	Total Funds 2023 £
Income from:			
Grants and donations	51,501	380,202	431,703
Investments	122	-	122
Total income	51,623	380,202	431,825
Expenditure on:			
Charitable objectives	47,356	309,971	357,327
Governance costs	-	720	720
Total expenditure	47,356	310,691	358,047
Net income / (expenditure) before tax for the year	4,267	69,511	73,777
Taxation	-	-	-
Net income / (expenditure) after tax for the year	4,267	69,511	73,777
Net movement in funds	4,267	69,511	73,777
Reconciliation of funds:			
Total funds brought forward	177,052	98,472	275,525
Total funds carried forward	**181,319**	**167,983**	**349,302**

Accounts

NEW ROUTES INTEGRATION

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2023

ANNUAL ACCOUNTS

YEAR ENDED 31 MARCH 2023

CONTENTS **PAGES**

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2023

Reference and Administration Details:

Directors

Robert John Manning	Co-Chair of Directors
Enefola Samuel Apeh	Co-Chair of Directors
Vince Ballester	Treasurer
Leanne Munro	Secretary
Brian Watkins	Director
Henrietta Shirazu	Director
Christopher Peskett	Director

Registered Office

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Principal Place of Business

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Legal Status

Registered Charity Numbered 1155270 from 9 January 2014.

Registered Company Number 05944192.

DIRECTORS' REPORT

The Directors present their report and financial statements for the year ended 31 March 2023.

Structure, Governance and Management

New Routes Integration is a voluntary organisation and is governed by a constitution dated 28 October 2003.

Message from the Chair and Treasurer

We are deeply proud to have a history of welcoming people to our fine city whether it is to settle or seek refuge and more so delighted in our achievements this year.

This has been a deeply challenging year for the sector. We know that the people we serve are facing an uncertain future, due to the current government rhetoric. As an organisation, we have remained focused on ensuring that our programmes of support meet the current and emergent needs of all of our participants.

Over the last year, our services have been stretched further by the opening of a number of asylum hotels, the cost of living crisis and the war in Ukraine. However, our Trustees, staff and volunteers have stepped up to the challenge. During the year, we set out our strategy for 2023-25, which focuses on supporting the most vulnerable people in society, ensuring that they have access to advice, care and guidance. This strategy is anchored on empowering participants to develop new skills, access opportunities, socialise, learn about our community, and achieve their aspirations.

We are grateful to our staff and volunteers without whom we would not be able to carry out the critical work we do. As always, we are indebted to our funders, whose generosity allows to continually adapt our offer and thankful for their support.

Finally, we would like to thank our participants, for the trust that they place in us, and the joy and enrichment they bring to us, and the beautiful city of Norwich and Norfolk.

No doubt, the next year will present its own challenges, but we are confident as a team that we will overcome these.

Risk Management and Reserve Policy

The Directors have reviewed the major risks to the organisation and do not consider any significant matters of concern.

The directors have a policy of holding three months' worth of operating expenditure in reserves for the purpose of meeting liabilities in the event that funding is not received.

Funds in deficit:

There are no funds materially in deficit.

Sam Apeh

Chair of the Board of Directors

November 2023

Vicente Ballester

Treasurer

November 2023

CEO'S REPORT

Message from the Chief Executive

Throughout the year, the hostile attitude towards people seeking refuge in the UK persisted.

We were delighted that the governments plans to move people seeking asylum to Rwanda were delayed, but the uncertainty around this initiative caused great concern to our participants. The enactment of the Nationality and Borders Act exacerbated the situation by prolonging the decision-making process for asylum claims and further swelling the waiting list of asylum seekers. Locally and nationally, the number of asylum hotels increased significantly throughout the year, placing immense strain on already stretched local services. The cost of living crisis has further exacerbated inequalities facing our participants.

We have had significant staff turnover during the year that has presented both opportunities and challenges. But our Trustees, staff and volunteers have demonstrated their wholehearted commitment to the people that we serve. We have developed a three-year Strategic Plan, and refined our offer in terms of activities that meet the emergent needs of our participants, with a real focus on financial wellbeing, emotional wellbeing and developing employability skills and opportunities for work and volunteering.

We are hugely grateful to our funders, without whom we could not deliver our critical services, and our new team of staff and volunteers remain optimistic and passionate about developing our support services over the coming year.
There is a lot to do, and the challenge can sometimes feel relentless, but New Routes is determined to meet the growing needs of the most vulnerable in society.

GEE COOK

CEO

November 2023

FINANCIAL STATEMENTS

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ANDED 31 MARCH 2023

	2022-2023 £	2021-2022 £
Income		
Restricted Income		
Active Norfolk	3,832	4,246
Alive Church	3,316	0
AVIVA	0	14,200
Broadland District Council	7,500	22,500
Children in Need	39,413	28,753
Lloyds Bank Foundation	27,250	0
Music Worldwide Ltd	200	0
National Lottery Community Fund	110,909	45,986
National Lottery Community Fund - RW	10,000	0
National Lottery Community Fund/ Barrow Cadbury	0	180
Natural England	18,879	0
Norfolk Community Foundation	88,128	69,890
Norfolk County Council	30,000	12,500
Norfolk Gardens Trust	0	100
Norwich Charitable Trusts	29,913	0
Norwich City Council	2,849	9,500
Norwich Local Quakers Meeting	0	559
Postcode Places Trust	0	7,612
South Norfolk District Council	7,500	22,500
Uk Youth	367	6,285
University of East Anglia	0	1,500
Refund of Payments	146	0
Total Restricted Income	**380,202**	**246,310**
Designated Income		
AB Charitable Trust	15,000	0
Black History Month	200	0

British RedCross	0	420
CAN Community Action Norfolk	0	10,080
Designated donations	11,151	16,289
Gift Aid	907	0
National Centre for Writing	1,675	1,350
Norfolk County FA	270	0
Norwich Charitable Trust - Anguish's Educational Foundation	0	180
Norwich City Council	500	0
Pezhman Arzhang	0	1,000
St. Barnabas Counselling Centre - Tree of Life	210	0
Septagon Trust	0	30,000
Sutasoma Charity	0	1,900
Refund of Payments	143	
Total designated income	**30,055**	**61,219**

Unrestricted Income

Donations	9,542	10,862
Gift Aid	1,418	1,032
Interest	122	4
Refund of Goods/payments	402	39
Unallocated fund	10,084	3,764
Total Unrestricted Income	**21,568**	**15,700**

Other Income

Credit	0	0
Total Other Income	**0**	**0**

Total Income	**431,825**	**323,229**

NEW ROUTES INTEGRATION

	2022-2023	2021-2022
	£	**£**
Expenditure		
Restricted Expenditure		
Employees Salaries	137,154	101,232
Employer NIC	8,463	5,777
Employer pension contribution	6,097	3,047
Sessional Staff	53,154	37,176
Audit & Accountancy fee	720	540
C19 support	0	26,908
Cleaning	2,736	1,171
Consumable	0	445
Equipment	0	11,028
General Expenses	4,825	2,383
Insurance	1,806	1,038
IT Expenses	2,044	1,773
Marketing & Advertising	3,098	1,278
Membership	395	174
Mileage/staff travel	2,095	1,699
National Lottery Community Fund for NIP partners	25,000	12,500
Refreshment	4,557	2,482
Refurbishment building	771	13,303
Rent & Utilities	14,402	7,274
Training / DBS	196	668
Travel and Subsistence	14,134	1,859
Volunteering Costs	1,304	197
Workshop expenses	27,741	8,270
Total Restricted Expenditure	**310,691**	**242,220**

Designated Expenditure		
Employee Salaries	20,592	35,068
Employer NIC	1,388	955
Employer pension contribution	967	661
Sessional Staff	811	1,246
Audit & Accountancy fee	2,053	2,345
Clients Support	0	1,089
C19 support	0	180
General Expenses	630	0
Refreshment	496	0

NEW ROUTES INTEGRATION

Refurbishment building	0	5,553
Rent & Utilities	0	38
Training / DBS	0	442
Travel and Subsistence	2,629	0
Workshop Expenses	8,134	5,297
Total Designated Expenditure	**37,700**	**52,874**
Unrestricted Expenditure		
Employee Salaries	700	15,854
Employer NIC	152	1,170
Employer pension contribution	81	470
Sessional Staff	1,430	1,105
Audit & Accountancy fee	761	135
C19 support	0	185
Cleaning	0	44
Consumable	0	359
General Expenses	623	1,174
Insurance	0	312
IT Expenses	144	736
Marketing & Advertising	24	0
Membership	160	188
Partners fundraising payments	107	927
Refreshment	2,223	158
Rent & Utilities	0	2,078
Training / DBS	0	488
Travel and Subsistence	12	9
Volunteering Costs	27	3
Workshop Expenses	3,213	38
Total Unrestricted Expenditure	**9,656**	**25,434**
Total Expenditure	**358,047**	**320,528**
Income over Expenditure	**73,777**	**2,702**

BALANCE SHEET AS AT 31 MARCH 2023

	2022/2023	2021/2022
	£	£
Restricted Current Assets		
Cash in hand	145	580
Bank	175,534	175,616
Debtors	6,690	0
Emergency fund	2,127	4,000
Reserves	50,242	50,063
Total Restricted Current Assets	234,738	230,260
Unrestricted Current Assets		
Bank	128,950	47,072
Total Unrestricted Current Assets	128,950	47,072
Total Current Assets	363,688	277,331
Restricted Current Liabilities		
City of Sanctuary liability	14,385	1,806
Total Restricted Current Liabilities	14,385	1,806
Total Current Liabilities	14,385	1,806
Net Assets	**349,302**	**275,525**

Accumulated Funds

Opening Balance	275,525	272,823
(Deficit)/Surplus	73,777	2,702
Closing Balance	**349,302**	**275,525**

For the year ending 31 March 2023, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

For and on behalf of the Board

Sam Apeh

Chair of Directors

November 2023

Vicente Ballester

Treasurer

November 2023

Notes to Accounts

1. Basis of Preparation

1.1 Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

New Routes meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Going concern

There are no material uncertainties about the charity's ability to continue.

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

1.5 Material errors to report

No material errors to report.

1.6 Audit Exemption

For the year ending 31 March 2023, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

2.2 INCOME

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.
Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.
Support costs	The charity has incurred expenditure on support costs.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.
Settlement of insurance claims	Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.
Investment gains and losses	This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

2.3 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
Governance and support costs	Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.
Redundancy cost	The charity made no redundancy payments during the reporting period.
Deferred income	No material item of deferred income has been included in the accounts.
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

Note 3 Details of certain items of expenditure

3.1 Fees for examination of the accounts

	This year £	Last year £
Independent examiner's fees	720	720

Note 4 Paid employees

4.1 Staff Costs

	This year £	Last year £
Salaries and wages	158,446	152,154
Social security costs	10,003	7,903
Pension costs (defined contribution scheme)	7,145	4,178
Other employee benefits	-	-

4.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Fundraising	0.5	0.5
Charitable Activities	3	3
Governance	0.5	0.5
Other	1	1
Total	**6**	**6**

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

Employers pension contribution of £4,178 were recognised in the period as an expense. This was split between unrestricted and restricted fund on the basis of restricted £3,047 and unrestricted £1,131**.**

Note 5 Debtors and prepayments

5.1 Analysis of debtors

	This year £	Last year £
Trade debtors	6,690	-
Other debtors	-	-
Total	**6,690**	**-**

Note 6 Cash at bank

	This year £	Last year £
Cash at bank and on hand	356,997	277,331
Total	**356,997**	**277,331**

7.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Other creditors	14,385	1,806	-	-
Total	**14,385**	**1,806**	-	-

Note 8 Charity funds

8.1 Restricted Funds

Fund names	Fund balances brought forward £	Income £	Expenditure £	Transfers £	**Fund balances carried forward £**
Active Norfolk - Tackling Inequalities	-	3,832	3,832	-	**-**
Alive Church		3,316	3,316	-	
Age uk	390	-	390	-	**-**
Aviva	13,409	-	13,409	-	**-**
Children in Need	5,572	39,413	36,433	-	**8,552**
Ellerdale Trust	1,473	-	32	-	**1,441**
Garden Trust	-	100	100	-	**-**
Lloyds Bank Foundation	-	27,250	-	-	**27,250**
Lottery Community Fund NIP uplift	-	18,109	-	-	**18,109**
National Lottery - Award for All grant	6,897		6,897	-	**-**
National Lottery Community Fund	7,100	92,800	91,537	-	**8,363**
National Lottery Community Fund - Refugee Week		10,000	-	-	**10,000**
Natural England		18,879	11,236		**7,643**
NCC Active Norfolk	-			-	**-**
Norfolk Community Foundation	30,935	88,150	78,114	-	**40,971**
Norfolk County Council	10,136	30,000	23,625	-	**16,511**
Norwich City Council	6,825	2,973	8,978	-	**820**
Norwich Charitable Trusts		29,913	3,302	-	**26,611**
Norwich Consolidated Charity	1,995		1,995	-	**-**
Postcode Place Trust	3,847		3,847	-	**-**
Quakers Charity	403		403	-	**-**
South Norfolk and Broadland District Council	5,578	15,000	20,578	-	**-**

Tudor Trust	1,400		300	-	**1,100**
UK Youth	2,274	367	2,029	-	**612**
University Of Sanctuary	179		179	-	**-**
Voluntary Norfolk	60		60	-	**-**
					-
Total Restricted Income Funds	98,473	380,102	310,592	-	**167,983**
					-
Total restricted funds	**98,473**	**380,102**	**310,592**	**-**	**167,983**

8.2 Designated Funds

Fund names	**Fund balances brought forward £**	**Income £**	**Expenditure £**	**Transfers £**	**Fund balances carried forward £**
Anguish's Educational Foundation	-	180	180	-	-
British Red Cross	-	420	420	-	-
Community Action Norfolk (CAN)	-	10,080	-	-	10,080
Designated donations	7,356	16,289	6,452	-	17,192
Emergency Fund	4,062	1,000	1,062	-	4,000
Four Wings grant	484	-	-	-	484
National Centre for Writing	-	1,350	-	-	1,350
Norwich City Council - Business Grant	5,553	-	5,553	-	-
Refugee Action	5,388	-	733	-	4,655
Septagon Trust	67,722	30,000	38,374	-	59,349
SLDAY grant Stephen Lawren	100	-	100	-	-
Sutasoma Charity - Allotment	-	1,900	-	-	1,900
Total designated funds	**90,665**	**61,219**	**52,874**	**-**	99,010

8.3 General Funds

Unrestricted funds:					
Donations	27,979	21,389	9,656	-	**39,711**
Total General Funds	**27,979**	**21,389**	**9,656**	**-**	**39,711**
Total unrestricted funds	**27,979**	**21,389**	**9,656**	**-**	**39,711**
Reserves	**50,063**	**179**	**-**	**-**	**50,242**
Pension fund	**-**	-	**-**	**-**	-
Total Funds	**275,525**	**431,825**	**358,047**	**-**	**349,302**

Note 9 Related Party Transactions

We confirm that none of the trustees have been paid any remuneration or received any other benefits from any employment with their charity or a related entity. We confirm that no trustee expenses have been incurred.

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 MARCH 2023

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, 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 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 examiners statement

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

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

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

3. the accounts do not comply with the 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.

Peter Ellington

Peter Ellington FAIA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ

NEW ROUTES INTEGRATION

England & Wales - Charity number 1155270

Accounts

NEW ROUTES INTEGRATION

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2022

ANNUAL ACCOUNTS

YEAR ENDED 31 MARCH 2022

CONTENTS **PAGES**

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2022

Reference and Administration Details:

Directors

Robert John Manning	Co-Chair of Directors
Enefola Samuel Apeh	Co-Chair of Directors
Vince Ballester	Treasurer
Leanne Munro	Secretary
Brian Watkins	Director
Henrietta Shirazu	Director
Christopher Peskett	Director
Masina Mankhanamba	Director

Registered Office

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Principal Place of Business

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Legal Status

Registered Charity Numbered 1155270 from 9 January 2014.

Registered Company Number 05944192.

DIRECTORS' REPORT

The Directors present their report and financial statements for the year ended 31 March 2022.

Structure, Governance and Management

New Routes Integration is a voluntary organisation and is governed by a constitution dated 28 October 2003. The organisation's activities are governed by a Board of Directors who are listed on page 3.

Message from the Co-Chairs and Treasurer

Norwich has historically been a welcoming city to those seeking refuge, but it is still heartening to see the overwhelming support for Ukraine and other displaced population throughout the early months of 2022.

This year we returned to more normal practices following the end to restrictions due to the pandemic and it has been pleasing to see our participants back at the Social Centre. During the year we have developed partnerships that strengthened our ability to support individuals who live or will arrive in Norwich. Helping them develop new routes in our fine city.

As an organisation we have focused on our adaptability and improved the quality of our services to cater for anticipated growth especially in challenging times. We understand the importance of demonstrating the work we do and have taken steps to improve on this.

The Co-Chairs are extremely grateful to our staff and volunteers without whom we would not be able to carry out the critical work we do for the benefit of the community. We also thank our funders who have been exceptionally generous with their continuous support; and our Board Members who have proven their dedication and commitment throughout the year.

Our participants are why we exist, and we would like to thank them all for their trust in what we do. New Routes Integration will continue to grow from strength to strength and we believe we have the leadership to achieve this. Next year is one that promises to be exciting, interesting and even more rewarding for all our stakeholders and we certainly look forward to going through it together.

Risk Management and Reserve Policy

The Directors have reviewed the major risks to the organisation and do not consider any significant matters of concern.

The directors have a policy of holding three months' worth of operating expenditure in reserves for the purpose of meeting liabilities in the event that funding is not received.

Funds in deficit:

There are no funds materially in deficit

For and on behalf of the Board

Robert Manning	**Vicente Ballester**
Chair of Directors	**Treasurer**
Date 15-NOV-2022	Date 15-NOV-2022

CEO'S REPORT

Message from the Chief Executive

As we approach the end of another year shaped by the impact of the COVID pandemic, I am proud that New Routes has continued to be ambitious in the way we have supported the most marginalised communities in Norfolk.

During the last year, New Routes has adeptly pivoted and developed its services post-pandemic. We now face multiple new, unforeseen, challenges and a demand for our services on a scale not experienced before, propelled by the Afghan crisis, large numbers of newly-displaced Ukrainians in Norfolk, the doubling of asylum seekers housed in Norwich, and the cost of living and energy crisis. In isolation, any one of these mitigating factors would stretch resources. In combination, they have exerted unprecedented pressures on both our services and those we work with.

To meet these challenges, we have been innovative in addressing the emergent needs of our participants, while ensuring that we continue to deliver our core provision of one-to-one support and advice, ESOL classes and a range of social classes, supporting our participants' integration into Norwich.

We have widened the scope of our support to meet more of our participants' holistic needs:

- We secured funding for a Free Shop/Internet Café, that gave new arrivals to Norwich – asylum seekers, refugees and migrants – choice and control at a time in their lives that is so often disempowering, helping them to ease the challenge of social acclimatisation, demonstrating New Routes' commitment to always treating individuals with dignity, respect and humanity
- We collaborated with South Norfolk and Broadland District Council to encourage the Eastern European community to engage with Help Hub Services
- We appointed a Health and Wellbeing Coordinator to ensure that we are addressing the health inequalities faced by many of our participants
- Our comprehensive summer activities programme was extensive, bringing families and friends together
- We were able to access a Winter Clothing Fund and Tesco vouchers to ensure that our participants most basic needs were met
- To ensure that our welcoming community space is warm, well-equipped and fit for evolving purposes we renovated our premises
- We celebrated Refugee Week with the wider community.

As ever, I am humbled by the response and commitment of my team, the support of our Trustees, and the wider New Routes community, especially our extraordinarily generous volunteers and supporters.

I am also deeply grateful to our funders, and their flexibility in these extraordinary times, without whom we would not be able to deliver our wide range of support services.

Whilst we are deeply concerned about the increasingly hostile political climate, the impact that the cost of living crisis will have on our participants and the increased numbers of people seeking asylum in Norwich, I am confident that our commitment and vision remains unwavering: we will continue to do all we can to support the people we serve.

GEE COOK

CEO

15 **November 2022**

FINANCIAL STATEMENTS

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ANDED 31 MARCH 2021

	2021-2022 £	2020-2021 £
Income		
Restricted Income		
Active Norfolk	4,246	0
AVIVA	14,200	0
Big Lottery	46,166	266,716
Broadland District Council	22,500	0
Children in Need	28,753	23,662
Momentum/Voluntary Norfolk	0	490
Norfolk Community Foundation	69,890	5,860
Norfolk County Council	12,500	5,826
Norwich Charitable Trusts	0	3,402
Norwich City Council	9,500	2,500
Norfolk Gardens Trust	100	0
Norwich Opportunity Area	0	1,386
The Children's Society	0	24,178
Norwich Local Quakers Meeting	559	0
Postcode Places Trust	7,612	0
South Norfolk District Council	22,500	0
The Tudor Trust	0	2,000
UK Youth	6,285	3,298
University of East Anglia	1,500	0
Total Restricted Income	**246,310**	**339,318**

Unrestricted Income

Black History Month	0	200
British RedCross	420	0
CAN Community Action Norfolk	10,080	0
Designated donations	16,289	9,563
Ellerdale Trust	0	500
English +	0	625
Greggs Foundation	0	500
Ground Work Lockside	0	1,000

National Centre for Writing	1,350	0
Norwich City Council	0	10,000
Norwich Charitable Trust-Anguish's Educational Foundation	180	0
Pezhman Arzhang	1,000	0
Refugee Action	0	5,388
Septagon Trust	30,000	55,000
Sutasoma Charity	1,900	0
Unallocated fund	3,764	17,313
Gift Aid	1,032	2,799
Interest	4	94
Donations	10,862	11,583
Refund of Goods/payments	39	670
Total Unrestricted Income	**76,920**	**115,236**
Total Income	**323,229**	**454,554**

	2021-2022 £	2020-2021 £
Expenditure		
Restricted Expenditure		
Employee Salaries	101,232	106,758
Employers' NIC and PAYE	5,777	4,709
Employers' pension	3,047	1,542
Sessional Staff	37,176	27,835
Staff Travel	1,699	109
Rent & Utilities	7,274	8,929
Equipment	11,028	4,374
Marketing & Advertising	1,278	176
General Expenses	2,383	3,124
Travel and Subsistence	1,859	494
Refreshment	2,482	25
Training	668	1,220
Membership	174	623
Consumable	445	37
Cleaning	1,171	1,479
Insurance	1,038	972
Workshop expenses	8,270	2,502
Volunteering Costs	197	175
Audit & Accountancy fee	540	516
Big Lottery for NIP partners	12,500	129,300
IT Expenses	1,773	2,643
NIP fundraising payments	0	12,434
C19 support	26,908	19,278

Refurbishment building	13,303	2,400
Total Restricted Expenditure	**242,219**	**331,656**
Unrestricted Expenditure		
Employee Salaries	50,922	14,000
Employers' NIC and PAYE	2,126	1,427
Employers' pension	1,131	258
Sessional Staff	2,351	0
Rent & Utilities	2,117	7
Equipment	0	96
General Expenses	1,174	3,619
Insurance	312	0
Cleaning	44	0
It Expenses	736	0
Marketing & Advertising	0	697
Travel & Subsistence	9	381
Membership	188	35
Workshop Expenses	5,335	439
Consumable	359	97
Volunteering Costs	3	126
Refreshment	158	0
Audit & Accountancy fee	2,480	399
Partners fundraising payments	927	11,000
Training / DBS	930	222
C19 support	365	3,207
Clients Support	1,089	967
Refurbishment building	5,553	4,447
Total Unrestricted Expenditure	**78,308**	**41,424**
Total Expenditure	**320,528**	**373,080**
Income over Expenditure	**2,702**	**81,474**

BALANCE SHEET AS AT 31 MARCH 2022

	2021/2022	2020/2021
	£	£
Restricted Current Assets		
Cash in hand	580	25
Bank	175,616	169,856
Emergency fund	4,000	4,062
Reserves	50,063	46,385
Total Restricted Current Assets	230,260	220,329
Unrestricted Current Assets		
Bank	47,072	49,732
Debtors	0	3,888
Total Unrestricted Current Assets	47,072	53,620
Total Current Assets	277,331	273,949
Restricted Current Liabilities		
City of Sanctuary liability	1,806	1,126
Total Restricted Current Liabilities	1,806	1,126
Total Current Liabilities	1,806	1,126
Net Assets	**275,525**	**272,823**
Accumulated Funds		
Opening Balance	272,823	191,349
(Deficit)/Surplus	2,702	81,474
Closing Balance	**275,525**	**272,823**

For the year ending 31 March 2022, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

For and on behalf of the Board

RLManning	V. Ball
Robert Manning	**Vicente Ballester**
Chair of Directors	**Treasurer**
Date 15-NOV-2022	**Date** 15-NOV-2022.

Notes to Accounts

1. Basis of Preparation

1.1 Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

New Routes meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Going concern

There are no material uncertainties about the charity's ability to continue.

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

1.5 Material errors to report

No material errors to report.

1.6 Audit Exemption

For the year ending 31 March 2022, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

2.2 INCOME

Recognition of income	These are included in the Statement of Financial Activities (SoFA) when: □ the charity becomes entitled to the resources; □ it is more likely than not that the trustees will receive the resources; and □ the monetary value can be measured
Offsetting	There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.
Grants and donations	Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).
Legacies	Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.
Tax reclaims on donations and gifts	Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.
Contractual income and performance related grants	This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.
Donated goods	Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.
Support costs	The charity has incurred expenditure on support costs.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.
Settlement of insurance claims	Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.
Investment gains and losses	This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

2.3 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
Governance and support costs	Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.
Redundancy cost	The charity made no redundancy payments during the reporting period.
Deferred income	No material item of deferred income has been included in the accounts.
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

Note 3 Details of certain items of expenditure

3.1 Fees for examination of the accounts

	This year £	Last year £
Independent examiner's fees	720	516

Note 4 Paid employees

4.1 Staff Costs

	This year £	Last year £
Salaries and wages	152,154	120,758
Social security costs	7,903	6,136
Pension costs (defined contribution scheme)	4,178	1,800
Other employee benefits	-	-

4.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Fundraising	0.5	0.5
Charitable Activities	3	3
Governance	0.5	0.5
Other	1	1
Total	6	6

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

Employers pension contribution of £4,178 were recognised in the period as an expense. This was split between unrestricted and restricted fund on the basis of restricted £3,047 and unrestricted £1,131.

Note 5 Debtors and prepayments

5.1 Analysis of debtors

	This year £	Last year £
Trade debtors	-	3,888
Other debtors	-	-
Total	**-**	**3,888**

Note 6 Cash at bank

	This year £	Last year £
Cash at bank and on hand	277,331	270,061
Total	**277,331**	**270,061**

7.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Other creditors	1,806	1,126	-	-
Total	**1,126**	**1,126**	-	-

Note 8 Charity funds

8.1 Restricted Funds

Fund names	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Fund balances carried forward £
Active Norfolk - Tackling Inequalities	-	4,246	4,246	-	-
Age uk	1,050	-	660	-	**390**
Aviva	-	14,200	791	-	**13,409**
Children in Need	6,625	28,753	29,806	-	**5,573**
City of Sanctuary	180	-	180	-	-
Ellerdale Trust	1,473	-	-	-	**1,473**
Garden Trust	-	100	100	-	-
Lottery Community Fund NIP uplift	545	-	545	-	-
National Lottery - Award for All grant	8,576	-	1,679	-	**6,898**
National Lottery Community Fund	23,688	45,986	63,380	805	**7,100**
National Lottery Community Fund/Barrow Cadbury	27,251	180	27,431	-	-
NCC Active Norfolk	321	-	321	-	-
Norfolk Community Foundation	1,234	69,890	40,189	-	**30,935**
Norfolk County Council	13,140	12,500	15,504	-	**10,136**
Norwich City Council	-	9,500	2,675	-	**6,825**
Norwich Consolidated Charity	2,400	-	405	-	**1,995**
Norwich Opportunity Area	616	-	616	-	-
Postcode Place Trust	-	7,612	3,765	-	**3,847**

Quakers Charity	-	559	156	-	**402**
South Norfolk and Broadland District Council	-	45,000	39,422	-	**5,578**
The Children's Society	1,435	-	1,435	-	**-**
Tudor Trust	3,890	-	2,490	-	**1,400**
UK Youth	962	6,285	4,973	-	**2,275**
University Of Sanctuary	-	1,500	1,321	-	**179**
Voluntary Norfolk	190	-	130	-	**60**
Total Restricted Income Funds	93,577	246,310	242,220	805	**98,473**
Total restricted funds	**93,777**	**246,310**	**242,220**	**805**	**98,473**

8.2 Designated Funds

Fund names	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Fund balances carried forward £
Anguish's Educational Foundation	-	180	180	-	-
British Red Cross	-	420	420	-	-
Community Action Norfolk (CAN)	-	10,080	-	-	10,080
Designated donations	7,356	16,289	6,452	-	17,192
Emergency Fund	4,062	1,000	1,062	-	4,000
Four Wings grant	484	-	-	-	484
National Centre for Writing	-	1,350	-	-	1,350
Norwich City Council - Business Grant	5,553	-	5,553	-	-
Refugee Action	5,388	-	733	-	4,655

Septagon Trust	67,722	30,000	38,374	-	59,349
SLDAY grant Stephen Lawren	100	-	100	-	-
Sutasoma Charity - Allotment	-	1,900	-	-	1,900
Total designated funds	**90,665**	**61,219**	**52,874**	**-**	**99,010**

8.3 General Funds

Unrestricted funds:					
General Funds	42,196	15,598	14,010	-15,805	27,979
Total General Funds	**42,196**	**15,598**	**14,010**	**-15,805**	**27,979**
Total unrestricted funds	**42,196**	**15,598**	**14,010**	**-15,805**	**27,979**
Reserves	**46,385**	**102**	**11,424**	**15,000**	**50,063**
Total Funds	**272,823**	**323,229**	**320,528**	**-**	**275,525**

Note 9 **Related Party Transactions**

We confirm that none of the trustees have been paid any remuneration or received any other benefits from any employment with their charity or a related entity. We confirm that no trustee expenses have been incurred.

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 MARCH 2022

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, 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 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 examiners statement

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

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

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

3. the accounts do not comply with the 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.

Peter Ellington

Peter Ellington FAIA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ

NEW ROUTES INTEGRATION

England & Wales - Charity number 1155270

Accounts

NEW ROUTES INTEGRATION

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31 MARCH 2021

NEW ROUTES INTEGRATION

ANNUAL ACCOUNTS

YEAR ENDED 31 MARCH 2021

CONTENTS **PAGES**

NEW ROUTES INTEGRATION

LEGAL AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 MARCH 2021

Reference and Administration Details:

Directors

Robert John Manning	Chair of Directors
Pernille Winnard Rudlin	Secretary
Abraham Eshetu	Director
Anne Caroline Webb (ceased August 2020)	Director
Enefola Samuel Apeh (ceased August 2020)	Director
Allaa Barri (appointed January 2021)	Director
Henrietta Shirazu (appointed January 2021)	Director
Vince Ballester	Treasurer

Registered Office

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Principal Place of Business

Norwich Social Centre

Catherine Wheel Opening

St Augustine's Street

Norwich NR3 3BQ

Legal Status

Registered Charity Numbered 1155270 from 9 January 2014.

DIRECTORS' REPORT

The Directors present their report and financial statements for the year ended 31 March 2021.

Structure, Governance and Management

New Routes Integration is a voluntary organisation and is governed by a constitution dated 28 October 2003. The organisation's activities are governed by a Board of Directors who are listed on page 3.

New trustees/directors are appointed by resolution of the existing trustee body every year.

Achievements and performance

New Routes' activities during the financial year 2020-2021 were dominated by the COVID-19 pandemic, lockdowns, and the disproportionate impact these had on the communities we work with.

Since March 2020, New Routes has had to pivot its activities to meet our participants' new and emergent needs, as well as adapt our existing services to remote delivery. The rapid and coordinated response between New Routes and our NIP partners to move services online (New Routes didn't miss a day's provision of our free community English classes), identify the most vulnerable in our communities and to provide support in innovative new ways have demonstrated the responsive and resilient nature of the organisation and our network of partners, volunteers and funders.

While the pandemic presented significant challenges to delivering some of our key activities, we were fortunate to receive a range of emergency funding, amounting to £130,000, from The Big Lottery, The Children's Society, Barrow Cadbury and other charities that enabled us to continue meeting regular needs under more challenging conditions, to establish new streams of practical support and to set up new projects as well as refurbish the New Routes premises to re-open in a Covid safe manner

During this financial year, New Routes registered 211 new participants and 465 individuals were supported through one-to-one casework and mentoring partnerships, outdoor group activities where possible and online activities designed to address inequalities in education (homework support) and lack of English language skills. 260 individuals received one-to-one casework support for issues related to immigration, health, education, housing, employment or benefits, and 175 people have benefited from regularly attending our 3x weekly online English classes.

New channels of support targeted basic needs, including regular deliveries of food and cleaning boxes to asylum seeking households and to those with no recourse to public funds. In partnership with our partner organisation English+ and the Soul Foundation, 2100 food boxes were delivered to an average of 50 houses a week. Our volunteers made 513 deliveries of monthly boxes of cleaning boxes. £11,100 was disbursed in supermarket vouchers to all asylum seekers in Norwich to ease the food poverty presented by increased prices and food shortages.

New Routes identified very quickly in March 2020 that without access to internet and devices our asylum-seeking participants especially risked greater isolation and compound disadvantage. We helped 47 households get connected through access to laptops and tablets and connected 10 households to home internet through broadband and mifi connections. £2,450 was disbursed in phone top-ups to ensure everyone continued to have access to isolation-busting internet even where broadband solutions were not possible.

NEW ROUTES INTEGRATION

With lockdown 4 having no firm end date, parents (many of whom have limited English) reached out to New Routes for support to ensure their children kept up with home learning. In response to this, a new support program was developed whereby 24 young people from 12 families were given 1:1 support by a volunteer through the school week.

New Routes' deep relationships of trust with ethnic minority communities in Norwich made us uniquely placed this year to cascade important information around vaccines, the census and lockdown restrictions to those we work with. In March we coordinated and hosted a well-attended vaccine Q&A session in response to concerns from our participants, hosted by medical professionals from our wider community.

A reduction on previous years, caused by the change in activities and working practices, 48 new volunteers were trained over the course of the year, joining our hard-working team of 116 active volunteers, essential in facilitating the delivery of our activities.

We are especially proud of New Routes' swift, creative, and efficient response to the needs of our participants during a uniquely challenging year.

Review of transactions and financial position

Due to the generous support we received during the Covid-19 pandemic the charity received an additional allocation of funding of £130,000 that we would not normally expect.

There is not considered to be a going concern issue due to funding secured for the accounting year 2021/2022. The Charity will have adequate resources to meet its future plans and financial obligations.

Risk Management and Reserve Policy

The Directors have reviewed the major risks to the organisation and do not consider any significant matters of concern.

The directors have a policy of holding three months' worth of operating expenditure in reserves for the purpose of meeting liabilities in the event that funding is not received.

Funds in deficit:

There are no funds materially in deficit

For and on behalf of the Board

Robert Manning

Chair of Directors

Date 23.11.2021

Vicente Ballester

Treasurer

Date 23. 11. 2021

CEO'S REPORT

Message from the Chief Executive

As we edge towards the end of an extraordinary 18 months, I am reflecting on what has been, without doubt, one of the most turbulent periods in New Routes' (and the world's) history. Nobody could have predicted the ongoing impact of the COVID-19 pandemic on us all and, in particular, our participants.

I am most impressed by the response of the wide New Routes community, especially our extraordinarily generous volunteers and supporters. I am proud that New Routes has played a vital role in the multi-sector coordinated response to the pandemic, pivoting our services and support in order to meet the ever-changing needs of our participants. We have maintained our ambition of supporting the most disadvantaged communities and connected them to critical support.

I am also deeply grateful to our funders, and their flexibility in these extraordinary times, without whom we would not be able to deliver our wide range of support services.

While the pandemic has made us reconsider our plans for the year, we have been able to take advantage of the community centre's closure to begin a comprehensive programme of renovation. This has resulted in a more welcoming environment, conducive to learning, socialising and participant and staff well-being and we look forward to welcoming our participants back on a rolling programme of face-to-face activities.

At a time when our participants needed us, we were there and we will continue to be there going forward as new humanitarian challenges emerge, and the political landscape around asylum becomes ever more hostile. The pandemic presented huge challenges that were unimaginable two years ago, but our response, and that of our funders, has been extraordinary and I offer my sincere and heartfelt thanks to my team at New Routes for all they do and will continue to do for our participants.

I look forward to continuing to develop our offer to our participants over the forthcoming year.

GEE COOK

CEO

November 2021

FINANCIAL STATEMENTS

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ANDED 31 MARCH 2021

	2020-2021 £	2019-2020 £
Income		
Restricted Income		
Active Norfolk	0	1,320
Age UK	0	1,680
Big Lottery	266,716	245,160
Black History Month	0	200
Children in Need	23,662	26,487
Designated donations	0	987
Momentum/Voluntary Norfolk	490	746
National Lottery – Award for All	0	9,998
NC Football FC	0	200
Norfolk Community Foundation	5,860	12,611
Norfolk County Council	5,826	30,075
Norwich Charitable Trusts	3,402	0
Norwich City Council	2,500	2,500
Norwich Consolidated Charity	0	2,400
Norwich Opportunity Area	1,386	0
The Children's Society	24,178	0
The Common Lot	0	3,000
The Grange	0	52
The Tudor Trust	2,000	60,000
UK Youth	3,298	0
Total Restricted Income	**339,318**	**397,417**
Unrestricted Income		
Black History Month	200	0
Broadlands District Council	0	120
Charities Trust	0	100
Designated donations	9,563	0
Ellerdale Trust	500	1,500
English +	625	0
Four Winds	0	1,000
Greggs Foundation	500	0
Ground Work Lockside	1,000	0
Norwich City Council	10,000	0
Refugee Action	5,388	0

Septagon Trust	55,000	30,000
SLDAY grant	0	400
The Benevolent Association	0	360
UEA	0	500
Unallocated fund	17,313	5,115
World Banquet	0	960
Gift Aid	2,799	2,454
Interest	94	202
Donations	11,583	16,380
Refund of Goods/payments	670	1,012
Total Unrestricted Income	**115,236**	**60,102**
Other income		
Credit	0	107
Total Other Income	**0**	**107**
Total Income	**454,554**	**457,625**

	2020-2021 £	2019-2020 £
Expenditure		
Restricted Expenditure		
Employee Salaries	106,758	90,217
Employers' NIC and PAYE	4,709	3,606
Employers' pension	1,542	855
Sessional Staff	27,835	20,195
Staff Travel	109	909
Rent & Utilities	8,929	10,712
Equipment	4,374	718
Marketing & Advertising	176	3,381
General Expenses	3,124	3,118
Travel and Subsistence	494	8,012
Travel and costs for outings	0	1,368
Refreshment	25	3,673
Training	1,220	354
Membership	623	401
Consumable	37	286
Materials	0	396
Cleaning	1,479	2,076

Insurance	972	940
Workshop expenses	2,502	1,719
Volunteering Costs	175	0
Audit & Accountancy fee	516	348
Bank fees	0	9
Big Lottery for NIP partners	129,300	99,024
IT Expenses	2,643	2,344
NIP fundraising payments	12,434	1,957
C19 support	19,278	0
Client Support	0	1,146
Refurbishment building	2,400	0
Other Expenses	0	791
Total Restricted Expenditure	**331,656**	**258,558**
Unrestricted Expenditure		
Employee Salaries	14,000	2,824
Employers' NIC and PAYE	1,427	226
Employers' pension	258	335
Sessional Staff	0	4,412
Rent & Utilities	7	0
Equipment	96	0
General Expenses	3,619	360
Marketing & Advertising	697	0
Travel & Subsistence	381	0
Membership	35	0
Workshop Expenses	439	251
Consumable	97	0
Volunteering Costs	126	0
Audit & Accountancy fee	399	0
Partners fundraising payments	11,000	0
Training / DBS	222	400
C19 support	3,207	0
Clients Support	967	0
Refurbishment building	4,447	0
Total Unrestricted Expenditure	**41,424**	**8,807**
Total Expenditure	**373,080**	**267,365**
Income over Expenditure	**81,474**	**190,260**

BALANCE SHEET AS AT 31 MARCH 2021

	2020/2021	2019/2020
	£	£
Restricted Current Assets		
Cash in hand	25	148
Bank	169,856	120,074
Debtors	0	0
Emergency fund	4,062	4,573
Reserves	46,385	46,214
Total Restricted Current Assets	220,329	171,009
Unrestricted Current Assets		
Bank	49,732	21,804
Debtors	3,888	0
Total Unrestricted Current Assets	53,620	21,804
Total Current Assets	273,949	192,813
Restricted Current Liabilities		
City of Sanctuary liability	1,126	1,464
Total Restricted Current Liabilities	1,126	1,464
Total Current Liabilities	1,126	1,464
Net Assets	**272,823**	**191,349**
Accumulated Funds		0
Opening Balance	191,349	1,089
(Deficit)/Surplus	81,474	190,260
Closing Balance	**272,823**	**191,349**

NEW ROUTES INTEGRATION

For the year ending 31 March 2021, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

For and on behalf of the Board

Robert Manning

Chair of Directors

Date 23 - 11 - 2021

Vicente Ballester

Treasurer

Date 23 - 11. 2021

Notes to Accounts

1. Basis of Preparation

1.1 Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

New Routes meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Going concern

There are no material uncertainties about the charity's ability to continue.

1.3 Change of accounting policy

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

1.5 Material errors to report

No material errors to report.

1.6 Audit Exemption

For the year ending 31 March 2021, the company was entitled to exemption under section 477 of the Companies Act 2006. 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 responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

2.2 INCOME

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Government grants

The charity has received a government grant in the reporting period. Details of this grant can be found in note 3.

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.
Donated services and facilities	Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.
Support costs	The charity has incurred expenditure on support costs.
Volunteer help	The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.
Income from interest, royalties and dividends	This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.
Income from membership subscriptions	Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.
Settlement of insurance claims	Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.
Investment gains and losses	This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

2.3 EXPENDITURE AND LIABILITIES

Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
Governance and support costs	Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.
Grants payable without performance conditions	Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.
Redundancy cost	The charity made no redundancy payments during the reporting period.
Deferred income	No material item of deferred income has been included in the accounts.
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

Note 3 Analysis of receipts of government grants

The Charity has received a government grant in this financial year. The amount is disclosed within the 'Designated funds' note:

	This year £	Last year £
Norwich City Council – Business grant	10,000	-

Note 4 Details of certain items of expenditure

4.1 Fees for examination of the accounts

	This year £	Last year £
Independent examiner's fees	516	475
Other fees (for example: financial advice, consultancy, accountancy services) paid to the independent examiner	-	

Note 5 Paid employees

5.1 Staff Costs

	This year £	Last year £
Salaries and wages	120,758	93,042
Social security costs	6,136	3,832
Pension costs (defined contribution scheme)	1,800	1,190
Other employee benefits	-	-

5.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Fundraising	0.5	0.5
Charitable Activities	3	3
Governance	0.5	0.5
Other	1	2
Total	**6**	**6**

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

Employers pension contribution of £1,800 were recognised in the period as an expense. This was split between unrestricted and restricted fund on the basis of restricted £1,542 and unrestricted £258.

Note 6 Debtors and prepayments

6.1 Analysis of debtors

	This year £	Last year £
Trade debtors	3,888	32,728
Other debtors	-	-
Total	**3,888**	**32,728**

Note 7 Cash at bank

	This year £	Last year £
Cash at bank and on hand	270,061	192,813
Other	-	-
Total	**270,061**	**192,813**

Note 8 Creditors and accruals

8.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Trade creditors	-	-	-	-
Accruals and deferred income	-	-	-	-
Other creditors	1,126	1,464	-	-
Total	**1,126**	**1,464**	-	-

8.2 Deferred income

Movement in deferred income account	This year £	Last year £
Balance at the start of the reporting period	0	124,993
Amounts added in current period	0	0
Amounts released to income from previous periods	0	(124,993)
Balance at the end of the reporting period	**0**	**0**

Note 9 **Charity funds**

9.1 Restricted Funds

Fund names	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Fund balances carried forward £
Age UK – dance sessions	1,050	-	-	-	1,050
Award for All grant – Refugee Week	8,836	-	260	-	8,576
Big Lottery	21,096	169,669	167,077	-	23,688
Big Lottery – covid 19	-	48,300	21,049	-	27,251
Children in Need	115	23,662	17,151	-	6,625
City of Sanctuary donations – Allotment scheme	180	-	-	-	180
Ellerdale Trust	-	500	-	973	1,473
Lottery Community Fund NIP uplift	-	48,747	48,202	-	545
Momentum/Voluntary Norfolk	250	490	550	-	190
NC Football FC	85	-	85	-	-
NCC Active Norfolk – MMA	321	-	-	-	321
Norfolk Charitable Trust – Anguish's Educational Foundation	-	3,402	3,402	-	-
Norfolk Community Foundation – Covid 19 support	-	5,860	5,860	-	-
Norfolk Community Foundation – Sherloy Charitable Trust fund	1,858	-	624	-	1,234
Norfolk County Council – Allotment scheme	5,000	-	2,973	-	2,027
Norfolk County Council – EAL workshop	10,925	3,980	5,198	-	9,707
Norfolk County Council – Early Childhood Community Fund	-	1,186	-	-	1,186
Norfolk County Council – Summer Activities	-	660	440	-	220
Norwich City Council Refugee Week	-	2,500	2,500	-	-
Norwich Consolidated Charity – MMA	2,400	-	-	-	2,400
Norwich Opportunity Area	-	1,386	770	-	616
The Children's Society – Covid 19 support	-	24,178	22,743	-	1,435

Tudor Trust	32,407	2,000	30,518	-	3,890
UK Youth – EmpowHer	-	3,298	2,254	-	1,044
Black History month	200	-	-	-	200
Total restricted funds	**84,723**	**339,818**	**331,656**	**973**	**93,858**

9.2 Designated Funds

Fund names	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Fund balances carried forward £
Ellerdale Trust	973	-	-	(973)	0
Septagon Trust	30,000	55,000	17,278	-	67,722
SLDAY grant Stephen Lawrence	100	-		-	100
Four Wings grant	484	-	-	-	484
Greggs Foundation – Covid 19 support	-	500	500	-	-
Ground Work Lockside – Covid 19 support	-	1,000	1,000	-	-
Refugee Action	-	5,388	-	-	5,388
English +	-	625	625	-	-
World Banquet Concert	514	-	-	(514)	-
Designated donations / courses / Training / Funding	2,247	-		(2,247)	-
Norwich City Council	-	10,000	4,447	-	5,553
NR Reserve Account	46,214	171		-	46,385
Designated donations	-	9,763	3,081	-	6,682
Emergency Fund	4,573	75	586	-	4,062
Total designated funds	**85,105**	**82,522**	**27,517**	**(3,734)**	**136,377**

9.3 General Funds

Unrestricted funds:					
General Funds	21,522	32,213	13,908	2,761	42,588
Total General Funds	**21,522**	**32,213**	**13,908**	**2,761**	**42,588**
Total unrestricted funds	**106,627**	**114,735**	**41,424**	**(973)**	**178,965**
Pension fund	-	-	-	-	-
Total Funds	**191,349**	**454,553**	**373,081**	**-**	**272,823**

Note 10 Related Party Transactions

We confirm that none of the trustees have been paid any remuneration or received any other benefits from any employment with their charity or a related entity. We confirm that no trustee expenses have been incurred.

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 MARCH 2021

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, 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 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 examiners statement

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

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

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

3. the accounts do not comply with the 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.

Peter Ellington

Peter Ellington FAIA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ