

PATHMAKERS (CIO)

England & Wales · Charity number 1161475

Details

Other names	IMPROVING COUNTRYSIDE ACCESS TOGETHER, IMPROVING COUNTRYSIDE ACCESS TOGETHER IN NORFOLK (ICAT NORFOLK), IMPROVING NORFOLK'S LOCAL ACCESS, INOLA, PATHMAKERS
Status	Registered
Legal form	CIO
Registered	2015-04-29
Register	View on the Charity Commission register

Contact

Address Dairy Farm
Station Road
Little Dunham
King's Lynn
Norfolk
PE32 2DJ

Phone 01760723905

Email Info@pathmakers.org.uk

Website www.pathmakers.org.uk

Activities

Objects: 1) For the public benefit, the advancement of health and wellbeing of residents of, and visitors to Norfolk and adjacent areas by promoting, raising awareness of, improving and creating countryside access for outdoor recreation in the area of Norfolk and adjacent areas.2) For the public benefit, the advancement of improvement to the environment in Norfolk and adjacent areas for the benefit of residents of, and visitors to Norfolk and adjacent areas by the promotion of, assisting and organising projects to conserve and improve the environment.

Activities: Pathmakers was set up by the Norfolk Local Access Forum to make improvements to countryside access in Norfolk. Pathmakers will develop the access network, particularly for those not currently using it, seeking funding to make improvements on the ground and benefiting communities and the environment.

Classification

- **How:** Other Charitable Activities
- **What:** The Advancement Of Health Or Saving Of Lives, Environment/conservation/heritage, Economic/community Development/employment, Recreation
- **Who:** The General Public/mankind

Geography

- Norfolk

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£46,445	£51,124	-	-
2024-03-31	£63,802	£53,488	-	-
2023-03-31	£3,596	£33,297	-	-
2022-03-31	£11,704	£13,735	-	-
2021-03-31	£24,807	£1,820	-	-

Trustees

Name	Role	Appointed
Charles Auger		2019-07-22
John Martin Jones		2024-06-11
Kate MacKenzie		2016-10-17
MARTIN SULLIVAN		2016-01-25
Paul Donald Cowley		2019-07-23
Sarah Abercrombie		2020-09-02
Simon Fowler		2019-07-09

PATHMAKERS (CIO)

England & Wales - Charity number 1161475

Accounts



PATHMAKERS (CIO)

Charity number: 1161475

Registered office: Dairy Farm, Station Road, Little Dunham, King's Lynn, Norfolk PE32 2DJ.

Trustees Report for the year ended 31st March 2025

OBJECTS OF THE COMPANY

For the benefit of the public and for the advancement of health and well-being of residents of and visitors to Norfolk and adjacent areas to promote, raise awareness of, improve, encourage and create countryside access for outdoor recreation.

GOVERNING DOCUMENT

Pathmakers is a Charitable Incorporated Organisation and a registered charity. It is governed by a Constitution dated 29th April 2015 as amended.

APPOINTMENT OF TRUSTEES

One third of the trustees are subject to retirement by rotation at the Annual General meeting where they may be re-elected if they so wish.

ORGANISATION

Pathmakers' remit is to operate as a charity to enable and encourage access to the Norfolk countryside for all regardless of ability, age or background. The trustees set the long term strategy, oversee the efficient functioning of the Organisation, regulates its aims and approve the accounts. The trustees partner with a number of like minded charities with similar aims and objectives and follows its' Business Plan which is reviewed regularly. The trustees appoint consultants who project manage individual projects.

AIMS OF PATHMAKERS





- raising funds by way of grant applications, sponsorship or councils to enable us to appoint consultants to manage our projects.
- building a volunteer base across Norfolk to encourage people to assist in improving access to the countryside in their local community.
- working with the School of Environmental Science at the University of East Anglia to mentor student schemes to provide data to enhance our objectives and assist in grant applications.
- facilitating appropriate training for anyone in Norfolk who might be leading a walk.
- adding value to the work of statutory bodies and acting as an enabler working across multi-agency boundaries.

REVIEW OF ACTIVITIES

Pathmakers ran a successful walking festival in October 2024. There was a walk for each day of the month, mostly guided, across all of Norfolk. The walks were for all abilities and were well supported. Work is in hand for a festival in October 2025 with funding in place.

We ran monthly guided walks.

Two students from the University of East Anglia completed their projects.

TRUSTEES

The Trustees, who are also Directors for the purpose of company law, who served this year are S Fowler, P Cowley, C Auger, M Sullivan, K Mackenzie, S Abercrombie, John Jones, H Husband.

None of the Trustees has any beneficial interest in the Organisation. In the event of a winding up the Trustees have no liability to contribute to the settling of debts or liabilities.

RISK MANAGEMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining reserves at current levels combined with a regular review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The cost incurred on each project is strictly monitored. The Trustees have also examined other operational risks faced by the charity and have established systems to mitigate the significant risks.





FINANCIAL REVIEW

A detailed Financial Report has been filed with the Charity Commission. The cost of each project has been covered by the grants allocated to them. It is the Trustees intention to continue to apply for grants for specific projects and to explore means of funding by way of sponsorship and other means to cover our basic administrative costs.

RESERVES

The Trustees have a policy whereby unrestricted cash funds held by the charity should be sufficient to continue current activities.

.....

S Fowler





Pathmakers

Connecting Norfolk countryside & communities

Pathmakers financial report. 2024-2025

1. This is the annual financial report for Pathmakers, which is a Charitable Incorporated Organisation, (number 1161475)
2. The activity of Pathmakers during the period, were determined by the Business Plan 2021 and the decisions made and recorded by the trustees.
3. The majority of Pathmakers finances are contained and recorded in a community account with Barclay's Bank. Account statements are produced on line. These detail all the transactions that took place between 1st April 2024 and 31 March 2025. Pathmakers also has a Paypal Account used mainly for Social Media advertising costs and ticket sales for the walking Festival in October 2024 and monthly walks held since Monthly statements are produced on line and detail all transactions that took place between 1st April 2024 and 31 March 2025.

4. The Income and expenditure for the year is as follows:

Total Income	£46,445.17
Total Expenditure	£51,124.30
Balance at year end	£24,207.70

5. Balance Sheet report for year ending 31 March 2025 is as follows:

a. Balance brought forward from 2023-2024	£28,886.83
b. surplus/deficit for period	-£4,679.13
c. Balance carried forward	£24,207.70
d. Interest	£0.00
e. cash in bank 31March 2025	£24,207.70
f.	

6. Trustee agreed on 6 April 2023 to reset a working reserve to £5,000

7. Trustees agreed that they would not register for VAT at present because the threshold





Pathmakers

Connecting Norfolk countryside & communities

for registering is an annual turnover of £85,000.

8. No cash in hand has been held by and Trustee or individual working on behalf of Pathmakers during the year.
9. Payments have been made against a decision of the Trustees, or an order or an invoice. All payments were authorised by the Treasurer and one other trustee

10. NOTE

1. Expenditure this year has focused on one project:
Walk Norfolk, funded by the Heritage Fund, Started in July 2023

11. Pathmakers operates within a Financial Management and Controls Procedures document which was approved by the AGM meeting on 18 January 2017 and reviewed at the AGM on 10 July 2018.

Nicholas Knight. has audited the accounts on 12 August 2025 and has said there are no issues.

Please see attached Independent Examiners Report On Accounts

We approve these accounts and confirm that we have seen all the relevant records and information available for their presentation.

Simon Fowler (Chair of Trustees)..... *Simon Fowler*Date..... *9 November 2025*

Charles Auger (Treasurer of Pathmakers) *C Auger*Date..... *6-10-25*





Pathmakers

Connecting Norfolk countryside & communities

Summary of Accounts

Income

Barclays Account

Donations	£ 690.00
Heritage Fund Project Funding	£43,903.71

Total £44,593.71

Paypal

Ticket Sales £ 1851.46

Total All Accounts £46,445.17

Expenditure

Barclays Account

Projects and administration £49,755.55

Paypal

Projects and administration £ 1,368.75

Total all accounts £51,124.30



Pathmakers (CIO), Charity number 1161475

Registered address: Pathmakers c/o Dairy Farm, Station Road, Little Dunham, King's Lynn, Norfolk PE32 2DJ
Working name: Pathmakers

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Pathmakers CIO

On accounts for the year ended

31 March 2025	Charity no (if any)	1161475
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Set out on pages

(Remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

** Please delete the words in the brackets if they do not apply.*

Signed:



Date: 12/08/2025

Name:

Nicholas Knight

Relevant professional qualification(s) or body (if any):

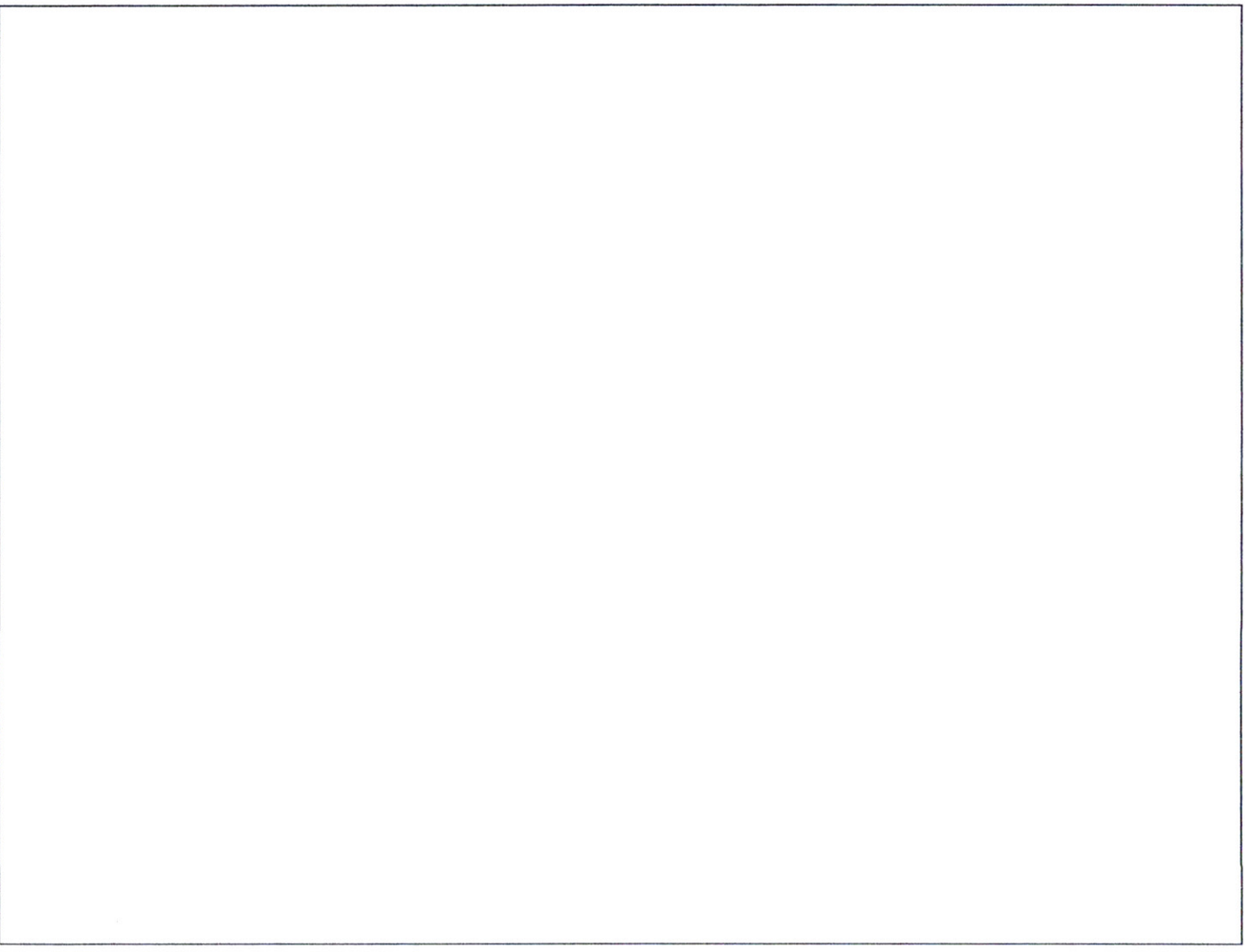
ICAEW

Address:

27 Harwood Road, Norwich. NR1 2NG

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.





Receipts and payments accounts

CC16a

For the period	01/04/2024	To	31/03/2025
from			

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	690	-	-	690	195
Heritage Fund	43,904	-	-	43,904	24,792
Ticket sales	1,890	-	-	1,890	2,796
Cashback on card	1	-	-	1	3
Norfolk County Council	-	-	-	-	36,000
Sub total (Gross income for AR)	46,445	-	-	46,445	63,787
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	46,445	-	-	46,445	63,787

	13,534	-	-	13,534	5,997
A3 Payments					
Administrator	13,534	-	-	13,534	36,172
David Attkow	4,054	-	-	4,054	12,129
Lisa Krockel	12,129	-	-	12,129	-
Jonathan Tyler	1,282	-	-	1,282	566
Walks	570	-	-	570	-
Insurance	498	-	-	498	425
Project Manager	225	-	-	225	-
Walk Norfolk	200	-	-	200	-
Advertising	876	-	-	876	1,293
Bat Walk	207	-	-	207	-
Venue Hire	371	-	-	371	-
Expenses	343	-	-	343	909
Website & social media	13,981	-	-	13,981	1,031
RCR Services UK	624	-	-	624	475
Buffer	295	-	-	295	-
Training	402	-	-	402	-
Sweatshirts	228	-	-	228	-
Evaluation	630	-	-	630	-
Equipment Hire	174	-	-	174	-
Printing	96	-	-	96	307
Photography	350	-	-	350	-
Refund	234	-	-	234	-
Ticket sales fees	223	-	-	223	457
Community First Partnership	-	-	-	-	3,084
Sundries	-	-	-	-	2,758
Sub total	51,124	-	-	51,124	53,472
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	51,124	-	-	51,124	53,472
Net of receipts/(payments)	- 4,679	-	-	- 4,679	10,314
A5 Transfers between funds					
A6 Cash funds last year end	28,887	-	-	28,887	18,573
Cash funds this year end	24,208	-	-	24,208	28,887

Section B Statement of assets and liabilities at the end of the period

Categories

Details

B1 Cash funds

Barclays Bank account
PayPal account
Total cash funds

Unrestricted funds
to nearest £

22,289
1,918
24,208

Restricted funds
to nearest £

-
-
-

Endowment funds
to nearest £

-
-
-

(agree balances with receipts and payments account(s))

B2 Other monetary assets

Details

Unrestricted funds
to nearest £

-
-
-
-
-
-

Restricted funds
to nearest £

-
-
-
-
-
-

Endowment funds
to nearest £

-
-
-
-
-
-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

-
-
-
-
-
-

Current value (optional)

-
-
-
-
-
-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

-
-
-
-
-
-

Current value (optional)

-
-
-
-
-
-

B5 Liabilities

Details

Fund to which liability relates

Amount due (optional)

-
-
-
-
-
-

When due (optional)

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

PATHMAKERS (CIO)

England & Wales - Charity number 1161475

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	04	2023		31	03	2024

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

Postcode

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Simon Fowler	Chair		NLAF
2	Charles Auger	Treasurer		Pathmakers
3	Martin Sullivan	Trustee		Ex officio
4	Kate Mckenzie	Trustee		NLAF
5	Paul Cowley	Vice-chair		Pathmakers
6	John Jones	Trustee	Since 11/6/24	NLAF
7	Sarah Abercombie	Trustee		NLAF
8	Hilary Husband	Trustee		Pathmakers
9				
10				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
<input type="text"/>	<input type="text"/>	<input type="text"/>

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution (Foundation Model)
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	Appointment by the Norfolk Local Access Forum (NLAF) 3 trustees direct appointment by Pathmakers (CIO) (3 trustees)

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

1. Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory forum with 22 members that advises Norfolk County Council and other organisations about making improvements to public access to land in Norfolk for outdoor recreation.
 - a. Whilst the NLAF is an advisory body, Pathmakers as a Charitable Incorporated Organisation can directly address inequalities in the provision of countryside access opportunities by seeking funding for improvements.
 - b. The NLAF may appoint up to 5 trustees ("nominated trustees") whilst Pathmakers may appoint up to 3 trustees ("appointed trustees"). There are 2 ex officio trustees: The Chair of the NLAF and Manager of Norfolk County Council Environment Team. Trustees are appointed for a 3 year term. (Two trustee posts are currently vacant.)
 - c. Pathmakers uses a 'foundation' model for its constitution which means the only voting members are its trustees
2. Policies and procedures.
Pathmakers has the following policies
 - a. Environment Policy
 - b. Equality Policy
 - c. Standing Financial Instructions
 - d. Sustainability Policy
 - e. Interim Safeguarding Policy
 - f. Draft Health and Safety Policy
 - g. Employment –NCC secondment
 - h. Employment –direct employment
3. These policies are reviewed and adopted annually, at the AGM
4. Pathmakers require trustees to sign an annual declaration of eligibility to act as trustees, also at the AGM
5. Trustee indemnity insurance is in place. Other insurance is arranged as required (by projects etc).
6. Minor changes to the governing documents were agreed during the year, and forwarded to the Charity Commission:

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Charitable purpose 1

For the public benefit the advancement of health and wellbeing of residents of and visitors to Norfolk and adjacent areas by promoting, raising awareness of, improving and creating countryside access for outdoor recreation in the area of Norfolk and adjacent areas.

Charitable purpose2

For the public benefit the advancement of improvement to the environment in Norfolk and adjacent areas for the benefit of residents of, and visitors to Norfolk and adjacent areas by the promotion of, assisting and organising projects to conserve and improve the environment.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory committee which provide strategic advice and direction on improving recreational public access to the countryside.

Pathmakers objectives continue to align with the Norfolk Access Improvement Plan, a 10 year vision to improve countryside access which was adopted and published by Norfolk County Council in March 2019.

Pathmakers mission is to make a lasting and worthwhile difference to the quality of public countryside access in Norfolk. To achieve this, Pathmakers works with local communities, landowners and other partners: (i) to develop projects that improve access locally; (ii) to generate or raise funds to invest in all-abilities access project to benefit all types of users (iii) to improve the biodiversity of the countryside paths or that can be accessed from the access network

Pathmakers delivers benefits for all but is particularly keen to reduce inequality by improving access to the countryside for: the elderly; those with young families; those with chronic health conditions including physical and mental disabilities.

We confirm that the trustees have had regard to the Charity Commission's guidance on public benefit

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Pathmakers trustees are all volunteers who give at least 8 hours per month to the work of the charity. In practice, this figure is often substantially more.

Section D Achievements and performance

Summary of the main achievements of the charity during the year

Governance and meetings

Between 1 April 2023 and 31 March 2024 Pathmakers held bi-monthly trustee meetings on : 08/06/23, 10/08/23, 12/10/23, 14/12/23, 08/02/24

- Other meetings were held by sub-groups pursuing specific areas of work, especially fund-raising and reporting to the Heritage Foundation.
- A report of Pathmakers activities was given to Norfolk Local Access Forum at their quarterly meetings during the year.

Public Benefit.

Paving The Way (Heritage Lottery Fund)

- Work continued to implement the agreed aims of this grant. We continue to collaborate with OneAgency to update our website and set up our social media presence. OneAgency has also provided some trustee training.

- We ran a second Walking Festival in October 2023, and plans are in place for a Walking Festival for October 2024. Funding is coming from NCC and HLF. A project manager was recruited to set up and run the event for us and this year most of the detailed planning has been carried out by our Executive Administrator. There are either a guided or self-guided walk for each day of the month with a particular emphasis on working with professionals and volunteers in the disadvantaged . We are looking to make this an annual event.

Student Consultant Projects.

We continue to work with the Department of the Environment at the University of East Anglia. We monitored three students who produced reports on subjects concerning access to the countryside nominated by Pathmakers. We are now building a substantial reference bank of information and data to assist with future projects and grant applications.

Training.

Trustees and those we work with are able to access appropriate training as required. We run an annual training day for walk leaders.

Trustees.

John Jones was re-elected as a trustee in June 2024 . We continue to look for two additional trustees.

Section E

Financial review

Brief statement of the charity's policy on reserves

A reserve of £5,000 was agreed previously

Details of any funds materially in deficit

No funds are in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Annual Financial Statement (2023–24) and Barclays Account Statement sent separately.

Section F

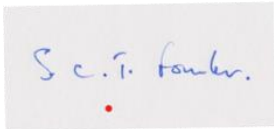
Other optional information

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Simon Charles Trevor Fowler	8/8/24
Position (eg Secretary, Chair, etc)	Chair	
Position (eg Secretary, Chair, etc)	Chair	



Pathmakers financial report. 2023-2024

1. This is the annual financial report for Pathmakers, which is a Charitable Incorporated Organisation, (number 1161475)
2. The activity of Pathmakers during the period, was determined by the Business Plan 2021 and the decisions made and recorded by the trustees.
3. The majority of Pathmakers finances are contained and recorded in a community account with Barclay's Bank. Account statements are produced on line. These detail all the transactions that took place between 1st April 2023 and 31 March 2024.

Pathmakers also has a Paypal Account used mainly for : Social Media advertising costs and ticket sales for the walking Festival in October 2023: monthly walks throughout the year. Monthly statements are produced on-line and detail all transactions that took place between 1st April 2023 and 31 March 2024.

4. The Income and expenditure for the year is as follows:

Total Income	£63802.36
Total Expenditure	£53,488.21
Balance at year end	£28886.83

5. Balance Sheet report for year ending 31 March 2024 is as follows:

Balance brought forward from 2022-2023	£18,572.68
Surplus/deficit for period	+£10,314.15
Balance carried forward	£28,886.83
Interest	£0.00
Cash in bank 31st March 2024	£28886.83

6. Trustees agreed on 6th April 2023 to reset a working reserve to £5,000.
7. Trustees agreed that they would not register for VAT at present because the threshold for registering is an annual turnover of £85,000.
8. No cash in hand has been held by and Trustee or individual working on behalf of



Pathmakers

Connecting Norfolk countryside & communities

Pathmakers during the year.

9. Payments have been made against a decision of the Trustees, or an order or an invoice. All payments were authorised by the Treasurer and one other trustee

10. NOTE

1. Expenditure this year has focused on one project:

Walk Norfolk, funded by the Heritage Fund, Started in July 2023

2. A Paypal account was activated in August 2023 to handle ticket sales for events and Social Media advertising. £257 was transferred from the Barclays account to the Paypal account to maintain a credit balance.

11. Pathmakers operates within a Financial Management and Controls Procedures document which was approved by the AGM meeting on 18 January 2017 and reviewed at the AGM on 10 July 2018.

Julie Frosdick, Finance Officer, Communities and Environment at NCC has audited the accounts on 10 June 2024 and has said there are no issues.

Signed

Date 12 June 2024

We approve these accounts and confirm that we have seen all the relevant records and information available for their presentation.

Simon Fowler (Chair of Trustees)

Date 8th July 2024

Charles Auger (Treasurer of Pathmakers)

Date 6.7.24



Pathmakers (CIO), Charity number 1161475

Registered address: Pathmakers c/o Dairy Farm, Station Road, Little Dunham, King's Lynn, Norfolk PE32 2DJ

Working name: Pathmakers



Summary of Accounts

Income

Barclays Account

Grants from Councils	£36000.00
Heritage Fund Project Funding	£24791.63
Amozon Smile	£22.70
Refund on over payment	£172.50
Total	£60986.83

Paypal

Ticket Sales	£3182.53
Less refunds	-£ 367.00
Total	£2815.53

Expenditure

Projects and administration	£53488.20
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2024

PLEASE COMPLETE USING BLOCK CAPITALS AND BLACK INK (complete additional forms if you have more than 4 trustees)

Organisation name (Your organisation name as it appears in your governing document)

PATHMAKERS CIO

Total number of trustees your organisation has

8

Trustee 1	Trustee 2	Trustee 3	Trustee 4
Name Kate Mackenzie	Name MARTIN SULLIVAN	Name Simon Fowler	Name HILARY HUSBAND
Signature: 	Signature: 	Signature: 	Signature:
Date 08 08 2024	Date 08 08 2024	Date 08 08 2024	Date 04 09 2024

Working with vulnerable groups

Tick this box if your organisation works with vulnerable people (including children) and you declare that you have:

- Read and understood the Charity Commission's safeguarding guidance
- Carried out all trustee eligibility checks the law requires and on the basis of those checks are satisfied that the people acting as trustees are both eligible and suitable to act as trustees of this charity

Corporate Trusteeship

Tick this box if your organisation has a corporate trustee (another organisation which acts as trustee such as a local authority) and its directors are making this declaration)

Personal benefit

If your organisation pays (or will pay) any trustee for being a trustee OR any trustee or person connected to them for providing goods and services, you declare that this will:

- be in the organisation's best interests
- be lawful and authorised
- help the organisation carry out its purposes (or be a necessary by-product of it carrying out its purposes)

Trustee eligibility and responsibility

By completing and signing this form, you declare that you:

- are willing to act as a trustee of the organisation named above
- understand your organisation's purposes (objects) and rules set out in its governing document
- are not prevented from acting as a trustee because you:
 - have an unspent conviction for one or more of the offences listed here*
 - have an IVA, debt relief order and/or a bankruptcy order
 - have been removed as a trustee in England, Scotland or Wales (by the Charity Commission or Office of the Scottish Charity Regulator)
 - have been removed from being in the management or control of any body in Scotland (under relevant legislation)
 - have been disqualified by the Charity Commission
 - are a disqualified company director
 - are a designated person for the purposes of anti-terrorism legislation
 - are on the sex offenders register
 - have been found in contempt of court for making (or causing to be made) a false statement
 - have been found guilty of disobedience to an order or direction of the Charity Commission

You also declare that:

- the information you provide to the Charity Commission is true, complete and correct
- you understand that it's an offence under section 60(1)(b) of the Charities Act 2011 to knowingly or recklessly provide false or misleading information
- your organisation's funds are held (or will be held) in its name in a bank or building society account in England or Wales
- you will comply with your responsibilities as trustees - these are set out in the Charity Commission guidance 'The essential trustee (CC3)'
- (if applicable) the primary address and residency details you provide in a charity registration application are correct and you will notify the Charity Commission if they change

* https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/820804/Disqualification_Reasons_Table_v2.odt

PATHMAKERS (CIO)

England & Wales - Charity number 1161475

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	04	2022		31	03	2023

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

Postcode

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Simon Fowler	Chair		NLAF
2	Charles Auger	Treasurer		Pathmakers
3	Martin Sullivan	Trustee		Ex officio
4	Kate Mckenzie	Trustee		NLAF
5	Paul Cowley	Vice-chair		Pathmakers
6	John Jones	Trustee		Ex Officio
7	Sarah Abercombie	Trustee		NLAF
8	Hilary Husband	Trustee	10/6/22	
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution (Foundation Model)
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	Appointment by the Norfolk Local Access Forum (NLAF) 3 trustees direct appointment by Pathmakers (CIO) (3 trustees)

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

<ol style="list-style-type: none"> 1. Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory forum with 22 members that advises Norfolk County Council and other organisations about making improvements to public access to land in Norfolk for outdoor recreation. <ol style="list-style-type: none"> a. Whilst the NLAF is an advisory body, Pathmakers as a Charitable Incorporated Organisation can directly address inequalities in the provision of countryside access opportunities by seeking funding for improvements. b. The NLAF may appoint up to 5 trustees ("nominated trustees") whilst Pathmakers may appoint up to 3 trustees ("appointed trustees"). There are 2 ex officio trustees: The Chair of the NLAF and Manager of Norfolk County Council Environment Team. Trustees are appointed for a 3 year term. (Two trustee posts are currently vacant.) c. Pathmakers uses a 'foundation' model for its constitution which means the only voting members are its trustees 2. Policies and procedures. Pathmakers has the following policies <ol style="list-style-type: none"> a. Environment Policy (2019) b. Equality Policy (2019) c. Standing Financial Instructions (reviewed 2019) d. Sustainability Policy (2019) e. Interim Safeguarding Policy (2019) f. Draft Health and Safety Policy (2019) g. Employment –NCC secondment h. Employment –direct employment 3. These policies are reviewed and adopted annually, at the AGM 4. Pathmakers require trustees to sign an annual declaration of eligibility to act as trustees, also at the AGM 5. Trustee indemnity insurance is in place. Other insurance is arranged as required (by projects etc).

6.Minor changes to the governing documents were agreed during the year, and forwarded to the Charity Commission:
Clause 7.1.3 regarding 'conflicts of interest'
•Clause 15.2 regarding 'terms for Chair'
•Clause 5.4 regarding 'financial reserves'
•Clause 9.1 regarding 'Continued professional development of trustees'

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Charitable purpose 1
For the public benefit the advancement of health and wellbeing of residents of and visitors to Norfolk and adjacent areas by promoting, raising awareness of, improving and creating countryside access for outdoor recreation in the area of Norfolk and adjacent areas.

Charitable purpose2
For the public benefit the advancement of improvement to the environment in Norfolk and adjacent areas for the benefit of residents of, and visitors to Norfolk and adjacent areas by the promotion of, assisting and organising projects to conserve and improve the environment.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory committee which provide strategic advice and direction on improving recreational public access to the countryside.

Pathmakers objectives continue to align with the Norfolk Access Improvement Plan, a 10 year vision to improve countryside access which was adopted and published by Norfolk County Council in March 2019.

Pathmakers mission is to make a lasting and worthwhile difference to the quality of public countryside access in Norfolk. To achieve this, Pathmakers works with local communities, landowners and other partners: (i) to develop projects that improve access locally; (ii) to generate or raise funds to invest in all-abilities access project to benefit all types of users (iii) to improve the biodiversity of the countryside paths or that can be accessed from the access network

Pathmakers delivers benefits for all but is particularly keen to reduce inequality by improving access to the countryside for: the elderly; those with young families; those with chronic health conditions including physical and mental disabilities.

We confirm that the trustees have had regard to the Charity Commission's guidance on public benefit

Additional details of objectives and activities (Optional information)

Pathmakers trustees are all volunteers who give at last 8 hours per month to the work of the charity. In practice, this figure is often substantially more.

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year

Governance and meetings

Between 1 April 2022 and 31 March 2023 Pathmakers held bi-monthly trustee meetings on 14 April 2022, 9th June 2022, 11th August 2022, 13th October 2022, 8th December 2022 and 16th February 2023.

- Other meetings were held by sub-groups pursuing specific areas of work, especially fund-raising.

- A report of Pathmakers activities was given to Norfolk Local Access Forum at their quarterly meetings during the year.

Public Benefit.

Paving The Way (Heritage Lottery Fund)

- Work continued to implement the agreed aims of this grant. We continue to collaborate with OneAgency to update our website and set up our social media presence. OneAgency has also provided some trustee training.

- At the request of Norfolk County Council we agreed to run a walking festival for the entire month of October 2022. Funding is coming from NCC and HLF. A project manager was recruited to set up and run the event for us. There was either a guided or self-guided walk for each day of the month with a particular emphasis on working with professionals and volunteers in the disadvantaged sector. If the event is a success, then we may look to make this an annual event.

Geovation.

Work to improve access to the Countryside for all abilities is progressing with the aim of improving health and wellbeing.

Student Consultant Projects.

We continue to work with the Department of the Environment at the University of East Anglia. We monitored six students who produced reports on subjects concerning access to the countryside nominated by Pathmakers. We are now building a substantial reference bank of information and data to assist with future projects and grant applications.

Training.

Some communications training was provided by One Agency and training on the use of our online material is proposed.

Trustees.

One additional trustee was appointed this year. We continue to look for a trustee with experience with disabilities.

Section E

Financial review

Brief statement of the charity's policy on reserves

A reserve of £10,000 was agreed previously

Details of any funds materially in deficit

No funds are in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Annual Financial Statement (2022–23) and Barclays Account Statement sent separately.

Section F

Other optional information

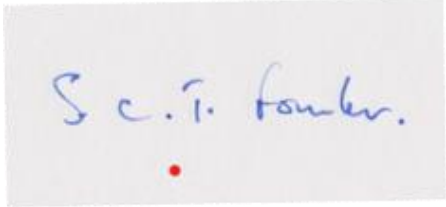
Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Simon Charles Trevor Fowler	
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Position (eg Secretary, Chair, etc)

Chair	
-------	--

6/6/2023



Pathmakers

Connecting Norfolk countryside & communities

Pathmakers financial report. 2022-2023

1. This is the annual financial report for Pathmakers, which is a Charitable Incorporated

Organisation, (number 1161475)

2. The activity of Pathmakers during the period, were determined by the Business Plan 2021 and the decisions made and recorded by the trustees.

3. The majority of Pathmakers finances are contained and recorded in a community account with Barclay's Bank. Account statements are produced on line. These detail all the transactions that took place between 1st April 2022 and 31 March 2023.

Pathmakers also has a Paypal Account used mainly for Social Media advertising costs and ticket sales for the walking Festival in October 2022 and monthly walks held since. Monthly statements are produced on line and detail all transactions that took place between 1st April 2022 and 31 March 2023.

4. The Income and expenditure for the year is as follows:

Total Income	£3596.52
Total Expenditure	£33297.19
Balance at year end	£18572.68

5. Balance Sheet report for year ending 31 March 2023 is as follows:

a. Balance brought forward from 2021-2022	£48273.35
b. surplus/deficit for period	-£0.00
c. Balance carried forward	£48273.35
d. Interest	£0.00
e. cash in bank 31 March 2023	£18572.68

6. Trustee agreed on 2 June 2017 to set a working reserve of £10,000

7. Trustees agreed that they would not register for VAT at present because the threshold

for registering is an annual turnover of £85,000.



Pathmakers (CIO), Charity number 1161475

Registered address: Pathmakers c/o Dairy Farm, Station Road, Little Dunham, King's Lynn, Norfolk PE32 2DJ

Working name: Pathmakers



Pathmakers

Connecting Norfolk countryside & communities

8. No cash in hand has been held by and Trustee or individual working on behalf of Pathmakers during the year.
9. Payments have been made against a decision of the Trustees, or an order or an invoice. All payments were authorised by the Treasurer and one other trustee

10. NOTE

1. Expenditure this year has focused on one project:
Paving the Way: Started in October 2019
2. A Paypal account was activated in August 2023 to handle ticket sales for events and Social Media advertising. £257 was transferred from the Barclays account to the Paypal account to maintain a credit balance.

11. Pathmakers operates within a Financial Management and Controls Procedures document which was approved by the AGM meeting on 18 January 2017 and reviewed at the AGM on 10 July 2018.

Julie Frösdick, Finance Officer, Communities and Environment at NCC has audited the accounts on 01 June 2023 and has said there are no issues.

Signed

Date 01 June 2023

We approve these accounts and confirm that we have seen all the relevant records and information available for their presentation.

Simon Fowler (Chair of Trustees)

Date

14.12.23

Charles Auger (Treasurer of Pathmakers)

Date

6.6.23



Pathmakers (CIO), Charity number 1161475

Registered address: Pathmakers c/o Dairy Farm, Station Road, Little Dunham, King's Lynn, Norfolk PE32 2DJ
Working name: Pathmakers

PATHMAKERS (CIO)

England & Wales - Charity number 1161475

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	04	2021		31	03	2022

Section A Reference and administration details

Charity name Pathmakers (CIO)

Other names charity is known by Previously known as "Improving Countryside Access Together in Norfolk (ICAT Norfolk)

Registered charity number (if any) 1161475

Charity's principal address Dairy Farm Station Road, Little Dunham, King's Lynn Norfolk.
 Postcode PE32 2DJ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Simon Fowler	Chair		NLAF
2	Charles Auger	Treasurer		Pathmakers
3	Martin Sullivan	Trustee		Ex officio
4	Kate Mckenzie	Trustee		NLAF
5	Paul Cowley	Vice-chair		Pathmakers
6	John Jones	Trustee		Ex Officio
7	Sarah Abercombie	Trustee		NLAF
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution (Foundation Model)
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	Appointment by the Norfolk Local Access Forum (NLAF) 3 trustees direct appointment by Pathmakers (CIO) (3 trustees)

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity's organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees' consideration of major risks and the system and procedures to manage them. 	<ol style="list-style-type: none"> 1. Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory forum with 22 members that advises Norfolk County Council and other organisations about making improvements to public access to land in Norfolk for outdoor recreation. <ol style="list-style-type: none"> a. Whilst the NLAF is an advisory body, Pathmakers as a Charitable Incorporated Organisation can directly address inequalities in the provision of countryside access opportunities by seeking funding for improvements. b. The NLAF may appoint up to 5 trustees ("nominated trustees") whilst Pathmakers may appoint up to 3 trustees ("appointed trustees"). There are 2 ex officio trustees: The Chair of the NLAF and Manager of Norfolk County Council Environment Team. Trustees are appointed for a 3 year term. (Two trustee posts are currently vacant.) c. Pathmakers uses a 'foundation' model for its constitution which means the only voting members are its trustees 2. Policies and procedures. Pathmakers has the following policies <ol style="list-style-type: none"> a.Environment Policy (2019) b.Equality Policy (2019) c.Standing Financial Instructions (reviewed 2019) d.Sustainability Policy (2019) e.Interim Safeguarding Policy (2019) f.Draft Health and Safety Policy (2019) g.Employment –NCC secondment h.Employment –direct employment 3. These policies are reviewed and adopted annually, at the AGM 4. Pathmakers require trustees to sign an annual declaration of eligibility to act as trustees, also at the AGM
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5.Trustee indemnity insurance is in place. Other insurance is arranged as required (by projects etc).

6.Minor changes to the governing documents were agreed during the year, and forwarded to the Charity Commission:

Clause 7.1.3 regarding 'conflicts of interest'

- Clause 15.2 regarding 'terms for Chair'
- Clause 5.4 regarding 'financial reserves'
- Clause 9.1 regarding 'Continued professional development of trustees'

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Charitable purpose 1

For the public benefit the advancement of health and wellbeing of residents of and visitors to Norfolk and adjacent areas by promoting, raising awareness of, improving and creating countryside access for outdoor recreation in the area of Norfolk and adjacent areas.

Charitable purpose2

For the public benefit the advancement of improvement to the environment in Norfolk and adjacent areas for the benefit of residents of, and visitors to Norfolk and adjacent areas by the promotion of, assisting and organising projects to conserve and improve the environment.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory committee which provide strategic advice and direction on improving recreational public access to the countryside.

Pathmakers objectives continue to align with the Norfolk Access Improvement Plan, a 10 year vision to improve countryside access which was adopted and published by Norfolk County Council in March 2019.

Pathmakers mission is to make a lasting and worthwhile difference to the quality of public countryside access in Norfolk. To achieve this, Pathmakers works with local communities, landowners and other partners: (i) to develop projects that improve access locally; (ii) to generate or raise funds to invest in all-abilities access project to benefit all types of users (iii) to improve the biodiversity of the countryside paths or that can be accessed from the access network

Pathmakers delivers benefits for all but is particularly keen to reduce inequality by improving access to the countryside for: the elderly; those with young families; those with chronic health conditions including physical and mental disabilities.

We confirm that the trustees have had regard to the Charity Commission's guidance on public benefit

Additional details of objectives and activities (Optional information)

Pathmakers trustees are all volunteers who give at last 8 hours per month to the work of the charity. In practice, this figure is often substantially more.

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year**Governance and meetings**

Between 1 April 2021 and 31 March 2022 Pathmakers held bi-monthly trustee meetings on 8 April 2021, 1st June 2021, 12 August 2021, 14 October 2021, 9 December 2021 and 17 February 2022.

- Other meetings were held by sub-groups pursuing specific areas of work, especially fund-raising.

- A report of Pathmakers activities was given to Norfolk Local Access Forum at their quarterly meetings during the year.

Public Benefit.Paving The Way (Heritage Lottery Fund)

- Work continued to implement the agreed aims of this grant. We continue to collaborate with OneAgency to update our website and set up our social media presence. OneAgency has also provided some trustee training.

- At the request of Norfolk County Council we agreed to run a walking festival for the entire month of October 2022. Funding is coming from NCC and HLF. A project manager was recruited to set up and run the event for us. There was either a guided or self-guided walk for each day of the month with a particular emphasis on working with professionals and volunteers in the disadvantaged sector. If the event is a success, then we may look to make this an annual event.

Geovation.

Work to improve access to the Countryside for all abilities is progressing with the aim of improving health and wellbeing.

Student Consultant Projects.

We continue to work with the Department of the Environment at the University of East Anglia. We monitored six students who produced reports on subjects concerning access to the countryside nominated by Pathmakers. We are now building a substantial reference bank of information and data to assist with future projects and grant applications.

Training.

Some communications training was provided by One Agency and training on the use of our online material is proposed.

Trustees.

There were no additional trustees appointed this year. We continue to look for a trustee with experience with disabilities.

Section E Financial review

Brief statement of the charity's policy on reserves

A reserve of £10,000 was agreed previously

Details of any funds materially in deficit

No funds are in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

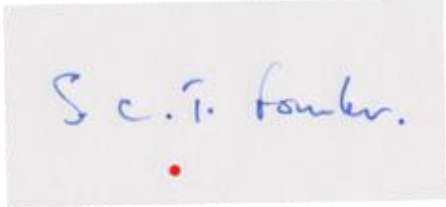
Annual Financial Statement (2021–22) and Barclays Account Statement sent separately.

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
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Full name(s)	Simon Charles Trevor Fowler	
---------------------	-----------------------------	--

Position (eg Secretary, Chair, etc)	Chair	
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Date	19/11/22
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Pathmakers

Connecting Norfolk countryside & communities

Pathmakers financial report. 2021-2022

1. This is the annual financial report for Pathmakers, which is a Charitable Incorporated Organisation, (number 1161475).
2. The activity of Pathmakers during the period, were determined by the Business Plan 2021 and the decisions made and recorded by the trustees.
3. All of Pathmakers finances are contained and recorded in a community account with Barclay's Bank. Account statements are produced on line. These detail all the transactions that took place between 1st April 2021 and 31 March 2022.
4. The Income and expenditure for the year is as follows:

• Total Income	£11704.09
• Total Expenditure	£13735.40
• Balance at year end	£48273.35
5. Balance Sheet report for year ending 31 March 2022 is as follows:
 - a. Balance brought forward from 2020-2021
£50304.66
 - b. Surplus/deficit for period (outstanding payments and costs incurred) -
£2031.31
 - c. Balance carried forward
£48273.35
 - d. Interest
£0.00
 - e. Cash in bank 31 March 2022 £48273.35
6. Trustees agreed on 2 June 2017 to set a working reserve of £10,000.
7. Trustees agreed that they would not register for VAT at present because the threshold for registering is an annual turnover of £85,000.
8. No cash in hand has been held by and Trustee or individual working on behalf of Pathmakers during the year.
9. Payments have been made against a decision of the Trustees, or an order or an invoice. All payments were authorised by the Treasurer and one other trustee (normally Martin Sullivan).



Pathmakers (CIO), Charity number 1161475

Registered address: Pathmakers c/o Dairy Farm, Station Road, Little Dunham, King's Lynn. Norfolk PE32 2DJ
Working name: Pathmakers



Pathmakers

Connecting Norfolk countryside & communities

10. Notes: Expenditure this year has focused on one project: Paving the Way: Started in October 2019.
11. Pathmakers operates within a Financial Management and Controls Procedures document which was approved by the AGM meeting on 18 January 2017 and reviewed at the AGM on 10 July 2018.

Julie Frosdick, Finance Officer, Communities and Environment at NCC has audited the accounts in 13 June 2022 and has said there are no issues.

Signed

Date 14.12.22

We approve these accounts and confirm that we have seen all the relevant records and information available for their presentation.

Simon Fowler (Chair of Trustees).....

Date: 18/12/22...

Charles Auger (Treasurer of Pathmakers) ... Charles Auger Date... 12/12/2022....



PATHMAKERS (CIO)

England & Wales - Charity number 1161475

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	1 st	April	2020		31	March	2021

Section A Reference and administration details

Charity name Pathmakers (CIO)

Other names charity is known by Previously known as "Improving Countryside Access Together in Norfolk (ICAT Norfolk)"

Registered charity number (if any) 1161475

Charity's principal address

c/o Floor 6, County Hall
Norwich
Norfolk
Postcode NR1 2SG

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Simon Fowler	Chair		NLAF
2	Charles Auger	Treasurer		Pathmakers
3	Martin Sullivan	Trustee		Ex officio
4	Kate MacKenzie	Trustee		NLAF
5	Paul Cowley	Vice Chair		Pathmakers
6	John Jones	Trustee		Ex officio
7	Sarah	Abercrombie	Appointed 02/09/2020	NLAF
8				
9				
10				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution (Foundation Model)
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	Appointment by the Norfolk Local Access Forum (NLAF) (5 trustees) Direct appointment by Pathmakers (CIO) (1 trustee)

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

1. Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory forum with 22 members that advises Norfolk County Council and other organisations about making improvements to public access to land in Norfolk for outdoor recreation.
 - a. Whilst the NLAF is an advisory body, Pathmakers as a Charitable Incorporated Organisation can directly address inequalities in the provision of countryside access opportunities by seeking funding for improvements.
 - b. The NLAF appoints 5 trustees to Pathmakers (nominated trustees) whilst Pathmakers makes one direct trustee appointment (appointed trustees). There are 2 ex officio trustees: The Chair of the NLAF and Manager of Norfolk County Council Environment Team. Trustees are appointed for a 3 year term. (Three trustee posts are currently vacant.)
 - c. Pathmakers uses a 'foundation' model for its constitution which means the only voting members are its trustees
2. Policies and procedures. Pathmakers has the following policies
 - a. Environment Policy (2019)
 - b. Equality Policy (2019)
 - c. Standing Financial Instructions (reviewed 2019)
 - d. Sustainability Policy (2019)
 - e. Interim Safeguarding Policy (2019)
 - f. Draft Health and Safety Policy (2019)
 - g. Employment – NCC secondment
 - h. Employment – direct employment
3. These policies are reviewed and adopted annually, at the AGM
4. Pathmakers require trustees to sign an annual declaration of eligibility to act as trustees, also at the AGM
5. Trustee indemnity insurance is in place. Other insurance is arranged as required (by projects etc)
6. Minor changes to the governing documents were agreed during the year, and forwarded to the Charity Commission:
 - Clause 7.1.3 regarding 'conflicts of interest'
 - Clause 15.2 regarding 'terms for Chair'
 - Clause 5.4 regarding 'financial reserves'
 - Clause 9.1 regarding 'Continued professional development of trustees'

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Charitable purpose 1

For the public benefit the advancement of health and wellbeing of residents of and visitors to Norfolk and adjacent areas by promoting, raising awareness of, improving and creating countryside access for outdoor recreation in the area of Norfolk and adjacent areas

Charitable purpose 2

For the public benefit the advancement of improvement to the environment in Norfolk and adjacent areas for the benefit of residents of, and visitors to Norfolk and adjacent areas by the promotion of, assisting and organising projects to conserve and improve the environment.

- Pathmakers is the charitable arm of the Norfolk Local Access Forum (NLAF) a statutory committee which provide strategic advice and direction on improving recreational public access to the countryside.
- Pathmakers objectives continue to align with the Norfolk Access Improvement Plan, a 10 year vision to improve countryside access which was adopted and published by Norfolk County Council in March 2019.
- Pathmakers mission is to make a lasting and worthwhile difference to the quality of public countryside access in Norfolk. To achieve this, Pathmakers works with local communities, landowners and other partners: (i) to develop projects that improve access locally; (ii) to generate or raise funds to invest in all-abilities access project to benefit all types of user (iii) to improve the biodiversity of the countryside paths or that can be accessed from the access network
- Pathmakers delivers benefits for all but is particularly keen to reduce inequality by improving access to the countryside for: the elderly; those with young families; those with chronic health conditions including physical and mental disabilities.

We confirm that the trustees have had regard to the Charity Commission's guidance on public benefit.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Pathmakers trustees are all volunteers who give at last 8 hours per month to the work of the charity. In practice, this figure is often substantially more.

Summary of the main achievements of the charity during the year**Pathmakers activities to the year ending 31st March 2021:**

As with the whole of national life, Pathmakers activities in this year were deeply impacted by the effects of the international COVID-19 pandemic.

This has resulted in delays on a number of fronts, but nevertheless Pathmakers has continued to make progress, using some of the time when on-the-ground project work was impossible to focus on internal structures, communications and marketing as part of the NLHF resilience 'Paving the Way' project work.

Governance and meetings

- Between 1st April 2020 and 31st March 2021 Pathmakers held bi-monthly virtual trustee meetings, online, as follows:
 - 7th May 2020
 - 23rd June 2020 (AGM)
 - 2nd Sept 2020
 - 11th Dec 2020
 - 11th Feb Jan 2021
- Other meetings were held by sub-groups pursuing specific areas of work, especially the communications plan.
- Norfolk Local Access Forum (NLAF) meetings were suspended in the first part of 2020 due to national lockdown. A report of Pathmakers activities was given at the 2 meetings held, on 7 October 2020, and 20th January 2021.

Public benefitProject Paving the Way (Heritage Lottery Fund - HLF)

- Work on this project continued throughout the year, with most effort devoted to an audience analysis and communication planning exercise.
- Following a procurement exercise, 'One Agency' marketing consultancy were appointed to deliver the communications strategy and brand overhaul, and have provided online workshops for trustees to help them clarify future messages and key audiences for Pathmakers.
- Part time administration support (0.2 FTE) seconded from Norfolk County Council continues.
- Trustee time continues to be recorded as 'in kind' contribution towards the project

Project LIFTOFF - LIFT (European Social Fund (ESF))

- This project was successfully concluded in March 2020.

University of East Anglia (UEA) School of History Collaboration

- This project was usefully continued online, and flagship 'virtual guided walk' events took place during heritage Open Days in September 2020.
- Project material is available to view at www.pathwaystohistory.co.uk

Geovation fund awarded

- After a delay during the lockdown period, work continues to develop a platform to host walks and gather data on walk activity with aims to improve people's health and wellbeing through greater access to the outdoors.

Student Consultancy projects

- No project took place under this heading in 2020, due to the universities' shift to remote learning, and other pandemic disruption.

Training

- Following the first Governance Training Workshop, in Jan 2020, the board felt that another approach was required, so rather than completing another such workshop in March, the focus was placed on individual strategies, starting with the Communications Plan.
- A half-day Brand Positioning workshop for Trustees was held 17/3/21, led by OneAgency.

Trustees

- A new trustee, Sarah Abercrombie, previously involved with Pathmakers as an NCC employee, was recruited to the board in September 2020.
- Three trustee vacancies remain. The trustees are actively considering how to recruit to these with a view to increasing diversity and representation on the board. This should include at least one more woman, and ideally someone of a different age group for the current group.
- Following the death of George Saunders, who was a wheelchair user, in 2019, the trustees are particularly keen to recruit a new trustee with similar expertise and experience in countywide access for people with disabilities.

Section E**Financial review****Brief statement of the charity's policy on reserves**

A reserve of £10,000 was agreed previously

Details of any funds materially in deficit

No funds are in deficit

Further financial review details (Optional information)You **may choose** to include additional information, where relevant about:


- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Annual Financial Statement (2020 – 21) and Barclays Account Statement appended

Section F**Other optional information****Section G****Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Simon Fowler	
Position (eg Secretary, Chair, etc)	Chair	
Date	10/06/2021	



Pathmakers

Connecting Norfolk countryside & communities

Pathmakers financial report. 2020-2021

1. This is the annual financial report for Pathmakers, which is a Charitable Incorporated Organisation, (number 1161475)
2. The activity of Pathmakers during the period, were determined by the Business Plan 2020-2025 (dated 09 September 2020) and the decisions made and recorded by the trustees.
3. All of Pathmakers finances are contained and recorded in a community account with Barclay's Bank. Account statements are produced online. These detail all the transactions that took place between 1st April 2020 and 31 March 2021.
4. The Income and expenditure for the year is as follows:

Total Income	£24806.84
Total Expenditure	£ 1820.40
Balance at year end	£50304.66
5. Balance Sheet report for year ending 13 March 2020 is as follows:

Balance brought forward from 2018-2019	£27318.22
surplus/deficit for period (outstanding payments and costs incurred) £	0.00
Balance carried forward	£27318.22
interest	£ 0.00
cash in bank 31March 2021	£50304.66
6. Trustee agreed on 2 June 2017 to set a working reserve of £10,000
7. Trustees agreed that they would not register for VAT at present because the threshold for registering is an annual turnover of £85,000.
8. No cash in hand has been held by and Trustee or individual working on behalf of Pathmakers during the year.
9. Payments have been made against a decision of the Trustees, or an order or an invoice. All payments were authorised by the Treasurer and one other trustee (normally Martin Sullivan)
10. Notes:

Pathmakers

Charity number 1161475 | Improving Countryside Access Together in Norfolk,

Registered address: Environment Team Norfolk County Council | Floor 6 County Hall | Norwich | NR1 2SG

Working name: Pathmakers





Pathmakers

Connecting Norfolk countryside & communities

1. Expenditure this year has been severely curtailed due to the Covid 19 lockdown measures.
2. Paving the Way: Started in October 2019, has been restructured to allow online training and has been extended to take account of lockdown restrictions. The restructuring will also include planned expenditure on Pathmakers communications.
3. Pathmakers has been successful in obtaining funding from Geovation

11. Pathmakers operates within a Financial Management and Controls Procedures document which was approved by the AGM meeting on 18 January 2017 and reviewed at the AGM on 10 July 2018.

Julie Berry, Finance Officer, Communities and Environment at NCC has audited the accounts in June 2021 and has said there are no issues.

Signed

Date 08.06.2021

We approve these accounts and confirm that we have seen all the relevant records and information available for their presentation.

Simon Fowler (Chair of Trustees).....

Date 10 June 2021

Charles Auger (Treasurer of Pathmakers)

Date 10 June 2021

Pathmakers

Charity number 1161475 | Improving Countryside Access Together in Norfolk,
Registered address: Environment Team Norfolk County Council | Floor 6 County Hall | Norwich | NR1 2SG
Working name: Pathmakers





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AWARENESS
WEEK 2021

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Royal Mail
Peterborough
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14107300



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