

ONLY A PAVEMENT AWAY CIO

England & Wales · Charity number 1178082

Details

Other names OAPA

Status Registered

Legal form CIO

Registered 2018-04-24

Register [View on the Charity Commission register](#)

Contact

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5-7 Marshalsea Road
London
SE1 1EP

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Website www.onlyapavementaway.co.uk

Activities

Objects: FOR THE PUBLIC BENEFIT TO PROMOTE THE RELIEF OF UNEMPLOYMENT OF VULNERABLE, SOCIALLY EXCLUDED AND SOCIALLY DISADVANTAGED PEOPLE (INCLUDING BUT NOT LIMITED TO THE HOMELESS, EX-OFFENDERS AND EX-SERVICE PERSONNEL) BY OVERSEEING THE DELIVERY OF PROGRAMMES, SERVICES AND GUIDANCE IN RESPECT OF THEIR TRAINING, EMPLOYMENT AND ACCOMMODATION WITH A VIEW TO PROMOTING THEIR REINTEGRATION INTO SOCIETY.

Activities: Acting as the conduit between employers and charities in order to help & support vulnerable people who are homeless, ex-offenders or military veterans into work within the hospitality industry.

Classification

- **How:** Provides Services
- **What:** Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£862,008	£1,084,393	£754,610	17
2024-04-30	£998,387	£693,401	£793,852	12
2023-04-30	£563,775	£378,536	£488,866	7
2022-04-30	£368,654	£277,229	-	-
2021-04-30	£190,131	£144,328	-	-

Trustees

Name	Role	Appointed
ANTHONY SOPHOCLIDES MA HONS	Chair	2018-04-24
Alexander Wilby		2024-06-12
Andrew Hedley Hornby		2021-04-12
BEN STACKHOUSE		2018-04-24
Emma McClarkin		2022-04-08
Fiona Eastwood		2021-04-12
Gregory John Mangham		2018-04-24
Jennifer Koo		2021-04-12
MATTHEW PAUL WYATT		2018-04-24
Maria Stanford		2021-04-12
Mollie Stoker		2021-04-12
Paul Pavli		2021-02-26
Robert Silk		2024-06-12
Steven Christopher Alton		2022-04-12

ONLY A PAVEMENT AWAY CIO

England & Wales - Charity number 1178082

Accounts

APPROVAL

Charity registration number 1178082 (England and Wales)

Charity registration number SC054377 (Scotland)

ONLY A PAVEMENT AWAY
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2025

APPROVAL
ONLY A PAVEMENT AWAY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A P Sophocides
G J Mangham
B Stackhouse
M P Wyatt
A H Hornby
F Eastwood
M Stanford
J Koo
P Pavli
M Stoker
S C Alton
E McClarkin
R Silk (Appointed 12 June 2024)
A Wilby (Appointed 12 June 2024)

Charity number (England and Wales) 1178082

Charity number (Scotland) SC054377

Registered office

c/o The Restaurant Group Plc
5-7 Marshalsea Road
London
SE1 1EP

Auditor

Whitley Stimpson Limited
13-15 High Street
Witney
Oxfordshire
OX28 6HW

Bankers

Metro Bank Plc
1 Southampton Row
London
WC1B 5HA

APPROVAL
ONLY A PAVEMENT AWAY

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APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 APRIL 2025

The trustees present their annual report and financial statements for the year ended 30 April 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

Objectives

For the public benefit to promote the relief of unemployment of vulnerable, socially excluded and socially disadvantaged people (including but not limited to the homeless, prison leavers and ex-service personnel) by overseeing the delivery of programmes, services, and guidance in respect of their training, employment and accommodation with a view to promoting their integration into society.

We have exceeded our objectives by placing cumulative 710 members into work, training another 2,200 on our workshops, completing prison visits and holding recruitment fairs in charities. Our target for the year was to place 250 members into work, which we were pleased to achieve.

Only A Pavement Away will act as the bridge to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

- Offering employment opportunities (jobs) within the industry;
- Facilitating training and development programmes, creating capability for work; and
- Offering financial support to overcome the barriers to employment, including support with rent and other costs which may hinder stability.

The programme helps people facing or experiencing homelessness, including those having to "sofa hop", veterans, prison leavers, survivors of Domestic Abuse, those with learning difficulties, mental health issues, autism and disengaged youngsters, many of whom face homelessness and crime. It was in the year ended 30th April 2025 that we placed our first member who has severe autism.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work, together with, in some cases, offering financial support.

The money raised by Only A Pavement Away is used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away has partners that purely fund the project, together with operating partners who offer employment.

Outside of the moral benefits, the project is under pinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's objectives and aims and in planning future activities.

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

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

Chief executive's review of achievements and performance

In the financial year May 2024 – April 2025 the charity saw continued growth, in both the number of people we placed into work (members) at 710, an increase of 250 year on year, and the number of employers and charity partners involved in the programme.

The numbers of those gaining employment currently stands at a total of 780.

During the year we awarded c.£30k in grants, bringing the cumulative awarded over 5 years to c.£72k.

Our surveys show that c.95% of our candidates feel better equipped to find employment having attended one of our development/training sessions.

Taking employers on prison visits and recruitment workshops has seen a 100% change in perception in employing prison leavers.

We have been able to employ two new Relationship Managers who will be working to achieve our vision of securing jobs for 2,500 people facing homelessness over the next three years. Since the launch of our fully bespoke jobs board in October 2020, we now have 125 employers and 160 referral partners registered and signed up to the employment programme. The Candidate Portal has facilitated an easier pathway but remains time consuming.

Much of the year was, again, dedicated to bringing in additional funding whilst identifying untapped grant funding and sponsorship streams. We also looked at determining which campaigns Only A Pavement Away would look to run in the following year in order to enhance the understanding of our members by the employers we work with. The purpose would be to create empathy whilst promoting the Only A Pavement Away brand.

The charity also has a unique model which is seen as tangible by its supporters. The main charities supporting our targeted beneficiaries are verging towards housing and lobbying, rather than employment, which has been both positive and negative for us. After thorough investigation, the decision was taken that we should now work with survivors of domestic abuse and those forced into the sex trade. We have assigned a Relationship Manager to take responsibility for this segment.

The Board of Trustees now stands at 14 members, with Alex Wilby, a Partner at Epiris Private Equity, and Bob Silk, Acquisitions & Mergers Director at Barclays, joining the Board. The Board of Trustees continues to review the strategy to ensure our tactical plan is both on track and meets our objectives. The focus will be to support more people facing homelessness into careers within hospitality.

Two of our Core Pillars are identifying and quantifying the social element of Environmental, Social and Governance (ESG) framework and drafting our Digital Transformation Project (DTP). The DTP will provide greater insight into our partners, enhance funding techniques, bring 16 Excel spreadsheets under one mechanic, reduce bureaucracy, lengthen the length of service (LOS) of our members, whilst supporting an innovative website. It will also introduce a CRM system and be designed to support and complement the charity's growth over the next 5-10 years.

Our fundraising has increased, which has seen the charity break the barrier of £1m income. Our aim is to now bring in funding from trusts, grants and philanthropists, which to date we have failed to do. In order to do this, we have engaged a specialist fund-raiser.

We have now completed an overhaul of all our policies, formalising a set of signed off policies and documentation which ensures we are compliant and meet full due diligence. The Charlie HR system and iHasco training platforms are fully implemented with regular 1-2-1 as part of the charity's DNA.

We are yet to complete and submit 5 trade mark applications with the aim of protecting the charity's events and campaigns income.

A review of our risk register takes place at every trustee meeting, as now required by both our safeguarding policy and safeguarding log.

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

Events and campaigns

During the year, we have been working on developing further events and campaigns to help raise both funds and awareness and enable us to engage with a wider network of partners and supporters.

We ran our third Hiking Against Homelessness event where 40 hikers raised c.£15,000. We also had participants in the London Half Marathon. Ten of our supporters, including trustees and the CEO, raised c.£41,000 through the CEO Sleepout event in London. We are looking to have more participants in the 2025 CEO Sleepout with twelve individuals already signed up.

We replaced our Fill A Flask and Winter Warmth campaigns with Food For Thought where companies raise £300 to purchase 100 meals which are then donated to foodbanks and rough sleeping charities. Six companies took part with twelve signed up for World Homeless Day in October 2025.

The charity's annual fundraising lunch, Cook & Dine, took place in September with over 350 guests attending and helping to raise over £35,000 to support the ongoing work of the charity.

In addition to the key events and campaigns we run internally, we have been delighted to see a number of our partners and supporters creating and running events to raise additional funds for us, one of the most notable during this period being the Pedalling for Pubs challenge.

Plans for future periods

Since launching in October 2018, we have laid a solid foundation to becoming recognised as the go to charity for the employment of those facing homelessness, prison leavers and vulnerable veterans into careers within the hospitality industry and forging connections in some of the key major cities across the country. We have over 110 hospitality businesses signed up to the programme, alongside 130 charities, all of whom have work ready candidates. This figure has increased as we now operate in 88 prisons, a year-on year-increase of 20 prisons.

We have supported over 770 candidates back into work since 2019, saving the local and central government an estimated c.£30 million, with our members now being able to pay their own way, adding to the total value to the economy.

We are now averaging between six to eight members a week getting a career opportunity. Average length of service is 104 weeks, with over 60% staying with their employers for longer than a year. To date, 385 individuals remain in employment: 12 members have completed five years; 35 over four years; 72 over three years; 53 over two years; 120 over one year; and 93 have been employed for under a year.

As our charity grows, so do our expectations of what Only A Pavement Away can achieve. We know, with the right levels of funding, we can scale up our services to support 5,000 members into work each year by the end of 2030 and add a further c.£170 million to the economy.

To date, we have seen an additional 4,000 candidates at our recruitment fairs and workshops with a target to double this over the next 5 years.

What do we need?

The potential for Only A Pavement Away to become a national charity, helping thousands into employment, is now close to being achieved. To achieve our aim, we need financial support, media and political recognition and public awareness. To help us achieve this, we wish to develop a range of mutually beneficial partnerships and collaborations that will help drive a genuine, positive social impact and long-term change for people facing, or at risk of, homelessness.

Two of the key blockers to this, outside of funding, is gaining recognition from the national media, who tend to focus on major charities, and from the Government, where the Ministry of Housing, Communities and local Government (the central government body responsible for homelessness) is lacking in strategic direction compared with the Ministry of Justice.

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

Only A Pavement Away is a personal charity that needs connections between people, it cannot be facilitated solely by technology as it requires communication on a face-to-face basis. We wish to develop a streamlined effective organizational team through remuneration and structured roles that will deliver this strategy. Given the current levels of opportunities and enquiries now being received into the charity, the current team is under-resourced, especially given the point-to-point contact requirements to deliver its goals.

The charity currently has a team of 20 paid staff. These roles are part funded by a mix of grant, ad hoc fundraising and donations received. The team currently consists of:

1 x Head of Operations
1 x Head of Employment Partnerships
1 x Senior Charity Relationship Manager
3 x Employer Relationship Managers
3 x Charity/Referral Relationship Managers
2 x Custodial Relationship Managers
1 x Learning & Development Manager
1 x Head of Marketing and Partnerships
1 x Head of Events and Campaigns
1 x Social Media & Content Creation Executive
1 x Events & Marketing Officer
1 x Outreach & Impact Manager
1 x Projects Officer
1 x Part time Funding Manager
1 x Scottish Relationship Manager

The CEO role is an unpaid post, and the trustees receive no remuneration. Annual expenditure of the charity is currently c. £1,084,000 (inclusive of salaries, overheads, training and member support costs).

To support our vision for the next 2-3 years, we need to maintain our annual income at c.£1,000,000 per annum to enable us to put in place a robust organisational structure. This will grow year on year in line with, and to support, the ambitions of the organisation into the future.

We measure our LOS and retention figures through our members tracker which allows us to offer a single financial and emotional wrap-around service.

Our vision 2026-2030

The charity has the following targets:

- Place 1,000 members into work by mid-2026;
- Support up to 2,500 members by the end of 2027 & 5,000 by the end of 2030;
- Database of 150+ active employers;
- Database of 150 active charities;
- Operate in all 68 hospitality focused prisons;
- Recognition as the industry charity for the placement of anyone facing, or at risk of, homelessness into careers in hospitality;
- Continue to expand and develop campaigns and events to enhance brand awareness.

Fundraising practices

The charity adheres to the Code of Fundraising practice and is registered with the Fundraising Regulator. The charity uses a professional fund raiser and the fund raiser has regular reviews with the CEO and Head of Events and Campaigns. The charity is not aware of any compliance failures and has not received any complaints regarding fundraising practices.

At no time at all does Only A Pavement Away or its employees, Trustees, or Ambassadors, approach nor hassle someone who hasn't the means to donate either financially or willingly to the charity. Donations are made via events, sponsors or those in a position to donate. Should someone wish to donate as an individual outside of the avenues mentioned, then a Member of the charity would speak to them to discuss the viability and personal sacrifice of the donation.

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

Financial review

The charity raised gross funds of £1,045,151 (2024 - £998,387) and expended £1,084,393 (2024 - £693,401), resulting in a net deficit of £39,242 (2024 - net surplus of £304,986).

The reporting period for the charity was from 1 May 2024 to 30 April 2025, the seventh period of reporting since incorporation. The charity had brought forward total reserves of £793,852 and total reserves at 30 April 2025 of £754,610.

The charity had unrestricted reserves of £620,467 at 30 April 2025 (2024 - £604,347). Of these, £84,055 were designated by the charity for specific purposes (2024 - £258,445). The free reserves of the charity at 30 April 2025 were £528,578 (2024 - £339,584).

The charity had restricted reserves of £134,174 at 30 April 2025 (2024 - £189,505)

The gross funds raised of £1,045,141 (2024 - £998,387) were derived from donations totalling £770,238 (2024 - £906,617) and £274,913 (2024 - £91,770) from fundraising activities.

The total costs of £1,084,393 (2024 - £693,401) are set out in the income and expenditure account appended to this return.

The trustees are continually trying to improve the financial position of the charity. The principal risks to the charity are the failure to raise the required funding and the failure to recruit team members. These risks are managed by establishing a clear funding strategy and offering competitive remuneration packages; both of which are reviewed frequently at Trustee meetings.

There are no material uncertainties about the charity's ability to continue as a going concern as the reserves are sufficient to meet the charity's needs, and no concerns have been raised regarding the risks noted above.

Reserves policy

Only A Pavement Away recognises the need for sufficient free reserves in order to properly manage risk and to be capable of realising unforeseen opportunities that might arise.

The charity has determined that it will maintain a cash reserve that equates to estimated 6 months expenditure. This will be kept under constant review given the length of time the charity has been in operation.

Total expenditure in the year out of unrestricted funds amounted to £861,154 (2024 - £586,689). Unrestricted funds at the year end amounted to £620,436 (2024 - £604,347). The trustees consider this to be sufficient and in accordance with the reserves policy.

Structure, governance and management

Only A Pavement Away was established as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 24 April 2018. The charity's governing document is in the form of a Constitution.

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

The trustees who served during the year and up to the date of signature of the financial statements were:

A P Sophoclidis

G J Mangham

B Stackhouse

M P Wyatt

A H Hornby

F Eastwood

M Stanford

J Koo

P Pavli

M Stoker

S C Alton

E McClarkin

R Silk

(Appointed 12 June 2024)

A Wilby

(Appointed 12 June 2024)

The charity's governing document states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. The maximum number of charity trustees is fourteen. The charity trustees may not appoint any charity trustee if, as a result, the number of charity trustees would exceed the maximum.

Appointment of charity trustees

Apart from the first charity trustees (appointed April 2018), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

New trustees are introduced to other trustees and key employees when they are first appointed. Their roles and responsibilities as trustees are explained to them and they are directed to the relevant reading material on the Charity Commission website. Trustees are encouraged to attend appropriate external training events which will help facilitate the undertaking of their role.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- a. a copy of the current version of the charity constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Meetings

The trustees meet a minimum of four times per year, supported by two Strategy Review days and sub-committees looking at various aspects of the charity, supported by required policies and procedures. Key decisions are made in these meetings but the day-to-day running of the charity is led by Greg Mangham, the charity's CEO.

Key management personnel

The charity recognises the need to offer competitive packages to attract and keep the best personnel possible. Remuneration of key management personnel is considered on a role by role basis and is benchmarked against the market.

APPROVAL
ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

Brand Ambassadors

The charity has eight Brand Ambassadors who volunteer to promote and enhance the charity's brand whilst increasing awareness.

Tom Aikens Michelin-Starred Chef (Patron)
Dawn Callaghan Founder & Owner of Hospitality Jobs UK (HR & Employment)
James Hacon Founder & Owner of Think Hospitality (consultancy practice)
Katy Moses Founder & Owner of KAM Media (Hospitality Marketing & Research)
Mark Stretton Fleet Street Communications (Communications & PR)
Peter Martin Founder of Peach 20/20 (Hospitality Marketing)
Jill Whittaker Founder & CEO of Hit Training
Lina Olea Founder of Cafecito Ltd (Marketing)

Advisors

The charity has a group of voluntary advisors who provide knowledge and advice to the trustees in specific areas to support its delivery of services and project planning.

Paul Campbell Owner of Hill Capital (Funding)
Robert Neiri Partner of Shoosmiths (Legal)
Kate Groves Communications and Engagement Consultant (Communications & PR)
Ian Catlin Director of IT
Dulal Ahmed Head of Partnerships at Crisis (Formerly an Ambassador)

Partners

Our sincere thanks to our partners & supporters whose ongoing generous support is invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and create more pathways to employment. Additionally, they offer financial support to those members who need short-term help with rent, travel and clothing during their transition back into society.

Funding Partners: Asahi, Caterer.com, Greene King, Speciality Brands, Hilton International, Stonegate, Switch 4 Profit, Hospitality Rewards and Strand Palace Hotel.

Primary Partners: Greene King, Hilton International, Fleet Street Communications, Hospitality Jobs UK, Dennys, The Ivy Collection, Wolseley Group and Wellers.

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

Anthony Sophocles

.....

A P Sophocles

Trustee

Greg Mangham

.....

G J Mangham

Trustee

Date: 27th January 2026
.....

APPROVAL
ONLY A PAVEMENT AWAY

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 30 APRIL 2025

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and in Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

APPROVAL
ONLY A PAVEMENT AWAY

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

Opinion

We have audited the financial statements of Only a Pavement Away (the 'charity') for the year ended 30 April 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

APPROVAL
ONLY A PAVEMENT AWAY

INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report;
- sufficient and proper accounting records have not been kept;
- the financial statements are not in agreement with the accounting records;
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to the financial reporting framework FRS 102, Charities SORP, Charities Act 2011, the Charities (Accounts & Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006 (as amended).

We assessed the risks of material misstatement in respect of fraud. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements. We made enquiries with management and those charged with governance and corroborated our enquiries through review of third party documentation and correspondence where appropriate.

We identified that the principal risks related to income recognition being materially misstated due to fraud. We considered the risk of fraud through management override and, in response, we incorporated testing of manual journal entries and management estimates into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and to identify and to address material misstatements in relation to fraud. The engagement team collectively had the appropriate competence and capabilities to identify and recognise non-compliance with laws and regulations and fraud and perform these procedures effectively.

APPROVAL
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INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

Audit procedures performed included:

- Discussion amongst the audit team regarding the susceptibility of the client to fraud;
- Consideration of the risk of fraud when documenting and reviewing internal controls and procedures;
- Enquiring of management how they assess the risk of fraud, and identify and respond to the risks of fraud;
- Enquiring of management whether they have any knowledge of actual or suspected frauds or non-compliance with laws and regulations;
- Review of how those charged with governance exercise oversight of management's process for identifying and responding to the risk of fraud;
- Substantive testing of income, including review of grant documentation;
- Review of restricted fund expenditure alongside fund restrictions;
- Review of journals for unusual items;
- Verification of employees;
- Review of bank reconciliations and the statement of cash flows for evidence of window dressing;
- Review of bank transactions for large and unusual transactions;
- Substantive testing of expenditure; and
- Verification of trade debtors to after date bank receipts.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Whitley Stimpson Limited
Chartered Accountants
Statutory Auditor
13-15 High Street
Witney
Oxfordshire
OX28 6HW

Date: 27 January 2026

Whitley Stimpson Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

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**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 30 APRIL 2025

Current financial year		Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes					
Income from:						
Donations and legacies	2	602,330	-	167,908	770,238	906,617
Other trading activities	3	274,913	-	-	274,913	91,770
Total income		<u>877,243</u>	<u>-</u>	<u>167,908</u>	<u>1,045,151</u>	<u>998,387</u>
Expenditure on:						
Raising funds	4	233,839	-	40,834	274,673	223,989
Charitable activities	5	114,356	512,959	182,405	809,720	469,412
Total expenditure		<u>348,195</u>	<u>512,959</u>	<u>223,239</u>	<u>1,084,393</u>	<u>693,401</u>
Net income/(expenditure)		529,048	(512,959)	(55,331)	(39,242)	304,986
Transfers between funds		(338,569)	338,569	-	-	-
Net movement in funds	8	190,479	(174,390)	(55,331)	(39,242)	304,986
Reconciliation of funds:						
Fund balances at 1 May 2024		345,902	258,445	189,505	793,852	488,866
Fund balances at 30 April 2025		<u>536,381</u>	<u>84,055</u>	<u>134,174</u>	<u>754,610</u>	<u>793,852</u>

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

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STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 APRIL 2025

Prior financial year (as restated)		Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes				
Income from:					
Donations and legacies	2	745,069	-	161,548	906,617
Other trading activities	3	91,770	-	-	91,770
Total income		<u>836,839</u>	<u>-</u>	<u>161,548</u>	<u>998,387</u>
Expenditure on:					
Raising funds	4	218,989	-	5,000	223,989
Charitable activities	5	229,312	138,388	101,712	469,412
Total expenditure		<u>448,301</u>	<u>138,388</u>	<u>106,712</u>	<u>693,401</u>
Net income/(expenditure)		388,538	(138,388)	54,836	304,986
Transfers between funds		(243,768)	243,768	-	-
Net movement in funds	8	144,770	105,380	54,836	304,986
Reconciliation of funds:					
Fund balances at 1 May 2023		201,132	153,065	134,669	488,866
Fund balances at 30 April 2024		<u>345,902</u>	<u>258,445</u>	<u>189,505</u>	<u>793,852</u>

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**BALANCE SHEET
AS AT 30 APRIL 2025**

	Notes	£	2025 £	2024 as restated £
Fixed assets				
Tangible assets	12		7,803	6,318
Current assets				
Debtors	13	42,338		17,852
Cash at bank and in hand		782,337		825,137
		824,675		842,989
Creditors: amounts falling due within one year	14	(77,868)		(55,455)
Net current assets			746,807	787,534
Total assets less current liabilities			754,610	793,852
The funds of the charity				
Restricted income funds	16		134,174	189,505
Unrestricted funds - general	17		536,381	345,902
Unrestricted funds - designated	18		84,055	258,445
			754,610	793,852

The financial statements were approved by the trustees on 27th January 2026

Anthony Sophocles
.....
A P Sophocles
Trustee

Greg Mangham
.....
G J Mangham
Trustee

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**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 APRIL 2025**

	Notes	£	2025	£	£	2024	£
Cash flows from operating activities							
Cash (absorbed by)/generated from operations	22		(37,534)			317,485	
Investing activities							
Purchase of tangible fixed assets		(5,266)		(8,268)			
Net cash used in investing activities			(5,266)			(8,268)	
Net cash used in financing activities			-			-	
Net (decrease)/increase in cash and cash equivalents			(42,800)			309,217	
Cash and cash equivalents at beginning of year			825,137			515,920	
Cash and cash equivalents at end of year			<u>782,337</u>			<u>825,137</u>	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2025**

1 Accounting policies

Charity information

Only A Pavement Away is a charitable incorporated organisation incorporated in England and Wales and Scotland. The registered office is The Restaurant Group PLC, 5-7 Marshalsea Road, London, SE1 1EP.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Prior period adjustment

A prior period adjustment has been made in these financial statements. All income and expenditure for the House of St Barnabas project had been recognised in designated funds in the prior year, rather than in restricted funds. This has now been corrected to be shown within restricted funds. Comparatives and brought forward balances have been updated accordingly.

In both years, the income was ringfenced and spent in accordance with the project needs and donor restrictions.

Further details are given in note 23 to the financial statements.

1.3 Going concern

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

No material uncertainties in relation to going concern have been identified.

1.4 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.5 Income

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

APPROVAL
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

1 Accounting policies **(Continued)**

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

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

1.6 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated based on the portion of the asset's use.

1.7 Tangible fixed assets

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

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

Computers	3 years straight line
-----------	-----------------------

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

1.8 Impairment of fixed assets

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

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

1 Accounting policies **(Continued)**

Basic financial assets

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

Basic financial liabilities

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

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

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	602,330	167,908	770,238	745,069	161,548	906,617
Donations and gifts						
Grants, trusts and foundations	334,578	121,800	456,378	200,228	60,000	260,228
Corporate donations	135,210	29,000	164,210	142,801	34,805	177,606
General donations	107,437	6,000	113,437	378,989	66,743	445,732
Philanthropy	-	-	-	2,844	-	2,844
Gift aid	25,105	11,108	36,213	20,207	-	20,207
	602,330	167,908	770,238	745,069	161,548	906,617

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

3 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	274,913	91,770

4 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Share of governance costs (see note 7)	8,300	-	8,300	3,000	-	3,000
Staging fundraising events	69,972	-	69,972	55,815	5,000	60,815
Fundraising consultancy fees	2,126	40,465	42,591	5,708	-	5,708
Awareness and promotion	55,624	369	55,993	78,804	-	78,804
Other fundraising costs	-	-	-	11,318	-	11,318
Staff costs	25,444	-	25,444	-	-	-
Share of support costs (see note 7)	72,373	-	72,373	64,344	-	64,344
	<u>233,839</u>	<u>40,834</u>	<u>274,673</u>	<u>218,989</u>	<u>5,000</u>	<u>223,989</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

5 Expenditure on charitable activities

	Employment support 2025 £	Employment support 2024 £
Direct costs		
Staff costs	630,410	361,689
Depreciation and impairment	3,782	4,815
Training and education costs	9,822	8,486
Recruitment	1,538	145
Computer and IT costs	-	1,812
Travel and subsistence expenses	-	201
Consultancy fees	12,600	-
Sundry expenses	4,091	-
	<u>662,243</u>	<u>377,148</u>
Grant funding of activities (see note 6)	29,679	24,920
Share of support and governance costs (see note 7)		
Support	104,498	64,344
Governance	13,300	3,000
	<u>809,720</u>	<u>469,412</u>
Analysis by fund		
Unrestricted funds - general	114,356	229,312
Unrestricted funds - designated	512,959	138,388
Restricted funds	182,405	101,712
	<u>809,720</u>	<u>469,412</u>

Included within staff costs is £nil (2024 - £6,107) of ex-gratia payments to employees on termination of their employment contract.

6 Grants payable

	Employment support 2025 £	Employment support 2024 £
Grants to individuals	<u>29,679</u>	<u>24,920</u>

The grants payable by the charity to individual members were for financial support costs, such as housing rents, rates, food etc, to bridge the gap between starting employment and the member getting their first pay cheque from the employer. These grants were temporary help and were funded from both restricted and unrestricted reserves put aside for this purpose.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

7 Support costs allocated to activities	2025	2024
	£	£
Staff costs	-	37,057
Travel and subsistence expenses	21,206	21,286
Postage and carriage costs	881	715
Office stationery costs	2,430	4,319
Telephone and fax costs	9,199	5,443
Computer and software costs	24,835	17,487
Insurance expenses	2,159	2,134
Rent, rates and sundry costs	22,063	9,180
Bank charges	43	40
Payroll fees	2,280	1,766
Legal and professional fees	91,775	29,261
Governance costs	21,600	6,000
	<u>198,471</u>	<u>134,688</u>
Analysed between:		
Fundraising	80,673	67,344
Employment support	117,798	67,344
	<u>198,471</u>	<u>134,688</u>
	2025	2024
	£	£
Governance costs comprise:		
Audit fees	21,600	6,000
	<u>21,600</u>	<u>6,000</u>

Support and governance costs have been apportioned between funds and activities as follows.

First, the trustees determined an appropriate amount to be allocated against the restricted fund in relation to the House of St Barnabus project, being £37,125 (2024 - £nil).

The residual amount was then set against the unrestricted fund, apportioned 50:50 between charitable activities and fundraising activities.

In the prior year no support and governance costs were set against the restricted fund. This was considered appropriate this year due to the increased costs of running the House of St Barnabus project.

8 Net movement in funds	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	21,600	6,000
Depreciation of owned tangible fixed assets	3,782	4,815
	<u>21,600</u>	<u>6,000</u>

APPROVAL
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

9 Trustees

None of the trustees received any remuneration during the year ,nor any reimbursed expenses, in their roles as trustees. One trustee received reimbursed expenses of £30,153 (2024 - £20,213), covering travel, office stationery and fundraising activity costs, for his role as CEO.

10 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
	17	12
	<u> </u>	<u> </u>
Employment costs	2025	2024
	£	£
Wages and salaries	588,756	363,937
Social security costs	54,117	25,838
Other pension costs	12,981	8,971
	<u> </u>	<u> </u>
	<u>655,854</u>	<u>398,746</u>

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

11 Taxation

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

12 Tangible fixed assets

	Computers
	£
Cost	
At 1 May 2024	16,203
Additions	5,266
	<u> </u>
At 30 April 2025	21,469
	<u> </u>
Depreciation and impairment	
At 1 May 2024	9,884
Depreciation charged in the year	3,782
	<u> </u>
At 30 April 2025	13,666
	<u> </u>
Carrying amount	
At 30 April 2025	7,803
	<u> </u>
At 30 April 2024	6,318
	<u> </u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Other debtors	30,423	7,252
Prepayments and accrued income	11,915	10,600
	<u>42,338</u>	<u>17,852</u>

14 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Other taxation and social security		10,775	7,868
Deferred income	15	21,214	23,754
Trade creditors		20,137	13,399
Other creditors		(1,437)	(1,437)
Accruals		27,179	11,871
		<u>77,868</u>	<u>55,455</u>

15 Deferred income

	2025	2024
	£	£
Other deferred income	21,214	23,754
	<u>21,214</u>	<u>23,754</u>

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	21,214	23,754
	<u>21,214</u>	<u>23,754</u>
Movements in the year:		
Deferred income at 1 May 2024	23,754	12,800
Released from previous periods	(23,754)	(12,800)
Resources deferred in the year	21,214	23,754
	<u>21,214</u>	<u>23,754</u>
Deferred income at 30 April 2025	21,214	23,754
	<u>21,214</u>	<u>23,754</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

15 Deferred income **(Continued)**

During the prior year ended 30 April 2024, £23,754 was received towards the annual Hiking for Homeless Event, which took place in this financial year. This brought forward deferred income was released in full in the year. During the year ended 30 April 2025, £10,214 was received towards the May 2025 Hiking for Homeless event, which took place after the year end. This income is deferred at the year end.

During the year ended 30 April 2025, £10,000 (2024 - £nil) was received towards Cook & Dine campaign, which took place after the year end. This income is deferred at the year end.

During the year ended 30 April 2025, £1,000 (2024 - £nil) was received towards Punt & Dine campaign, which took place after the year end. This income is deferred at the year end.

16 Restricted funds

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

	At 1 May 2024	Incoming resources	Resources expended	At 30 April 2025
	£	£	£	£
Life Skills Programme fund	28,187	-	(24,260)	3,927
Greene King fund 3	23,073	-	(23,073)	-
Innholders Charitable Foundation	10,000	10,000	(3,375)	16,625
House of St Barnabas (HOSB)	128,245	69,908	(172,531)	25,622
Parkdean Resorts - Veterans	-	10,000	-	10,000
The Charles Hayward Foundation	-	25,000	-	25,000
The Worshipful Company of Weavers	-	15,000	-	15,000
Prison Bursaries	-	6,000	-	6,000
The Drapers' Company	-	7,000	-	7,000
Savoy Educational Trust	-	10,000	-	10,000
The Cooks Charity	-	5,000	-	5,000
Haysac Foundation	-	10,000	-	10,000
	<u>189,505</u>	<u>167,908</u>	<u>(223,239)</u>	<u>134,174</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

16 Restricted funds **(Continued)**

Previous year:	At 1 May 2023	Incoming resources	Resources expended	At 30 April 2024
	£	£	£	£
Life Skills Programme fund	30,832	-	(2,645)	28,187
Speciality Brands fund 1	2,143	-	(2,143)	-
Greene King fund 2	6,218	-	(6,218)	-
Veterans Foundation fund 2	13,276	-	(13,276)	-
Speciality Brands fund 2	27,200	-	(27,200)	-
Greene King - Cook & Dine	5,000	-	(5,000)	-
Greene King fund 3	50,000	-	(26,927)	23,073
Innholders Charitable Foundation	-	10,000	-	10,000
House of St Barnabas (HOSB)	-	151,548	(23,303)	128,245
	<u>134,669</u>	<u>161,548</u>	<u>106,712</u>	<u>189,505</u>

The Veterans Foundation fund and Greene King funds were grants/donations received by the charity to pay the salary costs of Relationship Managers. The funds from the Veterans Foundation were so that the charity could focus on veterans in more depth and the funds from Greene King were for Relationship Managers that can focus on Greene King vacancies.

The Life Skills Programme fund relates to a donation from The Freemasons. This was for a new life skills hub, which was launched in the summer of 2021. This project has now become the Passport 2 Employment programme.

The Speciality Brands fund 1 was for a new Employment Coach to be employed by the charity. The Speciality Brands fund 2 was a donation towards a Learning and Development Coach to mentor members and run the Passport 2 Employment programme.

£5,000 of a £20,000 donation received in 2023 from Greene King was specified to be put towards the Cook & Dine event taking place in September 2023. This was therefore treated as a restricted fund in the financial statements in 2023 and the full £5,000 was expended in the year ended 30 April 2024.

The donations from Innholders Charitable Foundation, Drapers' Company, Savoy Educational Trust, Haysac Foundation and Cooks Charity were all for the Passport 2 Employment programme. The Innholders donation in 2025 and the Haysac donation were specifically for supporting women into employment.

The House of St Barnabas (HOSB) funds correspond to donations received for the running of the House of St Barnabas project. This project is to support HOSB Graduates who were affected by the closure of the House of St Barnabas charity.

The Charles Hayward Foundation, Worshipful Company of Weavers, and Prison Bursaries funds correspond to donations for the Custodial Services Project. The Weavers donation is specifically for projects supporting female prisoners.

The Parkdean Resorts donation was for supporting veterans into employment.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

17 Unrestricted funds

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

These are categorised between general funds, shown below, and designated funds, which are shown separately in note 18.

	At 1 May 2024	Incoming resources	Resources expended	Transfers	At 30 April 2025
	£	£	£	£	£
General funds	345,902	877,243	(348,195)	(338,569)	536,381
	<u>345,902</u>	<u>877,243</u>	<u>(348,195)</u>	<u>(338,569)</u>	<u>536,381</u>
Previous year:	At 1 May 2023	Incoming resources	Resources expended	Transfers	At 30 April 2024
	£	£	£	£	£
General funds	201,132	836,839	(448,301)	(243,768)	345,902
	<u>201,132</u>	<u>836,839</u>	<u>(448,301)</u>	<u>(243,768)</u>	<u>345,902</u>
	<u>201,132</u>	<u>836,839</u>	<u>(448,301)</u>	<u>(243,768)</u>	<u>345,902</u>

APPROVAL
ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

18 Unrestricted funds - designated

These are designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 May 2024	Resources expended	Transfers	At 30 April 2025
	£	£	£	£
Member grants	15,435	(11,543)	(3,892)	-
Hilton Global Foundation	193,708	(437,134)	267,461	24,035
Greene King - 2024	49,302	(39,281)	-	10,021
CAF	-	(25,000)	25,000	-
Greene King - 2025	-	-	50,000	50,000
	<u>258,445</u>	<u>(512,959)</u>	<u>338,569</u>	<u>84,055</u>

Previous year:	At 1 May 2023	Resources expended	Transfers	At 30 April 2024
	£	£	£	£
Member grants	40,000	(24,565)	-	15,435
Hilton Foundation	79,285	(79,285)	193,708	193,708
Relationship manager	18,780	(18,780)	-	-
Greene King 1	15,000	(15,000)	-	-
Greene King - 2024	-	(758)	50,060	49,302
	<u>153,065</u>	<u>(138,388)</u>	<u>243,768</u>	<u>258,445</u>

The relationship manager fund was designated by the charity to part fund a new relationship manager, and was fully utilised in 2024.

Donations received from Hilton Global Foundation have been designated by trustees for future salary costs, to be spent by 31 December 2025.

In 2023, £40,000 of donations received from the CEO Sleepout in that year were designated by the trustees for member support costs. £24,565 was spent on support costs in the year 2024 and £11,543 in 2025, with the balance being transferred back to general funds.

£15,000 of the income designated from Greene King in 2023 was used towards campaign costs in 2024. Further donations from Greene King in 2024 and 2025 have been designated for salary costs.

£25,000 received through CAF in 2025 was designated for funding a Scottish relationship manager, and was fully utilised in the year.

APPROVAL
ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

19 Analysis of net assets between funds

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
At 30 April 2025:				
Tangible assets	7,803	-	-	7,803
Current assets/(liabilities)	528,578	84,055	134,174	746,807
	<u>536,381</u>	<u>84,055</u>	<u>134,174</u>	<u>754,610</u>
	<u><u>536,381</u></u>	<u><u>84,055</u></u>	<u><u>134,174</u></u>	<u><u>754,610</u></u>
	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 April 2024:				
Tangible assets	6,098	-	220	6,318
Current assets/(liabilities)	339,804	258,445	189,285	787,534
	<u>345,902</u>	<u>258,445</u>	<u>189,505</u>	<u>793,852</u>
	<u><u>345,902</u></u>	<u><u>258,445</u></u>	<u><u>189,505</u></u>	<u><u>793,852</u></u>

20 Related party transactions

Transactions with related parties

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

During the year, the charity paid £60,916 (2024 - £24,912) to AEP Consultancy Ltd, a company owned by the CEO's daughter, for various project and event management consulting services. The trustees approved all expenses to AEP Consultancy Ltd. There were no amounts outstanding to AEP Consultancy at the year end.

During the year, A Stanford, son of a trustee was employed by the charity under normal employment conditions. Total remuneration in the year was £5,998 (2024 - £5,861).

During the year, Wellers, a business of which a trustee is a partner, provided payroll processing services. Amounts paid to Wellers during the year amounted to £2,280 (2024 - £1,766).

During the year, the charity received £1,950 in donations from trustees, without conditions (2024 - £nil).

APPROVAL
ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2025

21 Analysis of changes in net funds

The charity had no material debt during the year.

22 Cash generated from operations	2025	2024
	£	£
(Deficit)/surplus for the year	(39,242)	304,986
Adjustments for:		
Depreciation and impairment of tangible fixed assets	3,782	4,815
Movements in working capital:		
(Increase) in debtors	(24,487)	(12,320)
Increase in creditors	24,953	9,050
(Decrease)/increase in deferred income	(2,540)	10,954
Cash (absorbed by)/generated from operations	<u>(37,534)</u>	<u>317,485</u>

23 Prior period adjustment

A prior period adjustment has been made in these financial statements. All income and expenditure for the House of St Barnabas project had been recognised in designated funds in the prior year rather than restricted funds. This has now been corrected to show within restricted funds.

In both years, the income was ringfenced and spent in accordance with the project needs and donor restrictions.

This only impacts on the disclosure between funds.

There is no impact on the overall reserves or net surplus position.

Changes to the balance sheet

	At 30 April 2024		
	As previously reported	Adjustment	As restated
	£	£	£
Restricted funds	81,260	108,245	189,505
Designated funds	386,690	(128,245)	258,445
Unrestricted funds	325,902	20,000	345,902
Total equity	<u>793,852</u>	<u>-</u>	<u>793,852</u>

ONLY A PAVEMENT AWAY CIO

England & Wales - Charity number 1178082

Accounts

Charity registration number 1178082

ONLY A PAVEMENT AWAY
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2024

ONLY A PAVEMENT AWAY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A P Sophocliides
G J Mangham
B Stackhouse
M P Wyatt
A H Hornby
F Eastwood
M Stanford
J Koo
P Pavli
M Stoker
S C Alton
E McClarkin

Charity number

1178082

Independent examiner

Whitley Stimpson Limited
13 -15 High Street
Witney
Oxfordshire
OX28 6HW

Bankers

Metro Bank Plc
1 Southampton Row
London
WC1B 5HA

ONLY A PAVEMENT AWAY

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ONLY A PAVEMENT AWAY

TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2024

The trustees present their annual report and financial statements for the year ended 30 April 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

We have exceeded our objectives by placing cum 490 Members into work, training another 1,800 on our workshops, completing prison visits and holding recruitment fairs in charities. Our target for the year was 250 Members into work which we've achieved.

Only A Pavement Away will act as the conduit to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

- Offering employment opportunities (jobs) within the industry;
- Facilitating training and development programmes, creating capability for work; and
- Offering financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability.

The programme will help people facing or experiencing homelessness including those having to "sofa hop", veterans, ex-offenders, and disengaged youngsters, many of whom face homelessness and crime.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work, whilst in some cases offering financial support.

The money raised by Only A Pavement Away will be used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away will have partners that purely fund the project and operating partners who offer employment.

Outside of the moral benefits, the project is under-pinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's objectives and aims and in planning future activities.

Objects

For the public benefit to promote the relief of unemployment of vulnerable, socially-excluded and socially-disadvantaged people (including, but not limited to, the homeless, ex-offenders and ex-service personnel) by overseeing the delivery of programmes, services, and guidance in respect of their training, employment and accommodation with a view to promoting their integration into society.

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

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

Chief executive's review of achievements and performance

In the financial year May 2023 – April 2024 the charity saw continued growth, in both the number of people we placed into work (Members) at 460, an increase of 110 year-on-year, and the number of employers and charity partners involved in the programme.

The numbers of those gaining employment currently stands at a total of 490.

We have been able to employ three new Relationship Managers who will be working to achieve our vision to secure jobs for 2,500 people facing homelessness over the next three years, and since the launch of our fully bespoke Jobs Board in October 2020 we now have 125 employers and 140 charities registered and signed up to the employment programme. The Jobs Board was converted to a Candidate Portal in March 2024 with the impact that saw more Members being invited to interviews. The new portal has reduced bureaucracy and made the process simpler for employers to use.

Much of the year was again dedicated to bringing in additional funding whilst identifying untapped grant funding and sponsorship streams. We also looked at which campaigns Only A Pavement Away would look to run in the following year in order to enhance the understanding of our Members by the employers we work with. The purpose would be to create empathy whilst promoting the Only A Pavement Away brand. We believe that we are missing out on c£60k of funding through our events. In order to remedy this situation we employed an Events & Campaigns Manager in February 2024 and are already seeing the impact through increased funding.

The charity also has a unique model and is seen as tangible by its supporters. The main charities are verging towards housing and lobbying rather than employment which has been both a positive and negative for us. After thorough investigation the decision was taken that we should now work with survivors of domestic abuse and those forced into the sex trade. We have assigned a Relationship Manager to take responsibility for this segment.

The Board of Trustees now stands at 12 with two unfilled vacancies. The Board of Trustees continue to review the strategy to ensure our tactical plan is both on track and meets our objectives. The focus will be supporting more people facing homelessness into careers within hospitality.

Two sub-committees have been set up, one to look at a strategic plan for fund raising and one at how Only A Pavement Away can and should have an ESG policy. The committees are made up from our Advisors and Brand Champions.

During 2024-25 we will look to bring greater working synergies between the somewhat disparate charity organisations and an industry focused on helping people re-engage with society through careers in hospitality. We are also working to raise awareness within government and have been meeting with a number of MPs from a variety of constituencies across the country who are interested in the programme. Our aim is to become the default charity for the hospitality industry when looking to help vulnerable people secure jobs in hospitality. We will also look to develop our female mentoring programme "A Seat at the Table".

Our fund raising has increased which has seen the charity break the barrier on £900k income. Our aim is to now bring in funding from Trusts, Grants & Philanthropists which to date we have failed to do. In order to do this we have brought in a specialised fund raiser on a pro-bono basis. We will also look to bring in a part-time fund raiser.

With the growth we are experiencing the charity will look to revamp its policies and training for team members. During the year we implemented Charlie HR, an HR system to formalise reviews, PDP and HR data. To compliment this we also introduced iHasco training for the team and Trustees.

The policies are close to being fully rewritten with a number added. We also took the decision to submit a number of our campaign logos and main logo and strapline to be trademarked.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

Events and campaigns

During the year, we have been working on developing further events and campaigns to help raise both funds and awareness and enable us to engage with a wider network of partners and supporters.

We ran our second Hiking Against Homelessness event where 60 hikers raised c£29,000. We also had participants in the London Half Marathon. Fifteen of our supporters, including Trustees and the CEO, raised c£25,000 through the CEO Sleepout event in London. We are looking to have more participants in the 2024 CEO Sleepout.

Over the summer, the Fill a Flask campaign saw over 700 flasks distributed out across eight cities to local charities and to those forced to sleep on the streets, providing them with a means to have access to water during the hot weather. This was complimented by volunteers spending time in hostels and talking with residents. This helped to change any misperceptions held by our employer partners and supporters.

The charity's annual fundraising lunch – Cook & Dine – took place in September with over 280 guests attending, helping to raise over £35,000 to support the ongoing work of the charity.

In partnership with volunteers from across the hospitality industry, we ran our fourth annual Winter Warmth campaign in December - distributing warm apparel throughout the winter months to homeless individuals across the UK which has successfully taken place in six cities including Glasgow, Edinburgh, Birmingham, London, Brighton and Norwich.

In addition to the key events and campaigns we run internally, we have been delighted to see a number of our partners and supporters creating and running events to raise additional funds for us. One of the most notable during this period was the second Pedalling for Pubs Challenge which saw 40 riders from across hospitality ride 400km across Kenya and which raised a staggering £100k for us. To support this Steve Alton, one of our trustees, organised a second Peddling to Pubs event in Devon where 35 riders raised c£30,000.

Plans for future period

Since launching in October 2018, we have laid a solid foundation to becoming recognised as the go to charity for the employment of those facing homelessness, prison leavers and vulnerable veterans into careers within the hospitality industry and forging connections in some of the key major cities across the country. We have over 125 hospitality businesses signed up to the programme alongside 140 charities, all of whom have work ready candidates. This figure has increased as we now operate in 88 prisons, a year-on-year increase of 20.

We have supported over 360 candidates back into work since 2019 saving the local and central government an estimated c.£12million. With our Members now being able to pay their own way the total value to the economy stood at c£15 million for the 4-5 years.

We are now averaging between 6 to 8 Members a week getting a career opportunity. Average length of service is 53 weeks with over 60% staying with their employers for longer than a year. To date, eight Members have completed five years, 15 over four years, 85 over three years, 105 over two years and 97 over one year. This work is currently supported by a team of nine.

As our charity grows so do our expectations of what Only A Pavement Away can achieve. We know, with the right levels of funding, we can scale up our services to support 5,000 Members into work each year and add c.£170 million to the economy.

Our target is to help a further 8,890 Members over the next 5 years, including those who attend our recruitment and training workshops.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

What do we need?

As the brand grows, the potential for Only A Pavement Away to become a national charity helping thousands into employment is more than achievable. To achieve our aim we need financial support, media and political recognition and public awareness. To help us achieve this, we wish to develop a range of mutually beneficial partnerships and collaborations that will help drive a genuine, positive social impact and long-term change for people facing or at risk of homelessness.

Only A Pavement Away is a personal business that needs connections between people. It cannot be facilitated solely by technology as it requires communication on a face-to-face basis. We wish to develop a streamlined effective organisational team through remuneration and structured roles that will deliver the strategy. Given the current levels of opportunities and enquiries now being received into the charity, the current team is under resourced, especially given the point-to-point contact requirements, to deliver its goals.

The charity currently has a team of 12 paid staff. These roles are part funded by a mix of grant, ad hoc fundraising and donations received. The team currently consists of one Head of Employment Partnerships, two Employer Relationship Managers, four Charity/Referral Relationship Managers, one Learning & Development Manager, one Head of Marketing and Partnerships, one Head of Events and Campaigns, one Digital & Social Officer and one Grants & Support Manager. The CEO role is an unpaid post, and the Trustees received no remuneration. Annual expenditure of the charity is currently c£693,401 (inclusive of salaries, overheads, training and member support costs).

To support our vision for the next 2-3 years, we need to increase our annual income to c£1,000,000 per annum to enable us to put in place a robust organisational structure, and this will grow year on year in line with, and to support, the ambitions of the organisation into the future.

We measure our LOS and retention figures through our Members tracker which allows us to offer a 1 year + financial and emotional wrap around service.

Our vision 2022-2027

- We wish to operate in every major city across the UK by mid-2025.
- Place 1,000 Members into work by mid-2025. Total potential pool 50,000 or 12.5% (378,000) of total homeless and prison leavers pa (2% of total potential Member pool).
- Escalate to 2,500 Members by the end of 2025 and 5,000 by the end of 2026 (5% and 10% of total potential Member pool).
- Database of 200+ active employers (125 on board as at 2022).
- Database of 150 active charities (105 on board as at 2022).
- Operate in all 98 hospitality focused prisons.
- Increase fundraising income to enable deployment of a team of 21 by end of 2024 (c£900,000).
- Recognition as the industry charity for the placement of anyone facing, or at risk of, homelessness into careers in hospitality.
- Continue to expand and develop campaigns and events to enhance brand awareness.
- Set up a centralised training academy in preparation for employment.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

Financial review

The charity raised gross funds of £998,387 (2023: £663,103) and expended £693,401 (2023: £378,536) resulting in a net surplus of £304,986 (2023: £284,567).

The reporting period for the charity was from 1 May 2023 to 30 April 2024, the sixth period of reporting since incorporation. The charity had brought forward unrestricted funds of £201,132 meaning an unrestricted reserve surplus of £325,902 as at 30 April 2024. The charity had restricted reserves amounting to £81,260 (2023: £134,669) and designated funds of £386,690 (2023: £153,065) at the balance sheet date. Total reserves at 30 April 2024 were £793,852 (2023: £488,866).

The gross funds raised of £998,387 (2023: £663,103) were derived from donations totalling £906,617 (2023: £563,775) and £91,770 (2023: £99,328) from fundraising activities.

The total costs of £693,401 (2023: £378,536) are set out in the income and expenditure account appended to this return.

The trustees are continually trying to improve the financial position of the charity. The principal risks to the charity are the failure to raise the required funding and the failure to recruit team members. These risks are managed by establishing a clear funding strategy and offering competitive remuneration packages; both of which are reviewed frequently at Trustee meetings.

There are no material uncertainties about the charity's ability to continue as a going concern.

Reserves policy

Only A Pavement Away recognises the need for sufficient free reserves in order to properly manage risk and to be capable of realising unforeseen opportunities that might arise.

The charity has determined that it will maintain a cash reserve that equates to estimated 12 month expenditure. This will be kept under constant review given the length of time the charity has been in operation. At the year end, the trustees have set aside £386,690 (2023: £153,065) out of unrestricted funds into designated funds to cover the salaries of relationship managers in the coming 12 months.

Total expenditure in the year out of unrestricted funds amounted to £609,992 (2023: £324,641). Unrestricted funds at the year end, including the amount designated for salaries, amounted to £712,592 (2023: £354,197). The trustees consider this to be sufficient and in accordance with the reserves policy.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

Structure, governance and management

Only A Pavement Away was established as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 24 April 2018. The charity's governing document is in the form of a Constitution.

The trustees who served during the year and up to the date of signature of the financial statements were:

A P Sophocliides

G J Mangham

B Stackhouse

D Ahmed

(Resigned 22 January 2024)

M P Wyatt

A H Hornby

F Eastwood

M Stanford

J Koo

P Pavli

M Stoker

S C Alton

E McClarkin

The charity's governing document states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. The maximum number of charity trustees is fourteen (14). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

Appointment of charity trustees

Apart from the first charity trustees (appointed April 2018), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

New trustees are introduced to other trustees and key employees when they are first appointed. Their roles and responsibilities as trustees are explained to them and they are directed to the relevant reading material on the Charity Commission website. Trustees are encouraged to attend appropriate external training events which will help facilitate the undertaking of their role.

The charity recognises the need to offer competitive packages to attract and keep the best personnel possible. Remuneration of key management personnel is considered on a role by role basis and is benchmarked against the market.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- a. a copy of the current version of the charity constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Meetings

The trustees meet a minimum of four times per year, supported by two Strategy Review days and sub-committees looking at various aspects of the business, supported by required policies and procedures. Key decisions are made in these meetings but the day-to-day running of the charity is led by Greg Mangham, the charity's CEO.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

Brand Ambassadors

The charity has five Brand Ambassadors who volunteer to promote and enhance the charities brand whilst increasing awareness.

Dawn Bowstead Founder & Owner of Hospitality Jobs UK (HR & Employment).
James Hacon Founder & Owner of Think Hospitality, a consultancy practice.
Katy Moses Founder & Owner KAM Media (Hospitality Marketing & Research).
Mark Stretton Fleet Street Communications (Communications & PR).
Peter Martin Founder of Peach 20/20 (Hospitality Marketing).
Jill Whittaker Founder & CEO of Hit Training.

Advisors

The charity has a group of voluntary advisors who provide knowledge and advice to the Trustees in specific areas to support its delivery of services and project planning.

Paul Campbell Owner of Hill Capital (Funding).
Lina Olea Founder of Cafecito Ltd (Marketing).
Robert Neiri Partner of Shoosmith's (Legal).
Kate Groves Communications and Engagement Consultant (Communications & PR).
Ian Catlin Director of IT
Dulal Ahmed Head of Partnerships at Crisis (Formerly an Ambassador)

Ambassadors

Our thanks to our dedicated brand Ambassadors who do so much to help raise awareness about our work; Tom Aikens, Emma Osman, Scotty Mills and Joshua Jarvis.

Tom Aikens took up the role of Charity Patron in 2023.

Partners

Our sincere thanks to our Partners & Supporters whose ongoing generous support is invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and create more pathways to employment, as well as offering financial support to those members who need some additional short-term help with rent, travel and clothing during their transition back into society.

Funding Partners: Asahi, Caterer.com, Crisis, Greene King, Speciality Brands, Hilton International, and Veterans Foundation.

Primary Partners: Fleet Street Communications, Mapal, Hospitality Jobs UK and Wellers.

Partners: Appetite4Recruitment, AVJ Design, Cue Media, HIT Training, Licensed Trade Charity, Hospitality Action, The Ivy Collection, Thomas Franks, United Grand Lodge of England and Zonal.

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

Anthony Sophoclidides

A P Sophoclidides
Trustee

Greg Mangham

G J Mangham
Trustee

28 February 2025

ONLY A PAVEMENT AWAY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

I report to the trustees on my examination of the financial statements of Only a Pavement Away (the charity) for the year ended 30 April 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement

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

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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.



Laura Adkins BSc (Hons) FCA

Member of the Institute of Chartered Accountants in England and Wales
Whitley Stimpson Limited
13 -15 High Street
Witney
Oxfordshire
OX28 6HW

28 February 2025

ONLY A PAVEMENT AWAY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 APRIL 2024

	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total Unrestricted funds general 2024 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
<u>Income from:</u>								
Donations	2	876,617	-	30,000	906,617	466,575	-	563,775
Fundraising activities	3	91,770	-	-	91,770	99,328	-	99,328
Total income		968,387	-	30,000	998,387	565,903	-	663,103
<u>Expenditure on:</u>								
Raising funds	4	218,989	-	5,000	223,989	142,850	-	142,922
Charitable activities	5	229,312	161,691	78,409	469,412	121,798	59,993	235,614
Total expenditure		448,301	161,691	83,409	693,401	264,648	59,993	378,536
Net incoming/(outgoing) resources before transfers		520,086	(161,691)	(53,409)	304,986	301,255	(59,993)	284,567

ONLY A PAVEMENT AWAY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 APRIL 2024

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
Notes								
Net incoming/(outgoing) resources before transfers	520,086	(161,691)	(53,409)	304,986	301,255	(59,993)	43,305	284,567
Gross transfers between funds	(395,316)	395,316	-	-	(184,600)	184,600	-	-
Net income/(expenditure) for the year/ Net movement in funds	124,770	233,625	(53,409)	304,986	116,655	124,607	43,305	284,567
Fund balances at 1 May 2023	201,132	153,065	134,669	488,866	84,477	28,458	91,364	204,299
Fund balances at 30 April 2024	<u>325,902</u>	<u>386,690</u>	<u>81,260</u>	<u>793,852</u>	<u>201,132</u>	<u>153,065</u>	<u>134,669</u>	<u>488,866</u>

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

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BALANCE SHEET AS AT 30 APRIL 2024

	Notes	£	2024 £	£	2023 £
Fixed assets					
Tangible assets	12		6,318		2,865
Current assets					
Debtors	13	17,852		5,532	
Cash at bank and in hand		825,137		515,920	
		842,989		521,452	
Creditors: amounts falling due within one year	14	(55,455)		(35,451)	
Net current assets			787,534		486,001
Net assets			793,852		488,866
Income funds					
Restricted funds	17		81,260		134,669
<u>Unrestricted funds</u>					
Designated funds	18	386,690		153,065	
General unrestricted funds		325,902		201,132	
			712,592		354,197
			793,852		488,866

The financial statements were approved by the Trustees on 28 February 2025.

Anthony Sophoclidides

A P Sophoclidides
Trustee

Greg Mangham

G J Mangham
Trustee

Matthew Wyatt

M P Wyatt
Trustee

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STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 APRIL 2024

	Notes	£	2024 £	£	2023 £
Cash flows from operating activities					
Cash generated from operations	22		317,485		308,724
Investing activities					
Purchase of tangible fixed assets		(8,268)		-	
Net cash used in investing activities			(8,268)		-
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			309,217		308,724
Cash and cash equivalents at beginning of year			515,920		207,196
Cash and cash equivalents at end of year			<u>825,137</u>		<u>515,920</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2024

1 Accounting policies

Charity information

Only A Pavement Away is a charitable incorporated organisation incorporated in England and Wales. The registered office is The Restaurant Group, 5-7 Marshalsea Road, London, SE1 1EP.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

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

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

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Computers	3 years straight line
-----------	-----------------------

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Donations

	Unrestricted funds general 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	876,617	30,000	906,617	466,575	97,200	563,775
Donations and gifts						
Grants, trusts and foundations	250,228	10,000	260,228	31,000	15,000	46,000
Corporate donations	177,606	-	177,606	68,865	47,200	116,065
General donations	425,732	20,000	445,732	196,697	-	196,697
Philanthropy	2,844	-	2,844	26,690	-	26,690
Gift aid	20,207	-	20,207	9,038	-	9,038
Other	-	-	-	134,285	35,000	169,285
	876,617	30,000	906,617	466,575	97,200	563,775

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

3 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	91,770	99,328

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

4 Raising funds

	Unrestricted funds general 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Staging fundraising events	55,815	5,000	60,815	31,740	-	31,740
Fundraising consultancy fees	5,708	-	5,708	-	-	-
Awareness and promotion	78,804	-	78,804	70,005	72	70,077
Fundraising expenses and merchandise	11,318	-	11,318	2,177	-	2,177
Share of support costs (see note 7)	64,344	-	64,344	36,678	-	36,678
Share of governance costs (see note 7)	3,000	-	3,000	2,250	-	2,250
	<u>218,989</u>	<u>5,000</u>	<u>223,989</u>	<u>142,850</u>	<u>72</u>	<u>142,922</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

5 Charitable activities

	2024 £	2023 £
Staff costs	361,689	186,039
Depreciation and impairment	4,815	2,645
Training and education	8,486	1,200
Jobs board	145	2,613
Computer and IT costs	1,812	-
Travel and subsistence	201	-
	<u>377,148</u>	<u>192,497</u>
Grant funding of activities (see note 6)	24,920	4,189
Share of support costs (see note 7)	64,344	36,678
Share of governance costs (see note 7)	3,000	2,250
	<u>469,412</u>	<u>235,614</u>
Analysis by fund		
Unrestricted funds - general	229,312	121,798
Unrestricted funds - designated	161,691	59,993
Restricted funds	78,409	53,823
	<u>469,412</u>	<u>235,614</u>

Included within staff costs is £6,107 of ex-gratia payments to employees on termination of their employment contract.

6 Grants payable

	2024 £	2023 £
Grants to institutions:	-	-
Grants to individuals	24,920	4,189
	<u>24,920</u>	<u>4,189</u>

The grants payable by the charity to individual members were for financial support costs such as housing rents, rates, food etc to bridge the gap between starting employment and the member getting their first pay cheque from the employer. These grants were temporary help and were funded from both restricted and unrestricted reserves put aside for this purpose.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

7 Support costs	Support costs £	Governance costs £	2024 £	Support costs £	Governance costs £	2023 £
Staff costs	37,057	-	37,057	37,978	-	37,978
Hotels, travel and subsistence	21,286	-	21,286	15,510	-	15,510
Postage and carriage	715	-	715	1,278	-	1,278
Office stationery	4,319	-	4,319	648	-	648
Telephone	5,443	-	5,443	1,871	-	1,871
Computer and software costs	17,487	-	17,487	6,137	-	6,137
Insurance	2,134	-	2,134	1,463	-	1,463
Sundry expenses	9,180	-	9,180	2,395	-	2,395
Bank charges	40	-	40	-	-	-
Payroll fees	1,766	-	1,766	1,602	-	1,602
Professional fees	29,261	-	29,261	4,474	-	4,474
Independent examination	-	6,000	6,000	-	4,500	4,500
	<u>128,688</u>	<u>6,000</u>	<u>134,688</u>	<u>73,356</u>	<u>4,500</u>	<u>77,856</u>
Analysed between						
Fundraising	64,344	3,000	67,344	36,678	2,250	38,928
Charitable activities	64,344	3,000	67,344	36,678	2,250	38,928
	<u>128,688</u>	<u>6,000</u>	<u>134,688</u>	<u>73,356</u>	<u>4,500</u>	<u>77,856</u>

Support and governance costs have been split equally between charitable and fundraising activities.

Governance costs includes payments to the auditors of £6,000 (2023: £4,500) for independent examination fees.

8 Net movement in funds	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	6,000	4,500
Depreciation of owned tangible fixed assets	4,815	2,645
	<u>6,000</u>	<u>4,500</u>

9 Trustees

None of the trustees received any remuneration during the year nor any reimbursed expenses in their roles as trustees. One trustee received reimbursed expenses of £18,809 covering travel, office stationery and fundraising activity costs for his role as CEO.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

10 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	12	7
	<u> </u>	<u> </u>

Employment costs

	2024	2023
	£	£
Wages and salaries	363,937	197,729
Social security costs	25,838	19,936
Other pension costs	8,971	6,352
	<u> </u>	<u> </u>
	<u>398,746</u>	<u>224,017</u>

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

11 Taxation

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

12 Tangible fixed assets

	Computers
	£
Cost	
At 1 May 2023	7,934
Additions	8,268
	<u> </u>
At 30 April 2024	16,202
	<u> </u>
Depreciation and impairment	
At 1 May 2023	5,069
Depreciation charged in the year	4,815
	<u> </u>
At 30 April 2024	9,884
	<u> </u>
Carrying amount	
At 30 April 2024	6,318
	<u> </u>
At 30 April 2023	2,865
	<u> </u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

13 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	7,252	179
Prepayments and accrued income	10,600	5,353
	<u>17,852</u>	<u>5,532</u>

14 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		7,868	8,998
Deferred income	15	23,754	12,800
Trade creditors		13,399	3,057
Other creditors		(1,437)	123
Accruals		11,871	10,473
		<u>55,455</u>	<u>35,451</u>

15 Deferred income

	2024 £	2023 £
Other deferred income	23,754	12,800
	<u>23,754</u>	<u>12,800</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	23,754	12,800
	<u>23,754</u>	<u>12,800</u>
Movements in the year:		
Deferred income at 1 May 2023	12,800	-
Released from previous periods	(12,800)	-
Resources deferred in the year	23,754	12,800
	<u>23,754</u>	<u>12,800</u>
Deferred income at 30 April 2024	23,754	12,800
	<u>23,754</u>	<u>12,800</u>

During the prior year ended 30 April 2023, £12,800 was received towards the Charity's Cook & Dine event, which took place in this financial year. This brought forward deferred income was released in full in the year.

During the year ended 30 April 2024, £23,754 (2023: £nil) was received towards the annual Hiking for Homeless event, which took place after the year end. This income is deferred at the year end.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

16 Retirement benefit schemes	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	8,971	6,352
	<u> </u>	<u> </u>

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

Pension contributions have been allocated against restricted funds only when permitted by clear conditions.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

17 Restricted funds

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

	Movement in funds			Movement in funds			Balance at 30 April 2024 £
	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	
CRISIS fund	4,811	-	(4,811)	-	-	-	-
Life Skills Programme fund	35,588	-	(4,756)	30,832	-	(2,645)	28,187
Veterans Foundation fund 1	9,758	-	(9,758)	-	-	-	-
Speciality Brands fund 1	27,760	-	(25,617)	2,143	-	(2,143)	-
Greene King fund 2	13,447	-	(7,229)	6,218	-	(6,218)	-
Veterans Foundation fund 2	-	15,000	(1,724)	13,276	-	(13,276)	-
Speciality Brands fund 2	-	27,200	-	27,200	-	(27,200)	-
Greene King - Cook & Dine	-	5,000	-	5,000	-	(5,000)	-
Greene King fund 3	-	50,000	-	50,000	-	(26,927)	23,073
Innholders Charitable Foundation	-	-	-	-	10,000	-	10,000
HOSB	-	-	-	-	20,000	-	20,000
	<u>91,364</u>	<u>97,200</u>	<u>(53,895)</u>	<u>134,669</u>	<u>30,000</u>	<u>(83,409)</u>	<u>81,260</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

17 Restricted funds

(Continued)

The CRISIS fund, Veterans Foundation fund and Greene King funds were all grants/donations received by the charity to pay the salary costs of Relationship Managers. The funds from the Veterans Foundation were so that the charity could focus on veterans in more depth and the funds from Greene King were for Relationship Managers that can focus on Greene King vacancies.

The Life Skills programme fund relates to a donation from The Freemasons. This was for a new life skills hub, which was launched in the summer of 2021.

The Speciality Brands fund 1 was for a new Employment Coach to be employed by the charity. The Speciality Brands fund 2 was a donation towards a Learning and Development Coach to mentor members and run the Passport 2 Employment programme.

£5,000 of a £20,000 donation received in 2023 from Greene King was specified to be put towards the Cook & Dine event taking place in September 2023. This was therefore treated as a restricted fund in the financial statements in 2023 and the full £5,000 was expended in the year ended 30 April 2024.

The donation of £10,000 from the Innholders Charitable Foundation was for the running of 3 Passport 2 Employment programmes.

A £20,000 donation was received for the House of St Barnabas (HOSB) project to be used at the charity's discretion but restricted to the HOSB project.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

18 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 May 2022	Resources expended	Transfers	Balance at 1 May 2023	Resources expended	Transfers	Balance at 30 April 2024
	£	£	£	£	£	£	£
Worshipful cooks fund	10,000	(8,749)	(1,251)	-	-	-	-
Relationship manager	18,458	(51,244)	51,566	18,780	(18,780)	-	-
Hilton Foundation	-	-	79,285	79,285	(79,285)	193,708	193,708
Member grants	-	-	40,000	40,000	(24,565)	-	15,435
Greene King 1	-	-	15,000	15,000	(15,000)	-	-
HOSB	-	-	-	-	(23,303)	151,548	128,245
Greene King 2	-	-	-	-	(758)	50,060	49,302
	<u>28,458</u>	<u>(59,993)</u>	<u>184,600</u>	<u>153,065</u>	<u>(161,691)</u>	<u>395,316</u>	<u>386,690</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

18 Designated funds

(Continued)

The Worshipful cooks fund was designated by the charity to part fund a new Relationship Manager, as was the Relationship Manager fund, which were transferred from the charity's general reserves in 2023 to fund a Relationship Manager's salary for a year.

Donations received from Hilton Foundation in the year totalling £193,708 have been designated by trustees for future salary costs and therefore has been transferred from the charities general reserves to designated funds.

In 2023, £40,000 of donations received from the CEO Sleepout in that year were designated by the trustees for member support costs. £24,565 has been spent on support costs in the year to 30 April 2024.

£15,000 of the income designated from Greene King last year was used towards campaign costs in 2024. A further donation in the year from Greene King of £50,060 has been designated for salary costs.

A transfer of £151,548 was made from the general funds for the House of St Barnabas project. This is for the 1 year support of HOSB Graduates who were affected by the closure of the House of St Barnabas charity. The money was raised by the senior management of the House of St Barnabas and held in a separate account by Only a Pavement Away.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2024

19 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 April 2024:				
Tangible assets	6,098	-	220	6,318
Current assets/(liabilities)	319,804	386,690	81,040	787,534
	<u>325,902</u>	<u>386,690</u>	<u>81,260</u>	<u>793,852</u>
	<u><u>325,902</u></u>	<u><u>386,690</u></u>	<u><u>81,260</u></u>	<u><u>793,852</u></u>
	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
At 30 April 2023:				
Tangible assets	-	-	2,865	2,865
Current assets/(liabilities)	201,132	153,065	131,804	486,001
	<u>201,132</u>	<u>153,065</u>	<u>134,669</u>	<u>488,866</u>
	<u><u>201,132</u></u>	<u><u>153,065</u></u>	<u><u>134,669</u></u>	<u><u>488,866</u></u>

20 Related party transactions

During the year, the charity paid £24,912 (2023: £nil) to AEP Consultancy Ltd, a company owned by the CEO's daughter, for various project and event management consulting services. The trustees approved all expenses to AEP Consultancy Ltd. There were no amounts outstanding to AEP Consultancy at the year end.

There were no other disclosable related party transactions during the year (2023 - none).

21 Analysis of changes in net funds

The charity had no material debt during the year.

22 Cash generated from operations

	2024 £	2023 £
Surplus for the year	304,986	284,567
Adjustments for:		
Depreciation of tangible fixed assets	4,815	2,645
Movements in working capital:		
Increase in debtors	(12,320)	(3,907)
Increase in creditors	9,050	12,619
Increase in deferred income	10,954	12,800
Cash generated from operations	<u><u>317,485</u></u>	<u><u>308,724</u></u>

ONLY A PAVEMENT AWAY CIO

England & Wales - Charity number 1178082

Accounts

Charity registration number 1178082

ONLY A PAVEMENT AWAY
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2023

ONLY A PAVEMENT AWAY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A P Sophocliides
G J Mangham
B Stackhouse
D Ahmed
M P Wyatt
A H Hornby
F Eastwood
M Stanford
J Koo
P Pavli
M Stoker
S C Alton
E McClarkin

Charity number

1178082

Independent examiner

Whitley Stimpson Limited
13-15 High Street
Witney
Oxfordshire
OX28 6HW

Bankers

Metro Bank Plc
1 Southampton Row
London
WC1B 5HA

ONLY A PAVEMENT AWAY

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ONLY A PAVEMENT AWAY

TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2023

The trustees present their annual report and financial statements for the year ended 30 April 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

We have exceeded our objectives by placing cum 350 Members into work, training another 1,600 on our workshops, completing prison visits and holding recruitment fairs in charities. Our target for the year was 250 Members into work which we've achieved.

Only A Pavement Away will act as the conduit to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

- Offering employment opportunities (jobs) within the industry;
- Facilitate training and development programmes, creating capability for work; and
- Offer financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability.

The programme will help people facing or experiencing homelessness including those having to "sofa hop", veterans, ex-offenders, and disengaged youngsters, many of whom face homelessness and crime.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work, whilst in some cases offering financial support.

The money raised by Only A Pavement Away will be used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away will have partners that purely fund the project and operating partners who offer employment.

Outside of the moral benefits, the project is underpinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's objectives and aims and in planning future activities.

Objects

For the public benefit to promote the relief of unemployment of vulnerable, socially excluded and socially disadvantaged people (including but not limited to the homeless, ex-offenders and ex-service personnel) by overseeing the delivery of programmes, services, and guidance in respect of their training, employment and accommodation with a view to promoting their integration into society.

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

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

Chief executive's review of achievements and performance

In the financial year May 2022 – April 2023 the charity saw continued growth, in both the number of people we placed into work (members) at 350, an increase of 132 year on year, and the number of employers and charity partners involved in the programme.

The numbers of those gaining employment currently stands at a total of 450.

We have been able to employ three new Relationship Managers who will be working to achieve our vision to secure jobs for 2,500 people facing homelessness over the next three years and since the launch of our fully bespoke jobs board in October 2020, we now have 125 employers and 140 charities registered and signed up to the employment programme.

Much of the year was again, dedicated to bringing in additional funding whilst identifying untapped grant funding and sponsorship streams. We also looked at which campaigns Only A Pavement Away would look to run in the following year in order to enhance the understanding of our Members by the employers we work with. The purpose would be to create empathy whilst promoting the Only A Pavement Away brand. We believe that we are missing out on c£60k of funding through our events and with the correct funding will look to engage an Events & Campaigns Manager.

The charity works within the hospitality industry which has suffered due to the price of utilities, return of Covid loans, cost of living hits on its consumers and having to manage it's expectations of industry support. On the positive side the industry has continued to support & fund the charity and has bought into its concept. The charity also has a unique model and is seen as tangible by its supporters. The main charities are verging towards housing and lobbying rather than employment which has been both a positive and negative for us.

The Board of Trustees now stands at 13 with one unfilled vacancy. The Board of Trustees continue to review the strategy to ensure our tactical plan is both on track and meets our objectives. The focus will be supporting more people facing homelessness into careers within hospitality. The Trustees are currently working on a Tactical Plan to achieve growth in terms of increasing the number of Members and continuous funding.

During 2023-24 we will look to bring greater working synergies between the somewhat disparate charity organisations and an industry focused on helping people re-engage with society through careers in hospitality. We are also working to raise awareness within government and have been meeting with a number of MPs from a variety of constituencies across the country who are interested in the programme. Our aim is to become the default charity for the hospitality industry when looking to help vulnerable people secure jobs in hospitality. We will also look to develop our female mentoring programme "A Seat at the Table" whilst developing relationships with Domestic Abuse charities. We will also look to commence work with charities who support those forced into prostitution.

Our fund raising has increased which has seen the charity break the barrier on £500k income. Our aim is to now bring in funding from Trusts, Grants & Philanthropists which to date we have failed to do. Our aim is to bring in a specialized fund raiser on a pro-bono basis.

With the growth we are experiencing the charity will look to revamp its policies and training for team members.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

Events and campaigns

During the year, we have been working on developing further events and campaigns to help raise both funds and awareness and enable us to engage with a wider network of partners and supporters.

We ran our second Hiking Against Homelessness event where 50 Hikers raised c£25,000. We also had participants in the London Half Marathon. Fifteen of our supporters, including Trustees and the CEO, raised c£25,000 through the CEO Sleepout event in London.

Over the summer, the Fill a Flask campaign saw over 2,000 flasks distributed out across eight cities to local charities and to those forced to sleep on the streets, providing them with a means to have access to water during the hot weather.

The charity's annual fundraising lunch – Cook & Dine – took place in September with over 280 guests attending and helping to raise over £38,000 to support the ongoing work of the charity.

In partnership with volunteers from across the hospitality industry, we ran our fourth annual Winter Warmth campaign in December - distributing warm apparel throughout the winter months, to homeless individuals across the UK - has successfully taken place in six cities including Glasgow, Edinburgh, Birmingham, London, Brighton and Norwich.

In addition to the key events and campaigns we run internally, we have been delighted to see a number of our partners and supporters creating and running events to raise additional funds for us. One of the most notable during this period being the second Pedalling for Pubs Challenge which saw 40 riders from across hospitality ride 400km across Kenya and raise a staggering £280k which is split 50/50 with our fellow charity partners, Licensed Trade Charity. To support this Steve Alton, one of our trustees, organised a Peddling 2 Pubs event in the Peak District where 25 riders raised c£30,000.

Plans for future period

Since launching in October 2018, we have laid a solid foundation to becoming recognised as the go to charity for the employment of those facing homelessness, prison leavers and vulnerable veterans into careers within the hospitality industry and forging connections in some of the key major cities across the country. We have over 125 hospitality businesses signed up to the programme alongside 140 charities all of whom have work ready candidates. This figure has increased as we now operate in 68 prisons.

We have supported over 350 candidates back into work saving the local and central government an estimated c.£8million*.

We are now averaging between four to six Members a week getting a career opportunity. Average length of service is 38 weeks. To date, eight Members have completed five years, 11 over four years, 97 over three years, 123 over two years and 127 over one year. This work is currently supported by a team of six.

As our charity grows so do our expectations of what Only A Pavement Away can achieve. We know, with the right levels of funding, we can scale up our services to support 5,000 Members into work each year and add c.£170 million to the economy.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

What do we need?

As the brand grows the potential for Only A Pavement Away to become a national charity helping thousands into employment is more than achievable. To achieve our aim we need financial support, media and political recognition and public awareness. To help us achieve this, we wish to develop a range of mutually beneficial partnerships and collaborations that will help drive a genuine, positive social impact and long-term change for people facing or at risk of homelessness.

Only A Pavement Away is a personal business that needs connections between people, it cannot be facilitated solely by technology as it requires communication on a face-to-face basis. We wish to develop a streamlined effective organizational team through remuneration and structured roles that will deliver the strategy. Given the current levels of opportunities and enquiries now being received into the charity, the current team is under resourced especially given the point-to-point contact requirements, to deliver its goals.

The charity currently has a team of 10 paid staff. These roles are part funded by a mix of grant, ad hoc fundraising and donations received. The team currently consists of one Head of Employment Partnerships, two Employer Relationship Managers, four Charity/Referral Relationship Managers, one Development Coach, one Head of Marketing and Fundraising and one Grants & Support Manager. The CEO role is an unpaid post, and the Trustees received no remuneration. Annual expenditure of the charity is currently c. £380,000 (inclusive of salaries, overheads, training and member support costs).

To support our vision for the next 2-3 years, we need to increase our annual income to c.£900,000 per annum to enable us to put in place a robust organisational structure and this will grow year on year in line with, and to support, the ambitions of the organisation into the future.

We measure our LOS & retention figures through our Members tracker which allows us to offer a 1 year + financial & emotional wrap around service.

Our vision 2022-2027

- We wish to operate in every major city across the UK by mid-2025.
- Place 1,000 Members into work by mid-2025. Total potential pool 50,000 or 12.5% (378,000) of total homeless and prison leavers pa (2% of total potential Member pool).
- Escalate to 2,500 Members by the end of 2025 & 5,000 by the end of 2026 (5% and 10% of total potential Member pool).
- Database of 200+ active employers (125 on board as at 2022).
- Database of 150 active charities (105 on board as at 2022).
- Operate in all 98 hospitality focused prisons.
- Increase fundraising income to enable deployment of a team of 21 by end of 2024 (c. £900,000).
- Recognition as the industry charity for the placement of anyone facing, or at risk of, homelessness into careers in hospitality.
- Continue to expand and develop campaigns and events to enhance brand awareness.
- Set up a centralised training academy in preparation for employment.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

Financial review

The charity raised gross funds of £663,103 (2022: £363,654) and expended £378,536 (2022: £276,313) resulting in a net surplus of £284,567 (2022: £87,341).

The reporting period for the charity was from 1 May 2022 to 30 April 2023, the fifth period of reporting since incorporation. The charity had brought forward unrestricted funds of £84,477 meaning an unrestricted reserve surplus of £201,132 as at 30 April 2023. The charity had restricted reserves amounting to £134,669 (2022: £91,364) and designated funds of £153,065 (2022: £28,458) at the balance sheet date. Total reserves at 30 April 2023 were £488,866 (2022: £204,299).

The gross funds raised of £663,103 (2022: £363,654) were derived from donations totalling £563,775 (2022: £290,511) and £99,328 (2022: £73,143) from fundraising activities.

The total costs of £378,536 (2022: £276,313) are set out in the income and expenditure account appended to this return.

The Trustees are continually trying to improve the finance position of the charity.

There are no material uncertainties about the charity's ability to continue as a going concern.

Reserves policy

Only A Pavement Away recognises the need for sufficient free reserves in order to properly manage risk and to be capable of realising unforeseen opportunities that might arise.

The charity has determined that it will maintain a cash reserve that equates to estimated 12 month expenditure. This will be kept under constant review given the length of time the charity has been in operation. At the year end, the trustees have set aside £153,065 (2022 - £28,458) out of unrestricted funds into designated funds to cover the salaries of relationship managers in the coming 12 months.

Total expenditure in the year out of unrestricted funds amounted to £324,641 (2022 - £178,848). Unrestricted funds at the year end, including the amount designated for salaries, amounted to £354,197. The trustees consider this to be sufficient and in accordance with the reserves policy.

Structure, governance and management

Only A Pavement Away was established as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 24 April 2018. The charity's governing document is in the form of a Constitution.

The trustees who served during the year and up to the date of signature of the financial statements were:

A P Sophoclidis
G J Mangham
B Stackhouse
D Ahmed
M P Wyatt
A H Hornby
F Eastwood
M Stanford
J Koo
P Pavli
M Stoker
S C Alton
E McClarkin

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

The charity's governing document states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. The maximum number of charity trustees is fourteen (14). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

Appointment of charity trustees

Apart from the first charity trustees (appointed April 2018), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

New trustees are introduced to other trustees and key employees when they are first appointed. Their roles and responsibilities as trustees are explained to them and they are directed to the relevant reading material on the Charity Commission website. Trustees are encouraged to attend appropriate external training events which will help facilitate the undertaking of their role.

The charity recognises the need to offer competitive packages to attract and keep the best personnel possible. Remuneration of key management personnel is considered on a role by role basis and is benchmarked against the market.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- (a) a copy of the current version of the charity constitution; and
- (b) a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Meetings

The Trustees meet a minimum of four times per year supported by two Strategy Review days and sub committees looking at various aspects of the business. Supported by required policies and procedures.

Brand Ambassadors

The charity has five Brand Ambassadors who volunteer to promote and enhance the charities brand whilst increasing awareness.

Dawn Bowstead	Founder & Owner of Hospitality Jobs UK (HR & Employment).
James Hacon	Founder & Owner of Think Hospitality, an International consultancy.
Katy Moses	Founder & Owner KAM Media (Hospitality Marketing & Research).
Mark Stretton	Fleet Street Communications (Communications & PR).
Peter Martin	Founder, Peach 20/20 (Hospitality Marketing).

Advisors

The charity has a group of voluntary advisors who provide knowledge and advice to the Trustees in specific areas to support its delivery of services and project planning.

Nicola Bates	Director of External Affairs, Portman Group (Hospitality Services).
Paul Campbell	Owner of Hill Capital (Funding).
Lina Olea	Founder, Cafecito Ltd (Marketing).
Robert Neiri	Partner, Shoosmith's (Legal).
Kate Groves	Communications and Engagement Consultant (Communications & PR).

Ambassadors

Our thanks to our dedicated brand Ambassadors who do so much to help raise awareness about our work; Tom Aikens, Emma Osman, Scotty Mills, Joshua Jarvis.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

Partners

Our sincere thanks to our Partners & Supporters whose ongoing generous support is invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and create more pathways to employment as well as offering financial support to those members who need some additional short-term help with rent, travel, clothing during their transition back into society.

Funding Partners: Asahi, Caterer.com, Crisis, Greene King, Speciality Brands, Hilton International, London Freemasons and Veterans Foundation.

Primary Partners: Fleet Street Communications, Flow Hospitality Training, Hospitality Jobs UK and Wellers.

Partners: Appetite4Recruitment, AVJ Design, Cue Media, HIT Training, Licensed Trade Charity, Hospitality Action, The Ivy Collection, Thomas Franks, United Grand Lodge of England, Zonal.

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

Anthony Sophocliedes

A P Sophocliedes
Trustee

28 March 2024

Greg Mangham

G J Mangham
Trustee

ONLY A PAVEMENT AWAY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

I report to the trustees on my examination of the financial statements of Only a Pavement Away (the charity) for the year ended 30 April 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement

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

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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.



Laura Adkins BSc (Hons) FCA
Member of the Institute of Chartered Accountants in England and Wales
Whitley Stimpson Limited
13-15 High Street
Witney
Oxfordshire
OX28 6HW

Dated: 28 March 2024

ONLY A PAVEMENT AWAY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 APRIL 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total Unrestricted funds general 2023 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
<u>Income from:</u>								
Donations	2	466,575	-	97,200	563,775	138,531	-	290,511
Fundraising activities	3	99,328	-	-	99,328	73,143	-	73,143
Total income		565,903	-	97,200	663,103	211,674	-	363,654
<u>Expenditure on:</u>								
Raising funds	4	142,850	-	72	142,922	120,381	-	120,381
Charitable activities	5	121,798	59,993	53,823	235,614	41,650	16,375	155,490
Other	10	-	-	-	-	442	-	442
Total expenditure		264,648	59,993	53,895	378,536	162,473	16,375	276,313
Net incoming resources before transfers		301,255	(59,993)	43,305	284,567	49,201	(16,375)	87,341

ONLY A PAVEMENT AWAY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 APRIL 2023

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Notes								
Net incoming resources before transfers	301,255	(59,993)	43,305	284,567	49,201	(16,375)	54,515	87,341
Gross transfers between funds	(184,600)	184,600	-	-	(44,833)	44,833	-	-
Net income for the year/ Net movement in funds	116,655	124,607	43,305	284,567	4,368	28,458	54,515	87,341
Fund balances at 1 May 2022	84,477	28,458	91,364	204,299	80,109	-	36,849	116,958
Fund balances at 30 April 2023	<u>201,132</u>	<u>153,065</u>	<u>134,669</u>	<u>488,866</u>	<u>84,477</u>	<u>28,458</u>	<u>91,364</u>	<u>204,299</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

ONLY A PAVEMENT AWAY

BALANCE SHEET AS AT 30 APRIL 2023

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	11		2,865		5,510
Current assets					
Debtors	12	5,532		1,625	
Cash at bank and in hand		515,920		207,196	
		<u>521,452</u>		<u>208,821</u>	
Creditors: amounts falling due within one year	13	(35,451)		(10,032)	
Net current assets			486,001		198,789
Total assets less current liabilities			<u>488,866</u>		<u>204,299</u>
Income funds					
Restricted funds	16		134,669		91,364
<u>Unrestricted funds</u>					
Designated funds	17	153,065		28,458	
General unrestricted funds		<u>201,132</u>		<u>84,477</u>	
			354,197		112,935
			<u>488,866</u>		<u>204,299</u>

The financial statements were approved by the Trustees on 28 March 2024

Anthony Sophoclidis

A P Sophoclidis
Trustee

Greg Mangham

G J Mangham
Trustee

Matthew Wyatt

M P Wyatt
Trustee

ONLY A PAVEMENT AWAY

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 APRIL 2023

	Notes	£	2023 £	£	2022 £
Cash flows from operating activities					
Cash generated from operations	20		308,724		37,972
Investing activities					
Purchase of tangible fixed assets		-		(7,934)	
Net cash used in investing activities					
			-		(7,934)
Net cash used in financing activities					
			-		-
Net increase in cash and cash equivalents					
			308,724		30,038
Cash and cash equivalents at beginning of year			207,196		177,158
Cash and cash equivalents at end of year					
			<u>515,920</u>		<u>207,196</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

1 Accounting policies

Charity information

Only A Pavement Away is a charitable incorporated organisation incorporated in England and Wales. The registered office is 1 Vincent Square, London, SW1P 2PN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

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

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

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

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Computers	3 years straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Donations

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	466,575	97,200	563,775	138,531	151,980	290,511
Donations and gifts						
Grants, trusts and foundations	31,000	15,000	46,000	4,000	104,220	108,220
Corporate donations	68,865	47,200	116,065	28,386	20,000	48,386
General donations	196,697	-	196,697	100,094	27,760	127,854
Philanthropy	26,690	-	26,690	-	-	-
Gift aid	9,038	-	9,038	6,051	-	6,051
Other	134,285	35,000	169,285	-	-	-
	466,575	97,200	563,775	138,531	151,980	290,511

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

3 Fundraising activities

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Fundraising events	99,328	73,143

4 Raising funds

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Fundraising and publicity				
Staging fundraising events	31,740	-	31,740	27,679
Fundraising consultancy fees	-	-	-	25,340
Awareness and promotion	70,005	72	70,077	46,921
Fundraising expenses and merchandise	2,177	-	2,177	6,491
Support costs	36,678	-	36,678	11,550
Governance costs	2,250	-	2,250	2,400
	<u>142,850</u>	<u>72</u>	<u>142,922</u>	<u>120,381</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

5 Charitable activities

	2023 £	2022 £
Staff costs	186,039	82,472
Depreciation and impairment	2,645	2,424
Training and education	1,200	44,437
Jobs board	2,613	10,551
	<u>192,497</u>	<u>139,884</u>
Grant funding of activities (see note 6)	4,189	1,656
Share of support costs (see note 7)	36,678	11,550
Share of governance costs (see note 7)	2,250	2,400
	<u>235,614</u>	<u>155,490</u>
Analysis by fund		
Unrestricted funds - general	121,798	41,650
Unrestricted funds - designated	59,993	16,375
Restricted funds	53,823	97,465
	<u>235,614</u>	<u>155,490</u>

6 Grants payable

	2023 £	2022 £
Grants to institutions:	-	-
Grants to individuals	4,189	1,656
	<u>4,189</u>	<u>1,656</u>

In 2023, the grants payable by the charity to individual members were for financial support costs such as housing rents, rates, food etc to bridge the gap between starting employment and the member getting their first pay cheque from the employer. These grants were temporary help and were funded from both restricted and unrestricted reserves put aside for this purpose.

In 2022, the grants were paid by the charity to individual members during COVID. As part of the charitable activities of the charity, grants were paid to help members placed on furlough by topping up the 20% reduction in wages to help with rental expenses during that period. These grants were temporary help and were funded from unrestricted and designated reserves put aside for this purpose.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

7 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	37,978	-	37,978	-	-	-
Hotels, travel and subsistence	15,510	-	15,510	9,565	-	9,565
Postage and carriage	1,278	-	1,278	2,313	-	2,313
Office stationery	648	-	648	410	-	410
Telephone	1,871	-	1,871	1,215	-	1,215
Computer and software costs	6,137	-	6,137	3,090	-	3,090
Insurance	1,463	-	1,463	1,257	-	1,257
Sundry expenses	2,395	-	2,395	1,693	-	1,693
Bank charges	-	-	-	129	-	129
Payroll fees	1,602	-	1,602	1,280	-	1,280
Professional fees	4,474	-	4,474	2,148	-	2,148
Audit fees	-	4,500	4,500	-	4,800	4,800
	<u>73,356</u>	<u>4,500</u>	<u>77,856</u>	<u>23,100</u>	<u>4,800</u>	<u>27,900</u>
Analysed between						
Fundraising	36,678	2,250	38,928	11,550	2,400	13,950
Charitable activities	36,678	2,250	38,928	11,550	2,400	13,950
	<u>73,356</u>	<u>4,500</u>	<u>77,856</u>	<u>23,100</u>	<u>4,800</u>	<u>27,900</u>

Support and governance costs have been split equally between charitable and fundraising activities.

Governance costs includes payments to the auditors of £4,500 (2022- £4,800) for independent examination fees.

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

2023	2022
Number	Number
7	3
<u>7</u>	<u>3</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

9 Employees	(Continued)	
Employment costs	2023 £	2022 £
Wages and salaries	197,729	76,812
Social security costs	19,936	4,034
Other pension costs	6,352	1,626
	<u>224,017</u>	<u>82,472</u>

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

10 Other	Total Unrestricted funds £ 2023	general 2022	Total £ 2022
Net loss on disposal of tangible fixed assets	-	442	442
	<u>-</u>	<u>442</u>	<u>442</u>

11 Tangible fixed assets	Computers £
Cost	
At 1 May 2022	7,934
At 30 April 2023	<u>7,934</u>
Depreciation and impairment	
At 1 May 2022	2,424
Depreciation charged in the year	2,645
At 30 April 2023	<u>5,069</u>
Carrying amount	
At 30 April 2023	<u>2,865</u>
At 30 April 2022	<u>5,510</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	-	1,214
Other debtors	179	179
Prepayments and accrued income	5,353	232
	<u>5,532</u>	<u>1,625</u>

13 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		8,998	-
Deferred income	14	12,800	-
Trade creditors		3,057	4,885
Other creditors		123	-
Accruals		10,473	5,147
		<u>35,451</u>	<u>10,032</u>

14 Deferred income

	2023 £	2022 £
Other deferred income	12,800	-
	<u>12,800</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	12,800	-
	<u>12,800</u>	<u>-</u>
Movements in the year:		
Deferred income at 1 May 2022	-	50,000
Released from previous periods	-	(50,000)
Resources deferred in the year	12,800	-
	<u>12,800</u>	<u>-</u>
Deferred income at 30 April 2023	<u>12,800</u>	<u>-</u>

During the year ended 30 April 2023, £12,800 (2022 - £nil) was received towards the Charity's Cook & Dine event, which took place after the year end. This income is deferred at the year end.

During the year ended 30 April 2021, £50,000 was donated by The Freemasons for a new life skills hub. This hub was not launched until the summer of 2021 and hence the income was deferred as at 30 April 2021 and released in the prior financial period when the associated costs were incurred and the hub was ready for use.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

15 Retirement benefit schemes

Defined contribution schemes

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

The charge to the statement of financial activities in respect of defined contribution schemes was £6,352 (2022 - £1,626).

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			Balance at 30 April 2023 £
	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	
CRISIS fund	11,255	29,220	(35,664)	4,811	-	(4,811)	-
ISLA Foundation fund	17,594	-	(17,594)	-	-	-	-
Life Skills Programme fund	8,000	60,000	(32,412)	35,588	-	(4,756)	30,832
Veterans Foundation fund 1	-	15,000	(5,242)	9,758	-	(9,758)	-
Speciality Brands fund 1	-	27,760	-	27,760	-	(25,617)	2,143
Greene King fund 2	-	20,000	(6,553)	13,447	-	(7,229)	6,218
Veterans Foundation fund 2	-	-	-	-	15,000	(1,724)	13,276
Speciality Brands fund 2	-	-	-	-	27,200	-	27,200
Greene King - Cook & Dine	-	-	-	-	5,000	-	5,000
Greene King fund 3	-	-	-	-	50,000	-	50,000
	<u>36,849</u>	<u>151,980</u>	<u>(97,465)</u>	<u>91,364</u>	<u>97,200</u>	<u>(53,895)</u>	<u>134,669</u>

The CRISIS fund, ISLA foundation fund, Veterans Foundation fund and Greene King funds were all grants/donations received by the charity to pay the salary costs of Relationship Managers. The funds from the Veterans Foundation were so that the charity could focus on veterans in more depth and the funds from Greene King were for Relationship Managers that can focus on Greene King vacancies.

The Life Skills programme fund relates to a donation from The Freemasons. This was for a new life skills hub, which was launched in the summer of 2021.

The Speciality Brands fund 1 was for a new Employment Coach to be employed by the charity. The Speciality Brands fund 2 was a donation towards a Learning and Development Coach to mentor members and run the Passport 2 Employment programme.

£5,000 of a £20,000 donation received in the year from Greene King was specified to be put towards the Cook & Dine event taking place in September 2023. This has therefore been treated as a restricted fund in the financial statements.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Resources expended £	Transfers £	Balance at 1 May 2022 £	Resources expended £	Transfers £	Balance at 30 April 2023 £
Worshipful cooks fund	-	10,000	10,000	(8,749)	(1,251)	-
Relationship manager	(16,375)	34,833	18,458	(51,244)	51,566	18,780
Hilton Foundation	-	-	-	-	79,285	79,285
Member grants	-	-	-	-	40,000	40,000
Greene King	-	-	-	-	15,000	15,000
	<u>(16,375)</u>	<u>44,833</u>	<u>28,458</u>	<u>(59,993)</u>	<u>184,600</u>	<u>153,065</u>

The Worshipful cooks fund was designated by the charity to part fund a new Relationship Manager, as was the Relationship Manager fund, which was transferred from the charity's general reserves, to fund a Relationship Manager's salary for a year.

Donations received from Hilton Foundation in the year totalling £79,285 have been designated by trustees for future salary costs and therefore has been transferred from the charities general reserves to designated funds.

£40,000 of donations received from the CEO sleepout in the year have been designated by the trustees for member support costs and therefore has been transferred from the charities general reserves to designated funds.

£15,000 of income from Greene King was transferred to designated funds by trustees to use for future campaigns.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

18 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 30 April 2023 are represented by:							
Tangible assets	-	-	2,865	2,865	-	5,510	5,510
Current assets/(liabilities)	201,132	153,065	131,804	486,001	84,477	85,854	198,789
	<u>201,132</u>	<u>153,065</u>	<u>134,669</u>	<u>488,866</u>	<u>84,477</u>	<u>91,364</u>	<u>204,299</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

19 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

20 Cash generated from operations	2023	2022
	£	£
Surplus for the year	284,567	87,341
Adjustments for:		
(Gain)/loss on disposal of tangible fixed assets	-	442
Depreciation and impairment of tangible fixed assets	2,645	2,424
Movements in working capital:		
(Increase)/decrease in debtors	(3,907)	4,630
Increase/(decrease) in creditors	12,619	(6,865)
Increase/(decrease) in deferred income	12,800	(50,000)
Cash generated from operations	308,724	37,972

21 Analysis of changes in net funds

The charity had no debt during the year.

ONLY A PAVEMENT AWAY CIO

England & Wales - Charity number 1178082

Accounts

Charity registration number 1178082

ONLY A PAVEMENT AWAY
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2022

ONLY A PAVEMENT AWAY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A P Sophocledes

G J Mangham

B Stackhouse

D Ahmed

M P Wyatt

A H Hornby

F Eastwood

M Stanford

J Koo

P Pavli

M Stoker

S C Alton

E McClarkin

(Appointed 12 April 2022)

(Appointed 8 April 2022)

Charity number

1178082

Independent examiner

Whitley Stimpson Limited

13-15 High Street

Witney

Oxfordshire

OX28 6HW

Bankers

Metro Bank Plc

1 Southampton Row

London

WC1B 5HA

ONLY A PAVEMENT AWAY

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ONLY A PAVEMENT AWAY

TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2022

The trustees present their annual report and financial statements for the year ended 30 April 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

Only A Pavement Away will act as the conduit to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

- Offering employment opportunities (jobs) within the industry;
- Facilitate training and development programmes, creating capability for work; and
- Offer financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability.

The programme will help people facing or experiencing homelessness including those having to "sofa hop", veterans, ex-offenders and disengaged youngsters, many of whom face homeless and crime.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work whilst in some cases offering financial support.

The money raised by Only A Pavement Away will be used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away will have partners that purely fund the project and operating partners who offer employment.

Outside of the moral benefits, the project is under pinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's objectives and aims and in planning future activities.

Objects

For the public benefit to promote the relief of unemployment of vulnerable, socially excluded and socially disadvantaged people (including but not limited to the homeless, ex-offenders and ex-service personnel) by overseeing the delivery of programmes, services and guidance in respect of their training, employment and accommodation with a view to promoting their integration into society.

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

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

Chief executive's review of achievements and performance

In the financial year May 2021 – April 2022 the charity saw continued growth, in both the number of people we put into work (members) at 72 and the number of employers and charity partners involved in the programme.

The numbers of those gaining employment grew from 80 in the previous year to a further 72 during this financial year and currently stands at a total of 205.

We have been able to employ two new Relationship Managers who will be working to achieve our vision to secure jobs for 2,500 people facing homelessness over the next three years and since the launch of our fully bespoke jobs board in October 2020, we now have 125 employers and 110 charities registered and signed up to the employment programme.

Much of the year was again, dedicated to bringing in additional funding whilst identifying untapped grant funding and sponsorship streams. We also looked at which campaigns Only A Pavement Away would look to run in the following year in order enhance the understanding of our Members by the employers we work with. The purpose would be to create empathy whilst promoting the Only A Pavement Away brand.

The Board of Trustees now stands at 13 with one unfilled vacancy. The Board of Trustees continue to review the strategy to ensure our tactical plan is both on track and meets our objectives. The focus will be supporting more people facing homelessness into careers within hospitality. The Trustees are currently working on a Tactical Plan to achieve growth in terms of increasing the number of Members and continuous funding.

During 2022-23 we will look to bring greater working synergies between the somewhat disparate charity organisations and an industry focussed on helping people re-engage with society through careers in hospitality. We are also working to raise awareness within government and have been meeting with a number of MPs from a variety of constituencies across the country who are interested in the programme.

Events and campaigns

During the period we have been working on developing further events and campaigns to help raise both funds and awareness and enable us to engage with a wider network of partners and supporters.

With support from sponsors, Caterer.com, Fraser Giles Partnership and Thomas Franks we were proud to launch a cookbook – the Tom Aikens Five Minute Feast – comprising over 20 recipes from the lockdown challenge. With the production costs of the book covered by the sponsors the book has to date raised over £15,000 from its sales.

Over the summer, the Fill a Flask campaign saw over 3,000 flasks distributed out across five cities to local charities and to those forced to sleep on the streets, providing them with a means to have access to water during the hot weather.

We were thrilled to be offered the opportunity to run a national outdoor advertising campaign to promote the programme to hospitality operators, with our partners Brewdog donating the space. Developed for Only A Pavement Away by London based ad agency Droga5, we successfully delivered the campaign across 1,500 billboard and digital advertising sites across the UK.

The charity's annual fundraising lunch – Cook & Dine – took place in September with over 280 guests attending and helping to raise over £21,000 to support the ongoing work of the charity.

In partnership with volunteers from across the hospitality industry, we ran our third annual Winter Warmth campaign in December - distributing warm apparel throughout the winter months, to homeless individuals across the UK - has successfully taken place in six cities including Glasgow, Edinburgh, Birmingham, London, Brighton and Norwich.

In addition to the key events and campaigns we run internally, we have been delighted to see a number of our partners and supporters creating and running events to raise additional funds for us. One of the most notable during this period being the Pedalling for Pubs Challenge which, after a year's delay due to Covid, saw 26 riders from across hospitality ride 335km across Jordan and raise a staggering £274k which is split 50/50 with our fellow charity partners, Licensed Trade Charity.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

Plans for future period

Since launching in October 2018, we have laid a solid foundation to becoming recognised as the go to charity for the employment of those facing homelessness, prison leavers and vulnerable veterans into careers within the hospitality industry and forging connections in some of the key major cities across the country. We have over 130 hospitality businesses signed up to the programme alongside 90 charities all of whom have work ready candidates.

We have supported over 290 candidates back into work saving the local and central government an estimated c.£5million*.

We are now averaging between 3-4 members a week getting a career opportunity. Average length of service is 38 weeks. Six members have completed three years, seven over two years and 35 over one year. This work is currently supported by a team of six.

*Total weeks in work for the 215 Members is 7,526 weeks or 144.7 years. At an average added value to the economy of c.£35,000 this equates to £5,064,500 or 1-year's salary for 126.6 nurses on £40,000.

In order to optimise our true potential, we want to transition from our 'create and establish' stage and move to an ambitious 'growth and developmental' stage. Scaling up our services across the country is vital in helping us provide many more hundreds of people facing homelessness, with the opportunity to find a job and build a career in our people-focused industry.

As our charity grows so do our expectations of what Only A Pavement Away can achieve. We know, with the right levels of funding, we can scale up our services to support 5,000 Members into work each year and add c.£170 million to the economy.

What do we need?

As the brand grows the potential for Only A Pavement Away to become a national charity helping 1,000's into employment is more than achievable. To achieve our aim we need financial support, media and political recognition and public awareness. To help us achieve this, we wish to develop a range of mutually beneficial partnerships and collaborations that will help drive a genuine, positive social impact and long-term change for people facing or at risk of homelessness.

Only A Pavement Away is a personal business that needs connections between people, it cannot be facilitated solely by technology as it requires communication on a face-to-face basis. We wish to develop a streamlined effective organisational team through remuneration and structured roles that will deliver the strategy. Given the current levels of opportunities and enquiries now being received into the charity the current team is under resourced especially given the point-to-point contact requirements, to deliver its goals.

The charity currently has a team of seven paid staff. These roles are part funded by a mix of grant, ad hoc fundraising and donations received. The team currently consists of one Head of Employment Partnerships, one Employer and two Charity Relationship Managers, one Development Coach, one Head of Marketing and Fundraising and one Administrative Support Officer. The CEO role is an unpaid post and the Trustees received no remuneration. Annual expenditure of the charity is currently c. £400,000 inclusive (salaries, overheads, training and member support costs).

To support our vision for the next 2-3 years, we need to increase our annual income to c.£800,000 per annum to enable us to put in place a robust organisational structure and this will grow this year on year in line with and to support the ambitions of the organisation into the future.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

Our vision 2022-2027

- We wish to operate in every major city across the UK by mid-2024.
- Place 1,000 Members into work by mid-2024. Total potential pool 50,000 or 12.5% (378,000) of total homeless and prison leavers pa (2% of total potential Member pool).
- Escalate to 2,500 Members by the end of 2025 & 5,000 by the end of 2026. (5% and 10% of total potential Member pool).
- Database of 200+ active employers (125 on board as at 2022).
- Database of 150 active charities (105 on board as at 2022).
- Operate in all 68 hospitality focused prisons.
- Extend the prison Sponsor a Kitchen* (see How it Works below) project from two in 2022 to 15 by mid-2024.
- Increase fundraising income to enable deployment of a team of 21 by end of 2024 (c. £800,000)
- Recognition as the industry charity for the placement of anyone facing or at risk of homelessness into careers in hospitality.
- Continue to expand and develop campaigns and events to enhance brand awareness.
- Set up a centralised training academy in preparation for employment.

Financial review

The charity raised gross funds of £363,654 (2021: £190,131) and expended £276,313 (2021: £144,328) resulting in a net surplus of £87,341 (2021: £45,804).

The reporting period for the charity was from 1 May 2021 to 30 April 2022, the fourth period of reporting since incorporation. The charity had brought forward unrestricted funds of £80,109 meaning an unrestricted reserve surplus of £84,477 as at 30 April 2022. The charity had restricted reserves amounting to £91,364 (2021: £36,849) and designated funds of £28,458 (2021: £nil) at the balance sheet date. Total reserves at 30 April 2022 were £204,299 (2021: £116,958). As at 30 April 2022, free reserves were £84,477 (2021: £116,516).

The gross funds raised of £363,654 (2021: £190,131) were derived from donations totalling £290,511 (2021: £126,817) and £73,143 (2021: £63,314) from fundraising activities.

The total costs of £276,313 (2021: £144,328) are set out in the income and expenditure account appended to this return.

The Trustees are continually trying to improve the finance position of the charity.

Reserves policy

Only A Pavement Away recognises the need for sufficient free reserves in order to properly manage risk and to be capable of realising unforeseen opportunities that might arise. Going forward the Trustees will agree to keep a certain level of free reserves once the running costs are stable given the length of time the charity has been in operation.

Structure, governance and management

Only A Pavement Away was established as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 24 April 2018. The charity's governing document is in the form of a Constitution.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

The trustees who served during the year and up to the date of signature of the financial statements were:

A P Sophocliides

G J Mangham

B Stackhouse

D Ahmed

M P Wyatt

A H Hornby

F Eastwood

M Stanford

J Koo

P Pavli

M Stoker

S C Alton

(Appointed 12 April 2022)

E McClarkin

(Appointed 8 April 2022)

The charity's governing document states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. The maximum number of charity trustees is fourteen (14). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

Appointment of charity trustees

Apart from the first charity trustees (appointed April 2018), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- (a) a copy of the current version of the charity constitution; and
- (b) a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Meetings

The Trustees meet a minimum of 4 times per year supported by 2 Strategy Review days and sub committees looking at various aspects of the business. Supported by required policies and procedures.

ONLY A PAVEMENT AWAY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

Advisors

The charity has a group of voluntary advisors who provide knowledge and advice to the Trustees in specific areas to support its delivery of services and project planning.

Nicola Bates	Director of External Affairs, Portman Group (Hospitality Services)
Dawn Bowstead	Founder & Owner of Hospitality Jobs UK (HR & Employment)
James Hacon	Group CMO, MAPAL Software (Marketing & Training Technology)
Paul Campbell	Owner of Hill Capital (Funding)
Katy Moses	Founder & Owner KAM Media (Hospitality Marketing & Research)
Mark Stretton	Fleet Street Communications (Communications & PR)
Karen Wallin	Fundraising Consultant (Funding)
Lina Olea	Founder, Cafecito Ltd (Marketing)
Robert Neiri	Partner, Shoosmith's (Legal)
Sarah Clover	Barrister (Legal)
Kate Groves	Communications and Engagement Consultant (Communications & PR)
Peter Martin	Founder, Peach 20/20 (Hospitality Marketing)

Ambassadors

Our thanks to our dedicated brand Ambassadors who do so much to help raise awareness about our work; Tom Aikens, Emma Osman, Luke Mabbott, Scotty Mills, Joshua Jarvis

Partners

Our sincere thanks to our Partners & Supporters whose ongoing generous support is invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and create more pathways to employment as well as, offering financial support to those members who need some additional short-term help with rent, travel, clothing during their transition back into society.

Funding Partners: Asahi, Caterer.com. Crisis, Fraser Giles Partnership, Greene King, Isla Foundation, London Freemasons and Veterans Foundation.

Primary Partners: Fleet Street Communications, Flow Hospitality Training, Hospitality Jobs UK, On-Trade Consultancy and Wellers.

Partners: Appetite4Recruitment, AVJ Design, Cue Media, HIT Training, Licensed Trade Charity, Hospitality Action, The Ivy Collection, Thomas Franks, United Grand Lodge of England, Zonal.

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

DocuSigned by:

 1EF2A32A34CD488...
 A P Sophoclidis
 Trustee

27/2/2023 | 07:45 PST

Date:

DocuSigned by:

 08B75681713545C...
 M P Wyatt
 Trustee

DocuSigned by:

 F9A5350FAF344C1...
 G J Mangham
 Trustee

ONLY A PAVEMENT AWAY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONLY A PAVEMENT AWAY

I report to the trustees on my examination of the financial statements of Only a Pavement Away (the charity) for the year ended 30 April 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement


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

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do 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.

DocuSigned by:

FEDD34159F364CD...

Laura Adkins BSc (Hons) FCA
Member of the Institute of Chartered Accountants in England and Wales
Whitley Stimpson Limited
13-15 High Street
Witney
Oxfordshire
OX28 6HW

27/2/2023 | 18:52 GMT

Dated:

ONLY A PAVEMENT AWAY
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 APRIL 2022

	Notes	Unrestricted funds general 2022	Unrestricted funds designated 2022	Restricted funds 2022	Total Unrestricted funds general 2022	Unrestricted funds designated 2021	Restricted funds 2021	Total 2021
		£	£	£	£	£	£	£
Income from:								
Donations	2	138,531	-	151,980	290,511	55,923	70,894	126,817
Fundraising activities	3	73,143	-	-	73,143	25,758	8,000	63,314
Total income		211,674	-	151,980	363,654	81,681	78,894	190,131
Expenditure on:								
Raising funds	4	120,381	-	-	120,381	54,803	-	84,783
Charitable activities	5	41,650	16,375	97,465	155,490	5,507	42,045	59,544
Other	10	442	-	-	442	-	-	-
Total expenditure		162,473	16,375	97,465	276,313	60,310	42,045	144,327
Net incoming resources before transfers		49,201	(16,375)	54,515	87,341	21,371	36,849	45,804

ONLY A PAVEMENT AWAY
STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 APRIL 2022

	Notes	Unrestricted funds		Unrestricted funds designated		Restricted funds		Total Unrestricted funds		Unrestricted funds designated		Restricted funds		Total		
		2022	£	2022	£	2022	£	2021	£	2022	£	2021	£	2021	£	
Net incoming resources before transfers		49,201		(16,375)		54,515		87,341		21,371		(12,416)		36,849		45,804
Gross transfers between funds		(44,833)		44,833		-		-		(9,114)		9,114		-		-
Net income for the year/ Net movement in funds		4,368		28,458		54,515		87,341		12,257		(3,302)		36,849		45,804
Fund balances at 1 May 2021		80,109		-		36,849		116,958		67,852		3,302		-		71,154
Fund balances at 30 April 2022		84,477		28,458		91,364		204,299		80,109		-		36,849		116,958

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

ONLY A PAVEMENT AWAY**BALANCE SHEET
AS AT 30 APRIL 2022**

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	11		5,510		442
Current assets					
Debtors	12	1,625		6,255	
Cash at bank and in hand		207,196		177,158	
		<u>208,821</u>		<u>183,413</u>	
Creditors: amounts falling due within one year	13	<u>(10,032)</u>		<u>(66,897)</u>	
Net current assets			198,789		116,516
Total assets less current liabilities			<u>204,299</u>		<u>116,958</u>
Income funds					
Restricted funds	16		91,364		36,849
<u>Unrestricted funds</u>					
Designated funds	17	28,458		-	
General unrestricted funds		84,477		80,109	
		<u>112,935</u>		<u>80,109</u>	
			<u>204,299</u>		<u>116,958</u>

The financial statements were approved by the Trustees on **27/2/2023 | 07:45 PST**

DocuSigned by:

1EF2A32A34CD488.....
 A P Sophoclidides
 Trustee

DocuSigned by:

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 G J Mangham
 Trustee

DocuSigned by:

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 M P Wyatt
 Trustee

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2022

1 Accounting policies

Charity information

Only A Pavement Away is a charitable incorporated organisation incorporated in England and Wales. The registered office is 1 Vincent Square, London, SW1P 2PN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

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

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

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

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

1 Accounting policies (Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Computers	3 years straight line
-----------	-----------------------

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

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

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

Basic financial assets

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

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Donations

	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	138,531	151,980	290,511	55,923	70,894	126,817
Donations and gifts						
Grants, trusts and foundations	4,000	104,220	108,220	-	70,894	70,894
Corporate donations	28,386	20,000	48,386	32,293	-	32,293
General donations	100,094	27,760	127,854	18,536	-	18,536
Philanthropy	-	-	-	500	-	500
Gift aid	6,051	-	6,051	4,594	-	4,594
	<u>138,531</u>	<u>151,980</u>	<u>290,511</u>	<u>55,923</u>	<u>70,894</u>	<u>126,817</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

3 Fundraising activities

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Fundraising events	73,143	25,758	29,556	8,000	63,314

4 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Total 2021 £
Fundraising and publicity				
Staging fundraising events	27,679	3,076	16,905	19,981
Fundraising consultancy fees	25,340	8,500	-	8,500
Awareness and promotion	46,921	23,974	13,075	37,049
Fundraising expenses and merchandise	6,491	862	-	862
Support costs	11,550	18,391	-	18,391
Governance costs	2,400	-	-	-
	120,381	54,803	29,980	84,783

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

5 Charitable activities

	2022 £	2021 £
Staff costs	82,472	44,192
Depreciation and impairment	2,424	-
Training and education	44,437	2,760
Jobs board	10,551	600
	<u>139,884</u>	<u>47,552</u>
Grant funding of activities (see note 6)	1,656	11,992
Share of support costs (see note 7)	11,550	-
Share of governance costs (see note 7)	2,400	-
	<u>155,490</u>	<u>59,544</u>
Analysis by fund		
Unrestricted funds - general	41,650	5,507
Unrestricted funds - designated	16,375	11,992
Restricted funds	97,465	42,045
	<u>155,490</u>	<u>59,544</u>

6 Grants payable

	2022 £	2021 £
Grants to institutions:	-	-
Grants to individuals (8 grants (2021: 52))	1,656	11,992
	<u>1,656</u>	<u>11,992</u>

The grants were paid by the charity to individual members during COVID. As part of the charitable activities of the charity, grants were paid to help members placed on furlough by topping up the 20% reduction in wages to help with rental expenses during that period. These grants were temporary help and were funded from unrestricted and designated reserves put aside for this purpose.

ONLY A PAVEMENT AWAY**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2022****7 Support costs**

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Hotels, travel and subsistence	9,565	-	9,565	1,704	-	1,704
Postage and carriage	2,313	-	2,313	590	-	590
Office stationery	410	-	410	1,122	-	1,122
Telephone	1,215	-	1,215	1,102	-	1,102
Computer and software costs	3,090	-	3,090	9,343	-	9,343
Insurance	1,257	-	1,257	1,909	-	1,909
Sundry expenses	1,693	-	1,693	734	-	734
Bank charges	129	-	129	447	-	447
Payroll fees	1,280	-	1,280	1,440	-	1,440
Professional fees	2,148	-	2,148	-	-	-
Independent examination	-	4,800	4,800	-	-	-
	<u>23,100</u>	<u>4,800</u>	<u>27,900</u>	<u>18,391</u>	<u>-</u>	<u>18,391</u>
Analysed between						
Fundraising	11,550	2,400	13,950	18,391	-	18,391
Charitable activities	11,550	2,400	13,950	-	-	-
	<u>23,100</u>	<u>4,800</u>	<u>27,900</u>	<u>18,391</u>	<u>-</u>	<u>18,391</u>

Support and governance costs have been split equally between charitable and fundraising activities.

Governance costs includes payments to the auditors of £4,800 (2021- £nil) for independent examination fees.

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

2022	2021
Number	Number
<u>3</u>	<u>2</u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

9 Employees	(Continued)	
Employment costs	2022	2021
	£	£
Wages and salaries	76,812	43,527
Social security costs	4,034	-
Other pension costs	1,626	665
	<u>82,472</u>	<u>44,192</u>
	<u><u>82,472</u></u>	<u><u>44,192</u></u>

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

10 Other	Unrestricted funds general 2022	Total £ 2021
Net loss on disposal of tangible fixed assets	442	-

11 Tangible fixed assets	Computers £
Cost	
At 1 May 2021	442
Additions	7,934
Disposals	(442)
At 30 April 2022	<u>7,934</u>
Depreciation and impairment	
Depreciation charged in the year	2,424
At 30 April 2022	<u>2,424</u>
Carrying amount	
At 30 April 2022	<u>5,510</u>
At 30 April 2021	<u><u>442</u></u>

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	1,214	-
Other debtors	179	6,255
Prepayments and accrued income	232	-
	<u>1,625</u>	<u>6,255</u>

13 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Deferred income	14	-	50,000
Trade creditors		4,885	16,500
Accruals		5,147	397
		<u>10,032</u>	<u>66,897</u>

14 Deferred income

	2022 £	2021 £
Other deferred income	-	50,000
	<u>-</u>	<u>50,000</u>

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	-	50,000
	<u>-</u>	<u>50,000</u>
Movements in the year:		
Deferred income at 1 May 2021	50,000	-
Released from previous periods	(50,000)	-
Resources deferred in the year	-	50,000
	<u>-</u>	<u>50,000</u>
Deferred income at 30 April 2022	<u>-</u>	<u>50,000</u>

During the year ended 30 April 2021, £50,000 was donated by The Freemasons for a new life skills hub. This hub was not launched until the summer of 2021 and hence the income was deferred as at 30 April 2021 and released in the current financial period when the associated costs were incurred and the hub was ready for use.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

15 Retirement benefit schemes

Defined contribution schemes

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

The charge to profit or loss in respect of defined contribution schemes was £1,626 (2021 - £665).

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 May 2021	Incoming resources	Resources expended	Balance at 30 April 2022
	£	£	£	£	£	£
CRISIS fund	28,800	(17,545)	11,255	29,220	(35,664)	4,811
ISLA Foundation fund	33,640	(16,046)	17,594	-	(17,594)	-
Greene King fund 1	1,500	(1,500)	-	-	-	-
COVID response grant	6,954	(6,954)	-	-	-	-
Life Skills Programme fund	8,000	-	8,000	60,000	(32,412)	35,588
Veterans Foundation fund	-	-	-	15,000	(5,242)	9,758
Speciality Brands fund	-	-	-	27,760	-	27,760
Greene King fund 2	-	-	-	20,000	(6,553)	13,447
	<u>78,894</u>	<u>(42,045)</u>	<u>36,849</u>	<u>151,980</u>	<u>(97,465)</u>	<u>91,364</u>

The CRISIS fund, ISLA foundation fund, Veterans Foundation fund and Greene King funds were all grants/donations received by the charity to pay the salary costs of Relationship Managers.

The COVID response fund relates to a grant received from CLINKS intended to go towards staff costs incurred during the ongoing coronavirus pandemic.

The Life Skills programme fund relates to a donation from The Freemasons. This was for a new life skills hub, which was launched in the summer of 2021.

The Speciality Brands fund was a donation towards a new Employment Coach to be employed by the charity.

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 APRIL 2022

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds						Balance at 30 April 2022 £
	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 May 2021 £	Resources expended £	
Fill a Flask campaign	-	8,000	(8,000)	-	-	-	-
Paygap fund	3,302	9,556	(7,750)	(5,108)	-	-	-
Charity Cookbook	-	12,000	(15,356)	3,356	-	-	-
Worshipful cooks fund	-	-	-	-	-	-	10,000
Relationship Manager	-	-	-	-	-	(16,375)	34,833
	3,302	29,556	(31,106)	(1,752)	-	(16,375)	44,833
							28,458

The 'Fill a Flask' fund relates to a campaign that aimed to distribute thermal flasks, one to each person sleeping rough. The distribution timeframe was specifically targeted for the beginning of summer, a time when many rough sleepers need a cold drink. The flasks are extremely durable and can therefore be used throughout the year.

The Paygap fund was a designated fund during COVID. As part of the charitable activities of the charity, funds were designated to help members placed on furlough by topping up the 20% reduction in wages to help with rental expenses during that period.

The Charity Cookbook fund was donations designated by the charity to get the cookbook published, written by Tom Aikens, which is now on sale on the charity's website to raise funds for future charitable activities.

The Worshipful cooks fund was designated by the charity to part fund a new Relationship Manager, as was the Relationship Manager fund, which was transferred from the charity's general reserves, to fund a Relationship Manager's salary for a year.

ONLY A PAVEMENT AWAY**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2022**

18 Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total Unrestricted funds		Designated funds		Restricted funds		Total	
	2022	£	2022	£	2022	£	2021	£	2021	£	2021	£	2021	£
Fund balances at 30 April 2022 are represented by:														
Tangible assets	-		-		5,510		442		5,510		-		442	
Current assets/(liabilities)	84,477		28,458		85,854		116,516		198,789		-		116,516	
	<u>84,477</u>		<u>28,458</u>		<u>91,364</u>		<u>116,958</u>		<u>204,299</u>		<u>-</u>		<u>116,958</u>	

ONLY A PAVEMENT AWAY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2022

19 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

ONLY A PAVEMENT AWAY CIO

England & Wales - Charity number 1178082

Accounts



Only A Pavement Away

Stability Through Employment

Annual Report and Financial Statements

1st May 2020 - 30th April 2021

**The charity supporting people
facing homelessness, prison leavers and veterans
into careers within hospitality**

*“A homeless person or rough sleeper, a Café, a Pub, a Bar, a Restaurant and crucially, a job,
is Only A Pavement Away” Greg Mangham, Founder & CEO*

Legal and Administrative Information

Trustees

Tony Sophoclidides (Chair)
Greg Mangham (Chief Executive)
Ben Stackhouse
Dulal Ahmed
Matt Wyatt (Treasurer)
Andy Hornby (Appointed April 2021)
Fiona Eastwood (Appointed April 2021)
Maria Stanford (Appointed April 2021)
Jennie Koo (Appointed April 2021)
Paul Pavli (Appointed Feb 2021)
Mollie Stocker (Appointed April 2021)

Registered Office

c/o Wellers Accountants
1 Vincent Square
London SW1P 2PN

Registered Charity No 1178082

Accountants

Wellers Accountants
1 Vincent Square
London SW1P 2PN

Bankers

Metro Bank Plc
One Southampton Row
London WC1B 5HA

The trustees present their report together with the statements of income and expenditure for Only A Pavement Away for the year to 30th April 2021.

Objectives and Activities

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

Only A Pavement Away will act as the conduit to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

- Offering employment opportunities (jobs) within the industry
- Facilitate training and development programmes, creating capability for work and
- Offer financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability

The programme will help people facing or experiencing homelessness including those having to “sofa hop”, veterans, ex-offenders and disengaged youngsters, many of whom face homelessness and crime.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work whilst in some cases offering financial support.

The money raised by Only A Pavement Away will be used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away will have partners that purely fund the project and operating partners who offer employment.

Outside of the moral benefits, the project is underpinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances

Structure, Governance and Management

Only A Pavement Away was established as a Charitable Incorporated Organisation (CIO) with the Charity Commission on 24th April 2018. The charity’s governing document is in the form of a Constitution.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's objectives and aims and in planning future activities.

Objects

For the public benefit to promote the relief of unemployment of vulnerable, socially excluded and socially disadvantaged people (including but not limited to the homeless, ex-offenders and ex-service personnel) by overseeing the delivery of programmes, services and guidance in respect of their training, employment and accommodation with a view to promoting their integration into society.

Trustees

The charity’s governing document states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee. The maximum number of charity trustees is twelve

(12). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

Appointment of charity trustees

Apart from the first charity trustees (appointed April 2018 for a term of 3 years), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- (a) a copy of the current version of the charity constitution; and
- (b) a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Meetings

The Trustees meet a minimum of 4 times per year supported by 2 Strategy Review days and sub committees looking at various aspects of the business. Supported by required policies and procedures.

Advisors

The charity has a group of voluntary advisors who provide knowledge and advice to the Trustees in specific areas to support its delivery of services and project planning.

Steve Alton	CEO, British Institute of Innkeeping (Hospitality Services)
Nicola Bates	Director of External Affairs, Portman Group (Hospitality Services)
Robert Richardson	CEO, Institute of Hospitality (Hospitality Services)
Dawn Bowstead	Founder & Owner of Hospitality Jobs UK (HR & Employment)
James Hacon	Group CMO, MAPAL Software (Marketing & Training Technology)
Paul Campbell	Owner of Hill Capital (Funding)
Katy Moses	Founder & Owner KAM Media (Hospitality Marketing & Research)
Mark Stretton	Fleet Street Communications (Communications & PR)
Karen Wallin	Fundraising Consultant (Funding)
Lina Olea	Founder, Cafecito Ltd (Marketing)
Josh Green	Head of Communications British Beer & Pub Association (Communications)

Ambassadors

Our thanks to our dedicated brand Ambassadors who do so much to help raise awareness about our work; Tom Aikens, Emma Osman, Luke Mabbott, Scotty Mills, Joshua Jarvis

Partners

Our sincere thanks to our Partners & Supporters whose ongoing generous support is invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and create

more pathways to employment as well as, offering financial support to those members who need some additional short-term help with rent, travel, clothing during their transition back into society.

Funding Partners: Asahi, Caterer.com. Crisis, Fraser Giles Partnership, Greene King, Isla Foundation, London Freemasons and Veterans Foundation.

Primary Partners: Fleet Street Communications, Flow Hospitality Training, Hospitality Jobs UK, On-Trade Consultancy and Wellers.

Partners: Appetite4Recruitment, AVJ Design, Cue Media, HIT Training, Licensed Trade Charity, Hospitality Action, The Ivy Collection, Thomas Franks, United Grand Lodge of England, Zonal.

Chief Executive's Review of Achievements and Performance

In the financial year May 2020 – April 2021 the charity saw continued growth – despite the challenges of the COVID-19 pandemic, in both the number of people we put into work (members) and the number of employers and charity partners involved in the programme.

The numbers of those gaining employment grew from 15 in the previous year to a further 80 during this financial year and currently stands at a total of 180.

We have been able to employ 2 new Relationship Managers who will be working to achieve our vision to secure jobs for 700 people facing homelessness over the next 3 years and since the launch of our fully bespoke jobs board in October 2020, we now have 82 employers and 93 charities registered and signed up to the employment programme.

Much of the year was again, dedicated to bringing in additional funding whilst identifying untapped grant funding and sponsorship streams. We also looked at which campaigns Only A Pavement Away would look to run in the following year in order enhance the understanding of our Members by the employers we work with. The purpose would be to create empathy whilst promoting the Only A Pavement brand.

In April 2021, we appointed 6 new Trustees with the aim to strengthen the board in terms of remit, strategy, diversity and support in developing the impact of Only A Pavement Away. The Board of Trustees will review the strategy to ensure our tactical plan is both on track and meets our objectives. The focus will be supporting more people facing homelessness into careers within hospitality.

Over the next 12 months, we will bring senior hospitality personnel and leaders from the charity world together to work on a strategy to get government support in order to help reduce the recruitment crisis in hospitality and ease the burden for those who find themselves in vulnerable situations.

Events & Campaigns

Between March 2020 and February 2021, the charity responded to the COVID 19 pandemic in various ways, the initial aim was to support our Members by funding their rent, utilities etc due to the missing 20% salary incurred through the 80% furlough. We launched an emergency Pay Gap Fund appeal which raised over £7,000. In addition, during the summer over 200 participants took part in our online Tom Aikens Five Minute Feast Charity Cookery Challenge raising £5,000, all of which went to fund our Pay Gap Fund.

This led to the launch of our Hospitality Against Homelessness campaign with the aim to bring together the hospitality industry in a focused effort to provide immediate support to homeless people

across London which includes fellow hospitality industry colleagues in crisis with meals, kitchen facilities/equipment and accommodation. The campaign is continuing and to date we have co-ordinated the distribution of c. £1.6 million of food, drink, and clothing to the homeless in London, Brighton, Manchester and Norwich.

The Fill A Flask campaign in July, 4000 thermal flasks were distributed by our partners and employers to those sleeping rough across 6 cities. The Winter Warmth campaign surpassed our expectations with £116k of donated warm clothing and blankets distributed to those sleeping rough. And in November we ran another successful Winter Warmth campaign collecting and distributing donations of warm clothing to local homeless hostels.

Due to the ongoing pandemic, we were not able to host our Annual Conference or our Cook & Dine fundraising lunch event.

In Spring 2021, we were delighted to receive a generous grant from the London Freemasons to run a pilot of a new project, the Life Skills Hub, to help people facing homelessness prepare for independent living whilst helping them secure careers in hospitality. The programme (which was launched in July 2021) covers sessions on the practical benefits of cooking for oneself, training in the production of menus from Only A Pavement Away employer partners, budgeting, presentation of dishes by celebrity and professional chefs, CV writing, interviewing skills the use of IT, guidance to the additional support that they might need and access to the Jobs Board. Of the 38 attending the programme 68% received employment.

Plans for future period

Over the next 3 years, to maximise our impact, we want to establish a robust, yet streamlined, organisational infrastructure that supports the further implementation of effective pathways to employment for 700 people facing homelessness.

Over the next 12-18 months, there will be a need to increase the headcount with additional Relationship Managers (3), a Fundraising & Marketing lead and additional resource (outsourced or internal will depend on the costings) for the management of social media to continue to grow the charity's awareness and fundraising capabilities. In the next 12-18 months, the charity will also look to further develop its organizational structure recruiting a Support Officer and establish an office base.

As the pandemic and the restrictions in place have started to subside, we have been able to return to our work with prison leavers, organising recruitment fairs with hospitality employer partners within the prison and setting up interviews for those about to be released. We will be working hard to continue to strengthen relationships and partnerships throughout the custodial sector including piloting a backpack project – a pilot scheme for candidates who are leaving prison and have an interview arranged through Only a Pavement Away with one of our employer partners. The purpose is to remove the stigma of leaving prison without the basics needed for daily life and help prepare candidates for their upcoming interview.

We will also be looking to set up a chain of Cafes across the UK where Only A Pavement Away Members can gain paid work experience in a retail facing role. The initial target will be ten Cafes. The Cafés will be staffed by Only A Pavement Away Members under the management of a team seconded from one of the charity employer partners. The Café will be a commercial venture with all profits allocated to support those working in the café with such things as independent living and education. In so far as is possible the Café will have an ethical strategy in terms of the environment with ESG

being core to its operation. The Café will also allow Members to be trained in preparation for independent living in the areas of budgeting, shopping, and any specific academic requirements. Members will be paid above the Living wage

2019-2024 Strategic Goals

Our priorities for 2019-2024 reflect the issues surrounding employment and retention within the hospitality industry and the growing numbers of vulnerable and disadvantaged people within our society.

To set up a sustainable non-profit organisation within the hospitality industry to provide opportunities for recruitment, training and housing for the homeless, ex-offenders and/or vulnerable ex-service personnel enabling them to reconnect with their communities as well as providing future employees for the Hospitality industry.

Only A Pavement Away will act as a conduit and focus solely on helping people from vulnerable situations get into work whilst supporting those involved return to an independent lifestyle.

- 1. Drive all charitable activity in regard to getting vulnerable people into employment through one conduit.**
 - a. Creating career opportunities and pathways for those who may not be able to access them due to circumstances and perceptions.
 - b. Be recognized as a pathway for those seen as vulnerable to reintegration into society.
- 2. Develop the people and systems involved in sustaining the work Only A Pavement Away undertakes**
 - a. Establishment of a robust organizational infrastructure (Staff & Operations)
 - b. Develop and implement key systems that enable easy access and simple procedures to match potential candidates with jobs available including an Applicant Tracking System and Candidate Profile Portal.
- 3. Deliver a finely tuned employment network which has the processes to protect both the employer and the candidate.**
 - a. Supporting the establishment of a network of support workers throughout the U.K in order to support the members of Only A Pavement Away providing counselling, life skills and a helpline.
- 4. Be the leading force in the hospitality industry for employing those from vulnerable and disadvantaged backgrounds and help to create a sense of self belief and positive fulfilment for those facing a future without hope.**
 - a. Providing clear channels and opportunities to vulnerable people to access jobs in the hospitality industry and act as a preventative solution to those in danger (at risk) of potentially entering homelessness, crime, destitution and /or vulnerability.

- b. Recognition by Government, Partner Charities, Employers and the Media as being part of a preventative solution to those in danger of potentially entering homelessness, crime, destitution and /or vulnerability.
- 5. Influence opinions and strategy on improving the image of the hospitality industry.**
- a. Promoting the positive impact and contributions the industry has in and on the community in which it serves by promotion of the charity's achievements in placing vulnerable people into work
- 6. Have in place a formalized plan for funding to accommodate the growth of OAPA over the next 5 years.**
- a. Establishment and successful delivery of a multi-channel fundraising strategy to include strategic partnerships, individual giving, fundraising events, category specific and major donor income streams.
- 7. To have a communications strategy which enhances the reputation of Only A Pavement Away whilst maintaining high levels of interest.**
- a. To regularly showcase organisational successes to media, stakeholders and wider public highlighting the achievements of the charity and using successful stories of OAPA members
 - b. Establishment of a network of well-known leaders in the industry, celebrities and OAPA member Ambassadors to be spokespersons to help promote the charity
 - c. Creation of a digital strategy that looks specifically at how the organisation can build its online presence including building an effective website, utilising social media, running online campaigns.
- 8. To have a marketing plan which looks at positioning Only A Pavement Away as a recognizable brand.**
- a. Promoting, monitoring and evaluating Route to market.
 - b. Creation of a Point of Sale and Merchandising offer.
 - c. Brand positioning strategy to include advertising & promotion campaigns.
 - d. Introduction of B2C and B2B membership scheme.
- 9. Create a tactical plan for sustainability and growth between 2024-2030.**
- a. Regular monitoring and evaluation of strategic goals 2019-2023

Financial Review

The charity raised gross funds of £190,131 (2020: £125,798) and expended £144,328 (2020: £94,275) resulting in a net surplus of £45,803 (2020: £31,523).

The reporting period for the charity was 01/05/2020-30/04/2021, the third period of reporting since incorporation. The charity had brought forward unrestricted funds of £71,154 meaning an unrestricted reserve surplus of £80,108 as at 30/04/2021. The charity had restricted reserves amounting to £36,849 (2020: £NIL) at the balance sheet date. Total reserves at 30/04/2021 were £116,957 (2020 £71,154).

The gross funds of £190,131 (2020: £125,798) were derived from donations totalling £126,817 (2020: £43,583) and £63,314 (2020: £82,215) from fundraising activities.

The total costs of £144,328 (2020: £90,577) are set out in the income and expenditure account appended to this return.

The Trustees are continually trying to improve the finance position of the charity.

Reserves Policy

Only A Pavement Away recognises the need for sufficient free reserves in order to properly manage risk and to be capable of realising unforeseen opportunities that might arise. Going forward the Trustees will agree to keep a certain level of free reserves once the running costs are stable given the length of time the charity has been in operation.

ONLY A PAVEMENT AWAY
BALANCE SHEET AS AT 30/04/2021

Fixed Assets

Computer Equipment £442

Total Fixed Assets £442

Current Assets

Cash at bank £49,027
£59,388
£68,743

£177,157

Debtors & Prepayments £6,255

Total Current Assets £183,412

TOTAL Assets £183,854

Less

Current Liabilities

Creditors £16,500
Accruals £120
Pension fund £277
Grants £50,000
Net Wages £0
PAYE/NIC -£1

Total Liabilities £66,896

Total Net Assets £116,958

Represented by:

Unrestricted Funds

Surplus b/fwd 67,852
Surplus/(Deficit) for the year 12,256
Surplus c/fwd 80,108

Designated funds - see below

Surplus b/fwd £3,302
Surplus/(Deficit) for the year 4,698
Surplus c/fwd £0

Restricted Funds - See below

Surplus b/fwd -
Surplus/(Deficit) for the year 36,849
Surplus c/fwd £36,849

Carried forward reserves for next year £116,958

£0.00

<u>Funds Analysis</u>					
<u>Unrestricted Funds</u>	<u>B/Fwd.</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>C/Fwd.</u>
General Funds	67,852	81,682	(71,177)	1,752	80,108
<u>Designated Funds</u>					
Fill a Flask Campaign	-	8,000	(8,000)	-	-
Member support/Paygap	3,302	9,556	(7,750)	(5,108)	-
Charity Cookbook	-	12,000	(15,356)	3,356	-
	3,302	37,556	(31,106)	(1,752)	-
<u>Restricted Funds</u>					
Relationship manager	-	28,800	(17,545)	-	11,255
Relationship manager	-	33,640	(16,045)	-	17,595
Relationship manager	-	1,500	(1,500)	-	-
Covid response	-	6,954	(6,954)	-	-
Life Skills Programme	-	8,000	-	-	8,000
	-	78,894	(42,045)	-	36,849
TOTAL	71,154	190,131	(144,328)	-	116,958
					£0.00

Examiners Report:-

I have examined the above Balance Sheet dated 30/04/2021 and the attached Statement of Income and Expenditure for the period to 30 April 2021. From the books, vouchers and information given to me, I believe that the Statement of Income and Expenditure shows a fair view of the profit for that year and that the Balance Sheet gives a fair representation of the financial position of Only A Pavement Away as at 30/04/2021.

Signed:-



CHRISTINA NAWROCKI F.C.C.A

Date: 15/02/2022

ONLY A PAVEMENT AWAY
ACCOUNTS TO 30/04/2021
INCOME AND EXPENDITURE
ACCOUNT

<u>INCOME</u>	TOTAL
<u>Donations</u>	
Grants, Trusts and Foundations	70,894
Corporate Donations	32,293
General Donations	18,536
Philanthropy	500
Other income	-
Gift Aid	4,594
	<hr/>
	126,817
<u>Fundraising activities</u>	
Corporate Donations	36,500
General Donations	19,064
Pay Gap/Member Support Costs	7,750
	<hr/>
	63,314
	<hr/>
<u>TOTAL INCOME</u>	190,131
	<hr/>
<u>EXPENDITURE</u>	
<u>CHARITABLE EXPENDITURE</u>	
Employment	44,790
Training & Education	2,761
Member Support Costs	11,992
	<hr/>
	59,543
	<hr/>
<u>COST OF GENERATING FUNDS</u>	
<u>Fundraising Costs</u>	
Fundraising Events & Activities	19,982
Fundraising Expenses	9,362
	<hr/>
	29,344
<u>Awareness & Promotion</u>	
Campaigns	20,969
Communications collateral	2,494
Website	7,470
Marketing & PR	6,117
	<hr/>
	37,049
	<hr/>

<u>Support costs</u>	
Hotels, travel and subsistence	1,704
Postage & Carriage	590
Office Stationery	1,122
Telephone	1,102
Computer and Software	9,343
Insurance	1,909
Sundry Expenses	734
Bank Charges	447
Professional Fees	1,440
	<u>18,391</u>
Total cost of generating funds	<u>84,785</u>
TOTAL EXPENDITURE	<u>144,328</u>
TOTAL SURPLUS	<u>45,803</u>