

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 its 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 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

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 Sophocliides

A P Sophocliides
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

		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								
<u>Income from:</u>									
Donations	2	466,575	-	97,200	563,775	138,531	-	151,980	290,511
Fundraising activities	3	99,328	-	-	99,328	73,143	-	-	73,143
Total income		565,903	-	97,200	663,103	211,674	-	151,980	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	97,465	155,490
Other	10	-	-	-	-	442	-	-	442
Total expenditure		264,648	59,993	53,895	378,536	162,473	16,375	97,465	276,313
Net incoming resources before transfers		301,255	(59,993)	43,305	284,567	49,201	(16,375)	54,515	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	201,132	153,065	134,669	488,866	84,477	28,458	91,364	204,299

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	
		521,452		208,821	
Creditors: amounts falling due within one year	13	(35,451)		(10,032)	
Net current assets			486,001		198,789
Total assets less current liabilities			488,866		204,299
Income funds					
Restricted funds	16		134,669		91,364
<u>Unrestricted funds</u>					
Designated funds	17	153,065		28,458	
General unrestricted funds		201,132		84,477	
			354,197		112,935
			488,866		204,299

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

Anthony Sophoclidides

A P Sophoclidides
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			515,920		207,196

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
	142,850	72	142,922	120,381

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 Number	2022 Number
<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	-

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	12,800	-
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	-
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 1 May 2021	Incoming resources	Resources expended	Balance at 1 May 2022	Incoming resources	Resources expended	Balance at 30 April 2023
	£	£	£	£	£	£	£
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.

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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
Current assets/(liabilities)	201,132	153,065	131,804	486,001	84,477	28,458	198,789
	<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>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.