

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

## CONTENTS

---

	<b>Page</b>
Trustees' report	1 - 7
Independent examiner's report	8
Statement of financial activities	9 - 10
Balance sheet	11
Statement of cash flows	12
Notes to the financial statements	13 - 27

---

# 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 Sophocliides*

A P Sophocliides  
Trustee

28 February 2025

*G J 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 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

		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								
<b><u>Income from:</u></b>									
Donations	2	876,617	-	30,000	906,617	466,575	-	97,200	563,775
Fundraising activities	3	91,770	-	-	91,770	99,328	-	-	99,328
<b>Total income</b>		968,387	-	30,000	998,387	565,903	-	97,200	663,103
<b><u>Expenditure on:</u></b>									
Raising funds	4	218,989	-	5,000	223,989	142,850	-	72	142,922
Charitable activities	5	229,312	161,691	78,409	469,412	121,798	59,993	53,823	235,614
<b>Total expenditure</b>		448,301	161,691	83,409	693,401	264,648	59,993	53,895	378,536
<b>Net incoming/(outgoing) resources before transfers</b>		520,086	(161,691)	(53,409)	304,986	301,255	(59,993)	43,305	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								
<b>Net incoming/(outgoing) resources before transfers</b>	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	-	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>	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
<b>Fund balances at 30 April 2024</b>	325,902	386,690	81,260	793,852	201,132	153,065	134,669	488,866

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 2024

	Notes	£	2024 £	£	2023 £
<b>Fixed assets</b>					
Tangible assets	12		6,318		2,865
<b>Current assets</b>					
Debtors	13	17,852		5,532	
Cash at bank and in hand		825,137		515,920	
		842,989		521,452	
<b>Creditors: amounts falling due within one year</b>	14	(55,455)		(35,451)	
<b>Net current assets</b>			787,534		486,001
<b>Net assets</b>			793,852		488,866
<b>Income funds</b>					
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

# ONLY A PAVEMENT AWAY

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 APRIL 2024

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

# 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.



# ONLY A PAVEMENT AWAY

## 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.

# ONLY A PAVEMENT AWAY

## 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
<b>Donations and gifts</b>						
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

## ONLY A PAVEMENT AWAY

### 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

## ONLY A PAVEMENT AWAY

### 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 £
<b>Fundraising and publicity</b>						
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>

# ONLY A PAVEMENT AWAY

## 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>
<b>Analysis by fund</b>		
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.

# ONLY A PAVEMENT AWAY

## 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>
<b>Analysed between</b>						
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	<u>4,815</u>	<u>2,645</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.

## ONLY A PAVEMENT AWAY

### 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 Number	2023 Number
	12	7
	<u>          </u>	<u>          </u>
<b>Employment costs</b>	<b>2024</b>	<b>2023</b>
	£	£
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>
	398,746	224,017
	<u>          </u>	<u>          </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 £
<b>Cost</b>	
At 1 May 2023	7,934
Additions	8,268
	<u>          </u>
At 30 April 2024	16,202
	<u>          </u>
<b>Depreciation and impairment</b>	
At 1 May 2023	5,069
Depreciation charged in the year	4,815
	<u>          </u>
At 30 April 2024	9,884
	<u>          </u>
<b>Carrying amount</b>	
At 30 April 2024	6,318
	<u>          </u>
At 30 April 2023	2,865
	<u>          </u>

## ONLY A PAVEMENT AWAY

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

#### 13 Debtors

	2024 £	2023 £
<b>Amounts falling due within one year:</b>		
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	<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	<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	<u>23,754</u>	<u>12,800</u>
Deferred income at 30 April 2024	<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.



## ONLY A PAVEMENT AWAY

### 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.

# ONLY A PAVEMENT AWAY

## 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 1 May 2022	Incoming resources	Resources expended	Balance at 1 May 2023	Incoming resources	Resources expended	Balance at 30 April 2024
	£	£	£	£	£	£	£
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 £
<b>At 30 April 2024:</b>				
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>
	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
<b>At 30 April 2023:</b>				
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>

### 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.

	2024 £	2023 £
<b>22 Cash generated from operations</b>		
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
<b>Cash generated from operations</b>	<u>317,485</u>	<u>308,724</u>