

Positive Behaviour Support for Learning CIO

Annual Report and Financial Statements

1st January 2022 to 31st August 2022



Charity Commission for England and Wales
Registration Number 1186125

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Reference and administrative information

Trustees

David Haswell (from Nov 4, 2019)
Fauzan Palekar (from 4 Nov 2019)
Nick Barratt (from 4 Nov 2019)
Saima Ali Majid (from 4 Nov 2019)
Mandy Williams (from 26 Sep 2020)
Dr. Ciara Padden (from 26 Sep 2020)
Mehmet Salaheddin (from 24 Oct 2020)

Charity Commission for England and Wales

Registration number

1186125

Principal address

Pathways School
All Saints Parish Hall
Shrewsbury Avenue
Kenton, Harrow HA3 9LX

Website

www.positivebehaviour.org.uk

Independent examiner

Swenta
Suite 434, The Linen Hall
162-168 Regent Street
London, W1B 5TB

Bankers

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Trustees' report 31 August 2022

Introduction

The Trustees of Positive Behaviour Support for Learning present annual report for the period 1st January 2022 to 31st August 2022, and confirm that they comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS 102 Section 1A small entities).

We have recently changed our financial year from 1st January - 31st December, to 1st September - 31st August in order to coordinate with the school year.

Goals and objectives

Positive Behaviours Support for Learning CIO was registered with the Charity Commission on 4 November 2019. The charity aims to improve the lives of children and young people with autism and learning disabilities, and their carers by:

- Establishing a specialist secondary school – Pathways School
- Conducting outreach training and consulting programmes for carers and other professionals
- Raising awareness and understanding about autism and challenging behaviours

Pathways School is a specialist secondary school for children and young people, aged 11-19, with autism spectrum disorder (ASD) and moderate to severe learning difficulties.

The school provides specialist education and support to help children and young people learn new skills and develop their full potential. The school is built on the principle that individuals with autism and learning disabilities can lead fulfilling, joyful and rewarding lives.

The school aims to provide:

- A safe, motivating and enjoyable environment based on the principles of Positive Behaviour Support (PBS);
- A broad-based programme that includes national curriculum targets, adapted according to each individual's needs, with an emphasis on functional communication skills and independent living skills;
- A specialist approach to teaching that draws from evidence-based research;
- Community participation and outreach programmes for parents as well as other organisations/ schools;
- Frequent parent training opportunities to ensure consistency and maintenance of progress;
- Close linkages with the community, including local authorities, relevant charities and service providers, and other schools;
- Specialist staff training and development programme towards recognised qualifications;
- Opportunities for research and innovation at the staff and leadership level;

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- Linkages with research centres to bridge the gap between research and practice.

By providing specialist support to pupils with autism and learning disabilities, as well as their families/carers, the charity promotes public benefit in the following ways:

- Help secondary aged children and young people realise their full learning potential;
- Enable them to access community and family life;
- Reduce challenging behaviours while eliminating the use of restrictive practices and restraint;
- Empower them to lead fuller and more independent adult lives;
- Reduce barriers to learning by addressing challenging behaviours;
- Empower parents and carers through awareness and training, therefore improving the quality of relationships and easing family life;
- Benefit the community through outreach programmes;
- Reduce the number of students going into residential services due to breakdown of support caused by challenging behaviours.

Review of activities and achievements

During the reporting period, the trustees worked towards setting up Pathways School. The following sections outline the activities undertaken during this time.

Board and Governance

The Board of Trustees are responsible for developing the charity's strategic goals and objectives, and setting its policies. The trustees were also responsible for setting up Pathways School. The Board consists of high-level professionals with a wide range of skill sets. These include school leadership and management, accounting and finance, charity management and governance, project management, and Applied Behaviour Analysis (ABA) and PBS.

One of the key goals of the charity is to bridge the gap between research and practice. For this purpose, it was very important to have a close link with a research organisation. We are very pleased to have Dr Ciara Padden on the board. She is the Director of Studies at the Tizard Centre, University of Kent. Tizard is a leading academic centre working in autism, intellectual disability and community care. For assurance of good practice in governance and in charity management, we have Mandy Williams, who was the CEO of Child Autism for 20 years and has served on several boards. David Haswell brings his extensive experience as headteacher of specialist schools. Nick Barratt is a leading expert in Positive Behaviour Support and Organisational Behaviour Management. It is also important to note that the board has social diversity, in terms of gender, race and age, as well as professional diversity.

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More details about the Trustees are given below:

David Haswell

David was the Headteacher at Snowflake School for Children with Autism for five years. Snowflake is an ABA school in London. Under David's leadership, Snowflake received an Outstanding rating by Ofsted. Prior to Snowflake, David served as Headteacher, Principal and Director in a range of special schools and children's homes in England and Wales. David wants to utilize his experience, knowledge, and skills to continue to help improve the standards of education and care, safeguard children and young people and to achieve improved outcomes for all.

Fauzan Palekar

Fauzan is currently an Associate with Thewlis Graham Associates, an Executive Recruitment Consultancy. Fauzan was previously Director of Professional Standards at the Royal College of Psychiatrists, where he led a team of 64 staff members. He was responsible for the overall strategy, development, and delivery of the Professionals Standards Department activities, including assessments, training, and formulating policy and regulatory frameworks. He has a proven track record of strong leadership, strategic planning and decision making, operations management, change management and performance management. Fauzan has facilitated workshops on Equality, Diversity and Inclusion, customers service skills and team building.

Fauzan has previously worked at the Royal College of Paediatrics and Child Health as Deputy Head of Examinations. Fauzan was also Director of the SQE at Kaplan, where he contributed to the development and operational delivery planning for the Solicitors Qualifying Examination.

Fauzan graduated with an MSc in Development Studies and also has a BA(Hons) in Modern Languages with International Studies.

Nick Barratt

Nick is a Board Certified Behaviour Analyst and the director of the Barratt Behaviour Change Consultancy. He specialises in setting-wide and individually-focused Positive Behavioural Support, provides clinical supervision to other practitioners, and uses behavioural principles to enable people and organisation to achieve their goals. He serves on the board of the UK Society for Behaviour Analysis, and chairs the Applied Behaviour Analysis Forum, a London-based professionals' group he co-founded in 2008.

Saima Ali Majid

Saima recently completed her MSc in Applied Behaviour Analysis from University of Kent at Canterbury. She has thirteen year-old child with autism and learning disability. Prior to her son's diagnosis, she worked as an economic development consultant. She has an MSc and B.A in Economics. Saima has experience in research and analysis, project management, and strategic planning.

Amanda Williams

Amanda Williams held the post of CEO of national charity Child Autism UK for 20 years. She has extensive knowledge of autism provision in the UK. She also served on the board of the UK-SBA. Mandy is the author of a report, SENDIST: Challenge or Opportunity, which highlighted the problems families face accessing appropriate support of their children with autism. She has core expertise in

Trustees' report 31 August 2022

charity law, charity finance and governance, backed up by an entrepreneurial approach with solid experience in successful strategic planning, fundraising and operational management.

Dr. Ciara Padden

Ciara is a Doctoral-level Board Certified Behaviour Analyst (BCBA-D). She is currently a lecturer at the Tizard Centre, University of Kent, where she is Director of Studies for the MSc in Applied Behaviour Analysis and MSc in Positive Behaviour Support. She has a particular interest in skills teaching, and supporting adolescents and adults with autism and/or learning disabilities. She is also passionate about staff and parent training and wellbeing. Ciara currently supervises several PhD and MSc students, and has published a number of peer-reviewed journal articles.

Mehmet Salaheddin

Mehmet is the Head of Finance at the Royal College of Psychiatrists. He has worked in the charity sector for over 16 years and brings a wide range of skills to the board. His core competencies include financial accounting and management, financial reporting and analysis, change management, project management, risk management, system implementation, and business unit leadership.

The Trustees hold quarterly board meetings, however, due to the pandemic, they have all been online. In addition to the formal quarterly board meetings, the trustees have regular discussions and provide input in all matters of charity management and the decisions regarding school-set up. All the discussions and decisions made by the trustees are recorded in minutes of the meetings.

Fundraising

During the reporting period, the trustees raised £148,373 in donations. The money was raised through trustee networks and a GoFundMe Campaign.

Refurbishment

Refurbishment works were completed by January 2022. Access Control systems were installed for additional security of students.

Furniture and Resources

Furniture, learning resources and IT equipment was purchased.

Registration

The school had a successful OFSTED Inspection on 5th May and was registered with the Department of Education in July 2022.

Recruitment

The trustees recruited Neil Jones as Headteacher in April 2022 and Federica Fadda as Behaviour Analyst in June 2022 to prepare the school for opening in September 2022. A part time occupational therapist and part time speech and language therapist were engaged to begin working with students in September. Recruitment efforts were also made towards hiring ABA tutors. Offers were made to two full-time ABA tutors to start in September 2022.

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Admissions

Neil Jones and Federica Fadda conducted admission assessments and offered places to seven students for the term beginning in September 2022.

Systems and Support Services

The following systems and services were put in place to prepare for opening:

- Cleaning Contract
- My Concern for logging and maintaining safeguarding concerns
- Online SCR
- Harrow Council HR Services
- Payroll Services
- Finance Software
- Pensions
- Insurance

Website

A website for the school has been developed and launched. The address is www.pbslpathways.org.uk.

Trustees' responsibility statement in relation to the accounts

The trustees are responsible for preparing the Annual Report and Accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice: UKGAAP).

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

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

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation,
- comply with the charity's governing document,
- comply with the Charities Act 2011.

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The trustees have a collective responsibility for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial review

During the reporting period, Positive Behaviour Support for Learning received £149,547 in income (2021: £94,533) and total expenditure was £144,024 (2021: £87,750). The overall result for the reporting period was a surplus of £5,550 (2021: £6,783).

Income received during the reporting period were from donations from personal contacts of the trustees grants from trusts and foundations and a GoFundMe Campaign.

Expenditure had significantly increased as a result of recruitment of the Headteacher and Behaviour Analyst to prepare for registration and school opening.

Reserves

As at the end of its financial year, ending 31 August 2022, the total reserves of the charity held in the general fund was £16,373 (2021: £54,832).

As the charity had not been fully operation, it did not set a reserve policy.

Risk management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to the finances of the charity and are satisfied that systems are in place to mitigate their exposure to the major risks.

Going concern

As detailed in the trustees' responsibilities statement, the accounts are prepared on a going concern basis unless it is inappropriate to presume that the Positive Behaviour Support for Learning will continue in operation. The Trustees have reviewed the forecast for the financial year September 2022 to August 2023 and conclude that there are no material uncertainties about Positive Behaviour Support for Learning's ability to continue as a going concern and the charity has adequate resources to continue in operational existence for at least 12 months from the date of signing the financial statements.

Future plans

During the reporting period, Pathways School was registered with the Department of Education for 8 students. The next stage is to ensure a successful first year where the school delivers its objectives of providing high quality education based on the principles of Applied Behaviour Analysis and Positive Behaviour Support, and school leaders will work towards:

- ensuring consistently good teaching and learning within a broad and balanced curriculum
- strategically managing resources and the environment

Trustees' report 31 August 2022

- building the school as a professional learning community
- developing partnerships beyond the school to encourage parental support for learning and new learning opportunities
- building relationships outside the school community
- providing opportunities for professional development of staff as well as prioritising their well-being

The trustees will also be working towards increasing capacity to support more students. This will involve fundraising to support further building works so more classrooms/learning spaces can be added to the premises.

We recognise the importance of safeguarding and child protection in a school environment. People with autism and/or learning disabilities may be at higher risk of being abused, and it can also be more difficult to detect abuse. Given that many of our students may not have adequate communication skills to discuss incidents or express fear, we will strive to create a proactive and sensitive culture where staff will be trained in specialist safeguarding procedures.

Signed on behalf of the Board of Trustees by

Saima Ali Majid

Saima Ali Majid

Chair, Board of Trustees

Approved by the Board of Trustees on:

Independent examiners report

I report to the Trustees on my examination of the accounts of the Positive Behaviour Support for Learning CIO for the year ended 31 August 2022.

Responsibilities and basis of reports

As the charity Trustees of the Positive Behaviour Support for Learning CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mrs. Mehreen Khalid

Director

IFA Membership No: 269191

Approved on: 14th Jun 2023

Swenta Limited
167-169 Great Portland Street, 5th Floor,
London United Kingdom.

Statement of financial activities for the year ended 31 August 2022

		Unrestricted Funds £	Restricted Funds £	Total Funds January to August 2022 £	Total Funds January to December 2021 £
	Notes				
Income from:					
Donations and legacies	1	149,574	—	149,574	94,533
Total		149,574	—	149,574	94,533
Expenditure on:					
Charitable activities	2	144,024	—	144,024	87,750
Total		144,024	—	144,024	87,750
Net (expenditure)/income		5,550	—	5,550	6,783
Transfer between funds		19,427	(19,427)	—	—
		24,977	(19,427)	5,550	6,783
Reconciliation of funds					
Total funds brought forward		76,866	19,427	96,293	89,510
Total funds carried forward		101,843	—	101,843	96,293

Balance sheet as at 31 August 2022

	Notes	31 st August 2022 £	31 st December 2021 £
Fixed assets			
Tangible assets		85,470	22,034
		85,470	22,034
Current assets			
Debtors*	7	18,667	30,500
Cash at bank and in hand		10,456	62,609
		29,123	93,109
Creditors: amounts falling due within one year	8	12,750	18,850
Net current assets		16,373	74,259
Total assets less current liabilities		101,843	96,293
Represented by:			
Fund and reserves			
Income funds			
Restricted funds		—	19,427
Unrestricted funds			
Designated funds		85,470	22,034
General fund	9	16,373	54,832
Total unrestricted funds		101,843	76,866
Total charity funds		101,843	96,293

* Other debtors represent the security deposit paid to the landlord for the leased property and is refundable in more than a year in accordance with the terms of the lease.

The financial statements on pages 11 to 16 were approved and authorised for issue on behalf of the Board of Trustees and signed on its behalf by:

Approved on: 15-06-2023

Accounting policies 31 August 2022

Basis of accounting

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: 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 Section 1A small entities) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2016.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

The financial statements presentation currency is sterling and are rounded to the nearest pound.

Going concern

As detailed in the Trustees' responsibilities statement, the accounts are prepared on a going concern basis unless it is inappropriate to presume that the Positive Behaviour Support and Learning will continue in operation.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

All tangible assets in excess of £1,000 and with an expected useful life exceeding one year are capitalised.

Depreciation on equipment, furniture and fittings is provided at the following annual rates in order to write off each asset on a straight-line basis over its estimated useful life:

- Furniture and fittings 10% on cost
- IT equipment 33.33% on cost

Cash equivalents

Cash equivalents represent short-term deposits, held for less than three months with recognised United Kingdom banks and which are not repayable within 24 hours without loss of interest or other penalty.

Accounting policies 31 August 2022

Debtors

Other debtors are included at the settlement amount due.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities on a straight-line basis over the lease term.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds, should they become relevant, can only be used for specific purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. There were no restricted funds held at this period end.

Notes to the accounts 31 August 2022

1 Donations and voluntary income

	Unrestricted £	Restricted £	January to August 2022 £	January to December 2021 £
Incoming resources				
Donations and gifts	149,573	—	149,573	99,031
Bank interest	1	—	1	—
2022	149,574	—	149,574	
2021	52,533	42,000		94,533

2 Analysis of expenditure

	Educational operations £	January to August 2022 £	January to December 2021 £
Charitable activities			
Staff costs	62,476	62,476	—
Learning resource costs	9,125	9,125	3,129
Other direct costs	16,760	16,760	12,703
Support services costs (note 3)	55,663	55,663	71,918
2021 Outgoing resources	144,024	144,024	87,750

3 Support services cost

	Governance £	IT £	Facilities £	Financial Services £	Total £
Resources expended					
Charitable activities					
. Support services costs	700	180	45,165	9,618	55,663
2022 Outgoing resources	700	180	45,165	9,618	55,663
2021 Outgoing resources	600	350	70,327	641	71,918

Notes to the accounts 31 August 2022

4 Tangible fixed assets

	Fixtures & fittings £	Total £
Cost or valuation		
At 1 January 2022	22,573	22,573
Additions	72,992	22,573
At 31 August 2022	95,565	22,573
Depreciation		
At 1 January 2022	539	539
Charge for the year	9,556	9,557
At 31 August 2022	10,095	10,096
Net book value		
At 31 August 2022	85,470	22,034
At 31 December 2021	22,034	22,034

5 Trustees remuneration and benefits

No member of the Board of Trustees (2021: nil) received remuneration in respect of their services as a member of the Board of Trustees during the year.

No member of the Board of Trustees received reimbursement of expenses in respect of their services as a member of the Board of Trustees during the year.

6 Related party transactions

There were no related party transactions in 2022 or in 2021.

7 Taxation

Positive Behaviour Support for Learning is a registered charity and therefore is exempt from income tax and corporation tax on income arising from its charitable activities. Positive Behaviour Support for Learning is not registered for VAT, during the year the charity made no taxable sales.

Notes to the accounts 31 August 2022

8 Debtors

	31 August 2022 £	31 December 2021 £
Other debtors	18,667	30,500
	18,667	30,500

Other debtors represent the security deposit paid to the landlord for the leased property and is refundable in more than a year in accordance with the terms of the lease. During the year the landlord agreed to use £17,750 of the deposit to cover the rental period April to June 2022.

9 Creditors

	31 August 2022 £	31 December 2021 £
Accruals	12,750	18,850
	12,750	18,850

10 Restricted fund

	At 1 January 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2022 £
Donations received for specific purposes	19,427	—	—	(19,427)	—
2022	19,427	—	—	(19,427)	—

	At 1 January 2021 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2021 £
Donations received for specific purposes	—	42,000	—	(22,573)	19,427
2021	—	42,000	—	(22,573)	19,427

Notes to the accounts 31 August 2022

11 Unrestricted funds

	At 1 January 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2022 £
Designated fund (note 12)	22,034	—	—	63,436	85,470
General fund	54,832	149,574	(144,024)	(44,009)	16,373
2022	76,866	149,574	(144,024)	19,427	101,843

	At 1 January 2021 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2021 £
Designated fund (note 12)	—	—	—	22,034	22,034
General fund	89,510	52,533	(87,750)	539	54,832
2021	89,510	52,533	(87,750)	22,573	76,866

12 Designated fund

The income fund of the College includes the following designated funds which have been set aside out of unrestricted funds by the College Trustees for specific purposes:

	At 1 January 2022 £	New designations £	Transfers £	At 31 August 2022 £
Fixed asset fund	22,034	—	63,436	85,470
2022	22,034	—	63,436	85,470

	At 1 January 2021 £	New designations £	Transfers £	At 31 December 2021 £
Fixed asset fund	—	—	22,034	22,034
2021	—	—	22,034	22,034

Notes to the accounts 31 August 2022

13 Analysis of net assets between funds

	General fund £	Designated funds £	Restricted funds £	31 August 2022 £
Fixed assets	—	85,470	—	85,470
Current assets	29,123	—	—	29,123
Creditor: amounts falling due within one year	(12,750)	—	—	(12,750)
2022	16,373	85,470	—	101,843

14 Leasing commitments

Operating leases

At 31 August 2022 the Positive Behaviour Support for Learning had total future minimum payments under non-cancellable operating leases as follows:

	Land and buildings 31 August 2022	Land and buildings 31 December 2021 £
Amount due:		
Within one year	71,000	71,000
Within two to five years	284,000	284,000
Over five years	213,000	284,000
Total commitment	568,000	639,000