



Pathfinders UK Trustee Report

For the Financial Year Ending 03 April 2025

Registered Charity Number: 1200095

Introduction

The Trustees of Pathfinders UK present their annual report and the financial statements for the year ended 02 April 2025. This report has been prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Objectives and Activities

Pathfinders UK seeks to empower young people to achieve whilst building confidence and resilience. Our mission is encapsulated in our four foundational pillars:

1. **Fun**
2. **Friendship**
3. **Opportunity**
4. **Resilience**

Through these pillars, we aim to create an environment where young people can thrive, build meaningful relationships, and gain the skills necessary for their future.

Our educational framework, **SAFES** (Skills, Achievement, Friendship, Employability, and Success), guides young people through a structured program to earn awards and qualifications. This system is designed to enhance employability and ensure brighter futures for our participants.

Achievements and Performance

During the financial year ending 03 April 2025, Pathfinders UK made significant strides in delivering on our mission. Key achievements include:

- Engaging over 320 young people in various programs and activities.

- Collaborating with partners to provide activity and support young people in need of meals throughout the holiday periods.
- Partnering with local businesses and educational institutions to provide opportunities for work experience and further education.
- Engaged young people in the Duke of Edinburgh Award at Bronze, Silver and Gold levels.

Financial Review

Income: £10,634

Expenditure: £11,897

Net Income: £1264

Income Sources:

- Donations from individuals and organisations.
- Fundraising events and activities.
- Program fees and sponsorships.

Expenditure:

- Program delivery costs, including materials, external provision and volunteer expenses.
- Operational costs, including rent, utilities, and administrative expenses.
- Fundraising costs to support ongoing and future activities.

Reserves Policy

The Trustees have established a reserves policy to ensure the charity can continue to operate effectively and meet its obligations. As of 02 April 2024, Pathfinders UK holds reserves of £1,500. These reserves provide a buffer for unforeseen circumstances and ensure the sustainability of our programs.

Structure, Governance, and Management

Governing Document: Pathfinders UK is governed by a constitution adopted on 13/09/2021.

Trustee Appointment: Trustees are appointed by the existing board and serve for a term of three years. Trustees may be re-appointed for consecutive terms.

Trustees during the financial period ending 2nd April 2025

Chair- Mrs Jenny Tattersall

Chief Instructor – Mr Phillip Bainbridge

Treasurer – Mrs Kim Burrows

Secretary – Ms Nicola Gluchowski

Trustee – Mrs Natalie Bainbridge

Trustee – Miss Megan Surgeoner

Trustee – Mr William Edwards

Trustee – Ms Carol Lomas

Trustee Induction and Training: New trustees receive an induction that includes an overview of the charity's work, their roles and responsibilities, and an introduction to the charity's policies and procedures.

Risk Management

The Trustees have conducted a review of the major risks to which the charity is exposed and have systems in place to mitigate those risks. The primary risks identified include financial stability, safeguarding of participants, and compliance with legal requirements. Measures to manage these risks include:

- Regular financial monitoring and reporting.
- Comprehensive safeguarding policies and training for staff and volunteers.
- Ongoing compliance reviews and updates to policies and procedures.

Plans for the Future

Pathfinders UK aims to expand its reach and impact in the coming year by:

- Increasing the number of participants in our programs.
- Developing new partnerships to enhance opportunities for young people.
- Securing additional funding to support program growth and sustainability. Aspiring to include City and Guilds and Princes Trust to our portfolio of opportunities.

Conclusion

The Trustees express their gratitude to all our supporters, volunteers, and partners who have contributed to the success of Pathfinders UK. Together, we are making a significant difference in the lives of young people, helping them build confidence, resilience, and a brighter future.

This report was approved by the Board of Trustees and signed on 1st October 2024:

Report prepared by:

Phillip Bainbridge

Chief Instructor

Pathfinders UK

Accepted by the trustees on 1st October 2025.

Chief Instructor: Phillip Bainbridge

Trustees: Carol Lomas, Nicola Gluchowski