PATH (YORKSHIRE) LTD

England & Wales · Charity number 516786

Details

Status	Registered
Legal form	Charitable company
Company number	01939658
Registered	1985-09-16
Register	View on the Charity Commission register

Contact

Address	29 Harrogate Road Chapel Allerton Leeds LS7 3PD
Phone	01132624600
Email	INFO@PATHYORKSHIRE.CO.UK
Website	www.pathyorkshire.co.uk

Activities

Objects: TO PROMOTE EDUCATION THROUGH THE ADVANCEMENT OF LEARNING, SKILLS AND EMPLOYMENT FOR SUCH PERSONS WHO HAVE SUFFERED, OR MAY SUFFER, DISADVANTAGE BY REASON OF THEIR COLOUR, RACE OR NATIONALITY OR BY REASON OF ANY OF THE CHARACTERISTICS AS DEFINED BY THE EQUALITY ACT 2010, OR WHERE THEIR SOCIO-ECONOMIC STATUS MAY HINDER EDUCATIONAL, LEARNING OR EMPLOYMENT OPPORTUNITIES

Activities: PATH provides Positive Action Training to Black and Minority Ethnic people.

Classification

- **How:** Provides Other Finance
- **What:** Education/training, Economic/community Development/employment
- **Who:** People Of A Particular Ethnic Or Racial Origin

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Geography

- **Area of benefit:** NOT DEFINED IN PRACTICE WEST YORKSHIRE
- Bradford City
- Calderdale
- City Of Wakefield
- City Of York
- Kirklees
- Leeds City
- North Yorkshire
- Sheffield City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£604,436	£570,312	£598,563	10
2024-03-31	£423,655	£420,500	-	-
2023-03-31	£491,072	£448,967	-	-
2022-03-31	£358,917	£361,323	-	-
2021-03-31	£383,490	£373,436	-	-

Trustees

Name	Role	Appointed
Melvyn Wyatt	Chair	2019-07-24
Landrith Isaac PHD		2024-10-23
Stuart Bailey		2019-07-24

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PATH (YORKSHIRE) LTD

England & Wales - Charity number 516786

Accounts

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

FOR

PATH (YORKSHIRE) LIMITED

UHY Calvert Smith
Chartered Accountants
Heritage House
Murton Way
Osbaldwick
York
North Yorkshire
YO19 5UW

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31 MARCH 2025

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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

Objectives and Aims

PATH Yorkshire's mission is to enhance the life chances of ethnically diverse communities and disadvantaged groups by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of ethnic communities adults and young people in education, training and employment through relevant programs, projects and provision that addresses the barriers faced by ethnic communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organisations and employers; development of tailored trainee placements, pre-apprenticeship provision and customised employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of ethnic communities people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of ethnic communities adults and young people - by delivering inspirational empowerment programs for diverse groups of ethnic communities adults and young people; establishing a ethnic communities mentoring service and through the use of positive ethnic communities role models from local communities.

To expand partnership arrangement and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate PATH's role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial system and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangement - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

PATH update

During the April 2024 - March 2025 period, PATH has continued to deliver employability projects and working with businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programs and projects aim to develop, empower and support marginalised and vulnerable migrants towards social inclusion and community integration. Our programs include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued to provide strategic direction and support in securing future sustainability. The Finance and Performance Sub-committee meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittee meetings have monitored Path's performance in delivering its programs and achieving its targets.

This has been reflected in the continuous commitment to support the CEO and PATH's staff team to develop ongoing strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH, we have continued with our efforts to deliver on existing projects and secure new projects that are aligned with our values and our mission statement are pleased to note that our qualitative activities within our communities has positively reflected in the increase of client starts, retention and targets being achieved.

Between April 2024 and March 2025, PATH's staff team has remained focused and dedicated to the organisation and have served its client group well, achieving a high level of performance against set targets.

During the year Landrith Isaac has joined the board of trustees with Melvyn Wyatt remaining as the Chair.

PATH remains committed to engaging those members of society who are considered most disadvantaged and will continue to engage with grass roots movements and with local communities.

Melvyn Wyatt Chair of The Board of Trustees PATH Yorkshire Ltd

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

Here is the list of projects we have delivered during the 2024-2025 financial year.

1. PATH Internship Program

Workplace based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employee to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2024 -2025 period we have supported trainees at-
- Leeds Youth Justice Service (LYJS)
- Leeds Trinity University
- Leeds City Council Highways Department

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the PATH Internship program, we worked with Leeds Trinity University and Leeds City Council to increase workforce diversity. We have organised activities to promote vacancies and recruitment from the local community. We have actively engaged with participants so that they were able to obtain information regarding job opportunities and were advised of the application process.

2.Tailored Learning

This is a program commissioned by Leeds City Council (LCC) Adult Learning Team to deliver ESOL for UK Life and Work Courses for migrants living in Leeds. PATH was awarded a four-year (renewable) contract to deliver from September 2022.

Course modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in delivering ESOL to a diverse group of learners. Classes are now back to in-person delivery which is preferred by our learners and our ESOL Tutors.

OBJECTIVES AND ACTIVITIES

Partners:

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programs during the year.

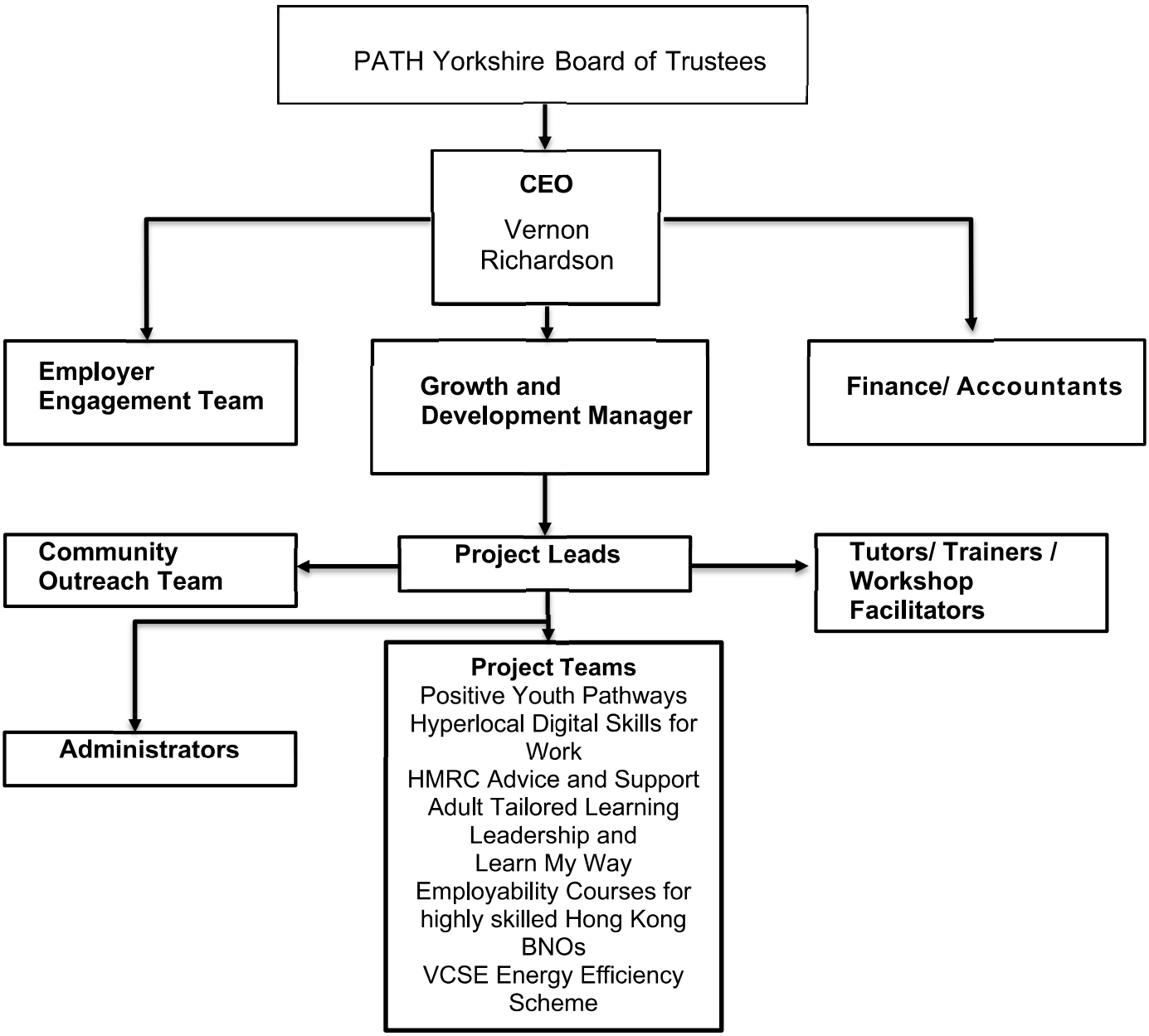
Voluntary, Community & Faith
- Citizens UK
- Living Wage Foundation
- The Feel-Good Factor
- Leeds Migration Partnership
- Citizens Advice Bureau
- Migrant Access Project
- Refugee Council
- Leeds Refugee Forum
- Catch 22
- Mind
- Voluntary Action Leeds
- Forum Central
- Leeds Faith Forum
- National Association for Teaching English and other Community Languages to Adults
- National Council for Voluntary Organisations

Private
- DLA Piper Law
- Starbucks
- Ikea
- Marriott Hotel

Public & Health
- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
-Mid Yorks NHS Hospital Trust
- Job Centre Pius
- North & West Yorkshire Probation
- Leeds Youth Offending

Education
- Leeds City College
- Leeds Trinity University
- University of Leeds
- Leeds Beckett University

PATH Staff Team structure April 2024 - March 2025



STRATEGIC REPORT

Financial review

Financial performance & position

The year under review for the charity closed with a surplus of £34,124 (2024 - £3,155) on gross income of £604,436 (2024 - £423,655). The financial position at the year-end as revealed by the balance sheet on page 11 shows net current assets of £370,510 (2024 - £331,275). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £228,053 (2024 - £233,164). In 2025 total reserves closed at £598,563 (2024 - £564,439). The Board monitors reserve levels quarterly, balancing responsible financial management with the delivery of the charity's core objectives.

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximize on bank interest.

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs
Assumes all paid training placements are fully funded by the employer
Assumes no funding from Leeds City Council,

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programs until alternative sources of funding are secured.

The free reserves of the charity were £370,510 as at 31st March 2025.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Charity constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organisational structure

The board of trustees, which can have up to 9 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

Key management remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 10 and 18 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

Related parties

Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion.

Transactions related to Trustees are detailed in note 10 & 18 to the financial statements.

Employers and associated training providers are also classed as panners in the delivery of PATH training programs. The organization's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Path into recruitment

PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding This was achieved In August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management

The trustees and senior staff have maintained a risk register, identifying the major risk to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
01939658 (England and Wales)

Registered Charity number
516786

Registered office
29 Harrogate Road
Chapel Allerton
Leeds
LS7 3PD

Trustees
M J Wyatt Chair
S Bailey
L M Isaac (appointed 23/1/2025)
N Aslam (resigned 22/1/2025)

Independent Examiner
UHY Calvert Smith
Chartered Accountants
Heritage House
Murton Way
Osbaldwick
York
YO19 5UW

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 12th December 2025 and signed on the board's behalf by:

M J Wyatt - Trustee

Independent examiner's report to the trustees of PATH (Yorkshire) Limited ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

H Priest
The Institute of Chartered Accountants in England and Wales

UHY Calvert Smith
Chartered Accountants
Heritage House
Murton Way
Osbaldwick
York
North Yorkshire
YO19 5UW

Date:12th December 2025

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	**2025 Total funds £**	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**250**	**-**	**250**	500
Charitable activities	5				
Support		**202,765**	**354,967**	**557,732**	390,310
Other trading activities	3	**32,035**	**-**	**32,035**	31,255
Investment income	4	**14,419**	**-**	**14,419**	1,590
Total		**249,469**	**354,967**	**604,436**	423,655
EXPENDITURE ON					
Charitable activities	6				
Support		**215,345**	**354,967**	**570,312**	420,500
NET INCOME		**34,124**	**-**	**34,124**	3,155
RECONCILIATION OF FUNDS					
Total funds brought forward		**564,439**	**-**	**564,439**	561,284
TOTAL FUNDS CARRIED FORWARD		**598,563**	**-**	**598,563**	564,439

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	**2025 Total funds £**	2024 Total funds £
FIXED ASSETS					
Tangible assets	13	**228,052**	-	**228,052**	233,163
Investments	14	**1**	-	**1**	1
		228,053	-	**228,053**	233,164
CURRENT ASSETS					
Debtors	15	**4,817**	-	**4,817**	149,728
Cash at bank and in hand		**640,343**	-	**640,343**	548,196
		645,160	-	**645,160**	697,924
CREDITORS					
Amounts falling due within one year	16	**(274,650)**	-	**(274,650)**	(366,649)
NET CURRENT ASSETS		**370,510**	-	**370,510**	331,275
TOTAL ASSETS LESS CURRENT LIABILITIES		**598,563**	-	**598,563**	564,439
NET ASSETS		**598,563**	-	**598,563**	564,439
FUNDS	17				
Unrestricted funds				**598,563**	564,439
TOTAL FUNDS				**598,563**	564,439

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2025

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 12th December 2025 and were signed on its behalf by:

M J Wyatt - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	**77,728**	143,802
Net cash provided by operating activities		**77,728**	143,802
Cash flows from investing activities			
Purchase of tangible fixed assets		**-**	(1,945)
Interest received		**14,419**	1,590
Net cash provided by/(used in) investing activities		**14,419**	(355)
Change in cash and cash equivalents in the reporting period		**92,147**	143,447
Cash and cash equivalents at the beginning of the reporting period		**548,196**	404,749
Cash and cash equivalents at the end of the reporting period		**640,343**	548,196

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**34,124**	3,155
Adjustments for:		
Depreciation charges	**5,111**	5,249
Interest received	**(14,419)**	(1,590)
Decrease/(increase) in debtors	**144,911**	(33,027)
(Decrease)/increase in creditors	**(91,999)**	170,015
Net cash provided by operations	**77,728**	143,802

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	**At 31.3.25**
	£	£	**£**
Net cash			
Cash at bank and in hand	**548,196**	**92,147**	**640,343**
	548,196	**92,147**	**640,343**
Total	**548,196**	**92,147**	**640,343**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at fair value.

Constitution
The charity is a company limited by guarantee, the Liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

The financial statements are presented in Sterling which is the functional currency of the company and rounded to the nearest £.

The significant accounting policies applied in preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated

Going concern
The financial statements have been prepared on a going concern basis which forecasts that the charity will have adequate resources to continue in operational existence for a period of at least 12 months from the date of this financial report.

A forecast has been prepared for a period of more than 12 months from the date of approval of these financial statements. The forecast indicates that, whilst taking into account reasonable downsides, sufficient funds are expected to be generated within the charity so as to meet liabilities as they fall due.

Judgements and key sources of estimation uncertainty
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.
The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, be definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets
The annual depreciation charge for tangible assets are sensitive to changes in the estimated useful economic lives under sides values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

continued...

1. ACCOUNTING POLICIES - continued

Judgements and key sources of estimation uncertainty
(ii) Allocation of shared cost between multiple activities Support costs relate to those functions that assist the work of the charity but do not directly relate to charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. All the general support and governance costs are allocated to activities at different percentages, on the basis of staff time relating to each activity.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Income
All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability.

Grant income
Grants are credited to the SOFA when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Gifts in kind
Assets or other gifts in kind given of use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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.

Charitable activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

continued...

1. ACCOUNTING POLICIES - continued

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	-	2% reducing balance
Plant and machinery	-	10% on reducing balance
Fixtures and fittings	-	25% on reducing balance

Capital grants received are deducted from the cost of the assets to which they relate. All assets are valued at historic cost.

Fixed asset investment
Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Financial instruments
The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

continued...

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Grants, donations and legacies	250	500

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Lease of office space	32,035	31,255

4. INVESTMENT INCOME

	2025	2024
	£	£
Bank account interest	14,419	1,590

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Trainee costs and support	Support	192,577	44,370
Promotional events	Support	5,382	1,585
Grants	Support	359,773	344,355
		557,732	390,310

Grants received, included in the above, are as follows:

	2025	2024
	£	£
VCSE Energy	43,257	-
ACL - 2022-2023	(19,235)	19,235
HKBNO2	(60,000)	65,000
ACL - 2023-2024	(2,631)	58,623
Learn My Way	2,400	3,600
Positive Youth Pathways	262,985	35,344
HMRC	4,807	-
Hyper Local Digital Skills	98,916	-
TL -24	29,274	-
New Roots	-	122,615
Lloyds Foundation	-	20,000
HKBNO1	-	19,937
	359,773	344,354

continued...

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Support	**450,445**	**119,867**	**570,312**

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	**336,759**	251,130
Legal and professional	**27,818**	4,940
Advertising	**5,300**	446
Consultancy	**31,573**	50,737
Trainee costs and travel	**44,834**	41,230
Staff training	**1,486**	658
Staff travel	**2,675**	409
	450,445	349,550

8. SUPPORT COSTS

	Finance	Other	Governance costs	Totals
	£	£	£	£
Support	**1,848**	**109,606**	**8,413**	**119,867**

Support costs, included in the above, are as follows:

Finance

	2025	2024
	Support	Total activities
	£	£
Bank charges	**1,848**	**307**

continued...

8. SUPPORT COSTS - continued

Other

	2025	2024
	Support	Total activities
	£	£
Hospitality	**1,749**	**1,877**
General office costs	**22,750**	**25,520**
Premises expenses	**79,996**	**30,278**
Depreciation of tangible fixed assets	**5,111**	**5,248**
	109,606	**62,923**

Governance costs

	2025	2024
	Support	Total activities
	£	£
Independent examination and other professional costs	**8,413**	**7,720**

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	**5,111**	5,251

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

continued...

11. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	**299,491**	226,171
Social security costs	**23,230**	15,049
Other pension costs	**14,038**	9,910
	336,759	251,130

The average monthly number of employees during the year was as follows:

	2025	2024
Permanent staff	**10**	9

No employees received emoluments in excess of £60,000.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	500	-	500
Charitable activities			
Support	45,955	344,355	390,310
Other trading activities	31,255	-	31,255
Investment income	1,590	-	1,590
Total	79,300	344,355	423,655
EXPENDITURE ON			
Charitable activities			
Support	121,146	299,354	420,500
NET INCOME/(EXPENDITURE)	(41,846)	45,001	3,155
Transfers between funds	45,001	(45,001)	-
Net movement in funds	3,155	-	3,155
RECONCILIATION OF FUNDS			
Total funds brought forward	561,284	-	561,284
TOTAL FUNDS CARRIED FORWARD	564,439	-	564,439

continued...

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1 April 2024 and 31 March 2025	**415,400**	**4,083**	**29,260**	**448,743**
DEPRECIATION				
At 1 April 2024	**186,005**	**3,242**	**26,333**	**215,580**
Charge for year	**4,587**	**84**	**440**	**5,111**
At 31 March 2025	**190,592**	**3,326**	**26,773**	**220,691**
NET BOOK VALUE				
At 31 March 2025	**224,808**	**757**	**2,487**	**228,052**
At 31 March 2024	229,395	841	2,927	233,163

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2024 and 31 March 2025	**1**
NET BOOK VALUE	
At 31 March 2025	**1**
At 31 March 2024	1

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Path Into Recruitment Ltd
Registered office: 29 Harrogate Road, Chapel, Allerton, Leeds, West Yorkshire, LS7 3PD
Nature of business: Employment placement agency

Class of share:	% holding
Holding	**100**

continued...

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Grants and other funding receivable	2,663	55,286
Prepayments and accrued income	2,154	94,442
	4,817	149,728

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Creditors in ordinary course of activities	3,673	5,792
Amounts owed to group undertakings	375	375
Other creditors	3,685	4,640
Credit cards	766	1,862
Accruals and deferred income	266,151	353,980
	274,650	366,649

17. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	564,439	34,124	598,563
TOTAL FUNDS	564,439	34,124	598,563

continued...

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**249,470**	**(215,346)**	**34,124**
Restricted funds			
ACL 2023	**(2,631)**	**2,631**	**-**
HKBNO2	**(60,000)**	**60,000**	**-**
ACL 2022	**(19,235)**	**19,235**	**-**
Learn My Way	**2,400**	**(2,400)**	**-**
Hyper Local Digital Skills	**98,916**	**(98,916)**	**-**
PYP	**262,985**	**(262,985)**	**-**
TL 24	**29,274**	**(29,274)**	**-**
VCSE Energy	**43,257**	**(43,257)**	**-**
	354,966	**(354,966)**	**-**
TOTAL FUNDS	**604,436**	**(570,312)**	**34,124**

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	561,284	(41,846)	45,001	564,439
Restricted funds				
HKBNO2	-	30,000	(30,000)	-
ACL 2022	-	19,235	(19,235)	-
Learn My Way	-	(92)	92	-
Lloyds foundation	-	(4,142)	4,142	-
	-	45,001	(45,001)	-
TOTAL FUNDS	561,284	3,155	-	564,439

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	79,301	(121,147)	(41,846)
Restricted funds			
ACL 2023	58,623	(58,623)	-
HKBNO2	65,000	(35,000)	30,000
ACL 2022	19,235	-	19,235
Learn My Way	3,600	(3,692)	(92)
PYP	35,344	(35,344)	-
New roots	122,615	(122,615)	-
Lloyds foundation	20,000	(24,142)	(4,142)
HKBNO1	19,937	(19,937)	-
	344,354	(299,353)	45,001
TOTAL FUNDS	423,655	(420,500)	3,155

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	561,284	(7,722)	45,001	598,563
Restricted funds				
HKBNO2	-	30,000	(30,000)	-
ACL 2022	-	19,235	(19,235)	-
Learn My Way	-	(92)	92	-
Lloyds foundation	-	(4,142)	4,142	-
	-	45,001	(45,001)	-
TOTAL FUNDS	561,284	37,279	-	598,563

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	328,771	(336,493)	(7,722)
Restricted funds			
ACL 2023	55,992	(55,992)	-
HKBNO2	5,000	25,000	30,000
ACL 2022	-	19,235	19,235
Learn My Way	6,000	(6,092)	(92)
Hyper Local Digital Skills	98,916	(98,916)	-
PYP	298,329	(298,329)	-
TL 24	29,274	(29,274)	-
VCSE Energy	43,257	(43,257)	-
New roots	122,615	(122,615)	-
Lloyds foundation	20,000	(24,142)	(4,142)
HKBNO1	19,937	(19,937)	-
	699,320	(654,319)	45,001
TOTAL FUNDS	1,028,091	(990,812)	37,279

Note

Included in the funds ACL 2022, ACL 2023 and HKBN02 there are accounting adjustments reversing prior period errors which overstated restricted income and related expenditure. As such this results in a negative balance presented in the current year note above.

There is no adverse net effect to total charitable funds or restricted funds across the current and prior year as per the combined net movements disclosed above.

Restricted Funds

Hyper local digital skills - This restricted fund is for helping people improve their digital skills and helping them find meaningful employment

PYP - This restricted fund is for supporting diverse communities in activities that promote British Values, leadership, community involvement, and self-development and growth.

Tailored learning - This restricted fund is for providing tailored learning programmes and employment opportunities.

continued...

17. MOVEMENT IN FUNDS - continued

VCSE Energy - This restricted fund is for providing tailored learning programmes and helping people improve their digital skills to help them find employment opportunities.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

PATH (YORKSHIRE) LTD

England & Wales - Charity number 516786

Accounts

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2024 FOR PATH (YORKSHIRE) LIMITED

SCB (Accountants) Limited
Chartered Accountants
31 Sackville Street,
Manchester,
M1 3LZ

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31ST MARCH 2024

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PATH (YORKSHIRE) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31ST MARCH 2024

TRUSTEES	**Dr R Raj** **N Aslam** **S Bailey** **W Tahir** **M Wyatt**
REGISTERED OFFICE	**29 Harrogate Road** **Chapel Allerton** **Leeds** **LS7 3PD**
REGISTERED COMPANY NUMBER	**01939658 (England and Wales)**
REGISTERED CHARITY NUMBER	**516786**
INDEPENDENT EXAMINER	**SCB (Accountants) Limited** **Chartered Accountant** **31 Sackville Street** **Manchester** **M1 3LZ**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2024. The trustees have adopted the provisions of 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 1January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

PATH's mission is to enhance the life chances of Black, Asian and Minority Ethnic communities by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of ethnic communities adults and young people in education, training and employment through relevant programs, projects and provision that addresses the barriers faced by ethnic communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organizations and employers; development of tailored trainee placements, pre-apprenticeship provision and customized employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of ethnic communities people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of ethnic communities adults and young people - by delivering inspirational empowerment programs for diverse groups of ethnic communities adults and young people; establishing a ethnic communities mentoring service and through the use of positive ethnic communities role models from local communities.

To expand partnership arrangement and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate the PATH role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial system and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangement - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2023 - March 2024 period, PATH has continued to deliver employability projects and working wish businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programs and projects aim to develop, empower and support marginalized and vulnerable migrants towards social inclusion and community integration. Our programs include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued to provide strategic direction and support in securing future sustainability. The Finance and Performance Sub-committee meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittee meetings have monitored Path's performance in delivering its programs and achieving its targets.

This has been reflected in the continuous commitment to support the Interim CEO and PATH's staff team to develop ongoing strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH, we have continued with our efforts to deliver on existing projects and secure new projects that are aligned with our values and our mission statement. We are pleased to note we have now returned to normal activities and this has positively reflected in the improvement of client starts, retention and targets being achieved.

Between April 2023 and March 2024, PATH's staff team has remained focused and dedicated to the organization and have served its client group well, achieving a high level of performance against set targets.

During the last year, the Board has remained the same with no changes to its members and with Melvyn Wyatt as the Chair.

PATH remains committed to engaging those members of society who are considered most disadvantaged and will continue to engage with grass roots movements and with local communities.

Melvyn Wyatt Chair of The Board of Trustees PATH Yorkshire Ltd

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery
Here is the list of projects we have delivered during the 2023-2024 financial year.

1. PATH Better Futures Program
Workplace based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employee to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2023 -2024 period we have supported trainees at-
- Leeds Youth Justice Service (LYJS)
- Leeds Trinity University have taken on 4 trainees with the overall aim of gaining employment.
- Leeds City Council - Highways Department

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the Better Futures program PATH has worked with Leeds Trinity University and Leeds City Council to increase workforce diversity. We have organized activities to promote vacancies and recruitment from the local community. We have actively engaged with participants so that they were able to obtain information regarding job opportunities and were advised of the application process.

2, Adult Community Learning
This is a program commissioned by Leeds City Council (LCC) Adult Learning Team to deliver ESOL Courses for migrants living in Leeds. PATH was awarded a three-year contract to deliver from September 2022.

ACL ESOL course modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in delivering ESOL to a diverse group of learners. Classes are now back to in-person delivery which is preferred by our learners and our ESOL Tutors.

From Sept 22 to Mar 23 PATH has supported 167 Learners.

3. Connecting Opportunities
A Building Better Opportunities (BBO) project, funded by The National Lottery Community Fund and the European Social Fund. The Connecting Opportunities is a project working with newly arrived migrants in the Leeds City Region areas to develop their skills and opportunities in finding work and being a part of their local community.

This project came to an end in Mar 2023, through out the duration of the project PATH helped 477 individuals against a target of S01, made 518 referrals and overall helped individuals from 87 different nationalities.

4. New Roots (HR).

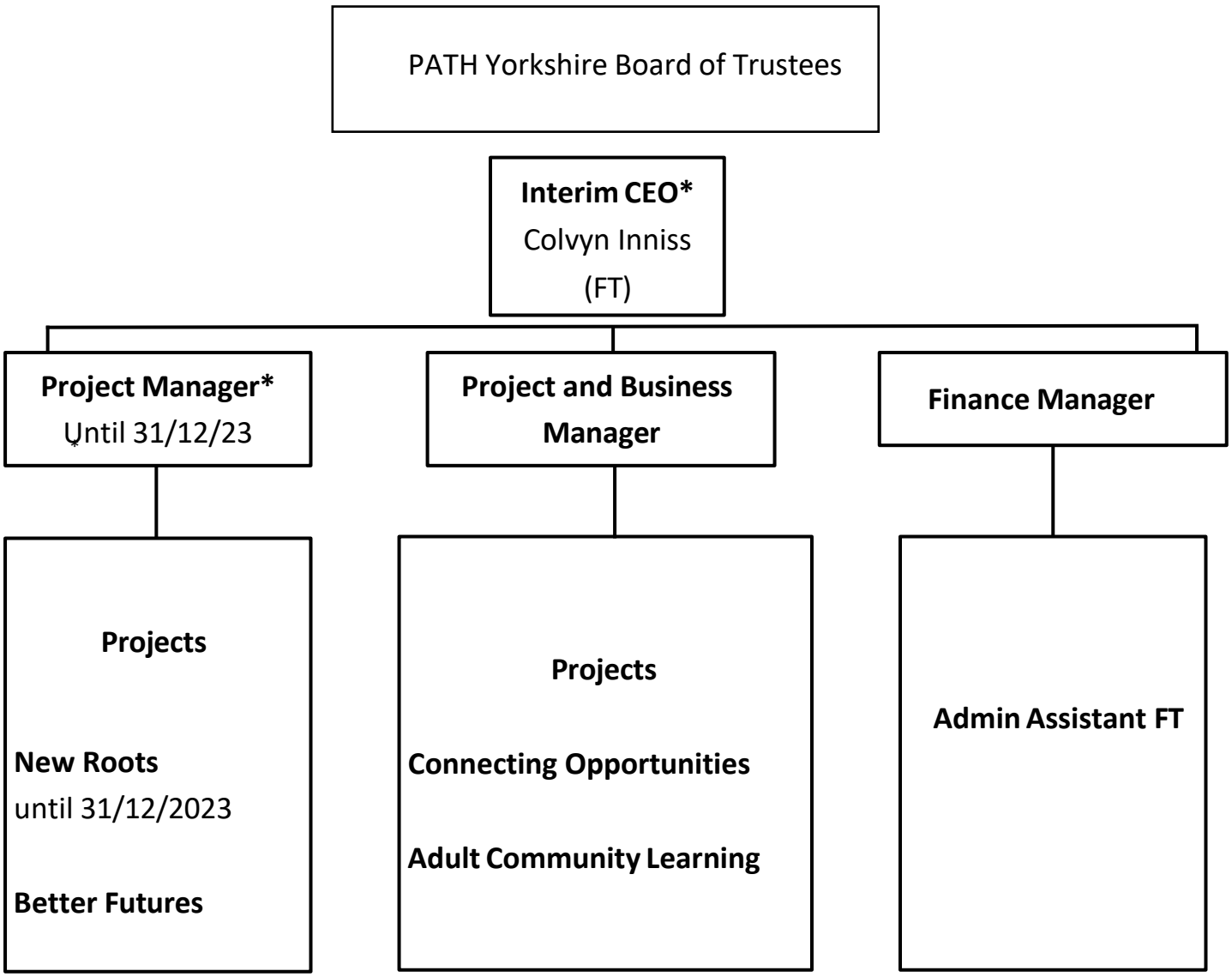
This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A one-year extension for this project started on January 2023. It's funded by the Asylum and Migration integration Fund (AMIF) of the Home Office and the European Union ESF funds. The project aims to recruit and engage refugees with multiple and complex needs based in the following cities: London, Leeds & Hull. NR provided a range of holistic, intensive and enhanced support activities, adding significant value to limited refugee integration provision in the local area and improving integration outcomes. Participants benefited from a bespoke, wrap- around programme that supported integration into their host city/community through 3 stages:

1. Engage: specialist casework (move on / crisis support);
2. Connect: social integration, language & wellbeing activities;
3. Aspire: training, volunteering and employment opportunities.

Refugee Council is the lead partner. PATH has delivered activities related to the Aspire stage in Leeds. The other partners delivering NR in Leeds are RETAS and Leeds Refugee Council.

This project has come to an end in December 2023.

PATH Staff Team structure April 2023 – March 2024



*From July 2023, Vernon Richardson is the FT CEO and Colvyn Inniss is the Project Manager for New Roots.

OBJECTIVES AND ACTIVITIES

Partners:

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programs during the year.

Voluntary, Community & Faith
- Citizens UK
- Living Wage Foundation
- The Feel-Good Factor
- Leeds Migration Partnership
- Citizens Advice Bureau
- Migrant Access Project
- Refugee Council
- Leeds Refugee Forum
- Catch 22
- Mind
- Voluntary Action Leeds
- Forum Central
- Leeds Faith Forum
- National Association for Teaching English and other Community Languages to Adults
- National Council for Voluntary Organisations

Private
- DLA Piper Law
- Starbucks
- Ikea
- Marriott Hotel

Public & Health
- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Pius
- North & West YorkSh1re Probation
- Leeds Youth Offending

Education
- Leeds City College
- Leeds Trinity University
- University of Leeds
- Leeds Beckett University

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximize on bank interest.

FINANCIAL REVIEW

The year under review for the charity closed with a surplus of £3,155 (2023 – £42,105) on gross income of £423,655 (2023 - £491,072). The financial position at the year-end as revealed by the balance sheet on page 13 shows net current assets of £331,275 (2023 - £324,815). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £233,164 (2023 – £236,469). In 2024 total reserves closed at £564,439 (2023 - £561,284). The Board monitors reserve levels quarterly, balancing responsible financial management with the delivery of the charity's core objectives.

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs
Assumes all paid training placements are fully funded by the employer
Assumes no funding from Leeds City Council,

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programs until alternative sources of funding are secured.

The free reserves of the charity were £331,275 as at 31st March 2024.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Charity Constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organizational structure

The board of trustees, which can have up to 9 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content *of* the Memorandum and Articles Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

Key management remuneration
The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis. AII trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 9 and 18 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Related parties
Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion.

Transactions related to Trustees are detailed in note 9 to the financial statements.

Employers and associated training providers are also classed as panners in the delivery of PATH training programs. The organization's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

Path into recruitment

PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding This was achieved In August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management
The trustees and senior staff have maintained a risk register, identifying the major risk to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Path (Yorkshire) Ltd for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure for that period.

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

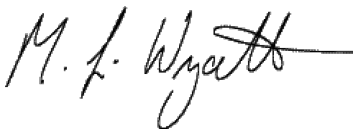
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Trustees on 30th January 2025 and signed on its behalf:



M Wyatt - Trustee

Independent examiner's report to the trustees of Path (Yorkshire) Limited ('the company')

I report to the charity trustees (who are also Directors for the purpose of company law) on my examination of the accounts of the company for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charitable company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145{5) (b) of the 2011 Act.

Independent examiner's statement

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

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the
4. accounts give a true and fair view which is not a matter considered as part of an independent examination; or
   the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

Jeffrey Bor FCA

For and on behalf of SCB (Accountants) Ltd.

31 Sackville Street, Manchester

M1 3LZ

Date: 31/01/2025

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from :							
Charitable activities	2	45,955	344,355	390,310	51,662	402,967	454,630
Other trading activities	3	31,255	-	31,255	31,669	-	31,669
Investment income	4	1,590	-	1,590	3,273	-	3,273
Grants, Donations and legacies	5	500	-	500	1,500	-	1,500
Total income		**79,300**	**344,355**	**423,655**	**88,105**	**402,967**	**491,072**
Expenditure on:							
Charitable activities	6	121,146	299,354	420,500	101,092	347,875	448,967
Net incoming/(outgoing) resources before transfers		**(41,846)**	**45,001**	**3,155**	**(12,987)**	**55,092**	**42,105**
Gross transfers between funds		45,001	(45,001)	-	55,092	(55,092)	-
Net income/(expenditure) for the year/ Net movement in funds		**3,155**	**-**	**3,155**	**42,105**	**-**	**42,105**
Fund balances at 1 April 2023		561,284	-	561,284	519,179	-	519,179
Fund balances at 31 March 2024		**564,439**	**-**	**564,439**	**561,284**	**-**	**561,284**

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

All income and expenditure derive from continuing activities.

PATH (YORKSHIRE) LIMITED

BALANCE SHEET
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	13	233,163		236,468	
Investments	14	1	233,164	1	236,469
Current assets					
Debtors	15	149,728		116,701	
Cash at bank and in hand		548,196	697,924	404,748	521,449
Creditors: amounts falling due within one year	16		(366,649)		(196,634)
Net current assets			331,275		324,815
Total assets less current liabilities			564,439		561,284
Income funds	17				
Unrestricted funds			564,439		561,284

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise camply with the requirements of the Companies Act 2006 relating to financial statements, *so* far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to Charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 30th January 2025 and were signed on its behalf by:

M. L. Wyatt

M Wyatt - Trustee

PATH (YORKSHIRE) LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	1		143,802		(47,287)
Investing activities					
Purchase of tangible fixed assets		(1,945)			
Interest received		1,590		3,274	
Net cash used in investing activities			(355)		3,274
Net cash used in financing activities			-		-
Net increase in cash and cash equivalent			143,447		(44,013)
Cash and cash equivalents at beginning of year			404,748		448,761
Cash and cash equivalents at end of year			548,195		404,748

PATH (YORKSHIRE) LIMITED

NOTES TO CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024

1 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES	2024	2023
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	3,155	42,105
Adjustments for:	5,249	5,153
Depreciation charges	(1,590)	(3,274)
Interest received	(33,027)	(69,109)
(Increase)/decrease in debtors	170,015	(22,162)
Increase/(decrease) in creditors		
	143,802	**(47,287)**
Net cash (used in)/provided by operations		

Analysis of Change in Net Funds

Net cash	At 01/04/2023	Cash Flow	At 31/03/2024
Cash at bank and in hand	404,748	143,448	548,196
Total	404,748	143,448	548,196

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Constitution

The charity is a company limited by guarantee, the Liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

The financial statements are presented in Sterling which is the functional currency of the company and rounded to the nearest £.

The significant accounting policies applied in preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The financial statements have been prepared on a going concern basis which forecasts that the charity will have adequate resources to continue in operational existence for a period of at least 12 months from the date of this financial report.

A forecast has been prepared for a period of more than 12 months from the date of approval of these financial statements. The forecast indicates that, whilst taking into account reasonable downsides, sufficient funds are expected to be generated within the charity so as to meet liabilities as they fall due.

Income recognition

All income is included in the SOFA when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability.

Grant income

Grants are credited to the SOFA when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Gifts in kind

Assets or other gifts in kind given of use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed ta particular headings, they have been allocated to activities on a basis consistent with the use of resources.

lrrecoverable VAT is included in the cost of the items to which it relates.

1. **ACCOUNTING POLICIES-continued**

Charitable activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the assets capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	-	2% on reducing balance
Plant and Machinery	-	10% on reducing balance
Furniture and fittings	-	25% on reducing balance

Capital grants received are deducted from the cost of the assets to which they relate. All assets are valued at historic cost.

Fixed asset investment
Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Cash at bank
Cash at bank and in hand includes cash and short-term cash deposits.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will 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 normally recognised at their settlement amount after allowing for any trade discounts due.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1. **ACCOUNTING POLICIES-continued**

Judgement and Key Sources of Estimate Uncertainty
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.
The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, be definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets
The annual depreciation charge for tangible assets are sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

(ii) Allocation of shared cost between multiple activities Support costs relate to those functions that assist the work of the charity but do not directly relate to charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. All the general support and governance costs are allocated to activities at different percentages, on the basis of staff time relating to each activity.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Financial instruments
The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2 Charitable activities

	Charitable Income 2024 £	Charitable Income 2023 £
Trainee costs and support	44,370	44,922
Promotional events	1,585	6,740
Grants	344,355	402,967
	390,310	**454,630**
Analysis by fund		
Unrestricted funds	45,955	51,662
Restricted funds	344,355	402,967
	390,310	**454,630**

Grants received, included in the above, are as follows :

	2024 £	2023 £
New Roots	122,615	135,293
LASSN	-	1,600
LCC - Employment & Skills	-	24,220
ESIF - Migration Yorkshire	-	164,504
Re:vision	-	2,000
Lloyds Foundation	20,000	32,250
LCC	58,622	43,100
HKBNO1	19,937	-
HKBNO2	65,000	-
Learn My Way	3,600	-
Community Learning Project	19,235	-
Positive Youth Pathways	35,345	-
	344,355	**402,967**

3 Other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Lease of office space	31,255	31,669

4 Investment income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Bank interest	1,590	3,273

5 Grants, Donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations	500	-	500	1,500	-	1,500

6 Charitable activities

	Charitable Expenditure 2024	Charitable Expenditure 2023
	£	£
Independent examination and other professional costs	12,660	8,271
Bank charges	307	278
Consultancy	50,737	17,503
Depreciation	5,248	5,154
General office costs	25,966	17,703
Hospitality	1,877	2,090
Premises cost	30,278	25,574
Staff costs	251,130	317,515
Staff development and travel	1,067	1,755
Training cost	41,230	53,124
	420,500	**448,967**
Analysis by fund		
Unrestricted funds	121,146	101,092
Restricted funds	299,354	347,875
	420,500	**448,967**

6 Charitable activities costs

	Direct cost (see note 7)	Support cost (see note 8)	Totals
	£	£	£
Independent examination and other professional costs	4,940	7,720	12,660
Bank charges	-	305	305
Consultancy	50,737	-	50,737
Depreciation	-	5,248	5,248
General office costs	446	25,520	25,966
Hospitality	-	1,877	1,877
Premises cost	-	30,278	30,278
Staff costs	251,130	-	251,130
Staff development and travel	1,067	-	1,067
Training cost	41,230	-	41,230
	349,550	**70,949**	**420,498**

7 Direct costs of charitable activities

	2024	2023
	£	£
Staff costs	251,130	317,514
Advertising and recruitment	446	792
Legal and professional	4,940	3,731
Consultancy	50,737	17,502
Staff training	658	870
Staff travel	409	885
Trainee costs and travel	41,230	53,124
Room hire	-	2,000
	349,550	**396,420**

8 Support costs

	2024	2023
	£	£
Bank charges	305	278
Depreciation	5,248	5,154
General office costs	25,520	14,911
Hospitality	1,877	2,090
Premises cost	30,278	25,574
	63,229	**48,007**

Governance costs	2024	2023
	£	£
Independent examination and other professional costs	7,720	4,540
	7,720	**4,540**

9 Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting)

	2024	2023
	£	£
Independent examiner fees	4,750	4,540
Depreciation	5,248	5,154
Other operating leases	1,069	3,291

10 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023.

11 Staff costs

	2024	2023
	£	£
Wages and salaries	226,171	289,149
Social security	15,049	17,243
Pension costs	9,910	11,123
	251,130	**317,515**

The Charity considers its key management personnel comprise the trustees and the chief executive. The total employment cost of the key management personnel were £45,391 (2023: £41,213).

Reimbursed expenses, which are all subject to the Charity's process of internal controls, do not form part of remuneration and are not included above.

The average monthly number of employee during the year was as follows:

	2024	2023
Permanent staff	9	15

No employees received emoluments in excess of £60,000.

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13 Tangible fixed assets

	Freehold property £	Plant and Machinery £	Fixtures & fittings £	Total £
Cost				
At 1 April 2023	415,400	4,083	27,316	446,798
Additions	-	-	1,945	1,945
At 31 March 2024	**415,400**	**4,083**	**29,260**	**448,743**
Depreciation and impairment				
At 1 April 2023	181,322	3,149	25,860	210,331
Depreciation charged in the year	4,683	93	473	5,249
Eliminated in respect of disposals	-	-	-	-
At 31 March 2024	**186,004**	**3,242**	**26,334**	**215,580**
Carrying amount				
At 31 March 2024	**229,396**	**841**	**2,927**	**233,163**
At 31 March 2023	**234,078**	**934**	**1,455**	**236,467**

14 Fixed asset investmment	**Shares in group undertakings**
Market value	
At 1st April 2023 and 31st March 2024	1
Net book value	
At 31st March 2024	1
At 31st March 2023	1

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Path into recruitment ltd
Registered office : 29 Harrogate Road, Chapel, Allerton, Leeds, West Yorkshire, LS7 3PD
Nature of Business : Dormant

	%
Class of share :	holding
Ordinary	100

15 Debtors : Amount falling due within one year

	2024	2023
	£	£
Grants and other funding receivable	55,286	100,464
Prepayments and accrued income	94,442	16,237
	149,728	**116,701**

16 Creditors : Amount falling due within one year

	2024	2023
	£	£
Creditors in ordinary course of activities	5,793	2,956
Other creditors	4,640	4,600
Amounts owed to group undertakings	375	375
Accruals and deferred income	353,979	188,703
Credit cards	1,862	-
	366,648	**196,634**

Included within accruals and deferred income is deferred income of £349,230 (2023: 185,203).

17 Movement in funds

	At 1/4/23	Net movement in funds	Transfer between funds	At 31/3/24
	£	£	£	£
Unrestricted funds				
General funds	561,284	(41,846)	45,001	564,439
Restricted funds				
Lloyds Foundation	-	(4,142)	4,142	-
Learn My Way	-	(92)	92	-
HKBNO 2	-	30,000	(30,000)	-
Community Learning Project	-	19,235	(19,235)	-
	-	45,001	- 45,001	-
Total funds	**561,284**	**3,155**	**-**	**564,439**

Net movement in funds, included in the above are as follows :

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	79,300	(121,146)	(41,846)
Restricted funds			
New roots	122,615	(122,615)	-
LCC employment & skills	58,623	(58,623)	-
HKBNO 1	19,937	(19,937)	-
HKBNO 2	65,000	(35,000)	30,000
Community Learning Project	19,235	-	19,235
Learn My Way	3,600	(3,692)	(92)
Positive Youth Pathways	35,345	(35,345)	-
Lloyds foundation	20,000	(24,142)	(4,142)
	344,355	(299,354)	45,001
Total funds	**423,655**	**(420,500)**	**3,155**

17 Movement in funds-continued

	At 1/4/22 £	Net movement in funds £	Transfer between funds £	At 31/3/23 £
Unrestricted funds				
General funds	519,179	(12,987)	55,092	561,284
Restricted funds				
New Roots	-	8,162	(8,162)	-
LCC Employment & Skills	-	11,680	(11,680)	-
Re:vision	-	2,000	(2,000)	-
Lassn	-	1,600	(1,600)	-
Lloyds Foundation	-	31,650	(31,650)	-
	-	55,092	(55,092)	-
Total funds	**519,179**	**42,105**	**-**	**561,284**

Net movement in funds, included in the above are as follows :

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	88,106	(101,093)	(12,987)
Restricted funds			
Connecting operations	164,504	(164,504)	-
New roots	135,292	(127,130)	8,162
LCC employment & skills	67,320	(55,640)	11,680
Re:Vision	2,000	-	2,000
Lassn	1,600	-	1,600
Lloyds foundation	32,250	(600)	31,650
	402,966	(347,874)	55,092
Total funds	**491,072**	**(448,967)**	**42,105**

Transfers between funds
Where an element of central and specific overheads/staffing costs which are initially recorded within general funds relate to restricted projects, an appropriate transfer from restricted to unrestricted funds is included within the accounts.

Restricted Funds
New Roots – This restricted fund is for a project to recruit and engage refugees with multiple and complex needs to integrate into society.

LCC Employment & Skills – This restricted fund is for supporting work placements of young offenders.

Re:Vision – This restricted fund is for a project to support new trainees.

Connecting opportunities - this restricted fund is for working with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the local community.

18 Related party disclosure

There were no related party transactions for the year ended 31st March 2024.

19 Share Capital

The company is limited by guarantee and does not have a share capital divided by shares.

PATH (YORKSHIRE) LTD

England & Wales - Charity number 516786

Accounts

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

REVIEWED BY INDEPENDENT EXAMINATION

FOR THE YEAR ENDED 31ST MARCH 2023

FOR

PATH (YORKSHIRE) LIMITED

Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31ST MARCH 2023

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PATH (YORKSHIRE) LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2023

TRUSTEES	C F Bamford Dr R Raj N Aslam S Bailey S Cameron-Bhandal W Tahir (resigned 5/4/22) (reappointed 4/8/22) M Wyatt W Feroze (resigned 5/4/22)
REGISTERED OFFICE	29 Harrogate Road Chapel Allerton Leeds LS7 3PD
REGISTERED COMPANY NUMBER	01939658 (England and Wales)
REGISTERED CHARITY NUMBER	516786
INDEPENDENT EXAMINER	Thomas Coombs Limited Chartered Accountants 3365 The Pentagon Century Way Thorpe Park Leeds West Yorkshire LS15 8ZB
BANKERS	Natwest Bank 66 Vicar Lane Leeds LS1 7JQ

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2023. The trustees have adopted the provisions of 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

Objectives and aims

PATH's mission is to enhance the life chances of Black, Asian and Minority Ethnic (BAME) communities by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of BAME adults and young people in education, training and employment through relevant programmes, projects and provision that addresses the barriers faced by BAME communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organisations and employers; development of tailored trainee placements, pre-apprenticeship provision and customised employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of BAME people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of BAME adults and young people - by delivering inspirational empowerment programmes for diverse groups of BAME adults and young people; establishing a BAME mentoring service and through the use of positive BAME role models from local communities.

To expand partnership arrangements and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate the PATH role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial systems and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangements - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2023

OBJECTIVES AND ACTIVITIES
PATH update

During the April 2022 - March 2023 period, PATH has continued to deliver employability projects and working with businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programmes and projects aim to develop, empower and support marginalised and vulnerable migrants towards social inclusion and community integration. Our programmes include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued to provide strategic direction and support in securing future sustainability. The Finance and Performance Sub-committee meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittee meetings have monitored Path's performance in delivering its programmes and achieving its targets.

This has been reflected in the continuous commitment to support the Interim CEO and PATH's staff team to develop ongoing strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH, we have continued with our efforts to deliver on existing projects and secure new projects that are aligned with our values and our mission statement. We are pleased to note we have now returned to normal activities and this has positively reflected in the improvement of client starts, retention and targets being achieved.

Between April 2022 and March 2023, PATH's staff team has remained focussed and dedicated to the organisation and have served its client group well, achieving a high level of performance against set targets.

During the last year, the Board has remained the same with no changes to its members and with Melvyn Wyatt as the Chair.

PATH remains committed to engaging those members of society who are considered most disadvantaged and will continue to engage with grass roots movements and with local communities.

Melvyn Wyatt was PATH Chair.

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

Here is the list of projects we have delivered during the 2022-2023 financial year.

1. PATH Better Futures Program

Workplace based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employers to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2022 -2023 period we have supported trainees at:

- Leeds Youth Justice Service (LYJS)
- Leeds Trinity University have taken on 4 trainees with the overall aim of gaining employment.
- Leeds City Council - Highways Department

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the Better Futures program PATH has worked with Leeds Trinity University and Leeds City Council to increase workforce diversity. We have organised activities to promote vacancies and recruitment from the local community. We have actively engaged with participants so that they were able to obtain information regarding job opportunities and were advised of the application process.

2. Adult Community Learning

This is a program commissioned by Leeds City Council (LCC) Adult Learning Team to deliver ESOL Courses for migrants living in Leeds. PATH was awarded a three-year contract to deliver from September 2022.

ACL ESOL course modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in delivering ESOL to a diverse group of learners. Classes are now back to in-person delivery which is preferred by our learners and our ESOL Tutors.

From Sept 22 to Mar 23 PATH has supported 167 Learners.

3. Connecting Opportunities

A Building Better Opportunities (BBO) project, funded by The National Lottery Community Fund and the European Social Fund. The Connecting Opportunities is a project working with newly arrived migrants in the Leeds City Region areas to develop their skills and opportunities in finding work and being a part of their local community.

This project came to an end in Mar 2023, through out the duration of the project PATH helped 477 individuals against a target of 501, made 518 referrals and overall helped individuals from 87 different nationalities.

4. New Roots (NR).

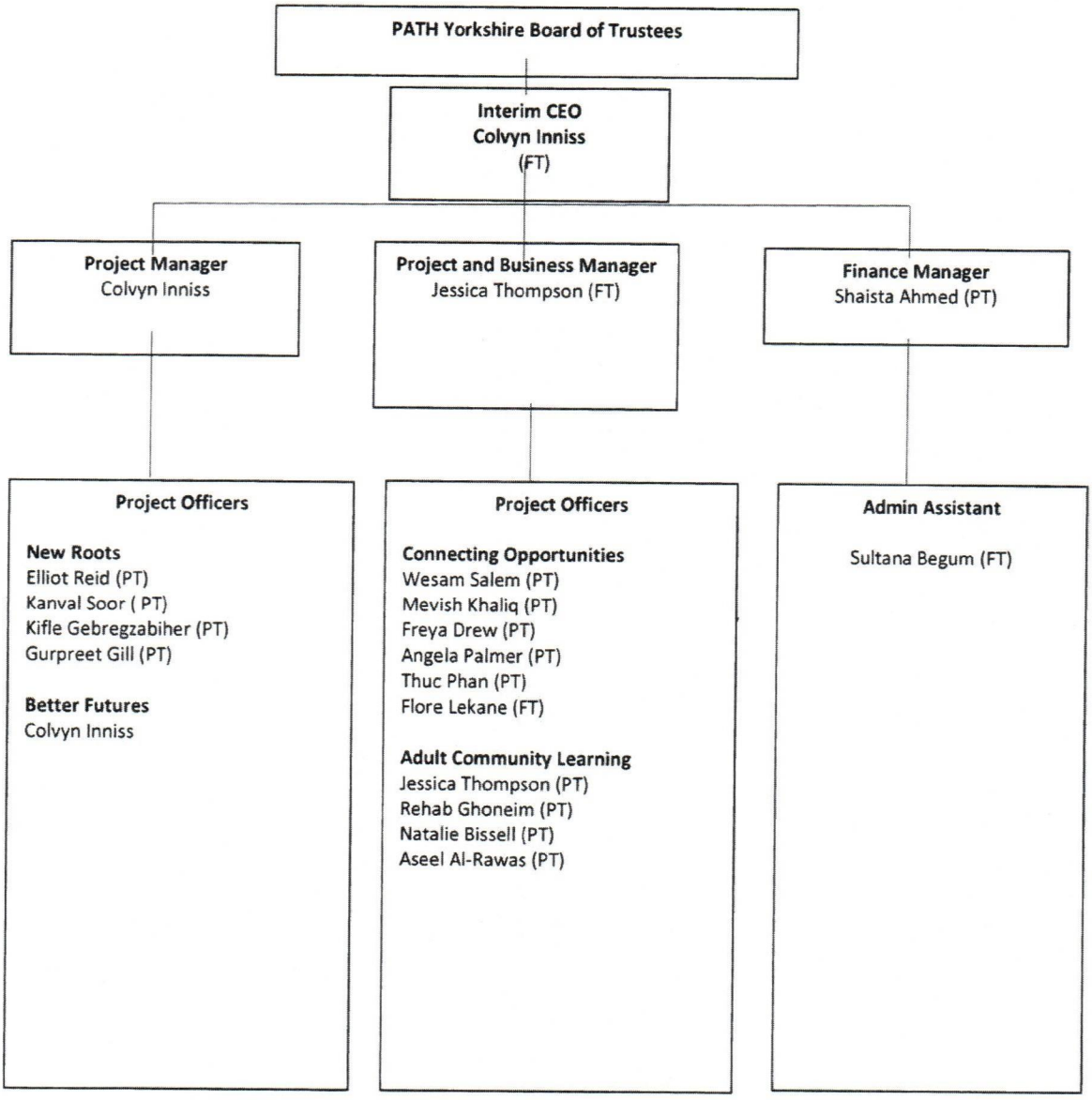
This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A one-year extension for this project started on January 2023. It's funded by the Asylum and Migration Integration Fund (AMIF) of the Home Office and the European Union ESF funds. The project aims to recruit and engage refugees with multiple and complex needs based in the following cities: London, Leeds & Hull. NR provided a range of holistic, intensive and enhanced support activities, adding significant value to limited refugee integration provision in the local area and improving integration outcomes. Participants benefited from a bespoke, wrap-around programme that supported integration into their host city/community through 3 stages:

1. Engage: specialist casework (move on / crisis support);
2. Connect: social integration, language & wellbeing activities;
3. Aspire: training, volunteering and employment opportunities.

Refugee Council is the lead partner. PATH has delivered activities related to the Aspire stage in Leeds. The other partners delivering NR in Leeds are RETAS and Leeds Refugee Council.

This project will come to an end in December 2023.

PATH Staff Team structure April 2022 - March 2023



OBJECTIVES AND ACTIVITIES

Employers

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programmes during the year.

Voluntary, Community & Faith

- Leeds Mind
- Citizens UK
- Living Wage Foundation
- Radio Asian Fever
- People's FM
- Hamara Centre
- Latch
- The Feel Good Factor
- Shine
- Touchstone
- Community Links
- Black Health Initiative

Pre Apprentice & Private

- Joseph Rowntree
- Keepmoat
- Your Housing Group
- Unity Housing Association
- Re'new
- Remploy
- The Pensions Trust
- Radio Asian Fever FM
- Co-op

Public & Health

- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Plus
- North & West Yorkshire Probation
- Leeds Youth Offending

Education

- City Training Services
- Learning Partnerships
- The Learning Network

FINANCIAL REVIEW

Financial position

PATH Yorkshire incurred a surplus in the year and £55,092 was transferred from the charity's general fund.

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximise on bank interest.

FINANCIAL REVIEW

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs
Assumes all paid training placements are fully funded by the employer
Assumes no funding from Leeds City Council.

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programmes until alternative sources of funding are secured.

The free reserves of the charity were £324,815 as at 31st March 2023.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Charity constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organisational structure

The board of trustees, which can have up to 15 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

Key management remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 9 and 18 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion

Transactions related to Trustees are detailed in note 9 to the financial statements.

Employers and associated training providers are also classed as partners in the delivery of PATH training programmes. The organisation's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

Path into recruitment

PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding. This was achieved in August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management

The trustees and senior staff have maintained a risk register, identifying the major risks to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

Approved by order of the board of trustees on 31st October 2023 and signed on its behalf by:

M.L. Wyatt

.....

M Wyatt - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PATH (YORKSHIRE) LIMITED

Independent examiner's report to the trustees of Path (Yorkshire) Limited ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2023.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of FCA, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

C. Darwin

Christopher Darwin
FCA
Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 31st October 2023

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	*2022 Total funds £*
INCOME AND ENDOWMENTS FROM					
Grants, Donations and legacies	2	1,500	-	1,500	*8,759*
Charitable activities	5				
Charitable activities		51,662	402,967	454,629	*318,867*
Other trading activities	3	31,669	-	31,669	*30,600*
Investment income	4	3,274	-	3,274	*691*
Total		88,105	402,967	491,072	*358,917*
EXPENDITURE ON					
Charitable activities	6				
Independent examination and other professional costs		4,431	3,840	8,271	*7,111*
Bank charges		64	214	278	*238*
Consultancy		138	17,365	17,503	*17,889*
Depreciation		5,154	-	5,154	*5,354*
General office costs		5,895	11,808	17,703	*13,128*
Hospitality		882	1,208	2,090	*1,194*
Premises costs		1,828	23,746	25,574	*27,159*
Staff costs		40,766	276,749	317,515	*269,067*
Staff development and travel		414	1,341	1,755	*2,278*
Training costs		41,520	11,604	53,124	*17,905*
Total		101,092	347,875	448,967	*361,323*
NET INCOME/(EXPENDITURE)		(12,987)	55,092	42,105	*(2,406)*
Transfers between funds	17	55,092	(55,092)	-	*-*
Net movement in funds		42,105	-	42,105	*(2,406)*
RECONCILIATION OF FUNDS					
Total funds brought forward		519,179	-	519,179	*521,585*
TOTAL FUNDS CARRIED FORWARD		561,284	-	561,284	*519,179*

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

BALANCE SHEET
31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	*2022 Total funds £*
FIXED ASSETS					
Tangible assets	13	**236,468**	-	**236,468**	*241,621*
Investments	14	**1**	-	**1**	*1*
		236,469	-	**236,469**	*241,622*
CURRENT ASSETS					
Debtors	15	**116,701**	-	**116,701**	*47,592*
Cash at bank and in hand		**404,748**	-	**404,748**	*448,761*
		521,449	-	**521,449**	*496,353*
CREDITORS					
Amounts falling due within one year	16	**(196,634)**	-	**(196,634)**	*(218,796)*
NET CURRENT ASSETS		**324,815**	-	**324,815**	*277,557*
TOTAL ASSETS LESS CURRENT LIABILITIES		**561,284**	-	**561,284**	*519,179*
NET ASSETS		**561,284**	-	**561,284**	*519,179*
FUNDS	17				
Unrestricted funds				**561,284**	519,179
TOTAL FUNDS				**561,284**	519,179

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 31st October 2023 and were signed on its behalf by:

M. L. Wyatt

M Wyatt - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	2023 £	*2022* *£*
Cash flows from operating activities			
Cash generated from operations	1	**(47,287)**	*94,439*
Net cash (used in)/provided by operating activities		**(47,287)**	*94,439*
Cash flows from investing activities			
Interest received		**3,274**	*692*
Net cash provided by investing activities		**3,274**	*692*
Change in cash and cash equivalents in the reporting period		**(44,013)**	*95,131*
Cash and cash equivalents at the beginning of the reporting period		**448,761**	*353,630*
Cash and cash equivalents at the end of the reporting period		**404,748**	*448,761*

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	42,105	(2,406)
Adjustments for:		
Depreciation charges	5,153	5,354
Interest received	(3,274)	(692)
(Increase)/decrease in debtors	(69,109)	93,937
Decrease in creditors	(22,162)	(1,754)
Net cash (used in)/provided by operations	(47,287)	94,439

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22	Cash flow	At 31/3/23
	£	£	£
Net cash			
Cash at bank and in hand	448,761	(44,013)	404,748
	448,761	(44,013)	404,748
Total	448,761	(44,013)	404,748

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in stirling which is the functional currency of the company and rounded to the nearest £.

The significant accounting policies applied in preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income
Income i recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Employer training contribution income is recognised in the Statement of Financial Activities once the expense of trainee costs is expected to be incurred.

Gifts in kind
Assets or other gifts in kind given for use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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
Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the assets capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	2% on reducing balance
Plant and machinery	10% reducing balance
Fixtures and fittings	25% reducing balance

Capital grants received are deducted from the cost of the assets to which they relate. All assets are valued at historic cost.

Fixed asset investment
Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Irrecoverable VAT is included in the cost of the items to which it relates.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Constitution
The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Governance costs
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Recognition of liabilities
Liabilities are recognised when an obligation arises to transfer economic benefits as a result of a past event.

Debtors and creditors receivable / payable within one year
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. GRANTS, DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	1,500	296
HMRC JRS scheme	-	8,463
	1,500	8,759

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Lease of office space	31,669	30,600

4. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest	3,274	691

continued...

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Trainee costs and support	Charitable activities	44,922	27,093
Promotional events	Charitable activities	6,740	3,965
Grants	Charitable activities	402,967	287,809
		454,629	318,867

Grants received, included in the above, are as follows:

	2023	2022
	£	£
New roots- Asylum, migration and integration fund	135,293	110,737
ESIF- LCC	164,504	132,272
LCC Employment & Skills	24,220	38,800
Volition	-	2,000
Re:vision	2,000	4,000
LASSN	1,600	-
Lloyds Foundation	32,250	-
LCC- ACL	43,100	-
	402,967	287,809

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Independent examination and other professional costs	3,731	4,540	8,271
Bank charges	-	278	278
Consultancy	17,503	-	17,503
Depreciation	-	5,154	5,154
General office costs	2,792	14,911	17,703
Hospitality	-	2,090	2,090
Premises costs	-	25,574	25,574
Staff costs	317,515	-	317,515
Staff development and travel	1,755	-	1,755
Training costs	53,124	-	53,124
	396,420	52,547	448,967

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	317,515	269,067
Advertising and recruitment	792	653
Legal and professional	3,731	4,300
Consultancy	17,503	17,889
Staff training	870	1,848
Staff travel	885	430
Trainee costs and travel	53,124	17,905
Room hire	2,000	-
	396,420	312,092

continued...

8. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Independent examination and other professional costs	-	4,540	4,540
Bank charges	278	-	278
Depreciation	5,154	-	5,154
General office costs	14,911	-	14,911
Hospitality	2,090	-	2,090
Premises costs	25,574	-	25,574
	48,007	4,540	52,547

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiner fees	4,540	2,811
Depreciation - owned assets	5,153	5,354
Other operating leases	3,291	1,591

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2023 nor for the year ended 31st March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2023 nor for the year ended 31st March 2022.

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	289,149	244,628
Social Security	17,243	13,540
Pension Costs	11,123	10,899
	317,515	269,067

The Charity considers its key management personnel comprise the trustees and the Chief Executive. The total employment costs of the key management personnel were £41,213 (2022: £22,347).

Reimbursed expenses, which are all subject to the Charity's process of internal controls, do not form part of remuneration and are not included above.

The average monthly number of employees during the year was as follows:

	2023	2022
Permanent staff	15	13

No employees received emoluments in excess of £60,000.

continued...

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	8,759	-	8,759
Charitable activities			
Charitable activities	31,058	287,809	318,867
Other trading activities	30,600	-	30,600
Investment income	691	-	691
Total	71,108	287,809	358,917
EXPENDITURE ON			
Charitable activities			
Independent examination and other professional costs	4,261	2,850	7,111
Bank charges	130	108	238
Consultancy	746	17,143	17,889
Depreciation	5,354	-	5,354
General office costs	4,299	8,829	13,128
Hospitality	731	463	1,194
Premises costs	4,559	22,600	27,159
Staff costs	51,509	217,558	269,067
Staff development and travel	17	2,261	2,278
Training costs	14,785	3,120	17,905
Total	86,391	274,932	361,323
NET INCOME/(EXPENDITURE)	(15,283)	12,877	(2,406)
Transfers between funds	12,877	(12,877)	-
Net movement in funds	(2,406)	-	(2,406)
RECONCILIATION OF FUNDS			
Total funds brought forward	521,585	-	521,585
TOTAL FUNDS CARRIED FORWARD	519,179	-	519,179

continued...

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2022 and 31st March 2023	**415,400**	**4,083**	**27,316**	**446,799**
DEPRECIATION				
At 1st April 2022	**176,545**	**3,045**	**25,588**	**205,178**
Charge for year	**4,777**	**104**	**272**	**5,153**
At 31st March 2023	**181,322**	**3,149**	**25,860**	**210,331**
NET BOOK VALUE				
At 31st March 2023	**234,078**	**934**	**1,456**	**236,468**
At 31st March 2022	*238,855*	*1,038*	*1,728*	*241,621*

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2022 and 31st March 2023	**1**
NET BOOK VALUE	
At 31st March 2023	**1**
At 31st March 2022	*1*

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

PATH Into Recruitment Ltd
Registered office:
Nature of business: Dormant

Class of share:	% holding
Ordinary	**100**

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	*2022 £*
Grants and other funding receivable	**100,464**	*3,140*
Prepayments and accrued income	**16,237**	*44,452*
	116,701	*47,592*

continued...

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Creditors in ordinary course of activities	2,956	2,386
Amounts owed to group undertakings	375	375
Other creditors	4,600	4,600
Accruals and deferred income	188,703	211,435
	196,634	218,796

Included within other creditors is deferred income of £185,203 (2022: £208,235).

17. MOVEMENT IN FUNDS

	At 1/4/22	Net movement in funds	Transfers between funds	At 31/3/23
	£	£	£	£
Unrestricted funds				
General fund	519,179	(12,987)	55,902	561,284
Restricted funds				
Connecting Opportunities	-	-	-	-
New Roots	-	8,162	(8,162)	-
LCC Employment & Skills	-	11,680	(11,680)	-
Re:Vision	-	2,000	(2,000)	-
Lassn	-	1,600	(1,600)	-
Lloyds Foundation	-	31,650	(31,650)	-
	-	55,092	(55,092)	-
TOTAL FUNDS	519,179	42,105	-	561,284

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	88,106	(101,093)	(12,987)
Restricted funds			
Connecting Opportunities	164,504	(164,504)	-
New Roots	135,292	(127,130)	8,162
LCC Employment & Skills	67,320	(55,640)	11,680
Re:Vision	2,000	-	2,000
Lassn	1,600	-	1,600
Lloyds Foundation	32,250	(600)	31,650
	402,966	(347,874)	55,092
TOTAL FUNDS	491,072	(448,967)	42,105

continued...

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	521,585	(15,283)	12,877	519,179
Restricted funds				
New Roots	-	1,747	(1,747)	-
LCC Employment & Skills	-	5,130	(5,130)	-
Volition	-	2,000	(2,000)	-
Re:Vision	-	4,000	(4,000)	-
	-	12,877	(12,877)	-
TOTAL FUNDS	521,585	(2,406)	-	519,179

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	71,108	(86,391)	(15,283)
Restricted funds			
Connecting Opportunities	132,274	(132,274)	-
New Roots	110,737	(108,990)	1,747
LCC Employment & Skills	38,798	(33,668)	5,130
Volition	2,000	-	2,000
Re:Vision	4,000	-	4,000
	287,809	(274,932)	12,877
TOTAL FUNDS	358,917	(361,323)	(2,406)

continued...

17. MOVEMENT IN FUNDS - continued

Transfers between funds

Where an element of central and specific overheads/staffing costs which are initially recorded within general funds relate to restricted projects, an appropriate transfer from restricted to unrestricted funds is included within the accounts.

Restricted Funds
Money for Wellbeing- this restricted fund is for staff and trainee costs to enhance opportunities for over 25's Leeds Residents experiencing work poverty and working in low paid sectors.

ESOL classes- this restricted fund is for running free courses of Basic English for Speakers of Other Languages (ESOL) for migrant communities seeking to improve their English skills for integration into the wider community

Connecting opportunities - this restricted fund is for working with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the local community.

Step - this restricted fund is for working with the most disadvantaged jobseekers (Participants) who have a range of barriers to work through Key Worker support, skills development and training.

New Roots - This restricted fund is for a project to recruit and engage refugees with multiple and complex needs to integrate into society.

Path 2 work - This restricted fund is for a project to deliver a digital skills programme to socially and digitally excluded beneficiaries living in Leeds.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2023.

PATH (YORKSHIRE) LTD

England & Wales - Charity number 516786

Accounts

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2022

FOR

PATH (YORKSHIRE) LIMITED

Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31ST MARCH 2022

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2022

TRUSTEES	C F Bamford T A Launchbury (resigned 24/11/21) Dr R Raj J C Ryan (resigned 24/11/21) N Aslam S Bailey S Cameron-Bhandal W Tahir (resigned 5/4/22) (reappointed 4/8/22) M Wyatt W Feroze (resigned 5/4/22)
REGISTERED OFFICE	29 Harrogate Road Chapel Allerton Leeds LS7 3PD
REGISTERED COMPANY NUMBER	01939658 (England and Wales)
REGISTERED CHARITY NUMBER	516786
INDEPENDENT EXAMINER	Thomas Coombs Limited Chartered Accountants 3365 The Pentagon Century Way Thorpe Park Leeds West Yorkshire LS15 8ZB
BANKERS	Natwest Bank 66 Vicar Lane Leeds LS1 7JQ

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of 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

Objectives and aims

PATH's mission is to enhance the life chances of Black, Asian and Minority Ethnic (BAME) communities by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of BAME adults and young people in education, training and employment through relevant programmes, projects and provision that addresses the barriers faced by BAME communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organisations and employers; development of tailored trainee placements, pre-apprenticeship provision and customised employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of BAME people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of BAME adults and young people - by delivering inspirational empowerment programmes for diverse groups of BAME adults and young people; establishing a BAME mentoring service and through the use of positive BAME role models from local communities.

To expand partnership arrangements and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate the PATH role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial systems and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangements - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2021 - March 2022 period, PATH has continued to deliver employability projects and working with businesses to inspire inclusion and equality of opportunity across Leeds communities.

Our programmes and projects aim to develop, empower and support marginalised and vulnerable migrants towards social inclusion and community integration. Our programmes include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued to provide strategic direction and support in securing future sustainability. The Finance and Performance Subcommittees meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittee meetings have monitored Path's performance in delivering its programmes and achieving its targets.

That has been reflected in the continuous commitment to support the CEO and PATH's staff team to develop ongoing strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH, we have continued with our efforts to deliver on existing projects and secure new projects that are aligned with our values and our mission statement. For most of the year, the Covid-19 pandemic continued to have an impact in the way we delivered our projects and restricted our ability to provide one to one support to clients. In February this year, at the earliest opportunity, the decision was made to move back to the office. This was an important step as we realised that for various reasons, not all of our clients were able to engage with us online. We are pleased to note that we have now returned to normal activities and this has positively reflected in the improvement of client starts, retention and targets being achieved.

Between April 2021 and March 2022, PATH's staff team has remained focussed and dedicated to the organisation and have served its client group well, achieving a high level of performance against set targets.

During the last year, we received the resignations of Daniel Mundet as CEO and John Ryan, Wasim Feroze and Tracy Launchbury as Trustees. We would like to thank them for their outstanding service to the organisation.

PATH remains committed to engaging those members of society who are considered most disadvantaged and will continue to engage with grass roots movements and with local communities.

Melvyn Wyatt was PATH Chair.

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

Here is the list of projects we have delivered during the 2021-2022 financial year.

1. PATH Better Futures Program

Workplace-based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employers to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2021-2022 period we have supported trainees at:
- Leeds Youth Justice Service (LYJS): Two trainees completed a 12-month placement with two gaining employment.
- Leeds Trinity University
- Leeds City Council - Highways Department

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH Keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the Better Futures program PATH has worked with Leeds Trinity University and Leeds City Council to increase workforce diversity. We have organised activities to promote vacancies and recruitment from the local community. We have actively engaged with participants so that they were able to obtain information of the job opportunities and were advised of the application process.

2. Adult Community Learning

This is a commissioned work by Leeds City Council (LCC) Adult Learning Team for the delivery of English for Speakers of Other Languages (ESOL) courses to migrants living in Leeds. There is a yearly procurement process, initially PATH was awarded for one year from September 2020, then awarded for another year until July 2022.

ACL ESOL courses modules include British Values, Social Conversation, Health and Wellbeing and Employability. Tutors are qualified and experienced in ESOL delivery to a diverse groups of learners. During the pandemic lockdown, Google Classrooms were used for the delivery of the courses which was a challenge for the learners and tutors. Then we moved into a hybrid approach, combining Google Classrooms and Distance Learning. Since January 2022, we went back to in-person delivery which is much preferred by our learners, as well as our ESOL Tutors.

3. Connecting Opportunities

A Building Better Opportunities (BBO) project, funded by The National Lottery Community Fund and the European Social Fund. The Connecting Opportunities is a project working with newly arrived migrants in the Leeds City Region areas to develop their skills and opportunities in finding work and being a part of their local community.

Connecting Opportunities is a partnership of 10 specialist organisations in the Leeds City Region, with Migration Yorkshire as the lead partner. Within the partnership, PATH provides one-to-one practical help and support to newly arrived migrants with permission to work in the UK, who are unemployed or economically inactive, and living in Leeds. PATH also provides specialist employability training and support to professional migrants, including Occupational English Test (OET) preparation sessions for medical doctors from abroad. Within the partnership, PATH delivers English classes from Beginners level to Intermediate and Advanced levels, to Connecting Opportunities partners in Leeds (Children's Society and Touchstone) and for participants in York, Selby, and Harrogate.

4. New Roots (NR).

This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A two year extension for this project started on January 2021. It's funded by the Asylum and Migration Integration Fund (AMIF) of the Home Office and the European Union ESF funds. The project aims to recruit and engage refugees with multiple and complex needs based in the following cities: London, Leeds & Hull. Over the 2021-2022 period, NR provided a range of holistic, intensive and enhanced support activities, adding significant value to limited refugee integration provision in the local area and improving integration outcomes. Participants benefited from a bespoke, wrap-around programme that supported integration into their host city/ community through 3 stages:

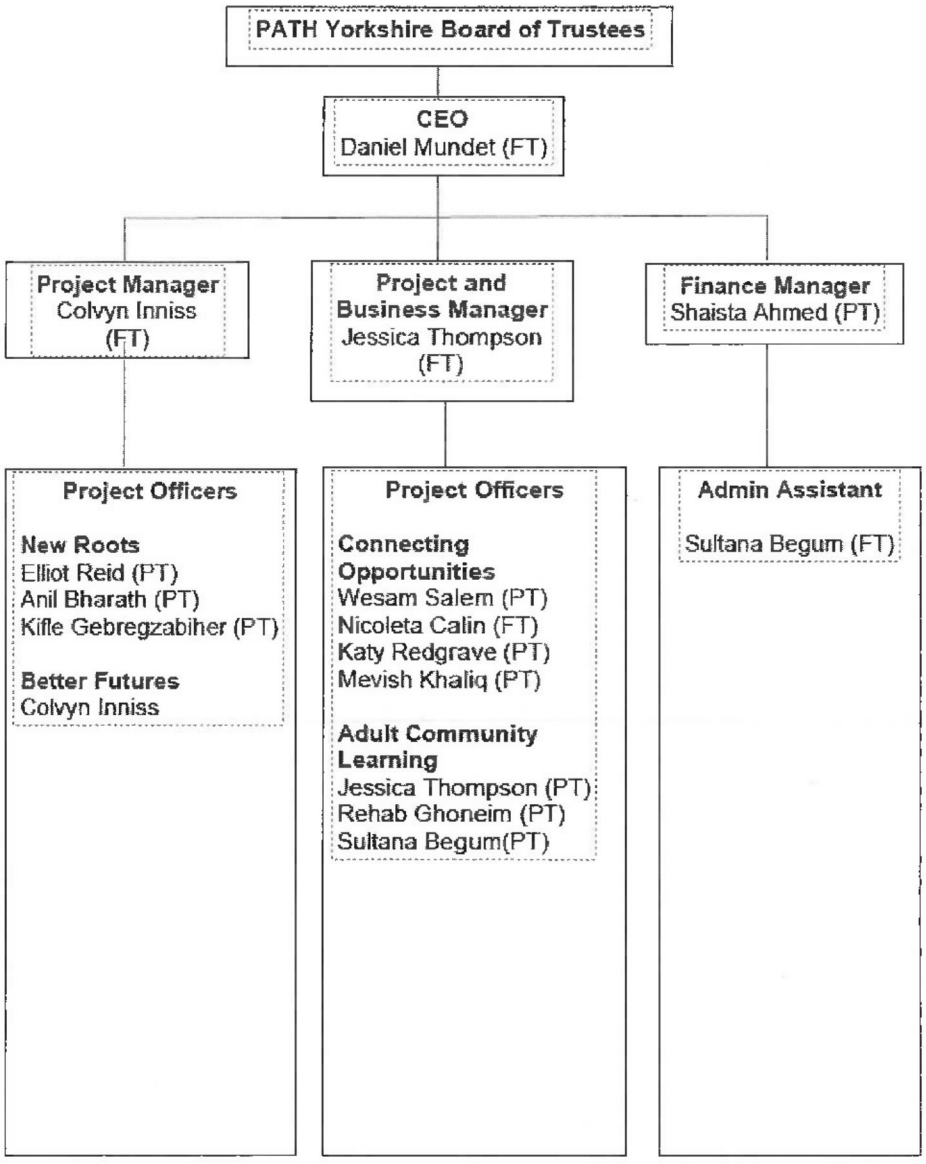
OBJECTIVES AND ACTIVITIES

1. Engage: specialist casework (move on / crisis support);
2. Connect: social integration, language & wellbeing activities;
3. Aspire: training, volunteering and employment opportunities.

Refugee Council is the lead partner. PATH has delivered activities related to the Aspire stage in Leeds. The other partners delivering NR in Leeds are RETAS and Leeds Refugee Council.

Between April 2021 and March 2022 PATH has supported 123 refugees and organised 4 employer visits and employer workshops.

PATH Staff Team structure April 2021 – March 2022



Employers

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programmes during the year.

OBJECTIVES AND ACTIVITIES

Voluntary, Community & Faith
- Leeds Mind
- Citizens UK
- Living Wage Foundation
- Radio Asian Fever
- People's FM
- Hamara Centre
- Latch
- The Feel Good Factor
- Shine
- Touchstone
- Community Links
- Black Health Initiative

Pre Apprentice & Private
- Joseph Rowntree
- Keepmoat
- Your Housing Group
- Unity Housing Association
- Re'new
- Remploy
- The Pensions Trust
- Radio Asian Fever FM
- Co-op

Public & Health
- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Plus
- North & West Yorkshire Probation
- Leeds Youth Offending

Education
- City Training Services
- Learning Partnerships
- The Learning Network

FINANCIAL REVIEW

Financial position

PATH Yorkshire incurred a small deficit in the year and £12,877 was transferred to the charity's general fund.

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximise on bank interest.

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs
Assumes all paid training placements are fully funded by the employer
Assumes no funding from Leeds City Council.

FINANCIAL REVIEW

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programmes until alternative sources of funding are secured.

The free reserves of the charity were £277,556 as at 31st March 2022 (2021: £274,610).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Charity constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organisational structure

The board of trustees, which can have up to 15 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 9 and 18 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

Related parties

Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion

Transactions related to Trustees are detailed in note 9 to the financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Path into recruitment
Employers and associated training providers are also classed as partners in the delivery of PATH training programmes. The organisation's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding. This was achieved in August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management
The trustees and senior staff have maintained a risk register, identifying the major risks to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

Approved by order of the board of trustees on 28th October 2022 and signed on its behalf by:

M. L. Wyatt
.....
M Wyatt - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PATH (YORKSHIRE) LIMITED

Independent examiner's report to the trustees of Path (Yorkshire) Limited ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

C. Darwin

Christopher Darwin
FCA
Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 28th October 2022

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Grants, Donations and legacies	2	**8,759**	-	**8,759**	13,416
Charitable activities	5				
Charitable activities		**31,058**	**287,809**	**318,867**	340,433
Other trading activities	3	**30,600**	-	**30,600**	28,200
Investment income	4	**691**	-	**691**	1,441
Total		**71,108**	**287,809**	**358,917**	383,490
EXPENDITURE ON					
Charitable activities	6				
Independent examination and other professional costs		**4,261**	**2,850**	**7,111**	7,181
Bank charges		**130**	**108**	**238**	252
Consultancy		**746**	**17,143**	**17,889**	5,076
Depreciation		**5,354**	-	**5,354**	5,870
General office costs		**4,300**	**8,828**	**13,128**	17,125
Hospitality		**731**	**463**	**1,194**	167
Premises costs		**4,558**	**22,601**	**27,159**	22,069
Staff costs		**51,509**	**217,558**	**269,067**	280,537
Staff development and travel		**17**	**2,261**	**2,278**	638
Training costs		**14,785**	**3,120**	**17,905**	34,521
Total		**86,391**	**274,932**	**361,323**	373,436
NET INCOME/(EXPENDITURE)		**(15,283)**	**12,877**	**(2,406)**	10,054
Transfers between funds	17	**12,877**	**(12,877)**	-	-
Net movement in funds		**(2,406)**	-	**(2,406)**	10,054
RECONCILIATION OF FUNDS					
Total funds brought forward		**521,584**	-	**521,584**	511,530
TOTAL FUNDS CARRIED FORWARD		**519,178**	-	**519,178**	521,584

The notes form part of these financial statements

BALANCE SHEET
31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	**2022 Total funds £**	*2021 Total funds £*
FIXED ASSETS					
Tangible assets	13	**241,621**	-	**241,621**	*246,973*
Investments	14	**1**	-	**1**	*1*
		241,622	-	**241,622**	*246,974*
CURRENT ASSETS					
Debtors	15	**47,591**	-	**47,591**	*141,529*
Cash at bank and in hand		**448,761**	-	**448,761**	*353,630*
		496,352	-	**496,352**	*495,159*
CREDITORS					
Amounts falling due within one year	16	**(218,796)**	-	**(218,796)**	*(220,549)*
NET CURRENT ASSETS		**277,556**	-	**277,556**	*274,610*
TOTAL ASSETS LESS CURRENT LIABILITIES		**519,178**	-	**519,178**	*521,584*
NET ASSETS		**519,178**	-	**519,178**	*521,584*
FUNDS	17				
Unrestricted funds				**519,178**	521,584
TOTAL FUNDS				**519,178**	521,584

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31ST MARCH 2022

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 28th October 2022 and were signed on its behalf by:

M. L. Wyatt

M Wyatt - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	2022 £	*2021* *£*
Cash flows from operating activities			
Cash generated from operations	1	**94,439**	*26,256*
Net cash provided by operating activities		**94,439**	*26,256*
Cash flows from investing activities			
Interest received		**692**	*1,441*
Net cash provided by investing activities		**692**	*1,441*
Change in cash and cash equivalents in the reporting period		**95,131**	*27,697*
Cash and cash equivalents at the beginning of the reporting period		**353,630**	*325,933*
Cash and cash equivalents at the end of the reporting period		**448,761**	*353,630*

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2022

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	*2021*
	£	*£*
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(2,406)**	*10,055*
Adjustments for:		
Depreciation charges	**5,354**	*5,873*
Interest received	**(692)**	*(1,441)*
Decrease/(increase) in debtors	**93,937**	*(43,412)*
(Decrease)/increase in creditors	**(1,754)**	*55,181*
Net cash provided by operations	**94,439**	*26,256*

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in stirling which is the functional currency of the company and rounded to the nearest £.

The significant accounting policies applied in preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income
Income in recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Employer training contribution income is recognised in the Statement of Financial Activities once the expense of trainee costs is expected to be incurred.

Gifts in kind
Assets or other gifts in kind given for use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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
Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the assets capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	-2% on reducing balance
Plant and machinery	-10% on reducing balance
Fixtures and fittings	-25% on reducing balance

Capital grants received are deducted from the cost of the assets to which they relate. All assets are valued at historic cost.

Fixed asset investment
Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Irrecoverable VAT is included in the cost of the items to which it relates.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Constitution
The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Governance costs
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the company will comply with conditions attaching to them and the grants will be received using the accrual model.

Recognition of liabilities
Liabilities are recognised when an obligation arises to transfer economic benefits as a result of a past event.

Debtors and creditors receivable / payable within one year
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. GRANTS, DONATIONS AND LEGACIES

	2022	*2021*
	£	*£*
Donations	296	-
HMRC JRS scheme	8,463	*13,416*
	8,759	*13,416*

3. OTHER TRADING ACTIVITIES

	2022	*2021*
	£	*£*
Lease of office space	30,600	*28,200*

continued...

4. INVESTMENT INCOME

	2022	2021
	£	£
Bank interest	691	1,447

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Trainee costs and support	Charitable activities	27,093	21,083
Promotional events	Charitable activities	3,965	2,860
Grants	Charitable activities	287,809	316,490
		318,867	340,433

Grants received, included in the above, are as follows:

	2022	2021
	£	£
New roots – Asylum, migration and integration fund	110,737	91,329
Discretionary grant - LCC		4,068
ESIF - LCC	132,272	124,294
Path to work – Big lottery	-	50,000
Path Forward - LCC	-	4,723
The Hive – Communities team	-	271
LCC Employment & Skills	38,800	10,500
Volition	2,000	2,000
Re:vision	4,000	-
Share gift donation	-	10,000
Groundwork – Yes you can	-	19,305
	287,809	316,490

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Independent examination and other professional costs	4,300	2,811	7,111
Bank charges	-	238	238
Consultancy	17,889	-	17,889
Depreciation	-	5,354	5,354
General office costs	653	12,475	13,128
Hospitality	-	1,194	1,194
Premises costs	-	27,159	27,159
Staff costs	269,067	-	269,067
Staff development and travel	2,278	-	2,278
Training costs	17,905	-	17,905
	312,092	49,231	361,323

continued...

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	*2021*
	£	*£*
Staff costs	269,067	*280,537*
Advertising and recruitment	653	*3,683*
Legal and professional	4,300	*4,047*
Consultancy	17,889	*5,076*
Staff training	1,848	*626*
Staff travel	430	*12*
Trainee costs and travel	17,905	*34,521*
	312,092	*328,502*

8. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Independent examination and other professional costs	-	2,811	2,811
Bank charges	238	-	238
Depreciation	5,354	-	5,354
General office costs	12,475	-	12,475
Hospitality	1,194	-	1,194
Premises costs	27,159	-	27,159
	46,420	2,811	49,231

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	*2021*
	£	*£*
Independent examiner fees	2,811	*3,134*
Depreciation - owned assets	5,354	*5,871*
Other operating leases	1,591	*1,211*

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2022 nor for the year ended 31st March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2022 nor for the year ended 31st March 2021.

continued...

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	244,628	253,837
Social Security	13,540	14,384
Pension Costs	10,899	12,316
	269,067	280,537

The Charity considers its key management personnel comprise the trustees and the Chief Executive. The total employment costs of the key management personnel were £22,346 (2021: £41,202).

Reimbursed expenses, which are all subject to the Charity's process of internal controls, do not form part of remuneration and are not included above.

The average monthly number of employees during the year was as follows:

2022	2021
13	14

No employees received emoluments in excess of £60,000.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	13,416	-	13,416
Charitable activities			
Charitable activities	64,310	276,123	340,433
Other trading activities	28,200	-	28,200
Investment income	1,441	-	1,441
Total	107,367	276,123	383,490
EXPENDITURE ON			
Charitable activities			
Audit and professional	2,622	4,559	7,181
Bank charges	121	131	252
Consultancy	256	4,820	5,076
Depreciation	5,870	-	5,870
General office costs	2,796	14,329	17,125
Hospitality	158	9	167
Premises costs	2,561	19,508	22,069
Staff costs	63,867	216,670	280,537
Staff development and travel	430	208	638
Training costs	20,421	14,100	34,521
Total	99,102	274,334	373,436

continued...

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	8,265	1,789	10,054
Transfers between funds	1,789	(1,789)	-
RECONCILIATION OF FUNDS			
Total funds brought forward	511,530	-	511,530
TOTAL FUNDS CARRIED FORWARD	521,584	-	521,584

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2021 and 31st March 2022	**415,400**	**4,083**	**27,316**	**446,799**
DEPRECIATION				
At 1st April 2021	**171,670**	**2,930**	**25,224**	**199,824**
Charge for year	**4,875**	**115**	**364**	**5,354**
At 31st March 2022	**176,545**	**3,045**	**25,588**	**205,178**
NET BOOK VALUE				
At 31st March 2022	**238,855**	**1,038**	**1,728**	**241,621**
At 31st March 2021	*243,730*	*1,153*	*2,092*	*246,975*

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2021 and 31st March 2022	**1**
NET BOOK VALUE	
At 31st March 2022	**1**
At 31st March 2021	*1*

continued...

14. FIXED ASSET INVESTMENTS continued

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

PATH Into Recruitment Ltd
Registered office:
Nature of business: Dormant

Class of share:	% holding
Ordinary	**100**

	2022	2021
	£	£
Aggregate capital and reserves	**(4,399)**	(4,399)

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	**3,140**	*58,619*
Prepayments and accrued income	**44,451**	*82,910*
	47,591	*141,529*

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	**2,386**	*2,588*
Amounts owed to group undertakings	**375**	*375*
Other creditors	**4,600**	*4,600*
Accruals and deferred income	**211,435**	*212,987*
	218,796	*220,550*

Included within accruals and deferred income is deferred income of £208,235 (2021: £209,341).

17. MOVEMENT IN FUNDS

	At 1/4/21	Net movement in funds	Transfers between funds	At 31/3/22
	£	£	£	£
Unrestricted funds				
General fund	**521,584**	**(15,283)**	**12,877**	**519,178**
Restricted funds				
New Roots – phase 2	-	**1,747**	**(1,747**	-
LCC Employment & Skills	-	**5,130**	**(5,130)**	-
Volition	-	**2,000**	**(2,000)**	-
Re:Vision	-	**4,000**	**(4,000)**	-
	-	**12,877**	**(12,877)**	-
TOTAL FUNDS	**521,584**	**(2,406)**	-	**519,178**

continued...

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**71,108**	**(86,391)**	**(15,283)**
Restricted funds			
Connecting Opportunities	**132,273**	**(132,273)**	**-**
New Roots – phase 2	**110,738**	**(108,991)**	**1,747**
LCC Employment & Skills	**38,798**	**(33,668)**	**5,130**
Volition	**2,000**	-	**2,000**
Re:Vision	**4,000**	**-**	**4,000**
	287,809	**(274,932)**	**12,877**
TOTAL FUNDS	**358,917**	**(361,323)**	**(2,406)**

Comparatives for movement in funds

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	511,530	8,265	1,789	521,584
Restricted funds				
New Roots – phase 1	-	(7,160)	7,160	-
New Roots – phase 2	-	3,725	(3,725)	-
LCC Employment & Skills	-	5,226	(5,226)	-
	-	1,789	(1,789)	-
TOTAL FUNDS	511,530	10,054	-	521,584

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	83,066	(74,801)	8,265
The Hive	272	(272)	-
PATH Forward	4,724	(4,724)	-
Yes You Can	19,305	(19,305)	-
	107,367	(99,102)	8,265
Restricted funds			
Connecting Opportunities	124,290	(124,290)	-
New Roots – phase 1	64,442	(71,602)	(7,160)
New Roots – phase 2	26,890	(23,165)	3,725
Path to work - Big lottery	50,001	(50,001)	-
LCC Employment & Skills	10,500	(5,274)	5,226
	276,123	(274,334)	1,789
TOTAL FUNDS	383,490	(373,436)	10,054

continued...

17. MOVEMENT IN FUNDS - continued

Transfers between funds

The transfer from unrestricted funds to restricted funds shown above represent either the match funding provided by Path (Yorkshire) to a specific project or the satisfaction of restrictions through performance criteria on specific projects.

Restricted Funds

Connecting opportunities - this restricted fund is for working with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the local community.

New Roots - This restricted fund is for a project to recruit and engage refugees with multiple and complex needs to integrate into society.

Path 2 work - This restricted fund is for a project to deliver a digital skills programme to socially and digitally excluded beneficiaries living in Leeds.

LCC Employment & Skills – This restricted fund is for supporting work placements of young offenders.

The Hive – To get different communities together and share experiences, cultures and traditions.

Volition – This restricted fund is to support Covid-19 vaccine messaging.

Re:vision – This restricted fund is for a project to support new trainees.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2022.

PATH (YORKSHIRE) LTD

England & Wales - Charity number 516786

Accounts

REGISTERED COMPANY NUMBER: 01939658 (England and Wales)
REGISTERED CHARITY NUMBER: 516786

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES

AND

FINANCIAL STATEMENTS

REVIEWED BY INDEPENDENT EXAMINATION

FOR THE YEAR ENDED 31ST MARCH 2021

Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

PATH (YORKSHIRE) LIMITED

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FOR THE YEAR ENDED 31ST MARCH 2021

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PATH (YORKSHIRE) LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES	C F Bamford T A Launchbury J C Ryan W Tahir S Bailey N Aslam S Cameron-Bhandal M Wyatt (Chair) W Feroze (appointed 22/07/2020) Dr R Raj
REGISTERED OFFICE	29 Harrogate Road Chapel Allerton Leeds LS7 3PD
REGISTERED COMPANY NUMBER	01939658 (England and Wales)
REGISTERED CHARITY NUMBER	516786
INDEPENDENT EXAMINER	Thomas Coombs Limited Chartered Accountants 3365 The Pentagon Century Way Thorpe Park Leeds West Yorkshire LS15 8ZB
BANKER	Natwest Bank 66 Vicar Lane Leeds LS1 7JQ

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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

Objectives and aims

PATH's mission is to enhance the life chances of Black, Asian and Minority Ethnic (BAME) communities by developing potential through challenging discrimination and by providing quality vocational training, education and career opportunities in all areas of employment to address under-representation.

To reduce inequalities in participation levels - by increasing the number of BAME adults and young people in education, training and employment through relevant programmes, projects and provision that addresses the barriers faced by BAME communities and supports trainees into participation and work.

To address under-representation and discrimination in the labour market - through the provision of high quality equal opportunities and diversity training for organisations and employers; development of tailored trainee placements, pre-apprenticeship provision and customised employment and training provision in the private, public and voluntary sectors, measures to encourage enterprise and self-employment and through research into under-representation in specific occupational sectors within the region.

To build safer, stronger communities, promote inclusion and community cohesion - through working in partnership to deliver projects which increase the number of BAME people who are engaged in active citizenship, community cohesion, promoting well-being and healthy lifestyles.

To strengthen the confidence and capacity of BAME adults and young people - by delivering inspirational empowerment programmes for diverse groups of BAME adults and young people; establishing a BAME mentoring service and through the use of positive BAME role models from local communities.

To expand partnership arrangements and consolidate PATH within the operating market as a key training provider in the sub-region - by seeking to influence strategic decision makers, articulate the PATH role in contributing to sub-regional objectives and forge a new strategic partnership to seek to ensure the sustainability of PATH for the future.

To maintain high standards of responsible and timely financial management - by ensuring effective financial systems and measures to maintain financial sustainability are in place.

To maintain effective governance, management and administration arrangements - by implementing new systems and processes to improve business efficiency and broaden governance arrangements.

In considering the Mission and Aims of the charity the trustees have given consideration to the guidance on Public Benefit issued by the Charity Commission.

OBJECTIVES AND ACTIVITIES

PATH update

During the April 2020 - March 2021 period PATH has continued delivering employability projects and working with businesses to inspire inclusion and equality of opportunities across Leeds communities.
Our programmes and projects are to develop, empower and support marginalized and vulnerable migrants towards social inclusion and community integration. Our programmes include training and workshops on personal development, wellbeing and confidence building. We also supported the delivery of ESOL classes and employability skills development sessions.

PATH's Board of Trustees has continued providing strategic direction and securing future sustainability. The Finance and Performance Subcommittees meetings have provided assurances to the Board on the effectiveness of Finance, Governance, Audit, Risk Management and Health and Safety. Subcommittees meetings have monitored Path's performance in delivering its programmes and achieving its targets.

That has been reflected in the continuous commitment to support the CEO and PATH's staff team to continuously develop strategies to improve strategic planning and to adjust current practices to increase efficiency, effectiveness and economy.

At PATH we have continued with our efforts to secure new projects that are aligned with our values and with our mission statement. Covid-19 pandemic has had an impact in the way we delivered our projects and provided one to one support to out clients. Since March 2020 our offices were closed. PATH staff team worked from home during all this time and we delivered our support and workshops using Zoom and Skype videoconferencing. All the team had been equipped with laptops and work mobile phones.

Between April 2020 and March 2021 PATH's staff team has remained focussed and dedicated to the organisation and to and served its client group with a high level of performance against targets. The staff team, together with the Board of Trustees, have been actively involved in refreshing the list of PATH's values and behaviours. Regular staff training workshops have been organised to ensure personal and professional development.
PATH has maintained its active involvement in Leeds Migration Partnership and also with the Leeds Citizens network, participating at their meetings and leading the work on creating job opportunities for young people and the promotion of the Living Wage. This has signalled PATH's renewed commitment to engage with grass roots movements and with local communities.

During the reporting period PATH's Board of trustees has incorporated Wasim Feroze.

Melvyn Wyatt was PATH Chair and Tracy Launchbury was the Deputy Chair.

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

1. **PATH Better Futures Program** - workplace-based training placements and volunteering work experience developed by PATH. For three decades, we have partnered with public, private and third sector employers to develop work placements as work-based traineeship with training allowance and a qualification.

During the 2020-2021 period we have supported trainees at:
" Leeds Youth Justice Service (LYOS): Two trainees completed a 12 month placement both gaining employment.
" Mid-Yorkshire Hospitals NHS Trust:

The work placements are sector-based or skills-based opportunities for participants to develop new skills and experience within a real working environment. PATH Keyworkers continue to provide support throughout the placements and facilitate additional relevant training. The program also provided in-work support to ensure sustainable outcomes for participants.

As part of the Better Futures program PATH has worked with Leeds Trinity University to increase workforce diversity. We have organized activities to promote vacancies and recruitment from the local community. We've actively engage with participants so that they were able to obtain information of the job opportunities and were advised of the application process.

2. **Adult Community Learning**. This is a program commissioned by Leeds City Council Adult Community Learning team. On September 2020 PATH started the delivery of this new project to provide ESOL classes for 110 individuals. Due to the Covid 19 lockdown, the face to face classes were suspended and the delivery was done online, using Google Classroom. This proved to be very challenging for Entry 1 and Entry 2 students. We reduced the number of groups we supported and prioritized two groups with higher level English. During the reporting period we've supported 44 learners through this project.

3. **The HIVE**. Funded by the Language Hub (Leeds City Council) English Conversation Café for new migrants and settled migrants/local residents. To get different communities together and share experiences, cultures and traditions. This activity was delivered between August 2020 and January 2021. We supported 105 participants that were local residents and community groups.

4. **Connecting Opportunities**. Is an EU funded project to work with new migrants from Leeds City Region areas to develop their skills and opportunities to find work and be part of the local community. Connecting Opportunities is a partnership of 10 Leeds City Region organisations. Migration Yorkshire is acting as the lead partner. In this project, PATH Yorkshire is responsible for the English (ESOL) for Work and 1:1 Employability Support, e.g. CV writing, job search, applications and interview preparations in Leeds and North Yorkshire areas (York, Harrogate and Selby). This project also has a women-centered approach with the aim of embedding women-centered ways of working with women migrants across the Project.

At the end of March we had supported 131 participants (out of a target of 140 to be reached by July 2021).

5. **New Roots (NR).** This is a partnership project that includes: British Refugee Council (lead partner), Refugee Education & Training Advice Service (RETAS), Goodwin Trust Haven and Humber Community Advice Services and PATH Yorkshire. A two year extension for this project started on January 2021. It's funded by the Asylum and Migration Integration Fund (AMIF) of the Home Office and the European Union ESF funds. The project aims to recruit and engage refugees with multiple and complex needs based in the following cities: London, Leeds & Hull. Over the 2020-2021 period, NR provided a range of holistic, intensive and enhanced support activities, adding significant value to limited refugee integration provision in the local area and improving integration outcomes. Participants benefited from a bespoke, wrap-around programme that supported integration into their host city/ community through 3 stages:

1. Engage: specialist casework (move on / crisis support);
2. Connect: social integration, language & wellbeing activities;
3. Aspire: training, volunteering and employment opportunities.

Refugee Council is the lead partner. PATH has delivered activities related to the Aspire stage in Leeds. The other partners delivering NR in Leeds are RETAS and Leeds Refugee Council.

Between April 2020 and March 2021 PATH has supported 97 refugees and organized 8 employer visits and employer workshops.

6. **Yes You Can.** A 6-months Employment and Entrepreneurship Project for 25 ethnic minority women who are unemployed or economically inactive but with permission to work in the UK, including unpaid carers and parents, identified as further away from the labour market due to social and economic disadvantages. Age group of participants is 25- 49. FUNDER: ESF Community Grants. There project ended on the 31st of March. A total of 29 project participants (out of a target of 25) were supported.

7. **PATH to Work.** This is a project funded by the COVID response fund. The aim of the project is to support BAME individuals into employment, a better employment or qualification. The project ended on the 31st of March 2021. A total of 72 project participants were supported, out of a target of 60. This project has proved that there is a real need for the support we provided. The open eligibility criteria attracted people most in need for this type of offer.

OBJECTIVES AND ACTIVITIES

Employers

PATH would like to acknowledge the following organisations for their commitment and contributions towards our programmes during the year.

Voluntary, Community & Faith

- Leeds Mind
- Citizens UK
- Living Wage Foundation
- Radio Asian Fever
- People's FM
- Hamara Centre
- Latch
- The Feel Good Factor
- Shine
- Touchstone
- Community Links
- Black Health Initiative

Pre Apprentice & Private

- Joseph Rowntree
- Keepmoat
- Your Housing Group
- Unity Housing Association
- Re'new
- Remploy
- The Pensions Trust
- Radio Asian Fever FM
- Co-op

Public & Health

- Leeds City Council
- Leeds and Yorks Partnership NHS Foundation Trust
- Mid Yorks NHS Hospital Trust
- Job Centre Plus
- North & West Yorkshire Probation
- Leeds Youth Offending

Education

- City Training Services
- Learning Partnerships
- The Learning Network

FINANCIAL REVIEW

Financial position

PATH Yorkshire incurred a modest surplus of £10,054 in the year and £1,789 was transferred from the charity's general fund.

In the year to 31 March 2021 their levels of income decreased due to the effects of the Covid-19 pandemic.

Investment policy and objectives

The Trustees have opted to invest part of the charity reserves in low risk deposit accounts, offering competitive credit interest rates to maximise on bank interest.

FINANCIAL REVIEW

Reserves policy

The reserves of the charity and the split between restricted and unrestricted funds are shown below. The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover the following:

12 months of the charities general running costs

The trustees consider that this level will provide sufficient funds for PATH to continue delivering training programmes until alternative sources of funding are secured.

The free reserves of the charity were £274,610 as at 31st March 2021 (2020: £258,683).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee (company number 1939658), incorporated on 1 August 1985 and registered as a charity (charity number 516786) on 1 August 1985. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Charity constitution

The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, one third or if their number is not a multiple of three then the nearest to one third shall retire from office at each Annual General Meeting. The members to retire shall be those who have been in office the longest since their last election appointment. Any new member appointed shall retain his/her office only until the next Annual General Meeting. But he/she shall then be eligible for re-election.

Nominees are appointed by the Board of Trustees.

Organisational structure

The board of trustees, which can have up to 15 members, administers the charity. The board meets quarterly and extraordinary meetings are called when necessary to address any urgent issues.

Induction and training of new trustees

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate with their role.

Key management remuneration

The trustees consider the board of trustees and the Chief Executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All trustees give of their time freely and no trustee remuneration was paid in the year. Details of trustee expenses and related party transactions are disclosed in note 10 and 19 to the accounts.

Trustees are required to disclose all relevant interests and register them with the Chief Officer and in accordance with the Charity's policy to withdraw from decisions where a conflict of interest arises.

The remuneration of the key management personnel is set in accordance with appropriate pay scales and benchmarking to similar charities.

Related parties
Any individual with an interest in a matter being discussed at a meeting must declare the interest to the meeting. The chairman of the meeting will then decide whether that individual should withdraw during the discussion and, if not, whether the individual should be entitled to vote on the matter under discussion

Transactions related to Trustees are detailed in note 9 to the financial statements.

Employers and associated training providers are also classed as partners in the delivery of PATH training programmes. The organisation's strengths are reflected through the commitment of our partnership with the placement providers and the close working relationship of our staff with placement supervision. PATH was also funded, during the year, by the Big Lottery Fund.

Path into recruitment

PATH's vision was to set up a recruitment agency as a way of generating funding in the absence of grant funding. This was achieved in August 2007 by setting up a trading subsidiary, Path into Recruitment (PIR), of PATH Yorkshire. The plan was to gift aid any surplus where possible from the social enterprise to the holding company. The initial funding for PIR came from PATH as a loan and in January 2008 PIR was successful in securing additional funding in the form of a grant and loan from The Yorkshire Key Fund.

During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

Risk management
The trustees and senior staff have maintained a risk register, identifying the major risks to which the charity is exposed. This is reviewed regularly by staff and reported to the board quarterly. Where appropriate, systems or procedures have been established to mitigate the impact these risks may have on the charities future.

Approved by order of the board of trustees on 1st October 2021 and signed on its behalf by:

John Ryan
.....
J C Ryan - Trustee

Independent examiner's report to the trustees of Path (Yorkshire) Limited ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

Responsibilities and basis of report
As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Charities Act 2011 ('the Charities Act') and the Companies Act 2006 ('the Companies Act) and you have chosen to prepare consolidated accounts for the Group. You are satisfied that the accounts of both the Company and the Group are not required by charity law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the Companies Act and are eligible for independent examination, I report in respect of my examination of the consolidated accounts. I have carried out my examination under section 145 of the Charities Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the consolidated accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement
Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act. I confirm that I am qualified to undertake the examination because I am a member of [insert named of applicable listed body], which is one of the listed bodies.

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

1. accounting records with respect to the Company and its subsidiaries were not kept as required by section 386 of the Companies Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 or the Companies Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

C. Darwin

Christopher Darwin
FCA
Thomas Coombs Limited
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 1st October 2021

PATH (YORKSHIRE) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Government grants	2	**13,416**	**-**	**13,416**	-
Charitable activities	5				
Charitable activities		**64,310**	**276,123**	**340,433**	550,495
Other trading activities	3	**28,200**	**-**	**28,200**	26,050
Investment income	4	**1,441**	**-**	**1,441**	3,190
Total		**107,367**	**276,123**	**383,490**	579,735
EXPENDITURE ON					
Charitable activities	6				
Professional fees		**2,622**	**4,559**	**7,181**	9,346
Bank charges		**121**	**131**	**252**	455
Consultancy		**256**	**4,820**	**5,076**	19,102
Depreciation		**5,870**	**-**	**5,870**	6,212
General office costs		**2,796**	**14,329**	**17,125**	20,322
Hospitality		**158**	**9**	**167**	2,762
Premises costs		**2,561**	**19,508**	**22,069**	25,932
Advertising and recruitment		**-**	**-**	**-**	2,121
Staff costs		**63,867**	**216,670**	**280,537**	437,491
Staff development and travel		**430**	**208**	**638**	3,940
Training costs		**20,421**	**14,100**	**34,521**	75,249
Total		**99,102**	**274,334**	**373,436**	602,932
NET INCOME/(EXPENDITURE)		**8,265**	**1,789**	**10,054**	(23,197)
Transfers		**1,789**	**(1,789)**	**-**	-
RECONCILIATION OF FUNDS					
Total funds brought forward		**511,530**	**-**	**511,530**	534,727
TOTAL FUNDS CARRIED FORWARD		**521,584**	**-**	**521,584**	511,530

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

BALANCE SHEET
31ST MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	*2020 Total funds £*
FIXED ASSETS					
Tangible assets	13	**246,973**	-	**246,973**	*252,847*
Investments	14	**1**	-	**1**	*1*
		246,974	-	**246,974**	*252,848*
CURRENT ASSETS					
Debtors	15	**141,529**	-	**141,529**	*98,117*
Cash at bank and in hand		**353,630**	-	**353,630**	*325,933*
		495,159	-	**495,159**	*424,050*
CREDITORS					
Amounts falling due within one year	16	**(220,549)**	-	**(220,549)**	*(165,368)*
NET CURRENT ASSETS		**274,610**	-	**274,610**	*258,683*
TOTAL ASSETS LESS CURRENT LIABILITIES		**521,584**	-	**521,584**	*511,530*
NET ASSETS		**521,584**	-	**521,584**	*511,530*
FUNDS	18				
Unrestricted funds				**521,584**	511,530
Restricted funds				-	-
TOTAL FUNDS				**521,584**	511,530

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31ST MARCH 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 1st October 2021 and were signed on its behalf by:

John Ryan.

.....

J C Ryan - Trustee

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	2021 £	*2020* *£*
Cash flows from operating activities			
Cash generated from operations	1	**26,256**	*(35,661)*
Net cash provided by/(used in) operating activities		**26,256**	*(35,661)*
Cash flows from investing activities			
Interest received		**1,441**	*3,190*
Net cash provided by investing activities		**1,441**	*3,190*
Change in cash and cash equivalents in the reporting period		**27,697**	*(32,471)*
Cash and cash equivalents at the beginning of the reporting period		**325,933**	*358,404*
Cash and cash equivalents at the end of the reporting period		**353,630**	*325,933*

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2021

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1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	*2020*
	£	*£*
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	**10,056**	*(23,197)*
Adjustments for:		
Depreciation charges	**5,870**	*6,212*
Interest received	**(1,441)**	*(3,190)*
Increase in debtors	**(43,412)**	*(5,041)*
Increase/(decrease) in creditors	**55,181**	*(10,445)*
Net cash provided by/(used in) operations	**26,256**	*(35,661)*

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

The significant accounting policies applied in preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income
Income in recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Employer training contribution income is recognised in the Statement of Financial Activities once the expense of trainee costs is expected to be incurred.

Gifts in kind
Assets or other gifts in kind given for use by the charity are recognised as incoming resources at their estimated market value when receivable.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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
Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the assets capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	- 2% on reducing balance
Plant and machinery	- 10% reducing balance
Fixtures and fittings	- 25% reducing balance

Fixed asset investment
Fixed asset investments are recognised at historic cost less any diminution in value.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Irrecoverable VAT is included in the cost of the items to which it relates.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pensions costs and other post-retirement benefits
The charitable company operates a defined contribution scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate to.

Constitution
The charity is a company limited by guarantee, the liability of each member of the charity being limited to the amount which he or she has undertaken to contribute in the event of the charity being wound up. Such an amount may not exceed £1.

Governance costs
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the company will comply with conditions attaching them and the grants will be received using the accrual model.

Recognition of liabilities
Liabilities are recognised when an obligation arises to transfer economic benefits as a result of a past event.

Debtors and creditors receivable / payable within one year
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. GOVERNMENT GRANTS

	2021	*2020*
	£	*£*
HMRC JRS scheme	13,416	*-*

3. OTHER TRADING ACTIVITIES

	2021	*2020*
	£	*£*
Lease of office space	28,200	*26,050*

4. INVESTMENT INCOME

	2021	*2020*
	£	*£*
Bank interest	1,441	*3,190*

continued...

5. INCOME FROM CHARITABLE ACTIVITIES

		2021	*2020*
	Activity	£	*£*
Trainee costs and support	Charitable activities	**21,083**	*179,706*
Promotional events	Charitable activities	**2,860**	*1,960*
Grants	Charitable activities	**316,490**	*368,829*
		340,433	*550,495*

Grants received, included in the above, are as follows:

	2021	*2020*
	£	*£*
Talent match	**-**	*5,050*
New roots – Asylum, migration and integration fund	**91,329**	*68,181*
Discretionary grant – LCC	**4,068**	*-*
Talk English project – LCC	**-**	*56,875*
ESIF - LCC	**124,294**	*201,528*
Path to work – Big lottery	**50,000**	*-*
Path Forward - LCC	**4,723**	*-*
The Hive – Communities team	**271**	*-*
LCC Employment & Skills	**10,500**	*-*
Volition	**2,000**	*-*
STEPS	**-**	*34,500*
Share gift donation	**10,000**	*2,000*
Groundwork – Yes you can	**19,305**	*695*
	316,490	*368,829*

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Professional fees	**4,047**	**3,134**	**7,181**
Bank charges	**-**	**252**	**252**
Consultancy	**5,076**	**-**	**5,076**
Depreciation	**-**	**5,870**	**5,870**
General office costs	**3,683**	**13,442**	**17,125**
Hospitality	**-**	**167**	**167**
Premises costs	**-**	**22,069**	**22,069**
Staff costs	**280,537**	**-**	**280,537**
Staff development and travel	**638**	**-**	**638**
Training costs	**34,521**	**-**	**34,521**
	328,502	**44,934**	**373,436**

continued...

13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2020 and 31st March 2021	**415,400**	**4,083**	**27,316**	**446,799**
DEPRECIATION				
At 1st April 2020	**166,696**	**2,802**	**24,455**	**193,953**
Charge for year	**4,974**	**130**	**769**	**5,873**
At 31st March 2021	**171,670**	**2,931**	**25,224**	**199,824**
NET BOOK VALUE				
At 31st March 2021	**243,730**	**1,151**	**2,092**	**246,935**
At 31st March 2020	*248,704*	*1,282*	*2,861*	*252,847*

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2020 and 31st March 2021	**1**
NET BOOK VALUE	
At 31st March 2021	**1**
At 31st March 2020	*1*

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

PATH Into Recruitment Ltd
Registered office:
Nature of business: Dormant

Class of share:	% holding
Ordinary	**100**

	2021 £	*2020* £
Aggregate capital and reserves	**(4,399)**	*(4,399)*

continued...

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	*2020*
	£	*£*
Trade debtors	**58,619**	*87,700*
Prepayments and accrued income	**82,910**	*10,417*
	141,529	*98,117*

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	*2020*
	£	*£*
Trade creditors	**2,587**	*2,689*
Amounts owed to group undertakings	**375**	*375*
Other creditors	**4,600**	*4,550*
Accruals and deferred income	**212,987**	*157,754*
	220,549	*165,368*

Included within other creditors is deferred income of £209,341 (2020: £153,842).

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	*2020*
	£	*£*
Within one year	-	*83*
Within one and five years	-	-
	-	*83*

18. MOVEMENT IN FUNDS

	At 1/4/20	Net movement in funds	Transfers between funds	At 31/3/21
	£	£	£	£
Unrestricted funds				
General fund	**511,530**	**8,265**	**1,789**	**521,584**
Restricted funds				
New Roots – phase 1	-	**(7,160)**	**7,160**	-
New roots – phase 2	-	**3,725**	**(3,725)**	-
LCC Employment & Skills	-	**5,226**	**(5,226)**	-
	-	**1,789**	**(1,789)**	-
TOTAL FUNDS	**511,530**	**10,054**	-	**521,584**

continued...

18. MOVEMENT IN FUNDS - continued

Transfers between funds
The transfer from unrestricted funds to restricted funds shown above is PATH Yorkshire's match funding for projects.

Restricted Fund
Connecting opportunities – This restricted fund is for working with new migrants from Leeds City Region areas to develop Their skills and opportunities to find work and be part of the social community.

New Roots – This restricted fund is for a project to recruit and engage refugees with multiple and complex needs to Integrate into society.

Path 2 work – This restricted fund is for a project to deliver a digital skills programme to socially and digitally excluded Beneficiaries living in Leeds.

LCC Employment & Skills – This restricted fund is for supporting work placements of young offenders.

The Hive – To get different communities together and share experiences, cultures and traditions.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2021.