

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

REGISTRAR'S COPY

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS REVIEWED BY
INDEPENDENT EXAMINATION
FOR THE YEAR ENDED
31ST MARCH 2018
FOR
PATH (YORKSHIRE) LIMITED

THURSDAY



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15/11/2018

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COMPANIES HOUSE

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

PATH (YORKSHIRE) LIMITED

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2018**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11 to 12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 24
Detailed Statement of Financial Activities	25 to 26

PATH (YORKSHIRE) LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST MARCH 2018**

TRUSTEES

C F Bamford
B M Brown
T A Launchbury
M E Newton
R Raj
N Riaz
J C Ryan
M A Veigas
B Benjamin

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
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 2018. 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 2015).

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.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2018

OBJECTIVES AND ACTIVITIES

PATH update

During the 2017-2018 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, confidence building, ESOL classes and employability skills development.

PATH's Board of Trustees has continued providing strategic direction and securing future sustainability. 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.

The work done with Pilotlight started in February 2017 and completed in July 2018 was extremely useful and helped PATH to revise its Vision, Mission and Strategic Objectives.

At PATH we have increased our efforts to secure new projects that will both allow the extension and development of our capacity, knowledge and expertise whilst at the same time securing the funds to continue operating. We would like to highlight that during the reporting period we started the delivery of the Connecting Opportunities and the STEP project. These are two European funded projects that are having a big impact on the people we support and in the work we do at PATH.

Simultaneously we have increased the delivery of our Talk English packages to four (as opposed to the three packages we delivered last year and the one package we delivered only two years ago).

PATH has maintained its active involvement in 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.

Staff have been supported to work on a number of different projects. This has meant that PATH staff have gained experience in different areas, this has also made it possible for all PATH staff to support PATH's clients' needs regardless of the specific project they are part of. During these changes PATH's staff team remained focussed and dedicated to the organisation and served its client group with a high level of performance against targets.

During the reporting period PATH's Board of trustees has incorporated two new members: Sam Powell and Noushin Aslam. These new trustees have been important to both fill skills and experience gaps and also to ensure that the organisation continues to be properly managed as it moves into the next phase of its development. At the same time two trustees have step down: Malcolm Veigas and Naveed Riaz. John Ryan is PATH Chair and Tracy Launchbury is the Deputy Chair

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

1. PATH Traineeship – 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 2017-2018 period we have supported trainees at:

Youth Offending Service (YOS). 2 trainees completed a 12 month placement there

Stop Hate UK. 1 trainee completed a 12 month placement there

Mid-Yorkshire NHS Trust. Pinderfields Hospital. 4 trainees completed 12 month placement at the Phlebotomist 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 programme also provides in-work support to ensure sustainable outcomes for participants.

2. Talent Match – programme for young people, ages 18 – 24, NEET who are furthest from the jobs market, including those who are completely outside of the benefits, work and training system and facing severe barriers to gaining the skills they need to get into work. Talent Match at PATH provides one-to-one mentoring and support, work experience opportunities, job creation, apprenticeships, retail employability and tailored interventions. Participants can also improve their Maths and English through external partner organisations, as well as media and legal administration internships.

PATH Yorkshire provided one-to-one mentoring, with a minimum of 8-hours intervention each month to 20 project participants. Out, 9 of which were supported into sustained employment for a minimum of 6 months.

3. Talk English - PATH ran 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. Classes were held in different community venues across Leeds. Weekly Conversational English Café were organized at PATH for participants to practice their English within informal settings. Meaningful activities were also arranged (e.g. trips to local libraries and museums) for the participants.

PATH delivered three packages, meaning that overall we supported 384 learners and trained 65 volunteers.

4. PATH 2 Work - Was a practical employability project, that focused on 'pre-pre' employment activities in collaboration with corporate and Third Sector Organisation partners. The project benefited 28 participants (Leeds residents) who were seen to be furthest away from the labour market and challenged labour market prejudices through conversations and social contact. As part of the delivery for this project on the 8th of February we organised the Human Library event. This was a new concept which allowed the participants to borrow human books and have a one-to-one conversation allowing personal experiences and professional knowledge to be shared with 'experts (books)'. It allowed questioning and reflection on both individuals, making it a highly interesting, interactive and successful experience.

5. Pilotlight Programme - On July 2018 we completed the Pilotlight programme. The duration of the programme was 12 months of monthly meeting followed up by a 6 months review meeting. Pilotlight is a capacity building charity offering free tailored strategic planning support to charities and social enterprises that are tackling disadvantage in the UK. Through the programme, Pilotlight matches directors from charities and social enterprises with teams of senior business people and facilitate a plan for sustainability, development and growth. At the end of the programme PATH had revised Mission, Vision, Social Objectives. It also developed an Evaluation Framework that will support PATH's monitoring system.

6. Connecting Opportunities - Is a 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.

The project officially started on July 2017 and until end of March 2018 PATH has engaged with 64 project participants and has organized the delivery of ESOL provision and employability support.

OBJECTIVES AND ACTIVITIES

Programmes and Service Delivery

7. 'Come Dine with Us' - was a cooking and dining experience for young people (up to 25 years old) from different cultural, ethnic and religious backgrounds in Leeds. The cooking and dining experience provided an opportunity for conversations among young people while working as a team in preparing and cooking starters, main courses and desserts. The food was chosen from different communities in Leeds (e.g. Asian, Chinese, Caribbean, Eastern European, British, African, Bangladeshi, etc).

Young people participants dined together and shared their experiences, their role models or influencers in their lives and their personal aspirations. PATH staff facilitated the dinner conversations. Information about the food, its origin and story about the communities associated with different food choices during the activity was provided for participants to learn and understand the cultures behind each food.

8. **Second Chance** – work coaching and mentoring programme for 25+ Leeds residents experiencing in-work poverty, working in low pay sectors, part time jobs or zero-hour contracts. For the third final year of the project the activities undertaken have included personal development sessions of confidence building and resilience, money matters, budgeting, work experience, IT classes, entrepreneurship training and one-to-one work coaching and in-work mentoring.

Participants of the Second Chance Project also had access to a qualified Counselor contracted by PATH for individual counseling sessions if required for the participants' well-being and development. This support was valued by participants struggling with depression, anxiety and mental health conditions. PATH also partnered with Chapeltown Citizens Advice Bureau for advice and help in resolving participants' housing issues and debt problems.

Programme activities delivered during the reporting period include employability skills, development training, confidence building, financial management, professional training development, work experiences and business skills for 25+ experiencing in-work poverty (in low pay sectors, part time jobs and zero-hour contract). Through this project 150 participants were given one to one IAG (Information Advice and Guidance), coaching and mentoring. We also organised 9 events engaging 45 employers to raise employers' awareness of in-work poverty and work with them to change their attitude to low pay and zero-hour contract.

9. **Enhanced Employment Offer (EEO) Skills Training and Employment Pathways (STEP) project** - The Enhanced Employment Offer (EEO) is part of the STEP project managed jointly by Leeds and Bradford local authorities. STEP works with the most disadvantaged jobseekers (Participants) who have a range of barriers to work through Key Worker support, skills development and training.

The EEO matches Participants to third sector employers by providing a 26 week paid work opportunity. The Participant's wages will be paid for through STEP. The aim is to provide a real job opportunity which enhances the Participant's future employability and personal development. Employers applying for the positions must meet the eligibility criteria below:

Third sector organisation

- Have a real job opportunity
- Are able to provide a supportive environment
- Are able to offer in-work development and training opportunities to enhance the Participant's employability

During the reporting period PATH organised 26 paid work opportunities in Third Sector Organisations across Leeds.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2018

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 deficit in the year and £9,542 was transferred from the charity's general fund.

In the year to 31 March 2018 there levels of income increased due to trainee support which in turn led to increases in the number of placements and associated costs.

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.

PATH (YORKSHIRE) LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2018

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.

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.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2018**

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 8 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.

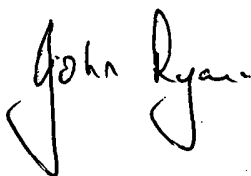
During 2010/11 a decision was taken to make the company dormant until such time as there was an upturn in the economy. It is evident that such time has not arrived and therefore the decision has been made for the company to remain dormant and be reviewed on a 6 monthly basis.

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 17th October 2018 and signed on its behalf by:

J C Ryan - 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 2018.

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 ICAEW 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
Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB

Date: 17th October 2018

PATH (YORKSHIRE) LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2018**

		Unrestricted funds £	Restricted funds £	2018 Total funds £	2017 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Charitable activities		136,138	393,397	529,535	358,413
Other trading activities	2	25,233	-	25,233	34,846
Investment income	3	<u>2,732</u>	<u>-</u>	<u>2,732</u>	<u>6,750</u>
Total		164,103	393,397	557,500	400,009
EXPENDITURE ON					
Charitable activities	5				
Audit and professional		2,232	4,127	6,359	9,189
Bank charges		368	-	368	406
Consultancy		1,494	8,649	10,143	7,156
Depreciation		7,268	-	7,268	7,998
General office costs		6,266	22,832	29,098	12,348
Hospitality		1,393	2,552	3,945	2,305
Premises costs		9,144	14,102	23,246	21,650
Recruitment and advertising		532	8,719	9,251	13,414
Staff costs		91,342	334,033	425,375	216,142
Staff development and travel		3,616	2,991	6,607	2,140
Training costs		<u>59,183</u>	<u>4,934</u>	<u>64,117</u>	<u>149,805</u>
Total		182,838	402,939	585,777	442,553
NET INCOME/(EXPENDITURE)		(18,735)	(9,542)	(28,277)	(42,544)
Transfers between funds	17	<u>(9,542)</u>	<u>9,542</u>	<u>-</u>	<u>-</u>
Net movement in funds		(28,277)	-	(28,277)	(42,544)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>583,251</u>	<u>12,810</u>	<u>596,061</u>	<u>638,605</u>
TOTAL FUNDS CARRIED FORWARD		<u>554,974</u>	<u>12,810</u>	<u>567,784</u>	<u>596,061</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**BALANCE SHEET
AT 31ST MARCH 2018**

		Unrestricted funds £	Restricted funds £	2018 Total funds £	2017 Total funds £
	Notes				
FIXED ASSETS					
Tangible assets	12	265,751	-	265,751	273,019
Investments	13	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		265,752	-	265,752	273,020
CURRENT ASSETS					
Debtors	14	111,183	-	111,183	79,892
Cash at bank and in hand		<u>367,004</u>	<u>12,810</u>	<u>379,814</u>	<u>426,248</u>
		478,187	12,810	490,997	506,140
CREDITORS					
Amounts falling due within one year	15	(188,965)	-	(188,965)	(183,099)
NET CURRENT ASSETS		<u>289,222</u>	<u>12,810</u>	<u>302,032</u>	<u>323,041</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>554,974</u>	<u>12,810</u>	<u>567,784</u>	<u>596,061</u>
NET ASSETS		<u>554,974</u>	<u>12,810</u>	<u>567,784</u>	<u>596,061</u>
FUNDS	17				
Unrestricted funds				554,974	583,251
Restricted funds				<u>12,810</u>	<u>12,810</u>
TOTAL FUNDS				<u>567,784</u>	<u>596,061</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**BALANCE SHEET - CONTINUED
AT 31ST MARCH 2018**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2018 in accordance with Section 476 of the Companies Act 2006.

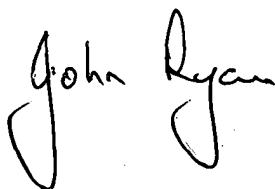
The trustees acknowledge their responsibilities for

- (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 special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 17th October 2018 and were signed on its behalf by:

J C Ryan -Trustee

A handwritten signature in black ink, appearing to read 'John Ryan', written over the printed name 'J C Ryan -Trustee'.

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2018**

	Notes	2018 £	2017 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(49,166)</u>	<u>(56,341)</u>
Net cash provided by (used in) operating activities		<u>(49,166)</u>	<u>(56,341)</u>
 Cash flows from investing activities:			
Interest received		<u>2,732</u>	<u>6,750</u>
Net cash provided by (used in) investing activities		<u>2,732</u>	<u>6,750</u>
 Change in cash and cash equivalents in the reporting period		<u>(46,434)</u>	<u>(49,591)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>426,248</u>	<u>475,839</u>
 Cash and cash equivalents at the end of the reporting period		<u>379,814</u>	<u>426,248</u>

The notes form part of these financial statements

PATH (YORKSHIRE) LIMITED

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2018**

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

	2018	2017
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(28,277)	(42,544)
Adjustments for:		
Depreciation	7,268	7,998
Interest received	(2,732)	(6,750)
Increase in debtors	(31,291)	(53,995)
Increase/(decrease) in creditors	<u>5,866</u>	<u>38,950</u>
Net cash provided by (used in) operating activities	<u>(49,166)</u>	<u>(56,341)</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2018

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 2015)', 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 the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

Income is 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 asset 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.

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

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

1. ACCOUNTING POLICIES - continued

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension 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.

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. OTHER TRADING ACTIVITIES

	2018	2017
	£	£
Lease of office space	<u>25,233</u>	<u>34,846</u>

3. INVESTMENT INCOME

	2018	2017
	£	£
Bank interest	<u>2,732</u>	<u>6,750</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2018	2017
		£	£
Trainee costs and support	Charitable activities	184,986	162,847
Promotional events	Charitable activities	245	3,730
Grants	Charitable activities	<u>344,304</u>	<u>191,836</u>
		<u>529,535</u>	<u>358,413</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

4. INCOME FROM CHARITABLE ACTIVITIES - continued

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

	2018 £	2017 £
Leeds City Council	11,637	(13,800)
Talent match	39,819	-
Big lottery	87,057	100,259
Talk english	-	26,574
Stonewall	1,200	-
ESIF	111,168	750
BAME Research	-	4,300
Leeds Community Foundation	12,731	2,267
English for Integration	-	10,000
Talk English 2	-	27,600
Talk English 3	-	13,800
Come Dine With Us	1,134	866
Touchstone	6,336	-
Talk English 5	45,642	-
STEP	10,686	-
Manchester Adult Education	16,894	-
Other grants	-	19,220
	<u>344,304</u>	<u>191,836</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 6) £	Support costs (See note 7) £	Totals £
Audit and professional	5,331	1,028	6,359
Consultancy	10,143	-	10,143
General office costs	12,076	17,022	29,098
Recruitment and advertising	9,251	-	9,251
Staff costs	425,375	-	425,375
Staff development and travel	6,607	-	6,607
Training costs	64,117	-	64,117
Bank charges	-	368	368
Depreciation	-	7,268	7,268
Hospitality	-	3,945	3,945
Premises costs	-	23,246	23,246
	<u>532,900</u>	<u>52,877</u>	<u>585,777</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2018 £	2017 £
Staff costs	425,375	216,142
Advertising and recruitment	9,251	13,414
Legal and professional	5,331	4,189
Consultancy	10,143	7,156
Staff training	1,649	622
Staff travel	4,958	1,518
Trainee costs and travel	64,117	149,805
Room hire	12,076	3,565
	<u>532,900</u>	<u>396,411</u>

PATH (YORKSHIRE) LIMITED**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018****7. SUPPORT COSTS**

	Other	Governance costs	Totals
	£	£	£
Audit and professional	-	1,028	1,028
Bank charges	368	-	368
Depreciation	7,268	-	7,268
General office costs	17,022	-	17,022
Hospitality	3,945	-	3,945
Premises costs	23,246	-	23,246
	<u>51,849</u>	<u>1,028</u>	<u>52,877</u>

8. NET INCOME/(EXPENDITURE)

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

	2018	2017
	£	£
Auditors' remuneration	(1,472)	5,000
Independent examiner fees	2,500	-
Depreciation - owned assets	7,268	7,997
Other operating leases	<u>2,604</u>	<u>1,671</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2018 nor for the year ended 31st March 2017.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2018 nor for the year ended 31st March 2017.

10. STAFF COSTS

	2018	2017
	£	£
Wages and salaries	387,131	193,435
Social security costs	24,183	13,161
Other pension costs	<u>14,061</u>	<u>9,546</u>
	<u>425,375</u>	<u>216,142</u>

The Charity considers its key management personnel comprise the trustees and the Chief Executive. The total employment costs of the key management personnel were £41,150 (2017: £40,717).

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:

	2018	2017
	<u>23</u>	<u>10</u>
Permanent staff		

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

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	192,871	165,542	358,413
Other trading activities	34,846	-	34,846
Investment income	6,750	-	6,750
Total	234,467	165,542	400,009
EXPENDITURE ON			
Charitable activities			
Audit and professional	9,189	-	9,189
Bank charges	406	-	406
Consultancy	1,095	6,061	7,156
Depreciation	7,998	-	7,998
General office costs	8,522	3,826	12,348
Hospitality	1,193	1,112	2,305
Premises costs	21,650	-	21,650
Recruitment and advertising	4,012	9,402	13,414
Staff costs	82,678	133,464	216,142
Staff development and travel	1,783	357	2,140
Training costs	142,984	6,821	149,805
Total	281,510	161,043	442,553
NET INCOME/(EXPENDITURE)	(47,043)	4,499	(42,544)
Transfers between funds	(2,238)	2,238	-
Net movement in funds	(49,281)	6,737	(42,544)
RECONCILIATION OF FUNDS			
Total funds brought forward	632,532	6,073	638,605
TOTAL FUNDS CARRIED FORWARD	583,251	12,810	596,061

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

12. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1st April 2017 and 31st March 2018	<u>415,400</u>	<u>4,083</u>	<u>27,316</u>	<u>446,799</u>
DEPRECIATION				
At 1st April 2017	151,156	2,325	20,299	173,780
Charge for year	<u>5,285</u>	<u>176</u>	<u>1,807</u>	<u>7,268</u>
At 31st March 2018	<u>156,441</u>	<u>2,501</u>	<u>22,106</u>	<u>181,048</u>
NET BOOK VALUE				
At 31st March 2018	<u>258,959</u>	<u>1,582</u>	<u>5,210</u>	<u>265,751</u>
At 31st March 2017	<u>264,244</u>	<u>1,758</u>	<u>7,017</u>	<u>273,019</u>

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st April 2017 and 31st March 2018	<u>1</u>
NET BOOK VALUE	
At 31st March 2018	<u>1</u>
At 31st March 2017	<u>1</u>

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
Nature of business: Dormant

Class of share:	% holding
Ordinary	100

	2018 £	2017 £
Aggregate capital and reserves	<u>(4,399)</u>	<u>(4,399)</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Trade debtors	101,556	73,335
Prepayments and accrued income	<u>9,627</u>	<u>6,557</u>
	<u>111,183</u>	<u>79,892</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Trade creditors	1,785	729
Amounts owed to group undertakings	375	375
Other creditors	3,400	5,510
Accruals and deferred income	<u>183,405</u>	<u>176,485</u>
	<u>188,965</u>	<u>183,099</u>

Included within accruals and deferred income is deferred revenue of £180,386 (2017: £168,155).

16. LEASING AGREEMENTS

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

	2018	2017
	£	£
Within one year	665	665
Between one and five years	<u>748</u>	<u>1,579</u>
	<u>1,413</u>	<u>2,244</u>

PATH (YORKSHIRE) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018

17. MOVEMENT IN FUNDS

	At 1/4/17 £	Net movement in funds £	Transfers between funds £	At 31/3/18 £
Unrestricted funds				
General fund	583,251	(15,082)	(13,195)	554,974
Talent match	-	12,176	(12,176)	-
Mainstream	-	(1,760)	1,760	-
Governance	-	(21,109)	21,109	-
Stonewall	-	1,102	(1,102)	-
InCharge	-	5,938	(5,938)	-
	583,251	(18,735)	(9,542)	554,974
Restricted funds				
Big lottery	-	(9,542)	9,542	-
Money for Well Being	10,000	-	-	10,000
Path 2 Work	2,810	-	-	2,810
	12,810	(9,542)	9,542	12,810
TOTAL FUNDS	<u>596,061</u>	<u>(28,277)</u>	<u>-</u>	<u>567,784</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	47,196	(62,278)	(15,082)
Talent match	39,820	(27,644)	12,176
Mainstream	69,552	(71,312)	(1,760)
Stonewall	1,200	(98)	1,102
InCharge	6,335	(397)	5,938
Governance	-	(21,109)	(21,109)
	164,103	(182,838)	(18,735)
Restricted funds			
Big lottery	87,058	(96,600)	(9,542)
ESOL Classes	45,641	(45,641)	-
Path 2 Work	12,730	(12,730)	-
Come Dine With Us	1,134	(1,134)	-
Connecting Opportunities	111,169	(111,169)	-
Step	118,769	(118,769)	-
Yorkshire and Humberside Co-ordinator	16,896	(16,896)	-
	393,397	(402,939)	(9,542)
TOTAL FUNDS	<u>557,500</u>	<u>(585,777)</u>	<u>(28,277)</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/16 £	Net movement in funds £	Transfers between funds £	At 31/3/17 £
Unrestricted Funds				
General fund	632,532	(14,399)	(34,882)	583,251
Talent match	-	2,621	(2,621)	-
Mainstream	-	(14,954)	14,954	-
Governance	-	(24,047)	24,047	-
Stonewall	-	2,780	(2,780)	-
Community Events	-	(3,003)	3,003	-
BAME Research	-	3,959	(3,959)	-
	<u>632,532</u>	<u>(47,043)</u>	<u>(2,238)</u>	<u>583,251</u>
Restricted Funds				
Big lottery	6,073	(6,334)	261	-
Money for Well Being	-	10,000	-	10,000
ESOL Classes	-	(1,978)	1,978	-
Path 2 Work	-	2,810	-	2,810
Come Dine With Us	-	1	(1)	-
	<u>6,073</u>	<u>4,499</u>	<u>2,237</u>	<u>12,810</u>
TOTAL FUNDS	<u>638,605</u>	<u>(42,544)</u>	<u>-</u>	<u>596,061</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	45,189	(59,588)	(14,399)
Talent match	26,574	(23,953)	2,621
Mainstream	152,984	(167,938)	(14,954)
Stonewall	5,420	(2,640)	2,780
Community Events	-	(3,003)	(3,003)
BAME Research	4,300	(341)	3,959
Governance	-	(24,047)	(24,047)
	<u>234,467</u>	<u>(281,510)</u>	<u>(47,043)</u>
Restricted funds			
Big lottery	100,258	(106,592)	(6,334)
Money for Well Being	10,000	-	10,000
English for Integration	10,000	(10,000)	-
ESOL Classes	41,400	(43,378)	(1,978)
Path 2 Work	3,017	(207)	2,810
Come Dine With Us	867	(866)	1
	<u>165,542</u>	<u>(161,043)</u>	<u>4,499</u>
TOTAL FUNDS	<u>400,009</u>	<u>(442,553)</u>	<u>(42,544)</u>

PATH (YORKSHIRE) LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST MARCH 2018**

17. 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 Funds

Big lottery– 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

Path 2 work – this restricted fund is for a practical employability project, that focuses on 'pre-pre' employment activities in collaboration with corporate and Third Sector Organisation partners.

Come dine with us– this restricted fund is for a cooking and dining experience for young people (up to 25 years old) from different cultural, ethnic and religious backgrounds in Leeds.

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.

Yorkshire and Humberside co-ordinator – this restricted fund is for Yorkshire & Humber Co-ordinator Salary.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2018.