



**Report of the Trustees and Financial Statements
for the year end 31st March 2021**

**New Pathways Family Friendly Therapeutic
Centre of Excellence**

Registered Company Number: 06701013 Registered Charity Number: 1126120

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-end March 31st, 2021. The Trustees have adopted the provisions of the Statement of Recommendation Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005. The Annual Report includes the directors' report as required by company law.



Reference and Administrative Information

Charity Name: New Pathways Family Friendly Therapeutic Centre of Excellence
Charity registration number: 1126120
Company registration number: 06701013
Registered Office: Willow House, 57/58 Lower Thomas Street, Merthyr Tydfil CF48 0DA

Trustee Board

Alison Smith - Chairperson
Tanya Bollen – Treasurer
Anna Slatter (until December 2020)
Dave Pritchard (until December 2020)
Graeme Gibson
Lynne Schofield (until December 2020)
Ann Batley (from December 2020)
Vickram Tikkoo (from December 2020)
Amy Van-Baaren (from December 2020)

Executive Management Team

Mrs J Stamp Chief Executive
Mr M Wilkinson Deputy Chief Executive

Auditors – Baker Knogle Chartered Accountants, Statutory Auditors, Chartered Accountants, Orbit Business Centre, CF48 1DL

Bankers - Barclays Bank PLC, High Street, Merthyr Tydfil, CF47 8DL

Solicitors – Geldards LLP, Dumfries House, Dumfries Place, Cardiff. CF10 3ZF

Subsidiary

New Pathways Family Friendly Therapeutic Centre of Excellence is the ultimate parent company of Mid Wales Rape Support Centre, a wholly owned subsidiary, which is registered in England and Wales. The registered charity number is 1149321 and company number 0820955. The results of which are included in the consolidated group results. The subsidiary undertakes the same charitable objective as the parent.

NOTE FROM THE TRUSTEES: The Trustees are also the Directors of the Mid Wales Rape and Sexual Abuse Support Centre, (registered charity number 1149321 and company number 08209555) a subsidiary of New Pathways Family Friendly Therapeutic Centre of Excellence.

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Welcome from our Chairperson



I am tremendously proud of the staff at New Pathways and the remarkable way in which they adapted to working during the pandemic.

Whilst our country was in lockdown, SARC services continued to operate, with our team working in full PPE, helping victims navigate the trauma of sexual assault. Meanwhile, with astonishing speed, the staff in our other services established remote and highly innovative ways of working. Training courses were delivered on-line, and clients were able to commence and continue with their counselling. Every person who needed to access our services was able to do so. It has been an astonishing achievement.

Before the pandemic, I was aware of how outstanding New Pathways is in terms of the impact of the work that it does. Of course, I was also aware of how amazing the team of people are who manage and work for the Charity. However, in the most difficult of circumstances, these extraordinary people absolutely exceeded my expectations. I am in awe of their dedication and professionalism. I sincerely thank them, and I feel extremely honoured to be associated with them.

Our Board of Trustees was strengthened this year with the recruitment of three highly talented individuals who have brought their skills and experience to help oversee the running of the organisation. They have already proved to be a great asset and have integrated seamlessly with our very able and hardworking existing Board members.

Finally, I would like to acknowledge our wonderful funders. We, at New Pathways, are completely determined to help the victims and survivors of sexual violence and we could not do this without the financial support we receive. I therefore offer my sincere thanks to every organisation that has given so generously during this exceptionally challenging time for us all.



Alison Smith

Chairperson, New Pathways

Our vision, values, and mission



Vision - New Pathways' Vision is 'A World Without Sexual Violence'.

Values - New Pathways' values include integrity, credibility, transparency, and professionalism which define the way we work.

Mission - Our charity's formal purposes as set out in the objects contained in the company's memorandum of association are to:

- relieve the trauma (whether psychological, emotional, or physical) of persons and their families who have been victims or otherwise suffered as a result of:
 - Rape, other sexual assault, or abuse; or
 - Physical assault or psychological or emotional abuse of any kind
- promote and participate in training, education, and research in relation to counselling and in the relation to the traumas set out opposite and their effect upon those affected.

Aims - Our charity's aims are therefore to

- Provide the best possible range and quality of support services for anyone who have experienced trauma or sexual violence, whether recently or in the past.
- Promote education and research into the effects of sexual abuse; and
- Raise awareness of sexual violence amongst all sectors of society.

Our aims fully reflect the purposes that the Charity was set up to further.

The strategies employed by the Charity to enable it to meet these aims include, but are not limited to, the following:

- providing a range of services which are reflective of relevant quality standards, and which seek to address the problems related to trauma resulting from sexual assault.
- working in partnership with other agencies/bodies to secure the widest range of services available that best match the needs of its client population.

What we did



New Pathways provides a range of specialist counselling and advocacy services for anyone who has been affected by rape or sexual abuse. Our clients come from every walk of life and are of all ages. Twenty-eight years of successfully delivering services, and training professionals and the public alike, means that we are widely regarded throughout the UK as a leading organisation in our field.

Our Centres – The Charity provides counselling and support services from its head office at Merthyr Tydfil, with premises at Risca, Newport, Swansea, Carmarthen, Newtown and Cardiff, effectively covering most of south, east, west and mid Wales. Services also extend into Aberystwyth - provided by our subsidiary company, Mid Wales Rape Support Centre. Additionally, we provide counselling and support sessions via Skype, Teams and Zoom, as well as by telephone as required. This was particularly relevant during 2020, when face to face services were suspended; please see the Covid-19 Response section, on page 9.

Having secured new premises in Newport, Rothbury House, in the previous financial year, this continues to be renovated, and will eventually accommodate our counselling, advocacy, and training services in the Gwent region. Despite significant delays caused by the restrictions imposed as a result of Covid-19, work has restarted on this magnificent building, and we are confident it will be a centre that clients, staff and partners alike will love. We recognise the therapeutic benefits of surroundings when dealing with trauma, and we want this centre to be the very best it can be, for our service users.

Counselling Services – our long-established counselling services continued to grow during this period, with a large amount of sessional counselling being offered, in addition to our regular project work. A system for utilising a large bank of sessional counsellors had been developed the previous year and many sessions were delivered online. During 2020-21, **2,103** people were referred to our counselling services, but the restrictions imposed to control the spread of Covid-19 meant that we were unable to work face to face in the usual manner, so the learning from the previous year was useful.

Additional funding was secured to increase the number of counselling sessions being offered, with **14,317** counselling sessions being delivered. By utilising both sessional and contracted counsellors, all working remotely, the waiting lists for counselling were halved. Whilst being a significant achievement, there remained **1,818** people on our waiting lists throughout the regions, at the end of March 2021. A new service, the Wellbeing Service, was developed to help to support people waiting for counselling, see below.

Wellbeing Service – We were already aware that more support was needed for people who were waiting for our counselling services, but additionally it was recognised that we needed to assess people's risks and needs more regularly and ensure that clients were ready and prepared to go into therapy. As we moved into a remote-working model in March 2020, our team developed a new

service, The Wellbeing Service, which was implemented in September, offering clients tailor made approaches to support. We employed and trained a team of 12 Sexual Violence Support Workers (SVSWs) to offer a range of support options for clients. These include a brief support package, to ensure that clients are better prepared and ready for counselling, as well as a range of medium-term support packages. These support clients with a range of skills and strategies for trauma management and include practical inter-agency working, to help clients build stronger support systems for themselves.

This new service has helped to reduce our waiting lists for counselling significantly, which was one of the primary aims. SVSWs have seen significant changes in clinical scores for clients entering and exiting the service and counsellors have reported that clients who have accessed the Wellbeing Service prior to counselling have needed a reduced number of counselling sessions.

This service will be externally evaluated in the summer of 2021, and we anticipate that we will continue to 'fine tune' the project as we go along. **609** clients were supported through this service in 2020-21.

Outlook Project- We continue to have a counsellor in Parc Prison 3 days per week and take referrals from Probation services in all areas. We also support referrals from the National Probation Service in all our centres.

Sexual Assault Referral Centres (SARCS) - During 2020-21, the multi-agency works on the regionalisation agenda paused, with services continuing to run locally. A model for regionalisation had been agreed by all partners, and the plan had been to put this to the various Boards for sign off in December 2019. The process paused at this stage, and due to Covid-19 in March 2020, the discussions are not expected to proceed until mid-2021. New Pathways remain concerned that a regional model may negatively impact people using the service; victims of rape will have to travel out of area to access an acute forensic medical examination service, and with three centres merging into one main centre in Cardiff, there is potential for them to have to be triaged and wait for a service. We will continue to work with our partner organisations to ensure that the victim's voice is heard and that the best service possible is offered.

In the meantime, we continued to manage and run 6 of the 8 SARCs in Wales, with **1,175** people being referred for services during 2020-21.

LIBERATE: The anti human-trafficking project, LIBERATE, was last year supported by Comic Relief but was sadly brought to a close at the end of March 2020. New Pathways have, however, continued to carry out vital work supporting victims of Child Sexual Exploitation via our SARCS project. New Pathways are registered as First Responders for victims of trafficking, meaning we can refer people to the National Referral Mechanism. We have a dedicated Independent Sexual Violence Advocate (ISVA) on the SARC team, who previously worked on the LIBERATE Project and who is the single point of contact for the rest of team, to ensure the specialism and expertise is shared.

Training

As the devastation of Covid-19 unfolded during the first quarter of 2020, we feared that training would be almost impossible and that our training services would need to be put on hold. However,

the team were able to move almost all of their courses online and the training department continued to expand, diversifying the type and range of courses and qualifications offered, adapting most to online delivery. Central to our work is ensuring that our staff and volunteers are trained to a high standard to be able to support clients with increasingly complex levels of trauma. During 2020-21, a full internal staff training schedule was implemented. This means that not only are all staff able to carry out their roles competently and safely, but also that their personal development and career progression is supported.

The range and number of external training courses delivered increased further still, many co-produced by people with lived experience. Where possible, we have also co-delivered training courses and workshops with clients or ex-clients too, and the response to these has been fantastic. This year also saw us deliver training courses for more partner organisations, and professionals from other sectors, than ever before. This aids our aim to raise awareness of sexual violence in general. During 2020 - 2021 we provided training to 3,816 people; this rises to 4,492 if viewings of our online training videos are included.

SURE for Mental Health

Funded by the Lottery, The SURE for Mental Health Project continued to provide fully funded mental health training for organisations and individuals throughout Wales, although the course content and delivery style were adapted in response to the move to remote working, due to Covid. SURE stands for *“Support, Understand, Respond & Empower”*, and this is at the heart of what the project is about in terms of raising awareness and improving the response to people in our communities who are affected by poor mental health. This year the project concentrated on developing workshops and short courses that could be delivered online or via video, and many were coproduced and co-facilitated by people with lived experience.

There were 3816 direct beneficiaries of the SURE for Mental Health Project in 2020-21. Additionally, an extra 3508 beneficiaries received resources, Tip of the Day emails and recordings of webinars. The direct beneficiaries accessed a variety of events, including 265 webinars, 69 ‘BIG SURE EVENT’ workshops (over 3 events), and 31 community groups. There were also 19 counselling clients and 609 people received welfare calls.

A stylized, light blue graphic of a tree with several branches, positioned on the left side of the page. The text 'Our Vision is:' is centered over the right side of the tree.

Our Vision is:

‘A World Without Sexual Violence’

Covid-19



As awareness of an impending crisis increased throughout February, we realised that we needed to plan for the likelihood of impact on our services due to a pandemic.

Our Initial Response

In early March, we revisited our business continuity plans and evaluated them against the emerging crisis. As could be expected, we revised our existing plans and, for the first time in our history, had to consider that our service provision may have to cease. However, we have a very creative team, who are innovative and determined, and a service plan was quickly developed, that would allow us to move the majority of our services from a face-to-face basis to a remote one.

In the event, when we were required by Government to move to 'working from home where possible', we had already equipped our teams with the equipment and I.T. security necessary to enable them to access our systems online at home, and to be able to continue their counselling and advocacy sessions via phone or video calls. We are very proud to say that we did not miss a single day of service provision, as our incredible staff team worked hard to ensure they were contacting their clients throughout.

We have other services, specifically the acute forensic medical examinations at our SARC, that of course could not be done remotely. Again, we moved quickly to make sure there was no break in service and PPE was sourced and used, enabling the continuation of the full SARC service.

These were uncharted and uncertain times, and people all over the world were frightened or apprehensive. It is therefore important that we recognise the dedication and strength of our SARC team, who did not hesitate to agree to continue supporting victims of rape through the SARC processes. We owe our Crisis Workers and ISVAs an enormous debt of gratitude.

Client Contact.

Initially, as soon as we became aware that we would need to work remotely, we prioritised contacting people who were either in-service with us already or were on our waiting lists, and did a risks, needs and preferences assessment. This allowed us to gauge who could access remote sessions safely, who may have had additional safeguarding requirements, etc. From this, our team were able to identify people who would benefit from regular welfare or check-in calls and those who may struggle to access remote services.

We soon realised that the vast majority of clients, after some gentle encouragement, were willing and able to continue their counselling or advocacy sessions by phone or online video call. There was a small core of clients who could not access services in this way, for example those who had no privacy at home, and we realised we needed to increase our welfare contact with them.

Wellbeing Service

The increased need to keep in contact with people waiting for our services led to the development of a new project, the Wellbeing Service. Clients who were placed 'on hold', as they felt unable to continue their counselling work remotely, still needed a service. So, we recruited a team of advocates, Sexual Violence Support Workers, who were able to contact clients regularly by phone where safe to do so, to 'check-in'. This pilot project showed that there was a need for regular contact with clients on our waiting lists, so that they knew they hadn't been forgotten and so that their changing risks and needs could be considered regularly.

Feedback from this pilot identified potential for the specialist Support Workers to undertake some psychoeducational work with the clients, and tailored courses were developed. These have proved to be very useful for clients and have actually reduced some of the demand on the counselling project. Many additional resources were also developed and distributed.

We have had this new service externally reviewed and will continue to make changes as we move forward, in response to feedback, but it is important to note that this is just one example of the innovation and creative approach that has been so impactful during Covid-19.

Team Welfare

The physical, psychological, and emotional well-being of our team was extremely important during this time. Gone were the chats at the coffee machine before starting work in the mornings; gone were the shared sandwiches at lunch or the colleague reminding you to take a break. Instead, our colleagues were just faces on a screen, or voices on the telephone; clients were sharing their trauma with us as always, but now we were hearing it in our own homes.

It was clear we had to think differently about our work patterns and our approach. To support our staff, we offered flexible working to help colleagues cope with the additional challenges they faced, such as caring responsibilities. Home-working equipment was provided, including I.T. equipment, desks, chairs, etc., and home-working allowance was paid. Regular online team catch-ups were put in place, teams meeting for 15 minutes before starting work, just to check in with each other. A staff survey indicated that our staff felt supported and valued, and that they felt able to give good service to our clients as a result.

Staff Wellbeing Initiative

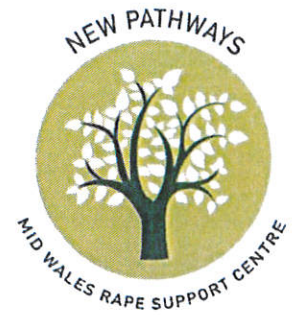
It was clear that whilst the dedication and sheer determination of our staff teams, along with their care for their clients, meant that our services continued throughout, we needed to do more to make sure our amazing team stayed well and felt supported. So, a Staff Wellbeing Group was set up, made up of representatives of every team in the organisation. Throughout the latter half of the year, they met regularly and came up with a range of initiatives to reduce isolation for our team members, and importantly to allow time for social interaction and fun times.

The group came up with a whole range of initiatives from an online book club to duvet days; from online yoga to team quizzes; from flexible working to online lunch club. We will continue to run the Wellbeing Group throughout 2021-22 and beyond and will further develop the initiatives, as we recognise the importance of supporting our staff, and also the importance of 'team'.



A World Without Sexual Violence

Impact Report 2020-2021



Service Delivery

8551 clients supported

1914 SARC clients supported

609 Wellbeing clients supported

2212 counselling clients supported

38% decrease in clients on waiting lists

3816 direct SURE project beneficiaries
and **3508** people receiving resources



Staff and Volunteers

80 active volunteers

We recruited **21** new staff
and **6** new crisis workers



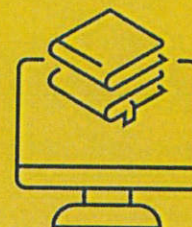
Training

4492 people trained via online learning

99% of course attendees
rated the courses **very good or excellent**

300 courses delivered

Launched our **Counselling College** with
2 counselling qualifications delivered
over **4** cohorts



Finances

25 funders (some funding more than
one project)

20 repeat funders, **5** new funders

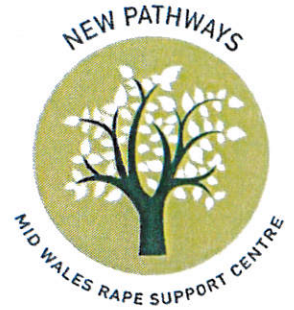
12.5% increase in funding





A World Without Sexual Violence

Client Feedback



My Journey - New Pathways

Is it true, they say the pen, is mightier,
than the sharpest sword,
through experience, it is,
on that I give you my word

I've been hit, punched, beaten and kicked,
from this I recovered,
the wounds left scars,
but in time I was fixed

Words on the other hand,
both those written and those spoken,
have left me far worse off,
Almost to the point of broken.

These wounds inflicted,
Have at times left me reeling,
so many decades gone by,
I still hurt, that's the feeling

I don't want the hate, anger and malevolence,
For the first time ever
I don't wanna feel indifference

All I needed,
was a little help,
but no-one did or could,
because I kept it to myself.

Years later there came a time,
My deep dark demons burst into the light,
with this came the most horrible sign,
This on my own, I could not fight

Suddenly a helpless little boy again,
but how and where to reach out,
I just could not comprehend

New pathways I walked,
still dark and so scary,
but never alone,
My ISVA support was unwavering

To those of you,
who truly know what I'm saying,
don't wait for the hounds of hell to come baying,
Reach out for New Pathways,
They will support you, in understanding what I'm saying

Garry

What is an I.S.V.A.

Four small insignificant letters. Company? Govt Dept?
Medical term? Computer?

Trust me, you're so wrong, and I say and mean this from the
bottom of my heart, be glad, be thankful.

To those of us, who've been in need of their services, advice,
support - without question, the term I.S.V.A means
much more

The term itself, pretty self explanatory

Independant Sexual Violence Advocate

But these people are so much more than any term or
definition you could tag them with, they do it all on top of
dealing with their own problems, crisis, yet no matter how
bad, they're there for you all the way

And when you reach a certain age of dealing with a crisis
long since over, that rears its ugly head and wont go away
till you take steps, ask for help and deal with it, then these
are the people you need, and like me you would probably
say "thank you" for joining me on the journey, no matter
how rough it was.

And seeing it all the way with me

Thank you for your strength and unwavering belief, that we
will get through it

Someone who comes into your life when your at you're
worst and helps you through to become the best me you can
be guiding, supporting us back to the life we can have

That's what those four small letters mean to me and people
like me

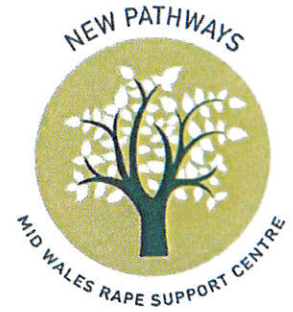
I.S.V.A = Support Belief Strength

Garry



A World Without Sexual Violence

Staff Spotlight



Why do you like working for New Pathways?



Lynsey - Administrator

I like working for New Pathways because the management are down to earth and understanding. I love to talk to service users and see their progress throughout our involvement. My colleagues are also always ready to lend a hand or offer advice, and genuinely care about others' wellbeing.

What are you most proud of achieving throughout the COVID pandemic?

I am proud of overcoming the steep learning curve that I was presented with whilst starting at New Pathways, especially whilst working from home. And I'm proud of getting out of the retail industry as this was a big aim for me. I've also worked hard to improve my mental health, especially through lockdown and I continue to see the rewards from that work.

Why do you like volunteering for New Pathways?



Grant - Volunteer Counsellor

It is mainly about the clients. I don't believe you will find more diverse, complex or interesting clients than at New Pathways. Am I allowed to say that it feels fantastic when a client becomes unstuck or moves forward through the process? There are not many experiences like it. This is hard, demanding work and there are times when things don't go right and you have to suck up all of the experiences in order to accept that we don't have magic wands. However, I am proud to be a small part of an organisation that has helped a great many people.

What are you most proud of achieving throughout the COVID pandemic?

A few clients have had transformative therapeutic experiences. No one slammed the phone down on me! And clients were pleased that we could offer a service through an extremely difficult time. It was odd for me, having done roughly 8 years of phone work, some of the other counsellors had never really got it. Then when COVID happened, everyone understood how beneficial it can be. It's different, but it can really help people. I really hope NP keeps a phone service going and it becomes a permanent part of the 'main event' of our services. I'm pretty proud of continuing to counsel in an ever changing atmosphere. Sometimes you have to work with a full house and find a space away from the noise of pets and people; and I would say you need to concentrate even harder on the phone. It's been hard at times but myself and others have soldiered on. So I am proud of that. I'd like to think that NP has done a lot in COVID times to help those affected by trauma. I hope the work continues for the many affected by sexual violence.

Why do you like working for New Pathways?



Sam - Sexual Assault Services Co-ordinator

I've had the pleasure of working for New Pathways as an ISVA and more recently a Sexual Assault Services Co-ordinator for nearly 5 years and I can honestly say that I've loved every minute. Every day brings a variety of challenges due to the complexities of our clients, making every single minute so rewarding; knowing that I have done all that I can to make even the slightest difference to someone's life. I enjoy being part of an agency that works together as a team, providing continual support to all, with colleagues that are knowledgeable and dependable.

What are you most proud of achieving throughout the COVID pandemic?

My proudest achievement during COVID is becoming a Sexual Assault Services Co-ordinator, maintaining and enabling the SARC services to continue for clients during difficult times, when other businesses weren't able to.

Why do you like working for New Pathways?



Lil - Counsellor (Adults and Children) & Clinical Lead

I love working with our clients and seeing the journey they go on in their process of healing and taking back control. I feel honoured to be a part of such a process, to witness amazing light bulb moments, creations, developments and discoveries that come through these therapeutic processes. I also love being part of something bigger: our clients are always at the heart, but beyond that we are breaking taboos, and making a difference in the wider context of abuse and rape not being acceptable in society. Breaking shame and building understanding of what it is like to be survivor and to allow spaces for the collective voice to be heard.

What are you most proud of achieving throughout the COVID pandemic?

I am most proud of the work with clients, seeing them move into new phases of their lives and being so unbelievably proud and humbled. Two things I am most proud of: firstly, the service user group, which has continued to run online throughout the pandemic. Seeing clients create new innovations through coproduction. It's been amazing to be part of creative projects and seeing client voices being heard through projects such as the theatre group and resource projects. Secondly, being part of creating our Trauma Stabilisation workbook that provides strategies to clients through digital platforms. They can access a wealth of information, working with their counsellor, support worker, family or on their own. It was incredible to work with past clients to create this tool that has been used throughout the pandemic to support clients.

Why do you like working for New Pathways?



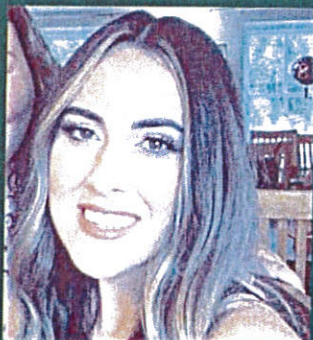
Helen - Trainer

I have been aware of the wonderful work done by New Pathways for many years and referred many past clients to the service for support and recovery. It is now amazing to be a part of that very service, to be able to provide support to those in need at a time when they need it most. New Pathways treats its staff like family and it is good to feel that you are supported, valued and respected as a part of that family.

What are you most proud of achieving throughout the COVID pandemic?

During the COVID pandemic, we all faced many challenges at a time when we were feeling vulnerable ourselves. As a person relatively new to training, I found the prospect of delivering training and support online rather daunting. However, I faced my fears and adapted and as a team we excelled ourselves. Reaching further than we had previously, making a real difference to how people felt. By dealing with this change and embracing it we supported and enhanced the wellbeing of many who attended the sessions. I am proud that I was able to adapt and that I was also able to be a source of support for my colleagues.

Why do you like working for New Pathways?



Christie - Crisis Worker

I'm able to provide support to those who are vulnerable coming through the doors. I provide the necessary support to enable the clients to proceed through a process which can be mentally challenging to them. I know leaving each call out I have given my all to each and every client to put them at ease during a tough time. You never know who's going to walk through the door and it's so important to be able to gauge how the client is feeling. It's a very rewarding job.

What are you most proud of achieving throughout the COVID pandemic?

I'm proud that as an organisation we have been able to continue providing support to our clients even through the toughest of lockdowns, when we were told to stay at home and have no personal interaction with others. Our crisis workers were front line, and I'm proud of how we adapted to working with full PPE and putting further measures in place to ensure the safety of our clients who walk through our doors. We were still able to make them feel at ease - even whilst wearing masks where no facial expressions are able to be seen, and ensure everyone was safe!



Plans and objectives

for 2021-22



Delivering quality, accessible, sustainable, diverse services

As part of our business planning, we identified key priority areas and the coming year will see a focus on making headway with these initiatives: -



Diversity:

It is vital that our work is viewed in the wider context of societal change, not least the global conversation brought about by the #MeToo and the #BlackLivesMatter movements and the increasing number of cases of sexual violence and assault being brought to light in Wales, the UK and across the world. We are clear that we do not see diversity as another strand of our work upon which to focus, but rather as a thread that runs through everything we do. In 2021-22 we will be working on changes that impact our services, our planning, and our approach. We want to be accessible to more people from minoritised communities everywhere and we will be concentrating our efforts to make sure this is so.

Funding sustainable services

In order to achieve sustainable services and security of funding we will continue to diversify our activities and seek funding from a range of sources. We will further develop the organisation's training activity to generate increased income, helping to sustain our core activities.

We will establish a social enterprise, to help support our services in an increasingly challenging funding environment. In addition to the launch of the trauma informed, Level 5 Diploma in Counselling for Trauma last year, we will also be delivering a Level 4 Certificate in Trauma Counselling, which will mean that in future people will be able to train specifically to be a Counsellor in this field. We will use our learning from the enforced period of homeworking to further develop our online training, utilising various platforms and methods of remote delivery. In addition, over the coming two years we will increase our fundraising and work to widen our funder base to the commercial sector.

Delivering excellence

Providing a range of ways in which clients can more easily access our services has been a focus over the last few years and subsequently prioritised by the pandemic. Following the opening of our Cardiff and Swansea centres in the last few years, we look forward to bringing Rothbury House in Newport into operation as a key centre of our operation.

Following external evaluation, we will further develop our 'Wellbeing Service' to allow more clients to access immediate specialist support from Sexual Violence Support Workers, and to be referred into a much wider range of services, from psychoeducational groups to mental health community groups, from art therapy classes to telephone counselling. We will work to expand our outreach services further, with the aim of targeting those minoritized communities to whom we are not sufficiently accessible.

Next year, we will also be submitting applications for additional quality standards, to ensure that we are delivering excellent services, in line with our aims.

Securing ISVA Services

In light of the ongoing uncertainty around SARC services in Wales, the organisation is committed to continuing to have a fundamental role in the delivery of services and the support provided by ISVAs. Last year, we were awarded the Lime Culture ISVA Quality Standard. We were able to appoint additional ISVAs, who will maintain a high level of specialist training, and we developed Regional Coordinator roles. We also appointed ISVAs with additional knowledge in mental health, BAME, LGBTQIA and human trafficking, who are specialists within the general team, to act as single points of contact for all the ISVAs. To supplement this, next year we will also aim to establish a SARC Volunteer project to allow us to expand the support offered to victims of rape and serious sexual assault.

Using our voice

Recognised as the leading sexual violence support organisation in Wales and beyond, we have a responsibility to raise awareness of the prevalence and impact of sexual violence and assault amongst the public, the statutory and private sectors and specifically through working with the police, criminal justice system, local authorities and health boards and Government. Our voice will be used on behalf of our clients to bring about societal, structural, and legislative change where necessary. To do this we will further enhance relationships with the press, increase our use of social media, renew our website, and build on our annual sexual violence campaign.

Great client engagement:

We value the contribution made by our past and current clients who bring their voices and their experiences to influence and improve our services. We have already made co-production the norm and this year we will develop a Client Engagement Framework and Plan. We will continue to facilitate clients speaking at events, remotely if needed due to Covid restrictions. We will also concentrate on working with specific client groups: men, black and minority ethnic groups, older people and LGBTQIA+ to establish their needs and how these can be best met by targeting our services.

Governance, structure 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.

Following initial establishment as an unincorporated association/registered charity in November 1993, a company limited by guarantee was formed and the operations of the Charity were transferred to it on 31 March 2011.

New Pathways Family Friendly Therapeutic Centre of Excellence (working title New Pathways) is governed by the rules contained in its Memorandum and Articles of Association. New Pathways complies with its governing documents and all relevant governance related legislation and meets the requirements of charity regulators and best governance practice.

Public benefit

The Trustees have a duty to report on how our organisation's charitable objective has been carried out for the public benefit and to follow the guidance from the Charity Commission on the provision of public benefit requirement under the Charities Act 2011.

The Trustees confirm they have had regard to the Charity Commission's guidance on public benefit and that they comply with S17 Charities Act 2011 in respect of having due regard to public benefit when considering, planning, and implementing the activities of the Charity.

The Charity does not levy a charge for the counselling and support services it provides to clients, although individual voluntary contributions are accepted.

As Trustees, we believe that the aims of our Charity are charitable, and our services provide specifically for the public benefit. Furthermore, in our view, no detriment or harm arises from our Charity carrying out its aims and we are not aware of any widespread views among others that such detriment or harm might arise. The work undertaken, and issues addressed during the year ended 31st March 2021 to achieve and fulfil the aims of the Charity, is detailed above.

Organisational Structure



Trustee Board

The Trustee Board are the charity's Trustees and the legal directors of the company.

The Trustee Board has the responsibility for the governance and strategic direction of New Pathways, ensuring the charity upholds its ethos and values and delivers its key objectives.

The Trustees are drawn from a variety of professional backgrounds and the range of their experience and knowledge contributes significantly to the work and aims of the Charity. Members of the Board of Trustees serve a three-year term, after which they are eligible for re-election for a further three-year term.

Trustees are aware of their obligations as Trustees having all attended training on the Role of Trustees and on Governance.

Executive Management Team

Operational management of the organisation is delegated by the Trustees to the Chief Executive, who is accountable to the Trustee Board for its stewardship of the Charity. The Chief Executive is responsible for ensuring that the Charity delivers all services it provides to a high standard, that key performance indicators are being met and that the organisation is run effectively.

Trustees are kept fully informed of service developments and the financial position by means of the standing Chief Executive and Finance reports provided at Trustee meetings. Matters pertaining to the governance of the Charity are addressed in regular Board meetings and all decisions documented. The day-to-day responsibility for the Charity's provision of service is shared between the Chief Executive and Deputy Chief Executive. They retain overall responsibility for staff management, with a team of Senior Managers who report directly to them.

Key Management Remuneration

New Pathways set up a remuneration committee in 2014 to consider and report upon the framework and /or policy for remuneration, terms of employment and any changes, including service of contract, remuneration, policy and scope for pension arrangements, basis of bonus and bonus awards; incentive and benefit plans which may not be available to all employees and the targets for any performance related schemes.

Senior Management Team

Senior Managers are responsible for managing the various services that we provide and associated central functions. These Senior Managers cover Business Development, Sexual Assault Services, Counselling, Training and Research, Corporate Services and Finance.

Leadership Team

Additional management support is provided by our Leadership team, which includes Operational Managers, Safeguarding and Clinical Leads, Coordinators, Communications Lead, and a team of Counselling Supervisors who supervise the safe and ethical practice of the paid and Volunteer Counsellors.



Related Parties

It is important to good governance that trustees identify all related party transactions. There is a requirement on our Board of Trustees and senior management to disclose any related party transactions or conflicts of interest at regular board meetings and we confirm that there have been none recorded in this period. In 2020-21, trustees were not remunerated for their service to the Charity and claimed no expenses. No other benefits were identified. Trustees did not enter into any transactions with persons or entities that are closely connected to the charity or its trustees or senior management.

Partner Organisations

The Charity has long-standing links with voluntary and statutory bodies, including the Welsh Government, Home Office, Ministry of Justice, and the offices of Police & Crime Commissioners and National SARC groups. These are supplemented by links with the Centre of Expertise on Childhood Sexual Abuse; Universities across Wales; a growing number of Training Colleges across Wales; the Survivor's Trust, Welsh Women's Aid, Safer Wales, Hafan Cymru and BAWSO. We continue to enjoy good working relationships with PCC offices in Gwent, Dyfed Powys and South Wales and we are extremely grateful to them for their support.

As always, we continued to have a wide range of partners, both in the Third and Public sectors and we sit on many multi-agency, multi-sector boards and groups. We remain part of a formal regional consortium, partnering with Hafan Cymru, BAWSO, Swansea Women's Aid and Thrive Domestic Abuse. We also form informal partnership arrangements to collaborate on funding bids and projects.

We also have strong working links, with other organisations via multi-agency meetings and training sessions. We are members of many groups, including the various regional Violence against Women, Domestic Abuse and Sexual Violence Partnership Boards. During this period, we also sat on the multi-sector SARC Regionalisation Executive Board, and various sub-groups to this. We continue to contribute to numerous police groups in three police areas and various other Ministry of Justice, local and national Government consultation forums.

Health & Safety

We operate health and safety procedures that are 'fit for purpose' which keep our staff and clients safe. All our premises have Designated Site Managers responsible for Health and Safety in their buildings. The introduction of an online Health and Safety system has supported the effective management of Health and Safety, along with the appointment of a Corporate Services Manager to our senior management team, within whose remit this sits.

General Data Protection Regulation (GDPR)

In 2018-19, we put in place appropriate Information Governance to ensure we comply with the General Data Protection Regulation (GDPR), which were effective from 25 May 2018. We reviewed every aspect of how we handle information relating to our beneficiaries, supporters, and staff, to ensure we are always clear and open about how we handle personal data and are taking necessary measures to keep it safe and secure.



Principal Risks and Uncertainties

The Trustees are responsible for ensuring the charity maintains a comprehensive risk management strategy and that appropriate actions are taken to manage and mitigate risks. A formal risk management register was introduced to manage risk across the charity which is prepared by the Chief Executive and overseen by the Trustees. Senior Managers review this on a regular basis.

Procedures are in place to eliminate any major risks to which the Charity may be exposed relating to the health and safety of staff, volunteers, clients and visitors to our centres, lone worker safety and client vulnerability. National Guidelines for the safety of SARC clients are also followed.

An indemnity insurance policy covers the Charity and its counsellors from professional risks.

Protocols ensuring safe authorisation of all financial transactions are in place. Our high number of funders and the wide differences in their individual funding periods requires careful monitoring and this is the subject of regular reports to Trustees. Any significant risks are reported to the Trustees by the Chief Executive.

Employees

We believe passionately in supporting our staff to develop and to support their aims in whatever way we can. To this end, we are committed to ensuring that there is open access to employment opportunities, training, rewards, and we strive to provide equality of opportunity for all employees. During the challenges of the Covid-19 situation, as we moved into the 2020-21 financial year, we tried harder than ever to ensure that our staff teams are not only physically safe, but emotionally supported too.

We continue to be fully committed to ensuring that all client-facing staff have regular professional clinical supervision, both for their own well-being and to ensure safe and ethical practice. We also provide access to an Employee Assistance Programme for all staff, through our contract with Peninsula, which ensures that they can access professional support if required, confidentially, either via telephone or face-to-face. The professional support provided by Peninsula in respect of all HR matters has been invaluable to the Charity over the year.

Our Board, Chief Officers and management team are committed to providing an environment where good team relations can grow and flourish, and we are often told that New Pathways is like a big family. Whilst retaining this 'family feel' is a challenge as we continue to grow and diversify, we are nonetheless committed to working this way, and ensuring that our open-door approach means that anyone in the entire teams feels they can approach anyone or be approached by them and will find support.

Financial review



The charity continues to operate within an environment of limited resources and insecurities over funding. However, the Charity, with the aid of sound financial management and the support of its staff, Trustees and volunteers generated a very positive financial outcome for the period with a net increase in funds of £431,824 (2020: £719,236).

The material surplus this year as in previous years reflects deferred funding received for expenditure that extends beyond the existing financial year.

We aim to generate a continuing surplus, to meet our financial obligations now and in the future. To this end we continue to take a proactive approach to sourcing funds that support our primary core purposes and this is reflected in our healthy year-end financial position at the year end.

Income

New Pathways has continued to benefit from the support of many statutory and charitable bodies. Details of the amounts received are shown in Note 14 to the Financial Statements, Total Incoming Resources; funders are listed in our 'thank you' list on page 25.

Income in the year of £3,112,269 has increased by £434,852 in comparison to 2020 through increases in funding for core activities plus an increase of £78,458 in trading activities which is an income area we are focussing on for future expansion. Our grant income continues to benefit from our long-standing relationship with The National Lottery Community Fund (formerly Big Lottery) that has seen a commitment from the Fund to 2022, plus ongoing support from the Welsh Government and Crime Commissioners in Wales.

Reserves

During the last twelve months, the Trustees have adopted a more formalised policy for Reserves. The policy restates the existing approach of holding a level of reserves that they consider suitable to allow the Charity to meet its day-to-day requirements in order to ensure counselling and advocacy services for its users can be continued without interruption should any funding difficulties (or delays) be experienced. The Trustees have considered the sum of the risks outlined and believe that it is appropriate to maintain free reserves at a level that would support our operations for a six-month period. The 2020-21 targeted reserves were £535,879 (2020: £979,090). The actual free reserves were £532,714. (2020: £365,352). This increase represents the agreed policy of increasing the actual free reserves to the target level over a 5 year period.

The result for the year is comprised of the net movement in restricted and unrestricted funds. As can be seen on the SoFA, the level of restricted fund reserves at the year end was £1,899,815 (2020: £1,645,552).

The charity on its own generated a surplus of £431,824 (2020: £719,236).

The balance sheet for the charity is strong with there being net assets available of £2,881,054 (2020: £2,449,230). The strength of the balance sheet is largely underpinned by large cash balances available of £1,091,513 (2020: £870,080), together with substantial capital assets of £1,893,359 (2020: £1,743,876).

Designated funds

The charity has total designated funds of £448,525 (2020 £438,326). Details of these funds are included in Note 21 to the financial Statements. The following additional designated funds have been identified during the year: -

SV Services Shortfall (£56,234), to cover salary costs within the Wellbeing Service.

Marketing Shortfall (£15,750), to cover development and marketing of New Pathways' services

Rothbury Refurbishment (£55,000), to cover development of the Rothbury Premises.

Salary Uplift (80,000), to cover a salary uplift for all staff, as a result of a salary review.

Counselling Services Employment Costs (£38,000), to cover a currently unfunded Head of Therapeutic Services position.

Staff Training (£10,000), to invest in training needs across all staff.

Covid-19 Response (£50,000) to cover unexpected costs and long-term financial implications from the COVID-19 outbreak.

Financial Outlook

The Trustee Board has agreed the business and financial strategies and plans proposed by the Senior Leadership Team. An Annual Budget is produced and reviewed on a quarterly basis.

The Charity plans to continue its core activities outlined above in the forthcoming years, subject to satisfactory funding arrangements. We do, however, recognise the continuing challenges presented by reduced public sector investment in the voluntary sector, the overall economic position and the significant and increasing demand for our services.

The impact of COVID-19 has had a material impact on both the demand for our services and the form of delivery over the last financial year. We have been successful over the past 12 months in securing additional short term funding but the risk remains that this will impact on the availability of funding in the medium term.

Plans continue to be developed for a number of new initiatives including the establishment of a social enterprise, initially to deliver our training programme and to sell our children's book "Helping the Hare who Hurts". The social enterprise is planned to start trading in 2021/22 and will contribute to the increased trading income projected for that year.

These factors combine to put New Pathways in a strong position to continue and expand our work, with the continuing, vital support of our funders.

Statement of responsibilities of Trustees

The Trustees are responsible for preparing the Trustees' Annual Report and the Trustees (who are also the directors of New Pathways Family Friendly Therapeutic Centre of excellence for the purposes of company law) are responsible for preparing the Report of the Trustees 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, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- 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, which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Baker Knogle Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the board of Trustees, as the company directors on 23rd November 2021 and signed on the board's behalf by:



Allison Smith

Chair of Board of Trustees

Thank you

Regardless of the size of our organisation, we aim to keep New Pathways as one big family who all pull together to make a positive difference to people affected by rape and sexual abuse. Teamwork is the thing that makes this possible, and once again this year, we would like to thank each and every person in our team, including: -

- the amazing, talented people who have worked with us, sharing our passion and commitment to support people through the most difficult time in their lives.

- everyone who has volunteered their valuable time and skills to help the organisation go from strength to strength and help so many people each year.

- our funders, who have shared our vision and supported us financially, and without whom New Pathways could not continue to provide our vital, specialist services.

(For list of funders and supporters see page 20).

- our partners in other organisations and other sectors, who stand side by side with us to support our communities.

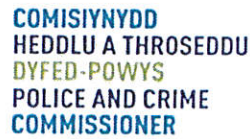
But above all else, thank you to those who have bravely come forward and sought help from New Pathways.

NEVER SUFFER IN SILENCE



We are fortunate to have many funders, supporters, and partners.

These are just a few:



REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE (REGISTERED NUMBER: 06701013)

Opinion

We have audited the financial statements of New Pathways Family Friendly Therapeutic Centre of excellence (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE (REGISTERED NUMBER: 06701013)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE (REGISTERED NUMBER: 06701013)

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

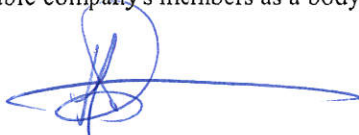
- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with the Officers and other management (as required by auditing standards).
- We had regard to laws and regulations in areas that directly affect the financial statements including financial reporting (including related trade union legislation) and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.
- With the exception of any known or possible non-compliance, and as required by auditing standards, our work in respect of these was limited to enquiry of the Officers.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- We addressed the risk of fraud through management override of controls, by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Huw Baker FCA (Senior Statutory Auditor)
for and on behalf of Baker Knogle Accountancy Limited
Chartered Accountants & Statutory Auditors
Orbit Business Centre
Merthyr Tydfil
CF48 1DL

Date: 23rd November 2021

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	4,030	759,250	763,280	383,809
Charitable activities					
SARC Operation	5	163,024	835,875	998,899	649,164
Counselling		22,751	885,466	908,217	1,363,951
Childrens Therapy		-	92,375	92,375	80,572
Anti Human Trafficking		-	41,304	41,304	54,504
Wellbeing Support Service		-	96,376	96,376	-
Other trading activities	3	178,814	32,384	211,198	132,740
Investment income	4	620	-	620	2,804
Other income	6	-	-	-	9,873
Total		369,239	2,743,030	3,112,269	2,677,417
EXPENDITURE ON					
Raising funds	7	9,369	7,730	17,099	16,968
Charitable activities					
SARC Operation	8	120,989	967,790	1,088,779	921,947
Counselling		55,771	1,271,909	1,327,680	881,515
Childrens Therapy		179	109,027	109,206	80,294
Anti Human Trafficking		-	41,304	41,304	57,457
Wellbeing Support Service		-	96,377	96,377	-
Total		186,308	2,494,137	2,680,445	1,958,181
NET INCOME		182,931	248,893	431,824	719,236
Transfers between funds	21	(5,368)	5,368	-	-
Net movement in funds		177,563	254,261	431,824	719,236
RECONCILIATION OF FUNDS					
Total funds brought forward		803,678	1,645,552	2,449,230	1,729,994
TOTAL FUNDS CARRIED FORWARD		981,241	1,899,813	2,881,054	2,449,230

The notes form part of these financial statements

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE (REGISTERED NUMBER: 06701013)**

**BALANCE SHEET
31 MARCH 2021**

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	15	1,893,359	1,743,876
CURRENT ASSETS			
Debtors	16	867,026	546,504
Cash at bank and in hand		1,091,513	870,080
		<u>1,958,539</u>	<u>1,416,584</u>
CREDITORS			
Amounts falling due within one year	17	(970,844)	(711,230)
		<u>987,695</u>	<u>705,354</u>
NET CURRENT ASSETS			
		<u>987,695</u>	<u>705,354</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>2,881,054</u>	<u>2,449,230</u>
NET ASSETS			
		<u>2,881,054</u>	<u>2,449,230</u>
FUNDS			
Unrestricted funds	21	981,239	803,678
Restricted funds		1,899,815	1,645,552
		<u>2,881,054</u>	<u>2,449,230</u>
TOTAL FUNDS			
		<u>2,881,054</u>	<u>2,449,230</u>

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 on23/11/2021..... and were signed on its behalf by:


.....
A Smith - Trustee

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	474,051	262,148
Net cash provided by operating activities		<u>474,051</u>	<u>262,148</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(253,238)	(660,417)
Interest received		620	2,804
Net cash used in investing activities		<u>(252,618)</u>	<u>(657,613)</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		221,433	(395,465)
Cash and cash equivalents at the end of the reporting period		<u>870,080</u>	<u>1,265,545</u>
Cash and cash equivalents at the end of the reporting period		<u>1,091,513</u>	<u>870,080</u>

The notes form part of these financial statements

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

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

1.	RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2021	2020
		£	£
	Net income for the reporting period (as per the Statement of Financial Activities)	431,824	719,236
	Adjustments for:		
	Depreciation charges	103,755	82,856
	Interest received	(620)	(2,804)
	(Increase)/decrease in debtors	(320,522)	12,421
	Increase/(decrease) in creditors	259,614	(549,561)
	Net cash provided by operations	<u>474,051</u>	<u>262,148</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/20	Cash flow	At 31/3/21
	£	£	£
Net cash			
Cash at bank and in hand	870,080	221,433	1,091,513
	<u>870,080</u>	<u>221,433</u>	<u>1,091,513</u>
Debt			
Debts falling due within 1 year	-	(18,750)	(18,750)
	<u>-</u>	<u>(18,750)</u>	<u>(18,750)</u>
Total	<u>870,080</u>	<u>202,683</u>	<u>1,072,763</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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.

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 incorporated charity is registered in England and Wales.

Income

All 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.

The following specific policies are applied:

Voluntary Income

Voluntary income is income received by way of grants, gifts or donation. These are included in full on receipt unless it is subject to a condition when it is treated as deferred income.

Deferred Income

Income or grants received in advance are held as deferred income and carried forward to future accounting periods to be released when the defined purpose of the work or project have been completed, approved or certified.

Gifts in Kind

Gifts in kind are included in the income and expenditure account where they are applied in carrying out charitable activities, where the company would otherwise have to purchase the donated facility and the benefit is both quantifiable and material. The quantifiable benefit is shown as both incoming and expended resources within the appropriate funds. Where the gift is an asset it is treated as income and taken to stock or fixed assets as appropriate.

The value of services provided by volunteers is not quantified.

Investment Income

Investment income is included when receivable.

Trading Income

Trading Income is recognised when earned.

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.

Expenditure includes any VAT which cannot be fully recovered.

Costs of Raising Funds

Costs of generating funds include the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES - continued

Expenditure

Charitable Expenditure

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

Governance Costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees, costs relating to the strategic management of the charity, management of assets and organisational administration.

All Expenditure

All expenditure is allocated between the categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between categories on a basis that fairly reflects 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% on cost
Improvements to property	- 10% on cost
Plant and machinery	- 20% on cost

Taxation

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

Fund accounting

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

Restricted funds 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.

Pension costs and other post-retirement benefits

The charitable company makes pension contributions into employees personal pension schemes. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

Leased Assets

Fixed assets acquired under finance leases are included in the balance sheet at historic cost less accumulated depreciation. The present value of future rentals is shown as a liability. Interest payable in each period is charged as an expended resource in proportion to the amount outstanding under the lease. Operating lease rentals are charged as expended resources as incurred.

Tangible assets

Tangible fixed assets are included in the balance sheet at historic cost less accumulated depreciation. Grant receipts which fund fixed asset acquisitions are taken to restricted funds and the appropriate depreciation charge is made against those funds over the expected useful life of the asset.

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.

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

1. ACCOUNTING POLICIES - continued

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	104,024	109,982
Grants	659,256	273,827
	763,280	383,809
	763,280	383,809

£659,256 (2020: £273,827) of government grants were received for the support of the core activities of the charity.

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

	2021	2020
	£	£
Welsh Assembly Government	174,320	73,000
Ministry of Justice	484,936	200,827
	659,256	273,827
	659,256	273,827

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Training Income	211,198	132,740
	211,198	132,740

4. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	620	2,804
	620	2,804

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

5. INCOME FROM CHARITABLE ACTIVITIES

		2021	2020
	Activity	£	£
SARC Operation	SARC Operation	998,899	649,164
SARC Operation	Counselling	89,837	4,726
Counselling	Counselling	818,380	1,359,225
Childrens Therapy	Childrens Therapy	92,375	80,572
Anti Human Trafficking	Anti Human Trafficking	41,304	54,504
Wellbeing Support Service	Wellbeing Support Service	96,376	-
		<u>2,137,171</u>	<u>2,148,191</u>

6. OTHER INCOME

	2021	2020
	£	£
Other income	-	9,873
	<u>-</u>	<u>9,873</u>

7. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Staff costs	17,099	16,968
	<u>17,099</u>	<u>16,968</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
SARC Operation	1,038,048	50,731	1,088,779
Counselling	1,282,869	44,811	1,327,680
Childrens Therapy	109,206	-	109,206
Anti Human Trafficking	41,304	-	41,304
Wellbeing Support Service	96,377	-	96,377
	<u>2,567,804</u>	<u>95,542</u>	<u>2,663,346</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

9. SUPPORT COSTS

	Human resources £	Governance costs £	Totals £
SARC Operation	46,443	4,288	50,731
Counselling	37,710	7,101	44,811
	<u>84,153</u>	<u>11,389</u>	<u>95,542</u>

Support costs have been apportioned on an unrestricted core wages cost activity basis and on percentage allocation which is considered appropriate for the charitable activity undertaken.

10. NET INCOME/(EXPENDITURE)

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

	2021 £	2020 £
Auditors' remuneration	7,101	6,726
Depreciation - owned assets	103,755	82,856
	<u>110,856</u>	<u>89,582</u>

Auditors' remuneration is analysed as follows:

	£	£
Fees payable to the charity's auditors for the audit of the charity's financial statements	2,550	2,496
Fees payable to the charity's auditors' in relation to other accountancy services provided to the charity	4,551	4,230
	<u>7,101</u>	<u>6,726</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

12. STAFF COSTS

	2021 £	2020 £
Wages and salaries	1,688,049	1,324,561
Other pension costs	113,276	87,969
	<u>1,801,325</u>	<u>1,412,530</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

12. STAFF COSTS - continued

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

	2021	2020
SARCS	42	41
Counselling	16	20
Childrens Therapy	6	8
Administration and management	13	15
Human Trafficking	1	-
Training	4	-
Wellbeing Support Service	11	-
	<u>93</u>	<u>84</u>

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

The charity contributes to employees' own personal pension scheme. The pension cost charge represents contributions paid by the company to the individual schemes.

Included within the wages and salaries cost is £120,506 relating to Social Security Costs (2020: £90,826).

The key management personnel of the charity comprise the Chief Executive Officer and the Deputy Chief Executive Officer. The total employee benefits of the key personnel of the charity were £112,822 (2020: £112,650).

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	109,983	273,826	383,809
Charitable activities			
SARC Operation	132,188	516,976	649,164
Counselling	21,939	1,342,012	1,363,951
Childrens Therapy	291	80,281	80,572
Anti Human Trafficking	-	54,504	54,504
Other trading activities	132,740	-	132,740
Investment income	2,804	-	2,804
Other income	6,131	3,742	9,873
Total	<u>406,076</u>	<u>2,271,341</u>	<u>2,677,417</u>
EXPENDITURE ON			
Raising funds	-	16,968	16,968
Charitable activities			
SARC Operation	200,526	721,421	921,947
Counselling	79,575	801,940	881,515
Childrens Therapy	13	80,281	80,294
Anti Human Trafficking	-	57,457	57,457
Total	<u>280,114</u>	<u>1,678,067</u>	<u>1,958,181</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	125,962	593,274	719,236
RECONCILIATION OF FUNDS			
Total funds brought forward	677,719	1,052,275	1,729,994
TOTAL FUNDS CARRIED FORWARD	803,681	1,645,549	2,449,230

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

14. TOTAL INCOMING RESOURCES

	2021	2020
	£	£
Welsh Government	384,245	443,950
Big Lottery SURE for Mental Health (0010091514)	190,678	161,951
Big Lottery Fund (0010269961) Cardiff	-	106,686
South Wales Police	100,000	100,000
Gwent Police (Risca)	48,148	51,328
Gwent Police Crime Commissioner	343,719	182,357
Gwent PCC CSA	-	-
Dyfed Powys Police Crime Commissioner	232,745	136,570
South Wales Police Crime Commissioner	294,991	154,727
CF in Wales SWPCC	16,559	30,874
Big Lottery Event	-	-
BBC Children in Need	49,990	43,727
Esmee Fairbairn	35,960	54,504
CwmTawe	-	-
Prison Service	21,121	21,697
TEDS	-	75,000
Local Health Boards	143,152	138,188
GSK Impact Awards	-	30,000
Carmarthenshire County Council	44,823	3,742
Cardiff County Council	40,350	-
Newport County Council	73,456	-
Ceredigion County Council	42,311	-
Other Sources	1,135	7,923
Seren Mor Consortium	13,384	-
Training Income	178,814	132,740
WCVA Volunteering in Wales Fund	-	20,000
Lloyds Bank Foundation	-	10,613
WCVA	154,401	-
Moondance Foundation	80,000	562,226
Other Donations and Fund Raising	4,031	4,983
Bank interest	620	2,804
Ministry of Justice	484,936	200,827
Safer Merthyr Tydfil	32,700	-
Barclays 100 x 100 UK Covid 19 Community Relief Fund	100,000	-
Total Incoming Resources	3,112,269	2,677,417

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

15. TANGIBLE FIXED ASSETS

	Freehold property £	Long leasehold £	Improvements to property £	Plant and machinery £	Totals £
COST					
At 1 April 2020	1,219,386	335,000	490,135	632,991	2,677,512
Additions	-	-	208,246	44,992	253,238
Disposals	-	-	(81,449)	(135,056)	(216,505)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	1,219,386	335,000	616,932	542,927	2,714,245
DEPRECIATION					
At 1 April 2020	42,122	6,700	328,304	556,510	933,636
Charge for year	17,838	6,700	46,742	32,475	103,755
Eliminated on disposal	-	-	(81,449)	(135,056)	(216,505)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	59,960	13,400	293,597	453,929	820,886
NET BOOK VALUE					
At 31 March 2021	<u>1,159,426</u>	<u>321,600</u>	<u>323,335</u>	<u>88,998</u>	<u>1,893,359</u>
At 31 March 2020	<u>1,177,264</u>	<u>328,300</u>	<u>161,831</u>	<u>76,481</u>	<u>1,743,876</u>

A charge over the property, Unit 3 Langdon House, Langdon Road, Swansea SA1 8QY, is held by The Welsh Ministers as a result of the funds provided for the property purchase.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	385,223	74,338
Amounts owed by group undertakings	148,696	57,277
Grants receivable	328,240	397,890
Prepayments	4,867	16,999
	<hr/>	<hr/>
	<u>867,026</u>	<u>546,504</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Other loans (see note 18)	18,750	-
Trade creditors	261,428	154,892
Social security and other taxes	-	26,075
Other creditors	21,317	9,467
Accrued expenses	30,030	31,290
Deferred income	639,319	489,506
	<u>970,844</u>	<u>711,230</u>

Deferred Income

	2021	2020
	£	£
Opening balance	489,506	1,061,465
Movement in the period	149,813	(571,959)
Deferred income carried forward	<u>639,319</u>	<u>489,506</u>

Deferred income represents income received from contributing agencies where the contribution was restricted to a fixed time period project which extends beyond the current financial year. Income is deferred on the basis that the contribution was to the project as a whole, the time period of the project was fully disclosed to the contributing agencies and that time period is certain.

The deferred income carried forward is analysed as follows:

	2021	2020
	£	£
Esmee Fairbairn	-	11,960
WCVA Recovery Fund	83,126	-
Big Lottery SURE for Mental Health (0010091514)	17,489	16,033
CF in Wales SWPCC Grant	-	1,649
Social Care Wales (Phase 2)	-	10,958
Moondance Covid 19	82,411	-
Community Fund for Food	8,740	8,740
Moondance Foundation	435,774	435,774
Unrestricted Training income	11,779	-
BBC CIN	-	4,392
	<u>639,319</u>	<u>489,506</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

18. LOANS

An analysis of the maturity of loans is given below:

	2021 £	2020 £
Amounts falling due within one year on demand:		
Other loans	18,750	-
	<u>18,750</u>	<u>-</u>

19. LEASING AGREEMENTS

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

	2021 £	2020 £
Within one year	28,555	28,555
Between one and five years	90,379	118,935
	<u>118,934</u>	<u>147,490</u>

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fixed assets	93,544	1,799,815	1,893,359	1,743,878
Net current assets	887,695	100,000	987,695	705,352
	<u>981,239</u>	<u>1,899,815</u>	<u>2,881,054</u>	<u>2,449,230</u>

Analysis of Reserves

	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Amounts set aside to writedown fixed assets	93,544	1,799,815	1,893,359	1,743,878
Other designated and restricted funds	354,984	100,000	454,984	340,000
Free Reserves	532,711	-	532,711	365,352
	<u>981,239</u>	<u>1,899,815</u>	<u>2,881,054</u>	<u>2,449,230</u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	365,352	187,714	(20,352)	532,714
Designated Fund	98,326	(4,785)	-	93,541
SARC Shortfall Fund	20,000	-	-	20,000
Overheads/Legal Costs Shortfall Fund	60,000	-	(30,000)	30,000
Gwent Services Shortfall Fund	55,000	-	(55,000)	-
Covid-19 Response	150,000	-	(100,000)	50,000
Cardiff Services	55,000	-	(55,000)	-
SV Services Shortfall	-	-	56,234	56,234
Marketing Shortfall	-	-	15,750	15,750
Rothbury Refurbishment	-	-	55,000	55,000
Counselling Services Employment Costs	-	-	38,000	38,000
Salary Uplift	-	-	80,000	80,000
Staff Training	-	-	10,000	10,000
	803,678	182,929	(5,368)	981,239
Restricted funds				
Restricted fixed assets	8,930	(8,928)	(2)	-
WG Newport Asset Fund	11,536	(2,884)	-	8,652
The Big Lottery Fund (AFW/1/010472202)				
Awards for All Asset Fund	1,187	(297)	-	890
WG Additional 2015/2016 Asset Fund	3,841	(961)	-	2,880
WG Cardiff Office Asset Fund	297,600	(3,200)	-	294,400
Norfolk PCC Asset Fund	1,873	(468)	-	1,405
C Daws Asset Fund	263	(262)	(1)	-
Dyfed Powys PCC Asset Fund	10,002	(2,501)	-	7,501
Big Lottery Asset Fund (0010269961)				
Cardiff	128,143	(3,710)	-	124,433
WG DASG Fixed Assets	27,936	(6,984)	-	20,952
Cwmtawe Fund	-	(5,371)	5,371	-
Big Lottery SURE for Mental Health (0010091514) Asset Fund	1,013	(254)	-	759
Core Services Fixed Assets	1,322	(330)	-	992
ABMU ICF Refurb Swansea Asset Fund	156,433	(17,872)	-	138,561
WG Capital 18/19 Swansea Asset Fund	335,056	(8,389)	-	326,667
MOJ South Wales	-	41,948	(41,948)	-
MOJ Dyfed Powys	-	29,470	(29,470)	-
Moondance Foundation Asset Fund	435,034	(5,351)	-	429,683
WG Rothbury Asset Fund	225,383	(4,508)	-	220,875
WCVA Third Sector Resilience Fund for Wales	-	53,815	(53,815)	-
WG Capital Gazebo/Swansea Door/Rothbury	-	33,447	(33,447)	-
Aberystwyth VAWDASV Court Room	-	34,117	(34,117)	-
Newport VAWDASV Court Room	-	15,449	(15,449)	-
WG Colposcopes	-	44,992	(44,992)	-
Restricted Property Improvements Asset Fund	-	(20,825)	208,246	187,421
WG Colposcopes Asset Fund	-	(11,248)	44,992	33,744
Barclays 100 x 100 UK Covid 19 Community Relief Fund	-	100,000	-	100,000
	1,645,552	248,895	5,368	1,899,815

NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
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NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

TOTAL FUNDS	2,449,230	431,824	-	2,881,054
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**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. 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	369,237	(181,523)	187,714
Designated Fund	-	(4,785)	(4,785)
	<hr/>	<hr/>	<hr/>
	369,237	(186,308)	182,929
Restricted funds			
Core Services Fund	174,320	(174,320)	-
Merthyr Tydfil SARC	24,750	(24,750)	-
Restricted fixed assets	-	(8,928)	(8,928)
Carmarthen SARC	31,000	(31,000)	-
Swansea SARC	35,250	(35,250)	-
WG Newport Asset Fund	-	(2,884)	(2,884)
Children in Need	49,990	(49,990)	-
WG (Rent)	24,000	(24,000)	-
The Big Lottery Fund (AFW/1/010472202)			
Awards for All Asset Fund	-	(297)	(297)
Dyfed-Powys PCC	191,798	(191,798)	-
WG Additional 2015/2016 Asset Fund	(1)	(960)	(961)
WG Cardiff Office Asset Fund	-	(3,200)	(3,200)
Norfolk PCC Asset Fund	-	(468)	(468)
C Daws Asset Fund	-	(262)	(262)
Dyfed Powys PCC Asset Fund	(1)	(2,500)	(2,501)
South Wales PCC	189,681	(189,681)	-
Big Lottery Asset Fund (0010269961)			
Cardiff	-	(3,710)	(3,710)
WG DASG Fixed Assets	(1)	(6,983)	(6,984)
Cwmtawe Fund	-	(5,371)	(5,371)
Esmee Fairbairn	35,960	(35,960)	-
CF in Wales SWPCC	16,559	(16,559)	-
Big Lottery SURE for Mental Health (0010091514) Asset Fund	(1)	(253)	(254)
Core Services Fixed Assets	1	(331)	(330)
ABMU ICF Refurb Swansea Asset Fund	-	(17,872)	(17,872)
WG Capital 18/19 Swansea Asset Fund	-	(8,389)	(8,389)
National Lottery Community Fund (SURE)	159,478	(159,478)	-
MOJ South Wales	326,466	(284,518)	41,948
MOJ Dyfed Powys	158,470	(129,000)	29,470
Gwent PCC 2019 onwards	371,547	(371,547)	-
Moondance Foundation Asset Fund	-	(5,351)	(5,351)
WG Rothbury Asset Fund	-	(4,508)	(4,508)
Moondance Covid 19	80,000	(80,000)	-
Community Fund Counselling	31,200	(31,200)	-
Gwent PCC (Covid Tablets)	1,000	(1,000)	-
WCVA VSEF Small Grant	81,545	(81,545)	-
Seren Mor Consortium	13,384	(13,384)	-
WG Covid 19	44,417	(44,417)	-
Carmarthenshire County Council (WG Capital)	3,092	(3,092)	-
Gwent PCC Covid 19	44,320	(44,320)	-
Dyfed Powys PCC Covid 19	40,947	(40,947)	-
SWPCC Covid 19	71,280	(71,280)	-

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued			
WCVA Third Sector Resilience Fund for Wales	56,250	(2,435)	53,815
WG Capital Gazebo/Swansea Door/Rothbury	44,329	(10,882)	33,447
SMT VAWDASV	32,700	(32,700)	-
Mid & West Wales VAWDASV	39,400	(39,400)	-
Cardiff VAWDASV	40,350	(40,350)	-
Newport VAWDASV	50,350	(50,350)	-
WCVA Recovery Fund	16,606	(16,606)	-
WG Cardiff Storm Damage Repair Fund	5,755	(5,755)	-
Aberystwyth VAWDASV Court Room	42,311	(8,194)	34,117
Newport VAWDASV Court Room	23,106	(7,657)	15,449
WG Colposcopes	49,998	(5,006)	44,992
WG Furniture Rothbury	41,426	(41,426)	-
Restricted Property Improvements Asset Fund	-	(20,825)	(20,825)
WG Colposcopes Asset Fund	-	(11,248)	(11,248)
Barclays 100 x 100 UK Covid 19 Community Relief Fund	100,000	-	100,000
	<u>2,743,032</u>	<u>(2,494,137)</u>	<u>248,895</u>
TOTAL FUNDS	<u><u>3,112,269</u></u>	<u><u>(2,680,445)</u></u>	<u><u>431,824</u></u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/20 £
Unrestricted funds				
General fund	408,677	141,675	(185,000)	365,352
Designated Fund	114,042	(15,716)	-	98,326
SARC Shortfall Fund	20,000	-	-	20,000
Cardiff Refurbishment	20,000	-	(20,000)	-
Overheads/Legal Costs Shortfall Fund	85,000	-	(25,000)	60,000
Gwent Services Shortfall Fund	30,000	-	25,000	55,000
Covid-19 Response	-	-	150,000	150,000
Cardiff Services	-	-	55,000	55,000
	<u>677,719</u>	<u>125,959</u>	<u>-</u>	<u>803,678</u>
Restricted funds				
Property Improvements Fund	1	(1)	-	-
Restricted fixed assets	17,858	(8,928)	-	8,930
WG Newport Asset Fund	15,381	(3,845)	-	11,536
The Big Lottery Fund (AFW/1/010472202)				
Awards for All Asset Fund	1,582	(395)	-	1,187
WG Refurbishment Grant Asset Fund	4,190	(4,190)	-	-
Moondance foundation	-	435,034	(435,034)	-
WG Additional 2015/2016 Asset Fund	5,121	(1,280)	-	3,841
WG Cardiff Office Asset Fund	300,800	(3,200)	-	297,600
Norfolk PCC Asset Fund	2,497	(624)	-	1,873
C Daws Asset Fund	351	(88)	-	263
Dyfed Powys PCC Asset Fund	13,336	(3,334)	-	10,002
Big Lottery Asset Fund (0010269961)				
Cardiff	132,191	(4,048)	-	128,143
WG DASG Fixed Assets	37,247	(9,311)	-	27,936
Big Lottery SURE for Mental Health (0010091514) Asset Fund	1,350	(337)	-	1,013
Core Services Fixed Assets	1,763	(441)	-	1,322
ABMU ICF Refurb Swansea Asset Fund	174,599	(18,166)	-	156,433
WG Capital 18/19 Swansea Asset Fund	344,008	(8,952)	-	335,056
WG Rothbury	-	225,383	(225,383)	-
Moondance Foundation Asset Fund	-	-	435,034	435,034
WG Rothbury Asset Fund	-	-	225,383	225,383
	<u>1,052,275</u>	<u>593,277</u>	<u>-</u>	<u>1,645,552</u>
TOTAL FUNDS	<u><u>1,729,994</u></u>	<u><u>719,236</u></u>	<u><u>-</u></u>	<u><u>2,449,230</u></u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. 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	406,075	(264,400)	141,675
Designated Fund	-	(15,716)	(15,716)
	<u>406,075</u>	<u>(280,116)</u>	<u>125,959</u>
Restricted funds			
Core Services Fund	73,000	(73,000)	-
Property Improvements Fund	-	(1)	(1)
Merthyr Tydfil SARC	18,000	(18,000)	-
Restricted fixed assets	-	(8,928)	(8,928)
Carmarthen SARC	31,000	(31,000)	-
Swansea SARC	37,000	(37,000)	-
The Lloyds Foundation	10,612	(10,612)	-
WG Newport Asset Fund	-	(3,845)	(3,845)
Children in Need	43,727	(43,727)	-
WG (Rent)	24,000	(24,000)	-
The Big Lottery Fund (AFW/1/010472202)			
Awards for All Asset Fund	1	(396)	(395)
WG Refurbishment Grant Asset Fund	-	(4,190)	(4,190)
Moondance foundation	562,226	(127,192)	435,034
Dyfed-Powys PCC	140,312	(140,312)	-
WG Additional 2015/2016 Asset Fund	-	(1,280)	(1,280)
WG Cardiff Office Asset Fund	-	(3,200)	(3,200)
Norfolk PCC Asset Fund	-	(624)	(624)
C Daws Asset Fund	(1)	(87)	(88)
Dyfed Powys PCC Asset Fund	-	(3,334)	(3,334)
South Wales PCC	149,727	(149,727)	-
Big Lottery Fund (0010269961) Cardiff	106,686	(106,686)	-
Big Lottery Asset Fund (0010269961) Cardiff	(1)	(4,047)	(4,048)
WG DASG Fixed Assets	-	(9,311)	(9,311)
Esmee Fairbairn	54,504	(54,504)	-
CF in Wales SWPCC	30,874	(30,874)	-
Big Lottery SURE for Mental Health (0010091514) Asset Fund	1	(338)	(337)
Core Services Fixed Assets	-	(441)	(441)
ABMU ICF Refurb Swansea Asset Fund	-	(18,166)	(18,166)
WG Capital 18/19 Swansea Asset Fund	-	(8,952)	(8,952)
National Lottery Community Fund (SURE)	161,951	(161,951)	-
WCVA Volunteer Project	20,000	(20,000)	-
MOJ South Wales	134,000	(134,000)	-
MOJ Dyfed Powys	66,827	(66,827)	-
Gwent PCC 2019 onwards	258,685	(258,685)	-
Community Fund Food For Mood	1,260	(1,260)	-
WG -IT 19/20	11,777	(11,777)	-
WG Rothbury	241,095	(15,712)	225,383
WG Cardiff Decoration	9,912	(9,912)	-
WG Merthyr Decoration	4,726	(4,726)	-
WG CYP Equipment	3,926	(3,926)	-
WG SV Intervention 19/20	55,000	(55,000)	-
WG Additional Resource 19/20	20,515	(20,515)	-

NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

21. MOVEMENT IN FUNDS - continued

	<u>2,271,342</u>	<u>(1,678,065)</u>	<u>593,277</u>
TOTAL FUNDS	<u><u>2,677,417</u></u>	<u><u>(1,958,181)</u></u>	<u><u>719,236</u></u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

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

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	408,677	329,389	(205,352)	532,714
Designated Fund	114,042	(20,501)	-	93,541
SARC Shortfall Fund	20,000	-	-	20,000
Cardiff Refurbishment	20,000	-	(20,000)	-
Overheads/Legal Costs Shortfall Fund	85,000	-	(55,000)	30,000
Gwent Services Shortfall Fund	30,000	-	(30,000)	-
Covid-19 Response	-	-	50,000	50,000
SV Services Shortfall	-	-	56,234	56,234
Marketing Shortfall	-	-	15,750	15,750
Rothbury Refurbishment	-	-	55,000	55,000
Counselling Services Employment Costs	-	-	38,000	38,000
Salary Uplift	-	-	80,000	80,000
Staff Training	-	-	10,000	10,000
	<u>677,719</u>	<u>308,888</u>	<u>(5,368)</u>	<u>981,239</u>
Restricted funds				
Property Improvements Fund	1	(1)	-	-
Restricted fixed assets	17,858	(17,856)	(2)	-
WG Newport Asset Fund	15,381	(6,729)	-	8,652
The Big Lottery Fund (AFW/1/010472202)				
Awards for All Asset Fund	1,582	(692)	-	890
WG Refurbishment Grant Asset Fund	4,190	(4,190)	-	-
Moondance foundation	-	435,034	(435,034)	-
WG Additional 2015/2016 Asset Fund	5,121	(2,241)	-	2,880
WG Cardiff Office Asset Fund	300,800	(6,400)	-	294,400
Norfolk PCC Asset Fund	2,497	(1,092)	-	1,405
C Daws Asset Fund	351	(350)	(1)	-
Dyfed Powys PCC Asset Fund	13,336	(5,835)	-	7,501
Big Lottery Asset Fund (0010269961)				
Cardiff	132,191	(7,758)	-	124,433
WG DASG Fixed Assets	37,247	(16,295)	-	20,952
Cwmtawe Fund	-	(5,371)	5,371	-
Big Lottery SURE for Mental Health				
(0010091514) Asset Fund	1,350	(591)	-	759
Core Services Fixed Assets	1,763	(771)	-	992
ABMU ICF Refurb Swansea Asset Fund	174,599	(36,038)	-	138,561
WG Capital 18/19 Swansea Asset Fund	344,008	(17,341)	-	326,667
MOJ South Wales	-	41,948	(41,948)	-
MOJ Dyfed Powys	-	29,470	(29,470)	-
WG Rothbury	-	225,383	(225,383)	-
Moondance Foundation Asset Fund	-	(5,351)	435,034	429,683
WG Rothbury Asset Fund	-	(4,508)	225,383	220,875
WCVA Third Sector Resilience Fund for				
Wales	-	53,815	(53,815)	-
WG Capital Gazebo/Swansea				
Door/Rothbury	-	33,447	(33,447)	-
Aberystwyth VAWDASV Court Room	-	34,117	(34,117)	-
Newport VAWDASV Court Room	-	15,449	(15,449)	-
WG Colposcopes	-	44,992	(44,992)	-

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Restricted Property Improvements Asset Fund	-	(20,825)	208,246	187,421
WG Colposcopes Asset Fund	-	(11,248)	44,992	33,744
Barclays 100 x 100 UK Covid 19 Community Relief Fund	-	100,000	-	100,000
	<u>1,052,275</u>	<u>842,172</u>	<u>5,368</u>	<u>1,899,815</u>
TOTAL FUNDS	<u><u>1,729,994</u></u>	<u><u>1,151,060</u></u>	<u><u>-</u></u>	<u><u>2,881,054</u></u>

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. 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	775,312	(445,923)	329,389
Designated Fund	-	(20,501)	(20,501)
	<hr/>	<hr/>	<hr/>
	775,312	(466,424)	308,888
Restricted funds			
Core Services Fund	247,320	(247,320)	-
Property Improvements Fund	-	(1)	(1)
Merthyr Tydfil SARC	42,750	(42,750)	-
Restricted fixed assets	-	(17,856)	(17,856)
Carmarthen SARC	62,000	(62,000)	-
Swansea SARC	72,250	(72,250)	-
The Lloyds Foundation	10,612	(10,612)	-
WG Newport Asset Fund	-	(6,729)	(6,729)
Children in Need	93,717	(93,717)	-
WG (Rent)	48,000	(48,000)	-
The Big Lottery Fund (AFW/1/010472202)			
Awards for All Asset Fund	1	(693)	(692)
WG Refurbishment Grant Asset Fund	-	(4,190)	(4,190)
Moondance foundation	562,226	(127,192)	435,034
Dyfed-Powys PCC	332,110	(332,110)	-
WG Additional 2015/2016 Asset Fund	(1)	(2,240)	(2,241)
WG Cardiff Office Asset Fund	-	(6,400)	(6,400)
Norfolk PCC Asset Fund	-	(1,092)	(1,092)
C Daws Asset Fund	(1)	(349)	(350)
Dyfed Powys PCC Asset Fund	(1)	(5,834)	(5,835)
South Wales PCC	339,408	(339,408)	-
Big Lottery Fund (0010269961) Cardiff	106,686	(106,686)	-
Big Lottery Asset Fund (0010269961) Cardiff	(1)	(7,757)	(7,758)
WG DASG Fixed Assets	(1)	(16,294)	(16,295)
Cwmtawe Fund	-	(5,371)	(5,371)
Esmee Fairbairn	90,464	(90,464)	-
CF in Wales SWPCC	47,433	(47,433)	-
Big Lottery SURE for Mental Health (0010091514) Asset Fund	-	(591)	(591)
Core Services Fixed Assets	1	(772)	(771)
ABMU ICF Refurb Swansea Asset Fund	-	(36,038)	(36,038)
WG Capital 18/19 Swansea Asset Fund	-	(17,341)	(17,341)
National Lottery Community Fund (SURE)	321,429	(321,429)	-
WCVA Volunteer Project	20,000	(20,000)	-
MOJ South Wales	460,466	(418,518)	41,948
MOJ Dyfed Powys	225,297	(195,827)	29,470
Gwent PCC 2019 onwards	630,232	(630,232)	-
Community Fund Food For Mood	1,260	(1,260)	-
WG -IT 19/20	11,777	(11,777)	-
WG Rothbury	241,095	(15,712)	225,383
WG Cardiff Decoration	9,912	(9,912)	-
WG Merthyr Decoration	4,726	(4,726)	-
WG CYP Equipment	3,926	(3,926)	-

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

WG SV Intervention 19/20	55,000	(55,000)	-
WG Additional Resource 19/20	20,515	(20,515)	-
Moondance Foundation Asset Fund	-	(5,351)	(5,351)
WG Rothbury Asset Fund	-	(4,508)	(4,508)
Moondance Covid 19	80,000	(80,000)	-
Community Fund Counselling	31,200	(31,200)	-
Gwent PCC (Covid Tablets)	1,000	(1,000)	-
WCVA VSEF Small Grant	81,545	(81,545)	-
Seren Mor Consortium	13,384	(13,384)	-
WG Covid 19	44,417	(44,417)	-
Carmarthenshire County Council (WG Capital)	3,092	(3,092)	-
Gwent PCC Covid 19	44,320	(44,320)	-
Dyfed Powys PCC Covid 19	40,947	(40,947)	-
SWPCC Covid 19	71,280	(71,280)	-
WCVA Third Sector Resilience Fund for Wales	56,250	(2,435)	53,815
WG Capital Gazebo/Swansea Door/Rothbury	44,329	(10,882)	33,447
SMT VAWDASV	32,700	(32,700)	-
Mid & West Wales VAWDASV	39,400	(39,400)	-
Cardiff VAWDASV	40,350	(40,350)	-
Newport VAWDASV	50,350	(50,350)	-
WCVA Recovery Fund	16,606	(16,606)	-
WG Cardiff Storm Damage Repair Fund	5,755	(5,755)	-
Aberystwyth VAWDASV Court Room	42,311	(8,194)	34,117
Newport VAWDASV Court Room	23,106	(7,657)	15,449
WG Colposcopes	49,998	(5,006)	44,992
WG Furniture Rothbury	41,426	(41,426)	-
Restricted Property Improvements Asset Fund	-	(20,825)	(20,825)
WG Colposcopes Asset Fund	-	(11,248)	(11,248)
Barclays 100 x 100 UK Covid 19 Community Relief Fund	100,000	-	100,000
	<u>5,014,374</u>	<u>(4,172,202)</u>	<u>842,172</u>
TOTAL FUNDS	<u><u>5,789,686</u></u>	<u><u>(4,638,626)</u></u>	<u><u>1,151,060</u></u>

Transfers between funds

Transfers between funds arise where unrestricted funds have been used to fund shortfalls in restricted funds and to reallocate fixed assets purchased out of restricted funds to the Restricted Fixed Asset Fund. The free reserves are available to provide funds to cashflow projects funded on a retrospective basis and are available with the approval of the trustees to fund any expenditure on projects or expenses which fall within the organisations general aims and objectives. They are accumulated in accordance with the reserve policy as stated in the Trustees Report.

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Transfers between funds - continued

Analysis of Designated Funds

	2021	2020
	£	£
Unamortised fixed assets	93,541	98,326
SARC Shortfall Fund	20,000	20,000
Gwent Services Shortfall Fund	-	55,000
Overheads Shortfall Fund	30,000	60,000
Cardiff Services Shortfall Fund	-	55,000
SV Services Shortfall	56,234	-
Marketing Shortfall	15,750	-
Rothbury Refurbishment	55,000	-
Salary Uplift	80,000	-
Counselling Services Employment Costs	38,000	-
Staff Training	10,000	-
Covid-19 Response	50,000	150,000
	448,525	438,326
	448,525	438,326

Designated fixed assets fund represent the amounts set aside to write down the remaining net book value of fixed assets held against unrestricted funds.

The SARC Shortfall Fund represents amounts put aside to cover any unforeseen funding shortfall against SARC activities.

The Overheads Shortfall Fund represents amounts put aside to cover any unforeseen funding shortfall against general overheads.

Gwent Services Shortfall Fund represents amounts put aside to cover any unforeseen funding shortfall against services provided in the Gwent area.

Cardiff Services Shortfall Fund represents amounts put aside to cover known remedial building work at the Cardiff office, together with allocating some funds to cover the possibility of a wages funding shortfall due to the ending of a Lottery application.

Covid-19 Response Fund represents amounts set aside for unexpected costs resulting from the Covid-19 outbreak and long term unknown financial effects.

Activities undertaken within each major restricted fund

The restricted funds of the charity have been applied during the year or are held for future expenditure in the following areas:

Core Service Fund

This is funded by the Welsh Assembly Government and Ministry of Justice to support the core funding of New Pathways by covering 75% salary costs for the manager, administration officer and supervisors. It also helps cover volunteer cost, audit fees and premises expenses.

SARC Funds

The organisation operates a number of SARCs across Wales, these provide a local and responsive service in each area supported by the Police Services, the Welsh Assembly Government and the Home Office.

Asset Funds

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Transfers between funds - continued

These represent assets purchased using specific restricted funding which are used for the general operation of the organisation.

Big Lottery SURE for Mental Health (0010091514)

To provide SURE for Mental Health training across Wales.

Gwent PCC 2019 onwards

To provide victims support services throughout Gwent.

Dyfed Powys PCC

The provision of sexual abuse support services.

South Wales PCC

The provision of sexual abuse support services.

Cwmtawe Fund

Childrens and young peoples counselling service in the Cwmtawe cluster GP network.

Esmee Fairbairn

To provide specialist support staff who work directly with victims of human trafficking, modern day slavery and sexual exploitation and also influence practice across Wales (the LIBERATE) project.

CF in Wales SWPCC

To provide specialised art psychotherapy in the South Wales area.

BBC Children in Need

Provides counselling services for Children and Young People up to the age of 18 years across New Pathways' offices.

MOJ South Wales

To support the core funding of New Pathways in the South Wales Region.

MOJ Dyfed Powys

To support the core funding of New Pathways in the Dyfed Powys Region.

Moondance Covid 19

To provide essential counselling and Wellbeing Support Services needed during the Covid-19 pandemic.

Community Fund Counselling

To provide essential counselling sessions during the Covid-19 pandemic.

Gwent PCC (Covid Tablets)

To provide a lending library of tablets in the Gwent area during the Covid-19 pandemic.

WCVA VSEF Small Grant

To provide essential counselling sessions and volunteer coordination during the Covid-19 pandemic.

Seren Mor Consortium

To deliver the trauma recovery programme 'Bridging The Gap'.

WG Covid

To purchase equipment to move the services of New Pathways to being on-line, with staff working from home throughout the Covid-19 pandemic to ensure continuity of service provision.

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Transfers between funds - continued

Carmarthenshire County Council (WG Capital)

To provide a lending library of tablets in the West Wales area during the Covid-19 pandemic and the purchase off additional equipment needed for the SARCs in the region.

Gwent PCC Covid 19

To contribute towards any additional costs incurred whilst adapting services during the Covid-19 Pandemic, so as to ensure the continued delivery of services to victims and survivors of sexual violence, as well as to cope with any additional demand increases during this period in the Gwent region.

Dyfed Powys PCC Covid 19

To contribute towards any additional costs incurred whilst adapting services during the Covid-19 Pandemic, so as to ensure the continued delivery of services to victims and survivors of sexual violence, as well as to cope with any additional demand increases during this period in the Dyfed Powys region.

SWPCC Covid 19

To contribute towards any additional costs incurred whilst adapting services during the Covid-19 Pandemic, so as to ensure the continued delivery of services to victims and survivors of sexual violence, as well as to cope with any additional demand increases during this period in the South Wales region.

WCVA Third Sector Resilience Fund for Wales

To ensure the sustainability of New Pathways through the Pandemic and any loss of earnings that have occurred due to it.

WG Capital Gazebo/Swansea Door/Rothbury

Refurbishment of Rothbury and adaptation of entry to the Swansea office.

SMT VAWDASV

To provide essential counselling sessions and training during the Covid-19 pandemic in the Cwm Taf region.

Mid & West Wales VAWDASV

To provide essential counselling sessions and training during the Covid-19 pandemic in the West Wales region.

Cardiff VAWDASV

To provide essential counselling sessions during the Covid-19 pandemic in the Cardiff region.

Newport VAWDASV

To provide essential counselling sessions and training during the Covid-19 pandemic in the Gwent region.

WCVA Recovery Fund

To enable us to continue to deliver services for women, men, children and young people affected by rape and sexual abuse in Wales.

WG Cardiff Storm Damage Repair Fund

To repair storm damage to the premise in Cardiff.

Aberystwyth VAWDASV Court Room

To create a Remote Court Room Link in our premises in Aberystwyth to enable clients to give evidence from our premises during court hearings.

Newport VAWDASV Court Room

To create a Remote Court Room Link in our premises in Newport to enable clients to give evidence from our premises during court hearings.

WG Colposcopes

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

21. MOVEMENT IN FUNDS - continued

Transfers between funds - continued

To purchase replacement medical equipment for use in the Swansea and Merthyr Tydfil SARC's.

WG Furniture Rothbury

To further develop the Rothbury premises, including an funding to create an outside space for training delivery.

Barclays 100 x 100 UK Covid 19 Community Relief Funding

Funding to support vulnerable people and the community impacted by Covid 19, and to alleviate the associated social and economic hardship caused by the crisis.

22. EMPLOYEE BENEFIT OBLIGATIONS

During the year the charity was committed to pay £113,276 (2020: £87,968) to the employees personal schemes.

At the year end £Nil (2020: £3761) contributions were unpaid.

23. RELATED PARTY DISCLOSURES

As stated in the Trustees' Report the Charity depends upon working together with partnership organisations in order to deliver its service. Some of these partnership organisations make contributions to support the Charity and they are all encouraged to appoint representatives to the Board of Trustees. At this time no organisations have chosen to appoint a representative to the Board of Trustees.

The husband of the Chief Executive is employed by the charity in the position of deputy Chief Executive, he is paid a salary in accordance with the market rate for the position. The trustees have been fully informed in respect of the relationship.

The Deputy Chief Executives daughter was also employed by the charity during the year. She was paid at rates commensurate with her position and in line with other members of staff. The appointment process was open and at arms length and the Trustees where fully informed of the relationship before the appointment.

The charity, Mid Wales Rape Support Centre (charity number 1149321) was formed as part of the New Pathways organisation supplying the same charitable objectives and has the same Board of Trustees as New Pathways. As such the organisation is technically a subsidiary of New Pathways and will be part of the consolidated group accounts of New Pathways.

The following related party transactions took place during the year:

	2021	2020
	£	£
Net expenditure / (income) paid/(received) by New Pathways on behalf of Mid Wales Rape Support Centre	91,419	30,593
Management Charges due to New Pathways	-	-
Balance due from/(to) Mid Wales Rape Support Centre at the year end	148,696	57,277

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

24. ULTIMATE CONTROLLING PARTY

There is no individual controlling party, the organisation being under the control of the directors/trustees.

25. GIFTS IN KIND

Volunteer Time

The value of volunteer time is not quantified in terms of money but the time contributed by volunteers is an invaluable resource in terms of the outstanding contribution made by them.

The number of hours contributed by volunteers in the year was 10,320 (2020: 11,994).

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	104,024	109,982
Grants	659,256	273,827
	763,280	383,809
Other trading activities		
Training Income	211,198	132,740
Investment income		
Deposit account interest	620	2,804
Charitable activities		
Anti Human Trafficking	41,304	54,504
SARC Operation	1,088,736	653,890
Counselling	818,380	1,359,225
Childrens Therapy	92,375	80,572
Wellbeing Support Service	96,376	-
	2,137,171	2,148,191
Other income		
Other income	-	9,873
Total incoming resources	3,112,269	2,677,417
EXPENDITURE		
Raising donations and legacies		
Wages	17,099	16,968
Charitable activities		
Wages	1,590,227	1,256,238
Pensions	105,558	83,569
Other costs	872,019	538,925
	2,567,804	1,878,732
Support costs		
Human resources		
Wages	76,435	47,354
Pensions	7,718	4,400
	84,153	51,754
Governance costs		
Wages	4,288	4,001
Carried forward	4,288	4,001

This page does not form part of the statutory financial statements

**NEW PATHWAYS FAMILY FRIENDLY THERAPEUTIC
CENTRE OF EXCELLENCE**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	2021	2020
	£	£
Governance costs		
Brought forward	4,288	4,001
Auditors' remuneration	7,101	6,726
	<hr/>	<hr/>
	11,389	10,727
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Total resources expended	2,680,445	1,958,181
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Net income	431,824	719,236
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