GROWTH PATH



Impact report

Our story 2024

Vision:

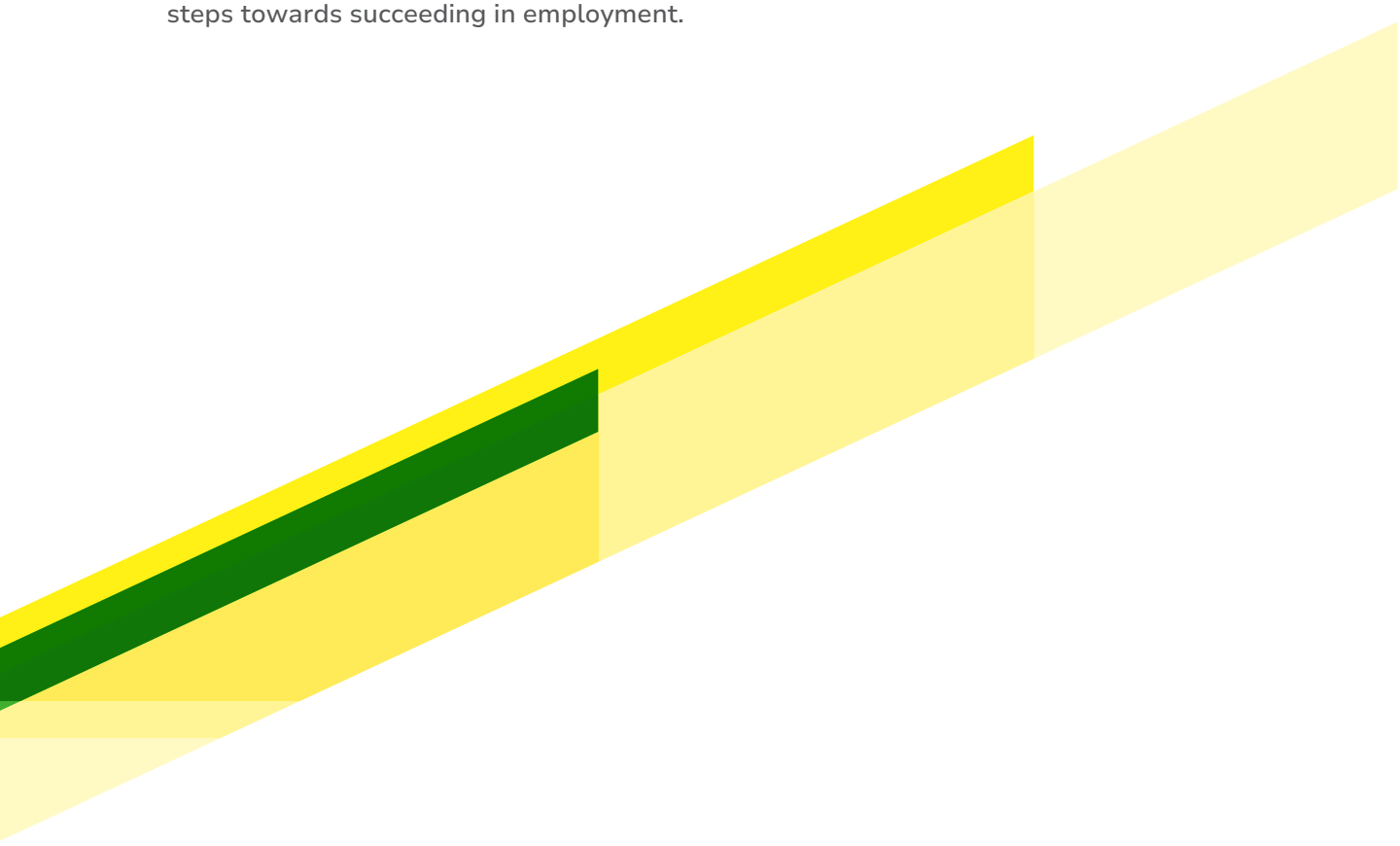
We want to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

Mission:

We exist to support NEET young people aged 16 – 29 to achieve work experience, entry level qualifications and employability skills. Our Introduction To Construction course is designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment.

Values:

- Integrity - we do what we say we'll do.
- Transformative - we transform young people's lives.
- Unity - our staff work collaboratively.
- Ambition - we are ambitious for our young people.
- Humanity - we are non-judgmental and supportive.



Reflections of our CEO



A transformative year for Kingstanding Regeneration Trust, in which we changed our name to Growth Path Services to better reflect the journey we take young people on and encompasses the gardening and landscaping work undertaken. As planned, this year we've increased the number of young people we support, diversified the ethnicity of those we recruit, and expanded to offer services to young people across Birmingham as well as in Kingstanding.

I'm particularly thrilled that we introduced Traineeships so young people can earn as they learn. Particularly tailored to support those who wouldn't immediately succeed in college or employment we provide young people with a supported traineeship which is hard to find anywhere else. Witnessing the growth in our Trainees abilities, aspirations and confidence to succeed has been a joy.

Our team is small, dedicated and flexible. We work with families and agencies to ensure a joined up approach. Our person centred approach is guided by our shared values.

Expanding our team has seen our staff resource go from strength to strength. Benefiting from the Pilotlight 360 project we've realised improved working methods and gained confidence that with our core values and strong leadership; we are well positioned to continue tackling the gap between disadvantaged young people and their peers.

Life in Birmingham - 2024

Birmingham is England's second city and is Europe's youngest city with under 25s accounting for nearly 40% of the population.

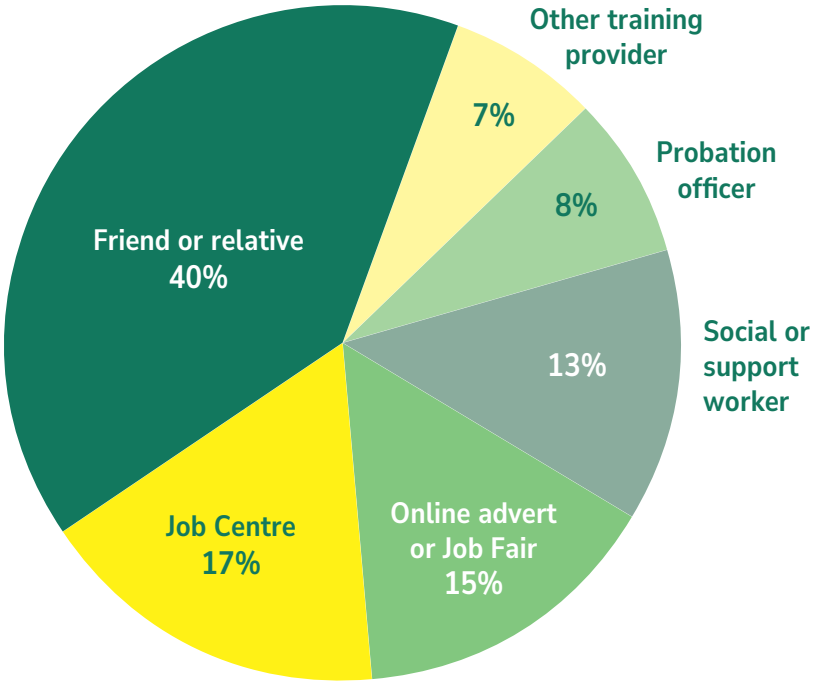
It is also a city with some major social issues and challenges. Two in five children in Birmingham were living in poverty last year, 40% of children age 0-15 are living below the breadline.

The Joseph Rowntree Foundation found that Birmingham is second only to London's Tower Hamlets estate when it comes to the proportion of young people living in real hardship. As a city is has twice the national average in youth unemployment, with BAME residents 19% less likely to be in training as their peers. Like many large cities, Birmingham is facing a housing crisis. More than 4,000 families have nowhere permanent to call home. With hundreds of families living in B&Bs.

> *"He's really enjoyed his time at KRT. It's been really good for him, I think he's surprised himself.*
>
> *We wish he could stay longer. I'm definitely going to discuss the Traineeships with him because that seems like the perfect next step."*

Where our young people come from

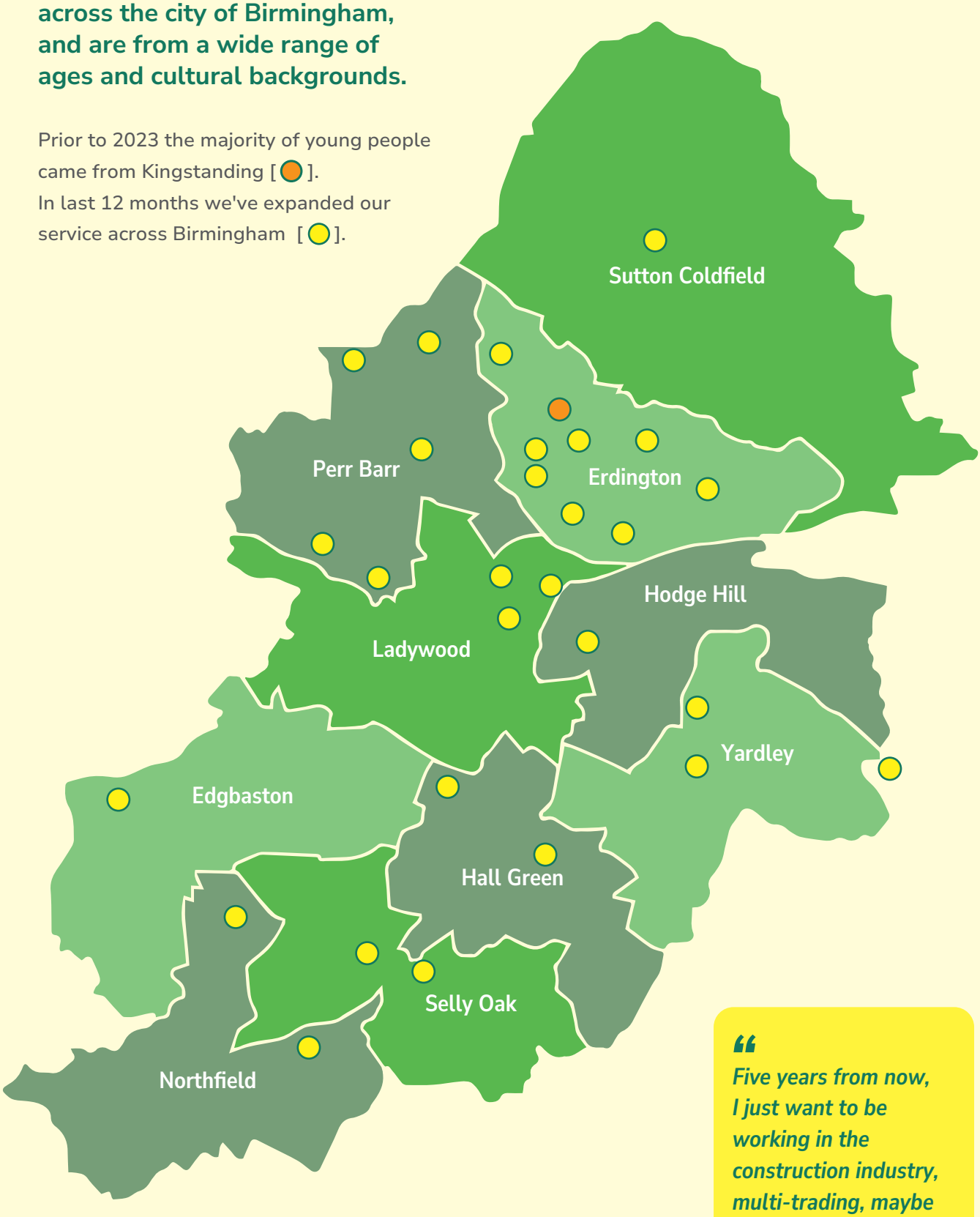
Our referrals come from a wide range of organisations



> *"I found Growth Path through a friend who recommended it to me. I came here, and my life has been better since."*

Our young people come from across the city of Birmingham, and are from a wide range of ages and cultural backgrounds.

Prior to 2023 the majority of young people came from Kingstanding [●].
In last 12 months we've expanded our service across Birmingham [●].



"Five years from now, I just want to be working in the construction industry, multi-trading, maybe working for myself."

Our young people

Typically, our young people experience more barriers to succeeding in training or employment than their peers.



The young people we support have chaotic lives, including challenges with finance, family conflict, stressful relationships, or are at risk of homelessness. Many are from families suffering generations of worklessness. They lack a role model to succeed in employment and need support with basic employment skills such as punctuality, teamwork and following instructions.

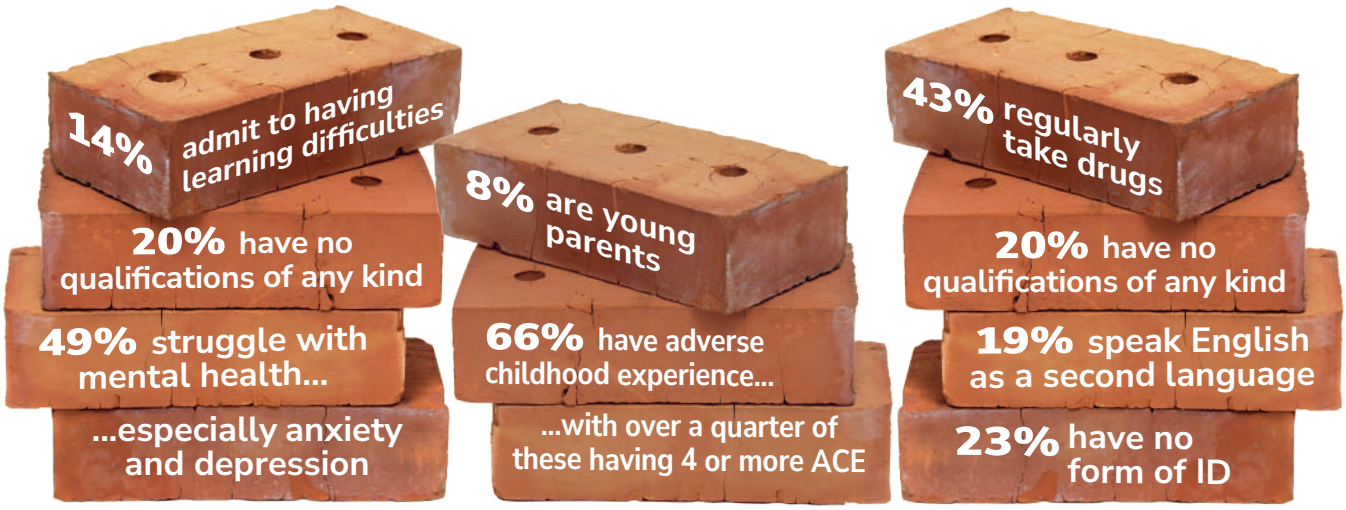
The impact of covid lockdowns on these young people is intensely noticeable and is holding them back from succeeding. Whilst in the past 62% of young people we worked with hadn't passed their English and Maths GCSEs but had completed some GCSEs, now we're seeing increasing numbers of young people who didn't take any GCSE's at all due to lockdowns and the resulting disengagement from school and creep in of a life adjusted to staying home, with rising fear and anxiety about the outside world and their own ability to navigate it.

Whilst we have always supported classroom phobic young people, the reluctance and lack of confidence regarding their ability to take exams, is at an all-time high. Very few have work experience and lack the confidence or connections to find a placement. Many don't have the basic skills required to succeed on work experience such as punctuality, communications skills or ability to focus on work, so attempts to engage with work opportunities have failed.

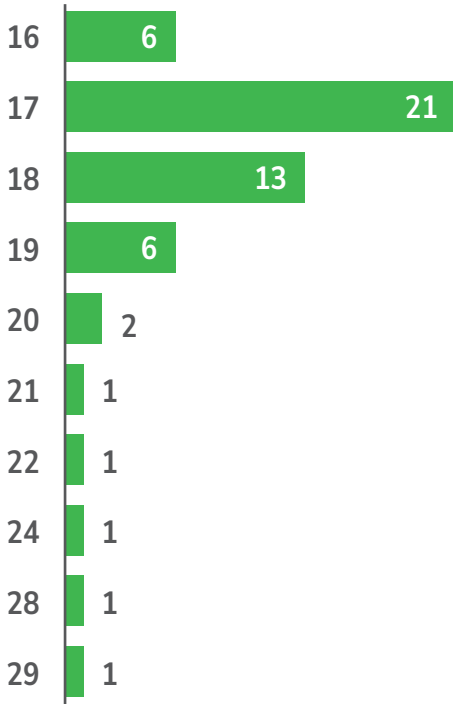
> *"A few years from now I want to see myself in full time employment, also I want to advocate for special needs people, and tell them about Growth Path and how they help people like me."*

This year, on arrival

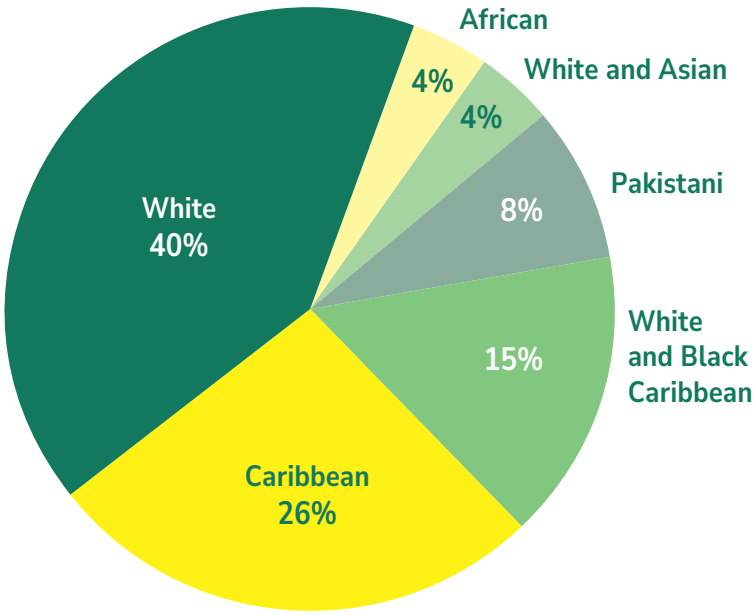
On course entry our team conduct 1-2-1 interviews with young people and use a variety of recognized tools (NHS tool WEBWEMS and Outcome Star) to measure the wellbeing, aspiration and readiness for employment of individuals.



Age on arrival



Our young people come from a range of backgrounds



How we support our young people

We support NEET young people aged 16 -29 to achieve work experience, entry level qualifications, employability skillsand to thrive in training and employment.

Our Introduction To Construction course is deliberately short, just 4-8 weeks, and designed to be a stepping stone for those most excluded from society to realise their potential and take their first steps towards succeeding in employment. The overall aim is to empower young people to break the cycle of poverty by ensuring they're independently capable of supporting themselves.

All our young people work towards completing;

- 90 hours of work experience
- Construction Skills Certification Scheme (CSCS) Green Card (a legal requirement for anyone wanting to work on a UK construction site)



- Construction Industry Training Board (CITB) Health and Safety Level 1
- Certification in Working from Heights, Manual Handling, Hazardous Substances, Asbestos Awareness

They leave Growth Path with;

- an updated CV
- a reference (essential to helping them secure employment in the future)
- links to training opportunities and employers relevant to their ambitions and capabilities
- ID plus a bank account so they are ready to start work

What young people say on arrival

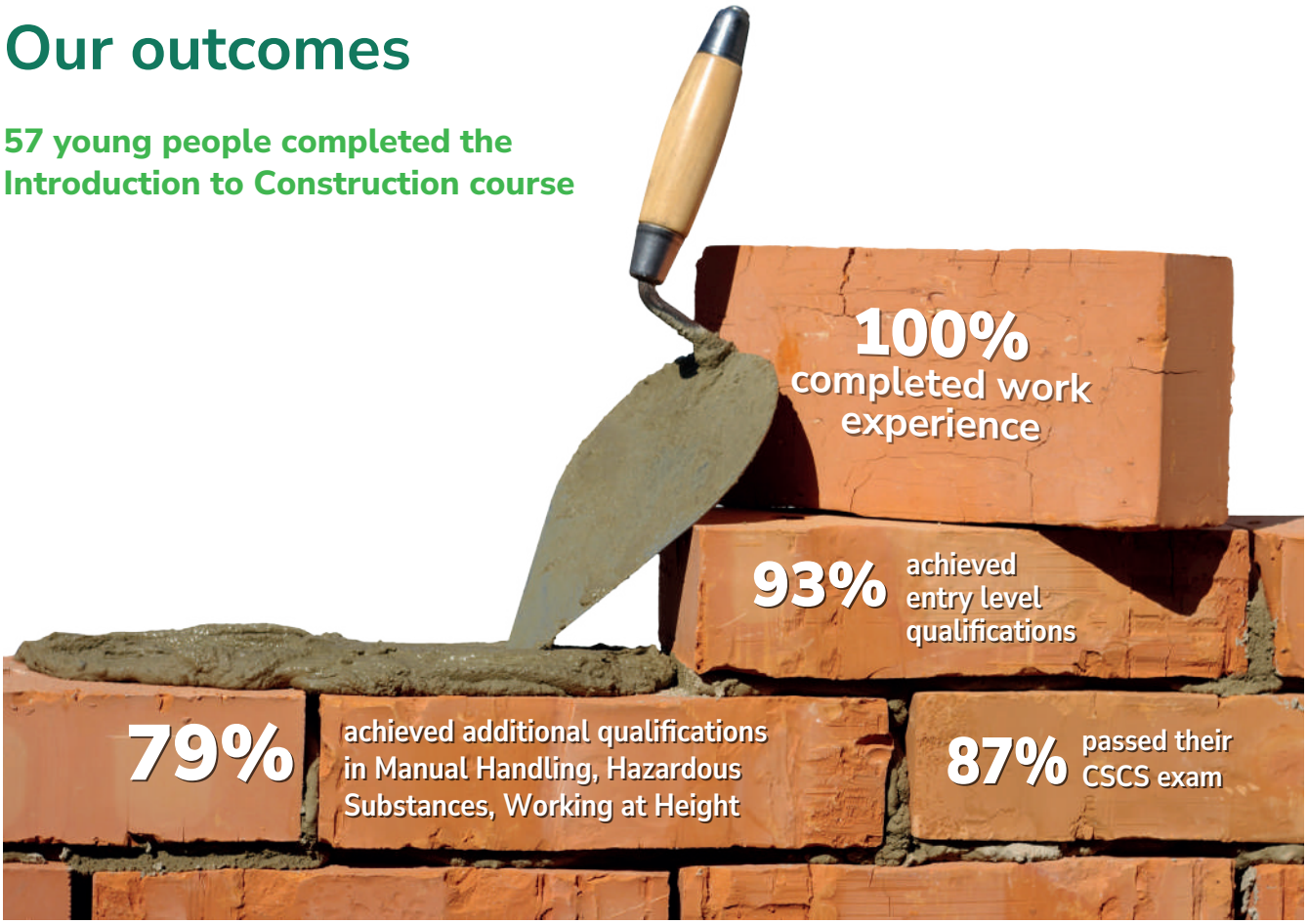
"I can't get on at college. It's not for me. I don't like learning or sitting still."

"I've got baby on the way. My priorities have all changed. I've got to be a provider now, but I don't really have any qualifications and I'm not sure where to get started."

"There's plenty of ways I could be earning money but that's led to trouble in the past. I've moved city, clean start. I'm living a different life, that's all behind me. Just needs a CSCS card so I can earn."

Our outcomes

57 young people completed the Introduction to Construction course



What young people say on course completion

"I've shocked myself and my family. My Mum's so pleased, I've passed my exam."

"I really appreciated all the help you gave me, especially sorting out my passport, which wasn't easy! But it's such a relief to have ID, I need it for lots of things."

"It was helpful, yeah. I've got all the qualifications I need now, as soon as I turn 19 in a couple of months, I'm all set to work on a construction site."

A young person's story

DK is a young person who spent parts of his childhood in care. He had recently moved into independent accommodation, a difficult transition. After gaining his CSCS qualifications on our Introduction To Construction course, he still needed support to gain work experience, develop his confidence and improve his employment chances but was desperate to earn some cash. He was due to take his GCSEs during lockdown but didn't attend the exams as he felt sure to fail.

We took him on as a Trainee, enabling him to earn whilst he learned. The income was essential to DK's wellbeing and security. His tailored Traineeship meant he got paid for the 2 days a week he worked with our gardening team which encouraged him to stay in training, enabling him to complete his Functional English and Maths. He is coming up to the end of his first year with us and has already applied for Apprenticeships and jobs on Construction sites such as HS2.

We partnered with the Energy Saving Trust and The Wildlife Trust to provide additional training opportunities for our Trainees, including experience at the Eco Hub, an environmental tools week long course.

This is what DK said about his experience with us;

"It's like family. I Like the work. I like the people; we have a bit of a chat and a laugh whilst we work. It's nice to belong somewhere and to know I'm going to be alright. I've got a bit of money so I'm happy. I can afford a few things, it's a relief. But I'm really thinking about my future. I know I'm going to pass my exams eventually and I'm going to achieve things now."





Alfie's story

Alfie is a 19-year-old who was not in education, employment or training, having left school without taking his exams. He was keen to complete the Introduction To Construction course and was always pleasant and friendly member of the team.

However, he struggled with punctuality, didn't complete tasks and was unable to work independently. With work experience and careful monitoring by the Training staff, Alfie transformed into a more reliable worker. On completing the course and obtaining his CSCS card, KRT referred Alfie to the Birmingham City Council Employment Access Team, whom we have worked with for several years. They helped Alfie find a supportive employer at O'Neil and Brennon Construction.



Alfie said, "I really appreciate the support that David, Brian and Paul have given me in achieving my goal of working on site and hope to build a long-term career in construction. As a result of this opportunity, I have recently been offered tong term employment with a localcompany fitting sprinkler systems."

Management Committee Report and Financial Statements

For the year ended 31st March 2024

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Reference and Administrative Information

Directors and Trustees:

1. Alastair Cook
2. Susan Byrne
3. Ryan Singh
4. Denise Peach (Chair)
5. Shani Ellis

Company Registered Number:

06527314

Charity Registered Number:

1149785

Registered Office

1 Cottage
Brookvale Park
Erdington
Birmingham
B23 7AG

Bankers

The Cooperative Bank
Colmore Row
Birmingham
B3 3BA

For further information please contact the registered office as detailed above or:
Telephone: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk

Trustees' Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. Structure, Governance and Management

Method of appointment or election of Management Committee

The Management of the trust is the responsibility of the Management Committee who are elected and co-opted under the terms of the Articles of Association.

The trustees that held office during the whole of the period from 1 April 2023 to the date of this report are:

- Alastair Cook
- Susan Byrne
- Ryan Singh
- Denise Peach

The trustees that resigned are:

- Isaac McNamara (Resigned 28 October 2023)
- Des Hughes (Resigned 14 May 2024)

The trustee appointed during the year is:

- Shani Ellis (appointed 29 February 2024)

Constitution policies and objectives

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 community based trust aims to provide training and support for NEET (not in education, employment or training) young people to find employment. The trust engages in fundraising and capacity building identified in our Business Plan. There have been no changes in the objectives since the last annual report.

Organisational structure and decision making

The organisation of the trust is controlled by the members of the Management Committee.

2. Objectives and Activities, Achievements and Performance

We're delighted with our achievements following another hugely successful year at Kingstanding Regeneration Trust. We supported 211 people with information, advice and guidance. 57 people completed our course "Introduction to Construction" with 93% achieving entry level qualifications and 100% of these completing 4 weeks of work experience.

Particularly pleasing is our partnerships with Energy Saving Trust and Awards for All which enables us to offer Traineeships. These tailored traineeships offer a unique solution to young people who need to earn whilst they learn. They address the gap in the market for young people, particularly those under 19, who would struggle in college courses and Apprenticeships or are unlikely to get accepted onto these courses.

Our Pilotlight 360 journey, funded by Garfield Weston Charity, began and has already given us a great deal of food for thought including a staff away day to focus on our purpose and delivery. We wanted to take part in the program to challenge ourselves to analyse our charity and develop it into the best version it can be.

Our AGM, Open Days and community projects such as, Tree Giveaways, Hanging Basket Days and Family Trails in Brookvale and Finchley Park have given great joy to many members of the local community as well as encouraging engagement with nature. We've benefitted from each conversation with local people, discovering what they feel their local area needs and how we can be a part of positive change for the community.

Finally, we are delighted that we will start our next financial year with a new name, Growth Path Services. The new name has been chosen to better reflect the services we provide and the journey we take young people on when they're with us. A new website and re-brand will take place in the following financial year.

Public benefit

The purposes of the charity are outlined above. All our charitable activities are undertaken to further our charitable purposes for the public benefit. The trustees have paid due regard to guidance issued by the Charity Commission on public benefit.

3. Financial Review

This year has been the most financially stable of the charity's history with core funding from The National Lottery Community Fund, Henry Smith Charity and Tudor Trust allowing us to deliver our services and plan for the future with confidence.

We continued to project fundraise, resulting in us being able to deliver many additional projects which provided work experience for young people, improvements to our site and green community projects.

We're thankful to our funders and are pleased to work in partnership with them to achieve positive outcomes for NEET young people and deliver green community projects.

Reserves policy

It is the policy of the management committee to hold the minimum unrestricted reserves necessary to enable the Charity to meet its commitments for a minimum period of three months. We will start the next financial year with our reserves meeting this criteria.

4. Statement of Management Committee's responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

These accounts have been delivered in accordance with the provisions applicable to companies subject to the small company's regime.

Approved by order of the board of trustees on 22 July, 2024 and signed on its behalf by:



Denise Peach, Chair



Ryan Singh, Deputy Chair

Independent Examiner's Report to the Trustees of the Kingstanding Regeneration Trust

I report on the accounts of the company for the year ended 31 March 2024 which are set out on pages 17 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in s. 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

1. the accounts do not accord with those records; or

1. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

1. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

David Webb FCA, Chartered Accountant
Edwards
34 High Street
Aldridge
Walsall
WS9 8LZ

Date: 22 July, 2024

Statement of Financial Activities

	Note	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	386,327	70,777	457,104	244,632
Investment income	3	-	731	731	-
		386,327	71,508	457,835	244,632
EXPENDITURE ON					
Charitable Activities:	4	285,110	22,842	307,952	259,365
Governance Cost	5	-	1,350	1,350	1,295
TOTAL RESOURCES EXPENDED	6	285,110	24,192	309,302	260,660
NET MOVEMENT IN FUNDS		101,217	47,316	148,533	(16,028)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		110,238	(34,299)	75,939	91,967
TOTAL FUNDS CARRIED FORWARD		211,455	13,017	224,472	75,939

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 19 to 25 form part of these financial statements.

Balance Sheet

	Note		2024		2023
			£		£
FIXED ASSETS					
Motor Vehicles	9		10,200		13,600
			10,200		13,600
CURRENT ASSETS					
Cash at Bank and in Hand	10	219,717		67,488	
		219,717		67,488	
CREDITORS - Amount falling due within one year	11	(5,445)		(5,149)	
		(5,445)		(5,149)	
NET CURRENT ASSETS			214,272		62,339
NET ASSETS	12		224,472		75,939
TRUST FUNDS					
Restricted Funds	13		211,455		110,238
Unrestricted Funds	13		13,017		(34,299)
			224,472		75,939

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

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

The trustees acknowledge their responsibilities for:

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 22 July, 2024 and were signed on its behalf by:





Denise Peach, Director

Ryan Singh, Director

The notes on pages 19 to 25 form part of these financial statements.

Notes to the Financial Statements

1. Accounting Policies

Charity information

Kingstanding Regeneration Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 1 Cottage, Brookvale Park, Erdington, Birmingham, B23 7AG.

1.1 Accounting convention

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 accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Company status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 12 in the event of the Charity being wound up the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.3 Funding accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Incoming resources

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

Gifts in kind donated for distribution are included at valuation and recognized as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in these financial statements for services donated by volunteers.

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognized at the time of donation.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Motor vehicles	20% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

2. Donations

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Tudor Trust	-	32,500	32,500	34,500
Other under 5k	6,315	-	6,315	5,750
Witton Lodge Grant	7,158	-	7,158	500
The Cole Trust	1,000	-	1,000	1,100
The Henry Smith Foundation	60,000	-	60,000	60,000
Garfield Weston Foundation	6,500	-	6,500	-
Thomas Wall Trust	5,000	-	5,000	5,000
Awards for All	9,725	-	9,725	-
Children In Need	22,500	-	22,500	23,000
Heart of England – Green Fund	2,500	-	2,500	19,344
Severn Trent	2,166	-	2,166	19,498
Social Enterprise	-	29,286	29,286	57,500
Sundry Income	-	8,991	8,991	1,581
Insurance claim	-	-	-	6,859
Grantham Yorke	-	-	-	5,000
Trusts	-	-	-	2,500
Roughley	-	-	-	2,500
National Lottery Community	223,938	-	223,938	-
Cheshire Community EMR	19,795	-	19,795	-
Energy Saving Trust	19,730	-	19,730	-
Total	**386,327**	**70,777**	**457,104**	244,632

3. Investment Income

	2024	2023
	£	£
Bank interest receivable	731	-
Total	**731**	-

4. Charitable Activities – Projects & Activities

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Trustee expenses	688	-	688	-
Beneficiary expenses	5,883	-	5,883	3,988
Fundraising	4,080	-	4,080	-
HMRC & NEST	55,998	12,240	68,238	72,021
Brookvale Refurb	2,578	-	2,578	2,101
Enterprise expense	806	1,854	2,660	8,702
Grant	225	-	225	-
Bio diverse garden	3,263	-	3,263	4,894
Health and safety advice	-	-	-	2,754
Salaries	115,390	-	115,390	100,510
Cleaning	1,890	-	1,890	1,575
Insurance	2,483	-	2,483	2,000
Job cost	1,876	5,348	7,224	-
Tudor Trust	-	-	-	1,600
Staff expenses	1,733	-	1,733	1,708
Staff recruitment	5,002	-	5,002	400
Marketing	11,137	-	11,137	5,776
Office costs	18,324	-	18,324	10,443
Staff training / Young Person Training	11,554	-	11,554	5,201
Tools and equipment	5,352	-	5,352	8,850
Utilities	15,158	-	15,158	8,693
Vans	15,924	-	15,924	11,273
Waste	5,766	-	5,766	3,476
Depreciation	-	3,400	3,400	3,400
Total	**285,110**	**22,842**	**307,952**	259,365

5. Governance Costs

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Accountancy and independent examiner's Fees	-	1,350	1,350	1,295
Total	**-**	**1,350**	**1,350**	1,295

6. Analysis Of Resources Expended By Expenditure Type

	Staff Costs 2024 £	Other Costs 2024 £	Total 2024 £	Total 2023 £
Projects & Activities	183,628	124,324	307,952	259,365
Governance Cost	-	1,350	1,350	1,295
Total Resources Expended	**183,628**	**125,674**	**309,302**	260,660

7. Net Incoming Resources

	Total 2024 £	Total 2023 £
This is stated after charging		
Accountancy and independent examiner's Fees	1,350	1,295
Total	**1,350**	1,295

Trustees' remuneration and benefits

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

Trustees' expenses

Trustees' expenses amounting to £688 were paid to four trustees for the year ended 31 March 2024 relating to meeting travel and an event promoting the business.
No trustees' expenses were paid for the year ended 31 March 2023.

8. Staff Costs And Numbers

Staff costs were as follows	2024 £	2023 £
Wages and salaries	175,220	136,456
Social Security	8,408	9,136
Total	**183,628**	145,592

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

	2024	2023
Employees	**5**	5

No employee received remuneration amounting to more than £60,000 in either year.

9. Tangible Fixed Assets

	Motor vehicles
	£
Cost	
Balance brought forward and carried forward	17,000
Depreciation	
Balance brought forward	3,400
Charge for the year	3,400
Balance carried forward	6,800
Net Book Value	
31 March 2024	**10,200**
31 March 2023	13,600

10. Current Assets

	2024	2023
Due within one year	£	£
Cash in hand and at bank	219,717	67,488
Total	**219,717**	67,488

11. Creditors

	2024	2023
Amount falling due within one year	£	£
Accruals	1,350	1,295
Taxation and social security	4,095	3,854
Total	**5,445**	5,149

12. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
UNRESTRICTED FUNDS	£	£	£	£
General Funds	(34,299)	71,508	24,192	13,017
Total	**(34,299)**	**71,508**	**24,192**	**13,017**
RESTRICTED FUNDS				
Restricted Funds	110,238	386,327	285,110	211,455
Total	**110,238**	**386,327**	**285,110**	**211,455**
SUMMARY OF FUNDS	£	£	£	
General Funds	(34,299)	71,508	24,192	13,017
Restricted Funds	110,238	386,327	285,110	211,455
Total of Funds	**75,939**	**457,835**	**309,302**	**224,472**

13. Analysis Of Net Assets Between Funds

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Fixed assets	9,609	591	10,200	13,600
Current assets	206,976	12,741	219,717	67,488
Creditors due within one year	(5,130)	(315)	(5,445)	(5,149)
Total	**211,455**	**13,017**	**224,472**	**75,939**

14. Related Party Transactions

During the year, there were no related party transactions.

15. Ultimate Controlling Party

The charitable company is controlled by its Trustees/Directors.

Growth Path Services
Company Registered Number: 06527314
Charity Registered Number: 1149785

1 Cottage, Brookvale Park, Erdington, Birmingham B23 7AG

Tel: 0121 439 6780
Email: hello@krtbirmingham.co.uk
Website: www.krtbirmingham.co.uk