



## **The London Pathway**

### **Operating as Pathway**

### **Annual Report and Financial Statements**

31 March 2020

Company Limited by Guarantee  
Registration Number  
07210798 (England and Wales)

Charity Registration Number 1138741

**Financial statements:** year ended 31 March 2020

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## Reference and administrative details

Charity Name: The London Pathway  
Charity Registered Number: 1138741  
Company Registration No: 07210798 (England and Wales)

Address: 5th Floor East  
250 Euston Road  
London, NW1 2PG

<b>Trustee (Director) name</b>	<b>Office (if any)</b>	
Lady Rhona Bradley		
Sir Peter Dixon		Term ended 30 March 2020
Dr Vanya Gant		
Mr Richard Guest		
Prof Andrew Hayward		
Ms Cathy James OBE		
Sir Ian Kennedy		
Ms Leslie Ann Morphy OBE	Chair	
Mr Stephen Robertson	Vice Chair	
Mr Simon Tuttle		

<b>Chief Executive</b>	Mr Alex Bax
<b>Finance "Director" and Company Secretary</b>	Ms Stephanie Swan
<b>Medical "Director"</b>	Dr Nigel Hewett
<b>Auditor</b>	Buzzacott LLP 130 Wood Street London EC2V 6DL
<b>Bankers</b>	The Co-operative Bank Business Customer Services PO Box 250 Skelmersdale WN8 6WT

## **Trustees' Report:** year ended 31 March 2020

The trustees of the charity present their annual report and audited financial statements for the year ended 31 March 2020.

This report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purposes of company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 18 to 20 of the attached financial statements and comply with The London Pathway's Memorandum and Articles of Association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

## **Structure, Governance and Management**

### Governing document

The charity is governed by a Memorandum and Articles of Association incorporated on 1 April 2010.

The charity is constituted as a charitable company limited by guarantee and has no share capital. Its company registration number is 07210798.

The charity has adopted the trading name of 'Pathway' to reflect its expansion into geographical areas outside London.

### Organisation structure

Pathway is represented by an honorary high profile patron, managed by a number of trustees, and administered by officers who deal with the operation of the charitable company. The trustees meet quarterly, and any new trustees are appointed with the agreement of the current trustees. A list of the current trustees is set out on page 1.

There are two established sub-committees: the Audit Committee which meets with the Finance and Administration Director before the full Board meeting, and the Remuneration Sub-Committee which meets annually to review pay and make recommendations of pay increases to the full Board.

### Key management personnel

Pathway's key personnel are the Chief Executive, Finance Director, and Medical Director. The Board, through the Remuneration Sub-Committee reviewed the remuneration of all current staff and vacant posts in 2019/20 including the key personnel, and recommended the annual pay award which was ratified by the full Board. The benchmarks used to assess pay are either the NHS Agenda for Change pay rates for Pathway staff working in hospitals or National Joint Council (NJC) pay scales for all other posts.

### Recruitment, appointment and training of trustees

A trustee is a member of the Board of Trustees of the charitable company and director for the purposes of the Companies Act 2006. In accordance with Clause 11 of the Articles of Association of Pathway, trustees may appoint a person who is willing to act as a trustee for such a term as they shall see fit, usually a maximum of three years per term, either to fill a vacancy or as an additional trustee. There is a minimum requirement of three trustees. At the end of a term of office, the trustees can reappoint the trustee. There shall be no limit to the number of times a trustee may be reappointed. If the number of trustees shall fall below three, the remaining trustees may act only for the purposes of appointing new or additional trustees.

A trustee may resign from his/her post by written notice to the trustees. Clause 12 of the Articles provides conditions in which a trustee's term of office automatically terminates.

For the year 2019/20, there were 10 trustees. Sir Peter Dixon stood down from the Board on 30 March 2020 as his term of office came to an end. A prospective replacement Trustee, Professor Stephen Field, attended the Board Meeting on 30 March 2020 as an observer, his formal appointment will be confirmed at the next full Board meeting in July 2020.

## **Structure, Governance and Management (continued)**

### Recruitment, appointment and training of trustees (continued)

Each trustee is provided with an information pack which provides details on the duties and roles of charity trustees, a copy of Pathway's constitution, the strategic plan, the previous year's annual accounts and the standing orders and standing financial instructions.

Potential trustees are invited to attend up to three board meetings as observers, and prior to their appointment to the Board they meet the Chair and senior officers of Pathway to discuss the charity's aims, objectives and direction. During the period of these accounts, one new prospective board member, Professor Steve Field, attended one meeting.

Trustees are kept up to date regularly with changes relating to charity legislation by the circulation of newsletters from the Charity Commission.

Members of the Board of Trustees have no beneficial interest in the charitable company.

### Organisation and decision making process

Running of the day to day activities of the charity is delegated to the Chief Executive and his senior team. This helps the trustees govern more effectively, although they remain collectively responsible for the charity.

Levels of expenditure delegated to officers are set out in the standing financial instructions.

The proposed strategic direction, plan and draft budget for Pathway are presented to Board of Trustees for discussion at a meeting early in the calendar year, and are finalised and approved by the Board at their April meeting. Progress reports are presented to the quarterly meetings of the Board, and in 2019, a short 'between meetings update' continued to be produced and circulated to trustees by email.

New job descriptions, associated levels of remuneration and annual pay awards were submitted to the Remuneration Sub-Committee for discussion, following which the Chair of the Sub-Committee made recommendations for approval to the full board.

Where decisions are required between meetings these are carried out through urgent action procedures, and depending on the decision required, this may be through written contact with every trustee or with the Chair and Vice Chair. All urgent decisions taken between meetings are reported to the Board at the next possible meeting for ratification.

### Risk management

The trustees have assessed the major risks Pathway is exposed to, in particular those relating to the specific operational areas of the charity, its assets and its finances.

Two key risks for the charity continue to be financial sustainability and the loss of key personnel. These are addressed as follows:

1. The trustees and key management personnel keep the funding and available finance under constant review and actively seek funding from a range of sources including charitable foundations and trusts and statutory bodies, including the NHS, for core funding and specific projects, as well as ensuring funds are invoiced in a timely way. They also monitor reserves levels, and ensure controls exist over key financial systems. During 2019/20 the project to explore the viability of spreading the Pathway hospital team model using social franchising continued to the next phase, funded by The Health Foundation and supported by consultants Spring Impact. It is hoped this will help ensure financial sustainability of Pathway's core activities, and the Faculty for Homeless and Inclusion Health's scheme which encourages Faculty members and supporters to make voluntary donations to help ensure the continuation of the Faculty's activities continued. Also, during the year work began to explore the synergy, and the possibility of closer collaborative partnership working with the charity Crisis.
2. The trustees manage the risks that might ensue at the loss of key personnel by ensuring staff are supported, paid appropriately and that their knowledge of systems is shared with other staff members and the Board of Trustees. Trustees also intend to introduce succession planning wherever possible.

## Trustees' Report: year ended 31 March 2020

3. A third risk emerged early in 2020: the Covid-19 pandemic. The first recording of the Covid-19 was made in the Wuhan district of China in late December 2019. Between then and the end of March 2020, the virus spread to over 150 countries around the world and there has been a high number of deaths which involved Covid-19.

In late March 2020, the UK Government introduced severe restrictions on the movement of people to try to restrict the spread of the virus in the UK and to reduce the impact on the Health services. At all times Pathway has followed the advice from the Government and the medical experts. In particular Pathway took a number of actions to address the Covid-19 pandemic:

- from mid-March and in seven days, clinicians across Pathway's network created and disseminated an evidence-based strategy that became the basis of the NHS national response to Covid-19 for homeless people;
- several Pathway staff and Fellows mobilised to partner work with the Greater London Authority, Healthy London Partnership and a number of homeless charities to move large numbers of homeless people into hotels from winter night shelters, No Second Night Out Hubs and other settings. They provided medical cover alongside colleagues from UCLH's Find and Treat Team and a specialist homeless GP practice to triage each individual before a hotel room was allocated. Negotiations are ongoing with the Healthy London Partnership and the NHS to agree funding to support Pathway's input to this activity. Similar activity has been led by our Pathway Fellow and his colleagues at the specialist homeless GP practice in Brighton;
- we produced and circulated special newsletters outlining the latest advice and concerns about Covid-19 to the 2,000+ members of the Faculty for Homeless and Inclusion Health and also installed a Covid-19 blog on Pathway's website to update readers on latest thinking, advice and activity;
- from 16 March 2020, ahead of the national lockdown and to ensure social distancing, it was decided that staff should work from home as far as is practicable and regular meetings are held by video conference including full Board meetings; and
- the Board acknowledge that Covid-19 will cause uncertainty and impact on how Pathway operates for the foreseeable future. However, Pathway is fortunate to have significant committed grant funding in place for 2020/21 and is not reliant on donations or income of a variable nature. The Board and Executive team will continue to work hard to ensure sufficient funding is available to continue its core programme of work and will review cash reserves and liquidity over the ensuing year to ensure that Pathway can continue to operate for the foreseeable future.

The trustees believe that they have established effective systems to mitigate these and other operational and business risks which are kept under review.

## **Objectives**

### Objects of the Charity and Principal Activities

The objects of the charity are to advance such purposes as are charitable for the advancement of healthcare for, and for the relief of need of people often excluded from society, including, but not exclusively, homeless people, alcoholics, drug users and those suffering from mental or physical health problems (excluded people) by, but not exclusively:

- a) the development of targeted healthcare and nursing support for excluded people;
- b) the provision of follow-up support after their discharge from hospital; and
- c) the provision of healthcare-related education and training for excluded people and for staff and volunteers working with excluded people.

### Objectives for the Year

It is the intention of the trustees that funding should be secured and used to work on advancing healthcare services for homeless people and other excluded groups. The trustees confirm they have complied with the duty in section 47(5) of the Charities Act to have due regard to public benefit guidance published by the Charity Commission.

Pathway will maintain its position as:

- a recognised leader in the field of healthcare for homeless people and other multiply excluded groups;
- an organisation that puts service users at its centre;
- an agent of change working within and in partnership with the NHS and other services; and as
- the host of the Faculty for Homeless and Inclusion Health, a network bringing together health, housing and social care professionals working with excluded people and also people with lived experience who wish to contribute to their work.

Pathway has agreed five strategic aims to deliver its objectives:

1. To support, strengthen and spread our existing service models and networks;
2. To develop the variety of services operating within the Pathway network;
3. To research, test and evaluate new and additional services and build the evidence around homeless and inclusion health;
4. To provide support to and develop further the Faculty for Homeless and Inclusion Health – including potentially establishing it as a free standing organisation; and
5. To maintain a strong organisation.

## **Activities, Achievements and Performance**

In our tenth year of operation, the main activities and achievements for each of the aims have been:

### **Aim 1: To support, strengthen and spread our existing service models and networks**

- Pathway has supported services for homeless patients at ten hospitals (University College Hospital, The Royal London, Brighton & Sussex University Hospital, Bradford Royal Infirmary, Leeds General Infirmary, Manchester Royal Infirmary and King's Health Partners, covering Guy's and St Thomas', King's College Hospital and South London and the Maudsley and Bristol Royal Infirmary). Funding has been secured for the work to continue into 2020/21.
- In October 2019, a new Pathway supported service for homeless patients was opened in Hull Royal Infirmary. This will be the first service to test the social franchise concept that we are trialling with the support of the Health Foundation.
- We have funded and supported reflective practice sessions for staff in Pathway teams in Brighton and London, helping staff to address the emotional impact of their work.
- We have helped commissioners in Hackney and Newham to assess homeless health issues and made recommendations for service provision in their hospitals.
- We have supported Faculty members in Bournemouth and Bath to raise homeless health issues with local commissioners. A Pathway team in Bournemouth is being commissioned in 2020-21 as part of our social franchising project but its start date is delayed due to the Covid-19 pandemic.
- We have commenced needs assessments in four hospitals in Warwickshire to assess homeless health issues and will make recommendations for service provision later in 2020.
- Following approaches from commissioners, clinicians and other people working in or responsible for inclusion health, we are discussing the need for Pathway teams across the country including: Oxford, Cambridge, St Georges London, Birmingham, Bath, Southampton, Nottingham, Royal Free London, Exeter, Torbay, Salford, Southend, Doncaster, Sheffield, Croydon, and hospitals within Inner North East London STP. These are all at different stages, some have collected data or undertaken local needs assessments already and are ready to build a business case, whilst others are yet to start reviewing data to decide whether there are sufficient homeless patients to require a Pathway team.
- We helped to secure some winter pressures funding to establish a pilot team in St Mary's Hospital, part of the Imperial College Healthcare NHS Trust. The pilot commenced around February 2020, but was halted in March due to the outbreak of Covid-19. A short evaluation report is in preparation.
- We have developed an operational manual and promotional documents as part of the project to explore social franchising as a means of spreading Pathway's hospital model, and this is being tested with the Hull team. The manual will be available on-line to teams who sign up and will be kept updated.
- Pathway's Royal London Team won the NHS Parliamentary Award 2019 in the Excellence in Urgent and Emergency Care category.
- We led a project to define the role and potential of specialist nurses working in homeless hospital discharge involving all existing nurses in Pathway teams, other nurses working specifically with homeless patients in hospital across the UK, and a small team of Experts by Experience. Outputs include: standard job descriptions for nurses working homelessness Band 5 to 8a; competency framework including key performance indicators and monitoring notes developed; patient feedback for developed; job plan for advanced level practice accreditation; and the final analysis of continuing professional development needs. All nurses appreciated the opportunity to come together, share experiences and input into the outputs including the final report. A final meeting of the nurses was held in November 2019.
- The South London and Maudsley Pathway Team was shortlisted for the Royal College of Psychiatrists Award for Innovation, and also shortlisted and commended for their work by the London Homelessness Awards 2019.
- The annual Inclusion Health CPD day was held, and although not specifically aimed at Pathway teams was open to all Pathway teams. The cost of attending the day was reduced to capture a significant attendance.

- Regular Faculty email updates are sent to Pathway teams - these include new learning materials.
- Faculty meetings are open to, and well attended by, Pathway Teams – they include specific new learning presentations and discussion.

## **Aim 2: To develop the variety of services operating within the Pathway network**

- Pathway has pioneered short-term accommodation with specialist care, known as 'medical respite' to help homeless patients who need extra help and support to recover after being discharged from hospital. Several Pathway teams now have access to such facilities and we continue to build the case for wider provision, and have been investigating potential buildings and providers.
- 'A Needs Assessment for Homeless Medical Respite Provision in North Central London' was published in February 2020.
- The Senior Care Navigator working in the UCLH homeless team was transferred to its establishment from 1 May 2019, and UCLH NHS Trust have funded the employment of the remaining Care Navigator during 2019-20 and have committed funding until the end September 2020.
- The provider of the Pathway Team in Bradford has employed a person with lived experience based on our Pathway Care Navigator job description.
- Pathway completed the project to develop competency frameworks, standard job descriptions and a support network for nurses working with homeless patients, supporting a professional career path.
- We have welcomed a range of students over the past year from across the UK and abroad, and used our formalised programme for medical students undertaking self-selected components and electives within Pathway teams, helping to encourage the next generation of medical professionals to 'think homeless' and understand the impact that housing has on health.
- UCL Medical School agreed to include Pathway organised SSC placements for undergraduates in their core training offer. This became part of the programme for year 6 pre-final students and for year 2 students. The first placements took place in the academic year beginning September 2019, and a financial contribution was made by UCL for this service.
- Pathway's Mental Health Fellow developed and piloted a half day training module on 'trauma informed communications skills' to frontline non-mental health practitioners funded by a small grant from the Grocers Company. Pilot sessions have taken place through the year.
- Work is nearing completion on the project being hosted by Pathway to make a film and accompanying materials as a therapeutic resource for young people in a tier 4 in-patient mental health setting. It was tested in autumn 2019, and is currently being re-edited. The Anna Freud Evidence-Based Practice Unit are carrying out an evaluation of its impact.

## **Aim 3: To research, test and evaluate new and additional services and build the evidence around homeless and inclusion health**

- Pilot provision of legal advice services for homeless patients at UCLH and King's Health Partners hospitals and for specialist advice for migrants and homeless patients with no recourse to public funds who were admitted to the Royal London and UCLH was completed. A seminar to share experiences was held in April 2019, and an evaluation report developed and published in April 2020.
- Additional funding was secured to continue legal advice work into 2019/20, including by partnering two providers to secure additional funding to provide specialist advice for migrants and homeless patients with no recourse to public funds. Further funding has been secured for three years beginning 2020/21 to continue the legal advice to London Pathway teams, to extend to two mental health teams, TB Find and Treat and to build the evidence base further.
- Participation in the King's College led multi-site, multi-year National Institute of Health Research review of homeless hospital discharge arrangements exploring the efficacy of a variety of models continued. A series of six events to disseminate the results is planned and commenced in Bradford in autumn 2019, and events are planned for Bristol, Birmingham and Newcastle.

## Trustees' Report: year ended 31 March 2020

- An on-line toolkit was launched to help hostel staff identify and support homeless people who are facing death; work continued to develop enhanced training models and two day training courses were rolled out to several locations across the UK. Multiple new papers were published topping citation scores have helped the project gain influence across the NHS.
- We continue to develop a network of Pathway Fellows, expert clinical and professional associates who work with Pathway on a voluntary or paid basis carrying out research into new models of care. Numerous journal papers, magazine articles and news reports authored by Pathway Fellows and staff on homeless health issues were published. They offer clinicians and the public an insight into homeless health and the need to support homeless patients.
- We have supported Experts by Experience (EbEs) - people who have lived experience of homelessness and exclusion - to take part in research and consultation work, including advising on information booklets and feedback forms for homeless hospital services, and supporting focus groups on end of life care for homeless people.
- Dr Lucy Potter, Pathway's Clinical Research Fellow is an academic GP in Bristol supported by a NIHR in-practice fellowship. She runs an outreach clinic for street sex-working women as part of Bristol's Homeless Health Service. She is running a national survey asking those who work with street sex-workers for their insights in healthcare access and provision for this group, and she is facilitating a co-production project with street sex-workers in Bristol to develop primary care services to better meet their needs. Pathway's Medical Director has supported the design of the project.
- Dr Rafi Rogans Watson a Geriatric Registrar, a Pathway Clinical Fellow volunteered with Pathway to explore the benefits of standard frailty assessments for complex needs/homeless adults by conducting an in-depth study of residents in a London hostel.
- Pathway joined with the National Homelessness Advice Service (NHAS) to deliver a series of half day seminars aimed at housing workers working in the health sector. The first event was held in July 2019 and was well attended and received.

### **Aim 4: To provide support to and develop further the Faculty for Homeless and Inclusion Health - including potentially establishing it as a free standing organisation**

- The MSc module in Inclusion Health developed by the Faculty for Homeless and Inclusion Health in partnership with University College London was run for the second year in 2019, again to much acclaim, and will be run again in spring 2020 – although due to Covid-19 the course will be run using internet technology. One Pathway employee took part in the course in 2019. The annual Inclusion Health CPD day was run in autumn 2019.
- A short e-learning for health module on inclusion health was developed in partnership with and funded by Health Education England.
- We have continued to grow membership of the Faculty, with over 2,000 members at the end of 2019/20, including medical professionals, housing and homelessness workers, social care professionals, public health experts, commissioners, researchers, and people with lived experience of exclusion. We launched a voluntary membership scheme in March 2019, asking members to donate to the Faculty to continue its varied programmes of work, and following a slow start it continues to grow in momentum.
- We held the eighth Faculty for Homeless and Inclusion Health international symposium: Pathways from Homelessness 2020: *2020: A Decade for Inclusion*, and supported a group of EbEs to attend and participate.
- We have further developed the Faculty's communications including use of social media (Twitter: 2500+ followers) and regular electronic newsletters, including special editions focussed on Covid-19.
- Faculty meetings were held and well attended in London and across England, and plans are in place to continue these in summer 2020 by internet technology due to Covid-19.
- The Faculty has supported many subgroups, including groups in Scotland, the north of England and the south-west, and special interest groups on dentistry, mental health and occupational therapy.

## Aim 5: To maintain a strong organisation

- We have carried out considerable work to develop materials to test the spread of hospital teams by social franchising as a mechanism to help Pathway financially sustainable.
- We hosted a secondment of a fast streamer for six months from the Civil Service – his remuneration was covered by his substantive employer. He worked on a publication: Rethinking Homelessness: Clinical Perspectives to mark Pathway's 10<sup>th</sup> Anniversary and also helped with planning for the celebration held on 11 March 2020.
- We are receiving pro-bono legal support from Wiggin LLP for work to register Pathway's brand as a trademark. This work will help in the promotion of our social franchise offer to new partners.
- We are currently exploring synergy and how to benefit from future collaborative partnership working with Crisis.
- Pathway continued to be registered with the Fundraising Regulator.

### Review of financial position

The gross income for the year amounted to: £730,625 (2019 - £948,948). The associated expenditure for the year was £807,069 (2019 - £885,161). This gives a net deficit for the year of £76,444 (2019 - net surplus of £63,787). Total reserves to be carried forward to 2020/21 are £531,431 (2019 - £607,875).

The principal sources of funds in 2019/20 were:

	£
<b>The Oak Foundation</b> – 4th payment of a five year core grant (unrestricted)	250,000
<b>The Health Foundation</b> – payment of grant to continue the exploration of social franchising and licensing as a way of spreading Pathway's hospital team model (restricted)	178,733
<b>University College London Hospital NHS Foundation Trust</b> – payment to support four sessions per week of a specialist homeless GP for the hospital's homeless team and six months pay of Care Navigator (restricted)	72,420
<b>Texel Foundation</b> – 1 <sup>st</sup> payment of a two year core grant focussed on the Faculty for Homeless and Inclusion Health and Experts by Experience (restricted)	50,000
<b>Clothworkers Company</b> – grant towards the development of the Experts by Experience programme of work (restricted)	32,000
<b>Guys and St Thomas' NHS Trust</b> – annual contribution for support to Pathway teams in the King's Health Partnership (unrestricted)	20,000
<b>Hackney Council</b> – funding for development of a needs assessment and business case towards a Pathway team (restricted)	20,000
<b>Warwickshire County Council</b> - funding for development of four needs assessments and business cases towards Pathway teams (restricted)	20,800
<b>Greater London Authority</b> – Department of Community and Local Government's cold weather funding to support the pilot Pathway Homeless Team in St Mary's hospital (restricted)	12,832
<b>Queens Nursing Institute</b> – secondment of Sam Dorney-Smith for one day per week (restricted)	12,819
<b>DW Trust</b> – grant towards the production of the Mouse training film for young people with mental health issues (restricted)	7,500
<b>The Cooperative Society</b> – donation to fund items to ensure homeless patient dignity in Brighton (restricted)	6,141
<b>Crisis UK</b> – a single grant to support the attendance of Experts by Experience at the Faculty of Homeless and Inclusion Health's annual international symposium (restricted)	5,000

Just over 80% (£648,253) of the expenditure can be attributed directly to Pathway's core activities, with just under 20% (£158,816) related to support work including governance. No payment was made to a consultant for fundraising activities in 2019/20 (£438 in 2018/19).

### **Reserves policy**

At the end of 2019/20 Pathway holds reserves of £531,431 (£204,327 restricted and £327,104 unrestricted). At their meeting in March 2020 the trustees agreed to leave unchanged the reserves policy of retaining unrestricted reserves to cover four months basic overheads (estimated at £135,621) and retaining sufficient unrestricted to meet 2020/21 funding commitments, estimated at £125,000. The unrestricted reserve of £327,104 therefore provides sufficient funds to cover management, administration and support costs and to respond to emergency situations for 2020/21. Restricted reserves are balances of funding secured for specific projects, where the funding organisation requires the funding to be used on this work, and where work is continuing. Pathway records specific costs against these funds as they are incurred.

### **Plans for Future Periods**

We will continue our work towards the objectives set out in our strategic plan:

- to support, strengthen and spread our existing service models and networks;
- to develop the variety of services operating within the Pathway network;
- to research, test and evaluate new and additional services and build the evidence around homeless and inclusion health;
- to provide support to and develop further the Faculty for Homeless and Inclusion Health – including potentially establishing it as a free standing organisation; and
- to maintain a strong organisation.

We will:

- continue work with the Health Foundation to explore and validate the potential of social franchising to spread the Pathway hospital team model and to secure a sustainable income stream for the core Pathway charity;
- continue to build the case for wider provision of medical respite, including investigating potential buildings and providers;
- promote further our scheme for Faculty members and supporters to make voluntary donations to support the activities of the Faculty;
- explore the synergy and opportunities for closer collaborative partnership working with Crisis; and
- continue to work to secure employment with the relevant NHS Trust for the remaining Pathway's trained Care Navigator.

### **Statement of Trustees' Responsibilities**

The trustees (who are also directors of Pathway for the purposes of company law) are responsible for preparing the trustees' report and 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 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements

## Trustees' Report: year ended 31 March 2020

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.

Each of the trustees confirms that:

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

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

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

Approved and authorised by the Board of Trustees 15 July 2020 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'L Morphy', written in a cursive style.

Leslie Morphy, OBE  
Chair of Pathway

## **Independent auditor's report: year ended 31 March 2020**

### **Independent auditor's report to the members of The London Pathway**

#### **Opinion**

We have audited the financial statements of The London Pathway (the 'charitable company') for the year ended 31 March 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2020 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 auditor's 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- ◆ the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- ◆ the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

#### **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 auditor's report 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.

## **Independent auditor's report: year ended 31 March 2020**

### **Other information (continued)**

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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report has been prepared in accordance with applicable legal requirements.

### **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 trustees' report. We have nothing to report in respect of the following matters in relation to which 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees 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.

## **Independent auditor's report: year ended 31 March 2020**

### **Auditor's 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 an auditor's report 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.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **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 auditor's 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.



Katharine Patel (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL  
Date: 3 August 2020

**Statement of financial activities: year ended 31 March 2020**  
**(Including an Income and Expenditure Account)**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total £	Unrestricted funds £	Restricted funds £	2019 Total £
<b>Income:</b>							
Donations and legacies		38,479	11,821	<b>50,300</b>	61,022	617	61,639
<i>Income from charitable activities</i>							
Grants	2	250,000	268,776	<b>518,776</b>	266,000	496,862	762,862
Research and project income	2	36,310	125,239	<b>161,549</b>	36,955	87,492	124,447
<b>Total income</b>		<b>324,789</b>	<b>405,836</b>	<b>730,625</b>	<b>363,977</b>	<b>584,971</b>	<b>948,948</b>
<b>Expenditure:</b>							
Expenditure on charitable activities	3	257,928	549,141	<b>807,069</b>	330,593	554,568	885,161
<b>Total expenditure</b>		<b>257,928</b>	<b>549,141</b>	<b>807,069</b>	<b>330,593</b>	<b>554,568</b>	<b>885,161</b>
<b>Net income (expenditure) and net movement in funds for the year</b>	5	66,861	(143,305)	<b>(76,444)</b>	33,384	30,403	63,787
<b>Reconciliation of funds</b>							
Total funds brought forward at 1 April 2019		260,243	347,632	<b>607,875</b>	226,859	317,229	544,088
<b>Total funds carried forward at 31 March 2020</b>		<b>327,104</b>	<b>204,327</b>	<b>531,431</b>	<b>260,243</b>	<b>347,632</b>	<b>607,875</b>

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

All income and expenditure derived from continuing activities in the above two financial periods.

The accounting policies and notes on pages 18 to 32 form part of these financial statements.

**Balance sheet:** as at 31 March 2020

	Note	2020 £	2020 £	2019 £	2019 £
<b>Current assets</b>					
Debtors	9	66,165		52,171	
Cash at bank		520,028		611,897	
		<u>586,193</u>		<u>664,068</u>	
<b>Liabilities</b>					
Creditors falling due within one year	10	(54,762)		(56,193)	
<b>Net assets</b>			<u>531,431</u>		<u>607,875</u>
<b>The funds of the charity</b>					
Unrestricted funds	11	327,104		260,243	
Restricted funds	12	204,327		347,632	
<b>Total charity funds</b>	13		<u>531,431</u>		<u>607,875</u>

The accounting policies and notes on pages 18 to **Error! Bookmark not defined.** form part of these financial statements.

These financial statements were approved by the Board of Trustees for issue on 15 July 2020 and signed on its behalf by:



Leslie Morphy, OBE

**Chair**

The London Pathway,  
Charity Registration no 1138741  
Company Registration No: 07210798

**Statement of cash flows: year ended 31 March 2020**

	Notes	2020 £	2019 £
<b>Cash flow from operating activities:</b>			
Net cash (used in) provided by operating activities	A	<b>(91,869)</b>	56,527
<b>Change in cash and cash equivalents in the year</b>		<b>(91,869)</b>	56,527
Cash and cash equivalents at 1 April 2019	B	<b>611,897</b>	555,370
<b>Cash and cash equivalents at 31 March 2020</b>	B	<b>520,028</b>	611,897

**Notes to the statement of cash flows for the year to 31 March 2020.**

**A Reconciliation of net movement in funds to net cash (used in) provided by operating activities**

	2020 £	2019 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>(76,444)</b>	63,787
<b>Adjustments for:</b>		
Increase in debtors	<b>(13,994)</b>	(10,759)
(Decrease) Increase in creditors	<b>(1,431)</b>	3,499
<b>Net cash (used in) provided by operating activities</b>	<b>(91,869)</b>	56,527

**B Analysis of cash and cash equivalents**

	2020 £	2019 £
Cash at bank	<b>520,028</b>	611,897
<b>Total cash and cash equivalents</b>	<b>520,028</b>	611,897

## **1. Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

### **Basis of preparation**

The financial statements have been prepared in accordance with 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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) issued on 16 July 2014, Update Bulletin 1 issued on 2 February 2016, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The financial statements have been prepared under the historical cost except for the modification to a fair value basis as specified in the accounting policies below.

The charity constitutes a public benefit entity as defined by FRS 102.

All financial information is presented in British Pounds Sterling (£), the charity's functional currency, and has been rounded to the nearest pound (£).

### **Critical accounting estimates and judgements**

The preparation of financial statements requires the use of certain critical accounting estimates and judgements. It also requires the trustees' to exercise judgement in the process of applying accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including an expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, event or actions, actual results may differ from those estimates.

There are no areas requiring the use of estimates and critical judgements that may significantly impact on the charity's financial activities and financial position.

### **Assessment of going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The charity has prepared forecasts and budgets for a three year period to 2022/23 which provide the trustees with detailed costs for Pathway projects currently undertaken and proposed, together with an indication of how projected costs could be scaled back should funding levels fall. These forecasts reflect Covid-19 and recognise that the pandemic will cause uncertainty and impact on how Pathway operates in the foreseeable future. However, Pathway is fortunate to have significant committed grant funding in place for 2020/21 and is less reliant on donations or income of a variable nature.

Having considered the charity's budget forecasts, the charity's cash reserves at 31 March 2020 of £520,028, and so far as is reasonably possible the potential impact of the Covid-19 pandemic, the trustees are satisfied that there will be sufficient future funds to allow the charity to continue as a going concern and have sufficient resources to meet its liabilities as they fall due.

### **Fund accounting**

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors. The aim and use of each restricted fund is set out in the notes to the financial statements. Expenditure incurred in fulfilling the objective of each restricted fund is charged against the fund balance and shown in the relevant expenditure category in the charity's statement of financial activities.

### **Income**

Income from donations is recognised in the period in which the charity becomes entitled to the donation and where receipt is probable and its amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income for the provision of commissioned research and other projects is recognised when the charity is entitled to receipt, any performance conditions have been met and the amount can be measured reliably.

Income from donated services are recognised at fair value provided that the value can be reliably measured. Fair value is determined by reference to the open market price that the charity would pay for the services provided.

### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It includes VAT which cannot be recovered.

#### *Expenditure on charitable activities*

Expenditure on charitable activities includes the costs of delivering the Pathway services and other activities undertaken for the purposes of the charity. Included is the direct cost of the Pathway service and an apportionment of support costs.

#### *Support and governance costs*

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the charity's compliance with regulation and good practice.

### **Financial instruments**

The charity only holds basic financial instruments as defined in FRS102. The financial assets and financial liabilities and their measurement basis is as follows:

*Financial assets* – trade debtors, other debtors and accrued income are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 9. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* – trade creditors and accrued expenses are financial instruments and are measured at amortised cost as detailed in note 10.

**Financial assets and liabilities**

Financial assets and financial liabilities are recognised in the balance sheet when the charity becomes party to the contractual provisions of the instrument.

**Debtors**

Trade and other debtors are initially recognised at their settlement amount and subsequently at amortised cost or their recoverable amount. Impairment provisions are recognised when there is objective evidence, such as significant financial difficulties on the part of the counterparty or default or a significant delay in payment, that the charity will be unable to collect all of the amounts due.

Prepayments are valued at the amount prepaid.

**Cash at bank**

Cash at bank represents cash that is available on demand or has a maturity of less than three months from balance sheet date. Deposits for more than three months but less than one year are disclosed as short term deposits.

**Creditors and provisions**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be measured or estimated reliably.

Creditors and provisions are initially recognised at fair value, being the amount the charity anticipates it will pay to settle the debt, and subsequently at amortised cost.

**Pensions**

Contributions totalling £10,293 have been made to employees' personal pension plans in 2019/20. The staging date for auto-enrolment into a pension scheme was 1 August 2017, and Pathway selected the Government backed NEST pension scheme for its employees.

**Short term employment benefits**

Short term employment benefits such as salaries and compensated absences (holiday pay) are recognised as an expense in the year in which the employees render service to the charity. Any unused benefits are accrued and measured at the amount the charity expects to pay to the employees to settle the unused entitlements.

2. Income from charitable activities

	Unrestricted funds £	Restricted funds £	2020 £
<b>Grants</b>			
The Oak Foundation	250,000	—	<b>250,000</b>
The Health Foundation	—	178,373	<b>178,373</b>
Texel Foundation	—	50,000	<b>50,000</b>
Clothworkers Company	—	32,000	<b>32,000</b>
Greater London Authority	—	12,832	<b>12,832</b>
DW Trust	—	7,500	<b>7,500</b>
Queen Mary University London	—	(19,299)	<b>(19,299)</b>
Other grants	—	7,370	<b>7,370</b>
Total grants	<u>250,000</u>	<u>268,776</u>	<b><u>518,776</u></b>
<b>Research and project income</b>			
University College London Hospital NHS Foundation Trust	—	72,420	<b>72,420</b>
Guy's & St Thomas' Hospital NHS Foundation Trust	20,000	—	<b>20,000</b>
Hackney Council	—	20,000	<b>20,000</b>
Warwickshire County Council	800	20,000	<b>20,800</b>
Queen's Nursing Institute	—	12,819	<b>12,819</b>
Other projects	15,510	—	<b>15,510</b>
Total research and project income	<u>36,310</u>	<u>125,239</u>	<b><u>161,549</u></b>
<b>2020 Total funds from charitable activities</b>	<u>286,310</u>	<u>394,015</u>	<b><u>680,325</u></b>

**Notes to the financial statements: year ended 31 March 2020**

**2. Income from charitable activities (continued)**

<i>Comparatives</i>	Unrestricted funds £	Restricted funds £	2019 £
<b>Grants</b>			
The Oak Foundation	250,000	181,637	431,637
UCLH Charities	—	8,890	8,890
Trust for London	—	15,000	15,000
Lankelly Chase Foundation	—	97,000	97,000
Greater London Authority	—	9,187	9,187
Health Education England	—	20,000	20,000
The Health Foundation	—	56,383	56,383
John Ellerman Foundation	—	44,485	44,485
Queen Mary University London	—	29,600	29,600
AB Charitable Trust	—	15,000	15,000
Texel Foundation	10,000	—	10,000
Other grants	6,000	19,680	25,680
Total grants	<u>266,000</u>	<u>496,862</u>	<u>762,862</u>
<b>Research and project income</b>			
University College London Hospital NHS Foundation Trust	—	79,425	79,425
Guy's & St Thomas' Hospital NHS Foundation Trust	20,000	—	20,000
Other projects	16,955	8,067	25,022
Total research and project income	<u>36,955</u>	<u>87,492</u>	<u>124,447</u>
<b>2019 Total funds from charitable activities</b>	<u>302,955</u>	<u>584,354</u>	<u>887,309</u>

## Notes to the financial statements: year ended 31 March 2020

### 3. Expenditure

	Unrestricted funds £	Restricted funds £	2020 £
<b>Charitable activities</b>			
<b>Direct costs</b>			
Pay costs including staff costs	99,098	208,809	<b>307,907</b>
Consultants' fees	4,961	250,400	<b>255,361</b>
Staff training	8,893	2,048	<b>10,941</b>
Printing	—	1,503	<b>1,503</b>
Patients' costs	65	6,184	<b>6,249</b>
Patients' legal advice	—	11,787	<b>11,787</b>
Telephone	10	—	<b>10</b>
Travel and subsistence	1,808	3,979	<b>5,787</b>
Catering	48	3,886	<b>3,934</b>
Volunteer/Service User expenses	1,170	4,109	<b>5,279</b>
Conference provision	21,196	5,000	<b>26,196</b>
Marketing and design	678	6,551	<b>7,229</b>
Stationery	—	1,003	<b>1,003</b>
Staff uniforms	68	—	<b>68</b>
<i>Total direct costs</i>	<b>137,995</b>	<b>505,259</b>	<b>643,254</b>
<b>Support costs</b>			
Pay costs including staff costs	92,733	37,000	<b>129,733</b>
Staff recruitment	2,400	—	<b>2,400</b>
Consultants' fees	400	-	<b>400</b>
Marketing and design	—	6,882	<b>6,882</b>
Catering	3,500	—	<b>3,500</b>
Legal advice	5,000	—	<b>5,000</b>
Printing	360	—	<b>360</b>
Insurance	5,711	—	<b>5,711</b>
Bank and payroll charges	870	—	<b>870</b>
Stationery	495	—	<b>495</b>
<i>Total support costs</i>	<b>111,469</b>	<b>43,882</b>	<b>155,351</b>
<b>Governance costs</b>			
Trustees' expenses	191	—	<b>191</b>
Audit and accountancy fees	8,273	—	<b>8,273</b>
<i>Total governance costs</i>	<b>8,464</b>	<b>—</b>	<b>8,464</b>
<b>2020 Total expenditure</b>	<b>257,928</b>	<b>549,141</b>	<b>807,069</b>

**Notes to the financial statements: year ended 31 March 2020**

**3. Expenditure (continued)**

<i>Comparatives</i>	Unrestricted funds £	Restricted funds £	2019 £
<b>Charitable activities</b>			
<b>Direct costs</b>			
Pay costs including staff costs	202,308	168,305	370,613
Consultants' fees	438	274,364	274,802
Care Navigator expenses	239	10	249
Staff training	7,283	2,140	9,423
Printing	—	1,890	1,890
Patients' costs	1,724	14,607	16,331
Patients' legal advice	2,000	21,434	23,434
Telephone	821	150	971
Travel and subsistence	1,246	2,468	3,714
Catering	99	3,586	3,685
Volunteer/Service User expenses	1,563	13,176	14,739
Conference provision	20,052	6,456	26,508
Marketing and design	—	3,542	3,542
Stationery	—	283	283
Staff uniforms	202	—	202
<i>Total direct costs</i>	<u>237,975</u>	<u>512,411</u>	<u>750,386</u>
<b>Support costs</b>			
Pay costs including staff costs	71,281	37,866	109,147
Staff recruitment	175	3,600	3,775
Staff training	—	206	206
Consultants' fees	300	—	300
Marketing and design	3,279	485	3,714
Travel (incl. staff travel loans)	2,819	—	2,819
Printing	103	—	103
Insurance	5,116	—	5,116
Bank and payroll charges	912	—	912
Stationery	255	—	255
<i>Total support costs</i>	<u>84,240</u>	<u>42,157</u>	<u>126,397</u>
<b>Governance costs</b>			
Trustees' expenses	535	—	535
Audit and accountancy fees	7,843	—	7,843
<i>Total governance costs</i>	<u>8,378</u>	<u>—</u>	<u>8,378</u>
<b>2019 Total expenditure</b>	<u>330,593</u>	<u>554,568</u>	<u>885,161</u>

#### 4. Staff costs including key management personnel

	2020 £	2019 £
Wages and salaries	392,382	428,408
Social security costs	34,374	36,289
Pension contributions	10,293	12,825
	<b>437,049</b>	<b>477,522</b>

One member of staff was seconded from SLAM's Pathway team to the core team for one day per week from mid November 2019 (none in 2019).

Wages and salary costs include donated services with a fair value of £22,000 (2019 - £43,000) for one six month secondment secured from the Civil Service in 2019/20. The secondee's salary was paid for by his substantive employer.

One employee earned over £60,000 during the year (2019: one) with their salary falling in the banding £60,001 - £70,000 (2019: one between £60,001 - £70,000).

The average monthly number of persons (including key management personnel) employed by the charitable company during the year, described as full time equivalents was:

	2020 No	2019 No
Care Navigators	1.1	2.7
Key Management (CEO, Medical Director & Finance Director)	1.6	1.6
Senior Healthcare Navigator Coordinator / Healthcare Advisor	0.6	0.7
Senior Nurse	0.7	0.6
Communications Officer	0.8	0.7
Project Manager	1.0	0.5
Research and administration	2.0	2.3
	<b>7.8</b>	<b>9.1</b>

#### Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity and are represented by the trustees and the Executive Management Team, which comprise the Chief Executive, Finance and Administration Director and the Medical Director.

The number of key management personnel was 3 (2019 – 3) (Full time equivalent basis: 1.6 (2019: 1.6)).

The total emoluments received by the key management personnel was £132,254 (2019: £149,254).

#### Trustees' remuneration

None of the trustees nor any persons connected with them received any remuneration as a result of them holding the office of trustee during the current or preceding year.

#### 5. Net movement in funds

This is stated after charging:

	2020 £	2019 £
Auditors' remuneration		
. Statutory audit services	8,200	7,830

**Notes to the financial statements: year ended 31 March 2020**

**6. Trustees' expenses**

Expenses of £191 were paid to one trustee during the year (2019: £431 to one trustee).

**7. Trustees' indemnity insurance**

The charitable company purchased insurance to cover the trustees for costs and expenses incurred in respect of claims arising out of an actual or alleged wrongful act committed in good faith. It is not possible to identify separately the cost of the indemnity insurance.

**8. Taxation**

Pathway is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**9. Debtors**

	2020 £	2019 £
Trade debtors	63,708	40,874
Other debtors	—	2,726
Accrued income	652	6,545
Prepayments	1,805	2,026
	<b>66,165</b>	<b>52,171</b>

**10. Creditors: amounts falling due within one year**

	2020 £	2019 £
Trade creditors	32,192	33,142
Accruals	22,570	23,051
	<b>54,762</b>	<b>56,193</b>

**11. Unrestricted funds**

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
General unrestricted funds	260,243	324,789	(257,928)	<b>327,104</b>

	At 1 April 2018 £	Income £	Expenditure £	At 31 March 2019 £
General unrestricted funds	226,859	363,977	(330,593)	260,243

**Notes to the financial statements: year ended 31 March 2020**

**12. Restricted funds**

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Greater London Authority	—	12,832	(8,797)	<b>4,035</b>
The Health Foundation	—	178,373	(138,725)	<b>39,648</b>
Department of Health	17,564	—	(10,100)	<b>7,464</b>
Royal Free & Hampstead NHS Foundation Trust	35,000	—	—	<b>35,000</b>
Justlife Foundation	3,768	—	(2,083)	<b>1,685</b>
The Coop, Homed and other – Donations for Brighton	2,050	6,141	(3,428)	<b>4,763</b>
Texel Foundation	—	50,000	(35,929)	<b>14,071</b>
London Catalyst	585	1,000	(57)	<b>1,528</b>
Clothworkers Company	—	32,000	(15,766)	<b>16,234</b>
Warwickshire County Council	—	20,000	(1,075)	<b>18,925</b>
Mental Health & Rough Sleeping Donation	3,132	—	—	<b>3,132</b>
Hackney Council	—	20,000	(12,739)	<b>7,261</b>
John Ellerman Foundation	2,545	—	(2,545)	<b>—</b>
Crisis UK	917	5,000	(1,782)	<b>4,135</b>
The Oak Foundation	138,679	—	(119,875)	<b>18,804</b>
Lankelly Chase Foundation	26,850	—	(26,850)	<b>—</b>
Queen Mary University London	28,074	(19,299)	(6,425)	<b>2,350</b>
Trust for London	1,144	—	(1,100)	<b>44</b>
AB Charitable Trust	12,179	—	(9,414)	<b>2,765</b>
Health Education England	43,058	—	(35,428)	<b>7,630</b>
DW Trust	—	7,500	(7,500)	<b>—</b>
UCLH Charities	—	420	(420)	<b>—</b>
Tesco Bags of Help	1,136	950	(2,086)	<b>—</b>
Grocers' Company	4,500	—	—	<b>4,500</b>
University College London NHS Foundation Trust	15,225	72,420	(87,645)	<b>—</b>
The Burdett Trust for Nursing	2,942	—	(2,942)	<b>—</b>
Queen's Nursing Institute	—	12,819	(12,819)	<b>—</b>
UCLH Friends	1,088	—	(270)	<b>818</b>
Stephen Clark Charitable Settlement	3,629	—	—	<b>3,629</b>
University College London	1,900	—	(1,900)	<b>—</b>
London Solicitors Company	1,000	—	—	<b>1,000</b>
Austin & Hope Pilkington Trust	100	—	(100)	<b>—</b>
Donations for patients phones UCLH	450	1,000	(192)	<b>1,258</b>
Donations for Faculty for Homeless & Inclusion Health	117	4,680	(1,149)	<b>3,648</b>
	<b>347,632</b>	<b>405,836</b>	<b>(549,141)</b>	<b>204,327</b>

**Notes to the financial statements: year ended 31 March 2020**

**12. Restricted funds (continued)**

<i>Comparatives</i>	At 1 April 2018 £	Income £	Expenditure £	At 31 March 2019 £
Greater London Authority	5	9,187	(9,192)	—
The Health Foundation	42,795	56,383	(99,178)	—
Department of Health	45,309	—	(27,745)	17,564
Royal Free & Hampstead NHS Foundation Trust	35,000	—	—	35,000
Justlife Foundation	5,799	—	(2,031)	3,768
Homed and other – Donations for Brighton	2,050	—	—	2,050
London Housing Foundation	1,204	—	(1,204)	—
London Catalyst	738	—	(153)	585
Merchant Taylors Charitable Company	245	—	(245)	—
Garfield Weston Foundation	14,348	—	(14,348)	—
Mental Health & Rough Sleeping Donation	3,132	—	—	3,132
Goldsmiths' Company Charity	27,000	—	(27,000)	—
John Ellerman Foundation	—	44,485	(41,940)	2,545
Crisis UK	830	5,000	(4,913)	917
The Oak Foundation	16,497	181,637	(59,455)	138,679
Lankelly Chase Foundation	9,970	97,000	(80,120)	26,850
Queen Mary University London	—	29,600	(1,526)	28,074
Trust for London	1,761	15,000	(15,617)	1,144
AB Charitable Trust	—	15,000	(2,821)	12,179
Health Education England	55,946	20,000	(32,888)	43,058
Drapers Charitable Company	245	—	(245)	—
UCLH Charities	—	8,890	(8,890)	—
Tesco Bags of Help	2,850	3,800	(5,514)	1,136
Grocers' Company	5,000	—	(500)	4,500
University College London NHS Foundation Trust	—	79,425	(64,200)	15,225
The Burdett Trust for Nursing	46,505	—	(43,563)	2,942
Marie Curie Cancer Care	—	6,167	(6,167)	—
UCLH Friends	—	4,880	(3,792)	1,088
Stephen Clark Charitable Settlement	—	4,000	(371)	3,629
University College London	—	1,900	—	1,900
London Solicitors Company	—	1,000	—	1,000
Austin & Hope Pilkington Trust	—	1,000	(900)	100
Donations for patients phones UCLH	—	500	(50)	450
Donations for Faculty for Homeless & Inclusion Health	—	117	—	117
	<b>317,229</b>	<b>584,971</b>	<b>(554,568)</b>	<b>347,632</b>

Greater London Authority

A grant of £12,832 was awarded to support and evaluate the introduction of a short-term pilot Pathway Homeless team in St Mary's Hospital from Cold Weather Funding.

The Health Foundation

Funding of £389,430 was awarded to continue the exploration of social franchising and licensing into the validation phase of spreading Pathway's hospital team model and to secure a sustainable funding stream for the core charity. The funding was for the period March 2019 August 2020, although an extension to the project has been agreed to the end of November 2020 because of the delays caused by the outbreak of Covid-19.

**12. Restricted funds (continued)**

Department of Health

In October 2013, a grant of £469,145 was secured from the Department of Health's Homeless Hospital Discharge Fund to develop a pilot medical respite centre. Work continued during 2015/16 to develop, launch and implement a pilot project Pathway to Home. Reports of Pathway's work on medical respite were published in 2016, and a seminar to showcase and discuss various studies was held in January 2017. Work continues to investigate ways to develop the medical respite and other step down options for homeless patients leaving hospital.

Royal Free and Hampstead NHS Foundation Trust

In December 2017, the Royal Free and Hampstead NHS Foundation Trust agreed that the funds being held for a pilot service in their hospital of £20,000 plus a £15,000 creditor could be used to explore and develop provision for homeless patients leaving the hospital.

Justlife Foundation

In April 2014 the collaborative partnership led by Justlife Foundation was awarded funding from Brighton and Hove NHS Clinical Commissioning Group (CCG) to continue the service Pathway+ in Brighton. As lead partner, Justlife Foundation received the funding and paid Pathway on a staged basis. The service was re-tendered during 2016, and Arch Health CIC won the contract from 1 February 2017. The remaining funds held by Pathway from Justlife Foundation for the Brighton service are being used to pay for miscellaneous expenses and reflective practice for the team.

The Cooperative Society

The Pathway Homeless Hospital Team in Brighton was chosen to be a recipient of the local Cooperative Community funding for the year ending October 2019, and a donation of £6,141 was made to the homeless patients' dignity fund.

Texel Foundation

A grant of £100,000 over two years was awarded from 1 April 2019 to support the work of the Faculty for Homeless and Inclusion Health, and payments are made quarterly in advance.

London Catalyst

A grant of £1,000 was made in September 2017 for a homeless patients' dignity fund for the Royal London hospital. An additional grant of £1,000 was made in March 2020 to purchase smart phones for homeless people who were identified as needing to self-isolate due to Covid-19 following their relocation to hotels. A phone enables them to have consultations with clinical personnel. London Catalyst agreed that the balance of the previous grant could also be used for this purpose.

Clothworkers Company

A grant of £32,000 was made in June 2019 to support and train homeless people to teach professionals about homelessness, give voice to the most excluded and speak out about homelessness. Work commenced on this project in autumn 2019.

Warwickshire County Council

Funding of £20,000 was provided for the development of needs assessments and associated business cases for Pathway teams at four hospital across the county. Work commenced in late 2019/20 and will continue in 2020/21.

Hackney Council

Funding of £20,000 was provided for the development of a needs assessment and associated business case for a Pathway team at hospitals serving the borough. A draft document was submitted in March 2020, but comments and decisions have been delayed by the outbreak of Covid-19.

John Ellerman Foundation

A grant of £44,485 was awarded in June 2018 towards the educational film and materials aimed at preventing homelessness among took place in 2019.

**12. Restricted funds** (continued)

Crisis

Crisis, once again, awarded a grant of £5,000 for the support of a group of Experts by Experience to attend the Faculty of Homeless and Inclusion Health's 2020 International Conference.

The Oak Foundation

In September 2018 The Oak Foundation approved a grant of £337,668 over two years to build on the research end of life care project for homeless people by developing further, implementing and evaluating the training programme for agencies working with homeless people. The project, entitled Palliative Care Training, commenced in September 2018. There has been slippage in the project and as a result the deadline for the project has been extended beyond August 2020, and the second tranche of funding was paid in April 2020 following the submission of the first monitoring report.

Lankelly Chase Foundation

In August 2015, Lankelly Chase Foundation approved a grant of £210,000 over three years to support the work of the Faculty for Homeless and Inclusion Health. The third and final tranche of funding was paid in August 2018.

Queen Mary University London (QMUL)

In September 2018, QMUL paid £29,600 to Pathway which is a grant awarded by Barts Charity for an assessment of needs for a Pathway team in Newham hospital. Work commenced in December 2018 and a draft needs assessment and business case were completed towards the end of 2019. The cost of GP input was lower than estimated, and £19,299 of unspent funding was repaid to QMUL in February 2020. The remaining balance of funding will be used to publish and launch the final version of the needs assessment in 2020.

Trust for London

In March 2015, Trust for London awarded a grant of £90,000 over three years to deliver and evaluate a model of legal advice for homeless people in hospital on housing and other related issues in UCLH, King's Health Partners' and Royal London Pathway teams. This phase of the legal advice ended in June 2018 following which an evaluation report was prepared. A further grant of £135,000 grant was awarded in March 2020 to continue and extend the work further to include two mental health teams.

AB Charitable Trust

In November 2018, AB Charitable Trust awarded a grant of £15,000 for the continued provision of legal advice to homeless people in hospital on housing and other related issues in UCLH and Pathway patients in the south London hospitals.

Health Education England

In March 2016, Health Education England provided a grant of £48,350 towards project 'Resilient 1' the production of an educational film and materials aimed at preventing homelessness among vulnerable young people with severe mental illness. The materials will be used to provide training and participatory engagement resources to the staff of Tier 4 CAMHS units across the UK. Work started on the project in April 2016, and continues following the award of a further grant of £46,525 by Health Education England in 2017/18. Filming on location took place in 2019, and further editing is taking place.

A grant of £17,400 from Health Education England was paid to Pathway in March 2018 for the provision of the 2<sup>nd</sup> National Socially Inclusive Dentistry conference which was held in Birmingham in December 2018. The balance of funding is earmarked for the Oral Health sub-group of the Faculty for Homeless and Inclusion Health.

A grant of £20,000 to develop e-learning modules in inclusion health was paid to Pathway in March 2019, and the modules are being finalised.

**12. Restricted funds** (continued)

DW Trust

A grant of £7,500 was awarded to support the ongoing production of the educational film and materials aimed at preventing homelessness among young people suffering mental illness.

UCLH Charities

In October 2016, following the success of Pathway to Home at the Olallo House, UCLH Charity agreed a two year grant - £15,000 per year – to support patients who are discharged from Hospital at Home, but who need a few more days stay in Olallo House while Pathway staff at UCLH get onward arrangements e.g. housing or travel, sorted out. Up to end of March 2020 £29,190 of the grant had been spent and drawn down.

Tesco Bags of Help

In summer 2019, we received confirmation that we had come first in the token scheme run in Tesco stores around the Brighton and Sussex Hospital. This led to an award of £3,800 for a homeless patients' dignity fund for the Pathway team in the hospital. The final balance of £950 was received in August 2019.

Grocers' Company

In February 2018, the Grocers' Company awarded a grant to Pathway for the development and piloting of a Mental Health and Trauma training resource. Work on the project began in 2018, and pilots of the training module were run throughout 2019. Discussions are continuing how to take this work forward.

University College London Hospital NHS Foundation Trust

UCLH NHS Foundation Trust approved a business case in 2013 to fund four sessions a week of a GP for its Pathway led hospital homeless team and also to provide a second nurse for the service. The funding pays for the GP's services, and in 2019-20 additional funding was agreed to fund pay costs of a Care Navigator for ten months.

The Burdett Trust for Nursing

In December 2017, The Burdett Trust for Nursing paid a grant of £44,432 for a year-long project to develop a competency framework and network for nurses working with homeless and multiply excluded patients across the UK. Work commenced in January 2018, and the final report is being prepared. A small final workshop with nurses involved is planned was held in November 2019 funded by the residual balance of the grant.

Queen's Nursing Institute

An agreement to second Pathway's Nursing Fellow for one day per week to support partnership working at the Queen's Nursing Institute was agreed in June 2019 at a total value of £14,200.

UCLH Friends

A grant of £4,880 was agreed to produce and publish a handbook that could be given to homeless patients attending or admitted to UCLH. The booklet was launched in the autumn 2018, and was reprinted in May 2019.

Stephen Clarke Charitable Settlement

In October 2018, Pathway received a grant of £4,000 towards the cost of supporting the work of the Pathway team in Bristol.

University College London

In March 2019, UCL provided funding for Pathway to support groups of people with lived experience to participate in planning and delivering the launch of the new Collaborative Centre for Inclusion Health in June 2019.

City of London Solicitors' Company

In February 2019, the City of London Solicitors' Company awarded a grant of £1,000 towards the continued provision of legal advice to homeless people in hospital on housing and other related issues in London hospitals where there is a Pathway team.

**12 Restricted funds** (continued)

Austin & Hope Pilkington Charitable Trust

In November 2018, Pathway were awarded a grant of £1,000 towards the cost of supporting a small group of people with lived experience of being homeless (Experts by Experience) to be ambassadors for Pathway.

**13. Analysis of net assets between funds**

	Unrestricted funds £	Restricted funds £	<b>Total 2020 £</b>
Current assets	347,000	239,193	<b>586,193</b>
Current liabilities	(19,896)	(34,866)	<b>(54,762)</b>
<b>2020 net assets</b>	<b>327,104</b>	<b>204,327</b>	<b>531,431</b>
<i>Comparatives</i>	Unrestricted funds £	Restricted funds £	Total 2019 £
Current assets	279,702	384,366	664,068
Current liabilities	(19,459)	(36,734)	(56,193)
2019 net assets	260,243	347,632	607,875

**14. Related party transactions**

No transactions have taken place with organisations in which a member of the board of trustees has an interest.

**15. Controlling party**

The trustees make up the membership of the charitable company. There is no overall controlling party.

**16. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member or within one year after he/she ceases to be a member, not exceeding £1.

**17. Post balance sheet events**

At the balance sheet date there had been a global outbreak of the pandemic COVID-19. It is not yet clear how long the pandemic will last and what the medium to long term effect the pandemic will have on the charity. The charity is continually monitoring the impact of the pandemic and UK Government's advice and guidance regarding COVID-19 and will continue to make necessary adjustments to manage the risk and to ensure the long term financial security of the charity.