

Registered number: 05944192
Charity number: 1155270

NEW ROUTES INTEGRATION
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

NEW ROUTES INTEGRATION

COMPANY INFORMATION

DIRECTORS

Enefola Samuel Apeh (Chair) (Resigned 01/03/25)
Vincente Ballester (Treasurer)
Judeline Nicholas
Christopher Peskett
Brian Watkins
Henrietta Shirazu (Resigned 01/04/2024)
Elo Onyia
Busranur Serin (Appointed 01/10/24)
Malcolm Simpkin (Chair) (Appointed 07/03/25)

COMPANY NUMBER

05944192

CHARITY NUMBER

1155270

REGISTERED OFFICE

Norwich Social Centre
Catherine Wheel Opening
St Augustine's Street
Norwich
NR3 3BQ

INDEPENDENT EXAMINERS

Triple Bottom Line Accounting Ltd
The Enterprises Centre
University of East Anglia
Norwich
NR4 7TJ

NEW ROUTES INTEGRATION

CONTENTS

	Page
Directors' report	4 - 7
CEO's report	8-9
Independent Examiner's Report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13 - 26

NEW ROUTES INTEGRATION
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Directors (who are also the charity trustees for the purposes of charity law) present their report and financial statements for the year ended 31 March 2025.

Structure, Governance and Management

New Routes Integration is a charitable company limited by guarantee and is governed by its Memorandum and Articles of Association, originally adopted on 28 October 2003. The charity is also registered with the Charity Commission.

The Directors, who are also charity trustees, have responsibility for the overall strategic direction of the organisation. Trustees are appointed in accordance with the governing document and receive an induction covering governance responsibilities, policies and the charity's work.

The charity's day-to-day operations are overseen by the CEO, with appropriate oversight and reporting framework in place.

Objectives and Activities

The charity's objectives, as set out in its governing document, are:

To promote social inclusion for the public benefit by preventing people who are socially excluded on the grounds of their ethnic origin, religion, belief or creed (in particular members of the newly resettled black and minority ethnic communities including refugees and asylum seekers) in Norfolk from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society to develop the capacity and skills of the members of the disadvantaged community of Norfolk in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

The charity delivers a range of services in furtherance of these objects, including adult support and advocacy, youth activities, ESOL classes and community engagement programmes.

Public Benefit Statement

The Directors confirm that they have had due regard to the Charity Commission's guidance on public benefit when planning the charity's activities for the year. The charity's work provides clear public benefit through the delivery of support, education and community programmes that improve wellbeing, inclusion and opportunity for refugees, asylum seekers, migrants and other individuals facing disadvantage.

The activities undertaken during the year directly further the charity's aims and provide measurable and meaningful benefit to the communities served.

NEW ROUTES INTEGRATION
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Chair's Statement

As Chair of New Routes Integration, I am delighted to introduce this year's Annual Report. Although I was not in post during the reporting period, I have kept closely abreast of developments across the sector and have followed New Routes' achievements with admiration. It is a privilege to now steward an organisation whose impact, values, and community spirit are so deeply embedded and consistently demonstrated.

This year has been one of significant progress and resilience. Against a backdrop of increasing demand, a fast-changing national landscape, and rising pressures faced by refugees, asylum seekers and migrants, New Routes has continued to deliver life-changing, community-rooted support.

Our dedicated staff and volunteers have worked tirelessly to ensure that every person who walks through our doors is welcomed with dignity, care, and hope and our programmes have continued to thrive:

Our adult support team has provided essential advice, advocacy and wellbeing support to help individuals navigate complex systems such as housing, welfare, health and community services. This work has ensured that adults facing uncertainty and hardship feel heard, equipped, and supported.

Our youth team has delivered an exciting array of activities, from sports and creative workshops to residential opportunities, building confidence, friendships and a sense of belonging for young people who have often faced significant upheaval.

Our ESOL provision expanded in both scale and reach, responding to the increased number of new arrivals in Norwich and the surge in demand for English learning. Our classes empowered learners with the language and practical skills needed to engage, participate, and thrive in their new communities.

Refugee Week once again reached new heights, bringing together partners, artists, activists and community members in a powerful celebration of culture, courage and connection. It remains one of our most visible expressions of unity and shared humanity.

Financially, the organisation remains stable and forward-looking. Thanks to our funders, donors and partners, we have continued to diversify our income and strengthen long-term sustainability. Careful financial management has ensured that we can continue meeting both immediate needs and emerging challenges.

As we look ahead, New Routes is entering an exciting phase of growth and transformation. Our strategic priorities for the coming years reflect our commitment to strengthening our services, deepening inclusion, and responding with agility to the evolving needs of the communities we serve.

None of this would be possible without the extraordinary dedication and compassion of our staff, volunteers, trustees, partners and supporters. Your commitment to creating a more inclusive, welcoming Norwich continues to inspire and energise our work.

Thank you for your enduring support and for standing with us in building a future where every individual, regardless of background, can feel safe, valued, and able to flourish.



Malcolm Simpkin, Chair of Board of Trustees

NEW ROUTES INTEGRATION
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Financial Review

The Directors have assessed the charity's ability to continue as a going concern and are satisfied that the organisation has adequate resources to continue operating for the foreseeable future.

Total incoming resources for the financial year were £378,169 (2024: £392,666) a decrease of 3.7% from the prior year of £14,497. This has mainly come from a reduction in designated income. Additional detail on incoming resources is set out in notes 4-5 and 14 of the financial statements.

Expenditure on charitable objectives for the financial year was £399,909 (2024: £338,978), an increase of 18% from the prior year of £60,931. This expenditure corresponds to the increases in salaries, overheads and project outgoings.

Net outgoing resources for the period on unrestricted funds amounted to £2,584 (2024: net incoming resources £45,592), reflecting a small loss for the year. On restricted funds net outgoing resources amounted to £19,156 (2024: net incoming resources £8,096) which primarily reflects the utilisation of brought forward restricted funds from the prior year.

Risk Management

The Directors regularly review the major risks to which the charity is exposed, including strategic, operational, financial, governance and compliance risks. Systems and procedures have been established to manage these risks and to mitigate their potential impact on the organisation's activities.

Key areas of focus during the year included the stability of funding, cost inflation, safeguarding, service delivery capacity and staff wellbeing. The Directors are satisfied that appropriate controls and processes are in place and that no significant unmanaged risks were identified during the period.

Reserves Policy

The Directors have established a reserves policy to maintain unrestricted reserves equivalent to approximately three months of core operating expenditure. This provides a financial buffer against unexpected fluctuations in income and ensures the charity can meet its obligations in the event of delays in funding.

Based on minimum projected core operating expenditure for 2026, assuming all funding ceased, total costs would be £247,216, comprising £192,535 of staff costs and £54,681 of non-staff costs. This equates to a three-month reserves' requirement of £61,804.

At the year end, unrestricted funds totalled £224,327 (2024: £226,911) and restricted funds totalled £156,923 (2024: £176,079). Of the unrestricted funds, £51,292 are held as free reserves. While this is below the target level of £61,804, it is considered acceptable considering the charity's overall cash position.

The Directors continue to monitor reserves closely and are taking steps to strengthen unrestricted income streams with the aim of achieving the target reserves level over the coming period.

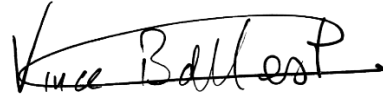
NEW ROUTES INTEGRATION
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Funds in deficit

There are no funds materially in deficit.



Malcolm Simpkin
Chair of the Board of Directors
December 2025



Vicente Ballester
Treasurer
December 2025

NEW ROUTES INTEGRATION
CEO REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Welcome from our CEO, Gee Cook

I am proud to introduce New Routes Integration's Annual Report 2024-25, a year marked by both global turbulence and profound local togetherness. As conflicts continue in Afghanistan, Ukraine, Syria, Sudan, and other regions across the world, Norwich has seen rising numbers of people seeking safety, stability, and a place to rebuild their lives. Throughout the year we have welcomed increasing numbers of new arrivals in temporary hotel accommodation, each bringing unique experiences, strengths, and needs.

In response, New Routes has continued to adapt, expand, and tailor our services to meet emerging and rapidly changing demands. Our team has worked tirelessly to ensure that every new arrival, regardless of when they arrive or what they have fled, can access support that is dignified, responsive, and culturally informed. From strengthening our casework and wellbeing sessions, to reshaping our ESOL, youth, and adult programmes, we have ensured our work remains grounded in the real needs of participants.

Crucially, we have expanded our operations and we have maintained a firm focus on financial prudence. We understand the importance of stewarding the resources entrusted to us, and we have worked hard to ensure that every donation and grant is utilised efficiently and effectively to maximise the direct impact on the lives of those we serve.

This year we made significant advances in participants' employability skills, developing new workshops and pathways to help people gain confidence, skills, and opportunities in the UK job market. These programmes are already opening doors for participants who are eager to contribute, establish independence, and build long-term futures here.

Our progress has been underpinned by strong collaboration. Over the past year we have built and deepened networks and partnerships with organisations, councils, community groups, health services, and supporters who share our commitment to equity and inclusion. These relationships enable us to deliver more comprehensive, joined-up support and to strengthen the safety net around those most at risk of isolation.

One of the stand-out moments of the year was Refugee Week, where our events brought together hundreds of people, families, volunteers, long-standing residents, new arrivals, community partners, and supporters, in a celebration of resilience, culture, and solidarity. This event embodied what New Routes strives for every day: communities connected, barriers removed, and people empowered to share their stories and strengths.

I want to give special thanks to all our staff, volunteers, funders and partners. We simply could not do our valuable work without your trust, commitment, and belief in our mission. Your support ensures that individuals and families arriving in Norwich are met with compassion, opportunity, and a genuine welcome.

Finally, I want to recognise the courage and determination of the people who come through our doors. Their hope, talent, and resilience continue to inspire us and shape the direction of our work.

NEW ROUTES INTEGRATION
CEO REPORT
FOR THE YEAR ENDED 31 MARCH 2025

As we reflect on the year, we also look forward with purpose. New Routes remains committed to meeting rising demand, strengthening integration pathways, and ensuring Norwich is a place where everyone feels welcome, safe, and able to thrive.

Thank you for standing with us.

A handwritten signature in black ink, appearing to be 'Gee Cook', with a large, sweeping flourish extending to the right.

GEE COOK

December 2025

NEW ROUTES INTEGRATION

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2025

I report to the Directors on my examination of the accounts of the charitable company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity Trustees, who are also 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 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 examiners statement

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 that in any material respect:

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

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



Claire Atkinson ACMA CGMA

Triple Bottom Line Accounting Limited

The Enterprise Centre

Norwich

NR4 7TJ

Dated: 11th December 2025

NEW ROUTES INTEGRATION

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Fund £	Restricted Fund £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Grants and donations	4	75,629	302,009	377,638	392,222
Investments		531	-	531	444
Total income		76,160	302,009	378,169	392,666
Expenditure on:					
Charitable objectives	6	78,744	300,299	379,043	325,172
Governance costs	7	-	20,866	20,866	13,806
Total expenditure		78,744	321,165	399,909	338,978
Net income / (expenditure) before tax for the year		(2,584)	(19,156)	(21,740)	53,688
Taxation		-	-	-	-
Net income / (expenditure) after tax for the year		(2,584)	(19,156)	(21,740)	53,688
Transfers between funds	12	-	-	-	-
Net income / (expenditure) and net movement in funds for the year		(2,584)	(19,156)	(21,740)	53,688
Reconciliation of funds:					
Total funds brought forward		226,911	176,079	402,990	349,302
Total funds carried forward		224,327	156,923	381,250	402,990

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended relate to continuing activities. The notes on pages 13 to 26 form part of these financial statements.

NEW ROUTES INTEGRATION
(REGISTERED NUMBER: 05944192)
BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025		2024R	
		£	£	£	£
Current Assets					
Debtors	9	50,025		61,667	
Cash at bank and in hand					
<i>Cash excludes £32,561 held as agent (as per note 10)</i>		<u>340,191</u>		<u>352,850</u>	
Total Current Assets		390,216		414,517	
Liabilities					
Creditors falling due within one year	10	<u>(8,966)</u>		<u>(11,527)</u>	
Net Current Assets			<u>381,250</u>		<u>402,990</u>
Total Assets less Current Liabilities			<u>381,250</u>		<u>402,990</u>
Creditors falling due after one year	11		-		-
Net Assets			<u>381,250</u>		<u>402,990</u>
Charity Funds					
Restricted Income Funds	12		156,923		176,079
Unrestricted Funds – Designated Funds	12		115,134		123,313
Unrestricted Funds – General Funds	12		57,901		52,837
Unrestricted Funds – Reserves	12		<u>51,292</u>		<u>50,761</u>
Total Unrestricted Funds			<u>224,327</u>		<u>226,911</u>
Total Charity Funds			<u>381,250</u>		<u>402,990</u>

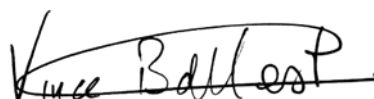
For the year ending 31 March 2025, the company was entitled to exemption under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The Directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Directors on 11 December 2025.



Malcolm Simpkin
Chair of the Board of Directors



Vicente Ballester
Treasurer

The notes on pages 13 to 26 form part of these financial statements.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF PREPARATION

BASIS OF ACCOUNTING

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice in issue at 1 April 2023.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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

CHANGE OF ACCOUNTING POLICY

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2.

CHANGES TO ACCOUNTING ESTIMATES

No changes to accounting estimates have occurred in the reporting period (3.46 FRS 102 SORP).

MATERIAL ERRORS TO REPORT

No material errors to report.

INCOME RECOGNITION

These are included in the Statement of Financial activities (SoFA) when:

- The charity becomes entitled to the resources;
- It is more likely than not that the Trustees will receive the resources; and
- The monetary value can be measured

OFFSETTING

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

GRANTS AND DONATIONS

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

NEW ROUTES INTEGRATION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

LEGACIES

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

TAX RECLAIMS ON DONATIONS AND GIFTS

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

CONTRACTUAL INCOME AND PERFORMANCE RELATED GRANTS

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

DONATED GOODS

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.

Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Gifts in kind use by the charity are included in the SoFA as income from donations when receivable.

DONATED SERVICES AND FACILITIES

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

SUPPORT COSTS

The charity has incurred expenditure on support costs.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

VOLUNTEER HELP

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

INCOME FROM INTEREST, ROYALTIES AND DIVIDENDS

This is included in the accounts when receipt is probable, and the amount receivable can be measured reliably.

INCOME FROM MEMBERSHIP SUBSCRIPTIONS

Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

SETTLEMENT OF INSURANCE CLAIMS

Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.

INVESTMENT GAINS AND LOSSES

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

EXPENDITURE AND LIABILITIES

LIABILITY RECOGNITION

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

GOVERNANCE AND SUPPORT COSTS

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

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

GRANTS WITH PERFORMANCE CONDITIONS

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

GRANTS PAYABLE WITHOUT PERFORMANCE CONDITIONS

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

REDUNDANCY COST

The charity made no redundancy payments during the reporting period.

DEFERRED INCOME

No material item of deferred income has been included in the accounts unless otherwise stated.

CREDITORS

The charity has creditors which are measured at settlement amounts less any trade discounts.

PROVISIONS FOR LIABILITIES

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

BASIC FINANCIAL INSTRUMENTS

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

GOING CONCERN

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure are sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 LEGAL STATUS OF THE CHARITY

New Routes Integration is a private charitable company limited by guarantee in England. 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. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees' Report.

3 NET INCOME / EXPENDITURE FOR THE YEAR

	2025	2024
	£	£
Net income / (expenditure) is stated after charging / (crediting):		
Independent Examiner's Fee	750	750

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 INCOME FROM GRANTS AND DONATIONS

During the period the trust received grants from the following:

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
AB Charitable Trust	1,840	-	1,840	-
Access Foundation	-	31,644	31,644	-
Active Norfolk	-	6,698	6,698	-
Art at Work	-	-	-	800
Big Norfolk Holiday Fund	-	10,583	10,583	-
Children in Need	-	-	-	7,863
Elledale Trust	-	-	-	550
HAF Winter Activities	-	-	-	3,729
Hethersett Hearts	-	-	-	1,422
Lloyds Bank Foundation	-	27,500	27,500	25,000
National Lottery Community Fund	-	94,351	94,351	95,647
National Lottery Community Fund - RW	-	-	-	20,000
Natural England	-	-	-	2,000
Norfolk Community Foundation	-	49,073	49,073	30,388
Norfolk County Council*	-	27,500	27,500	90,068
Norfolk Rivers	-	1,500	1,500	-
Norwich City Council*	-	5,000	5,000	4,700
Norwich Consolidated Charity	-	30,000	30,000	-
Other Income				
- Donations	13,789	-	13,789	9,043
- Gift Aid	-	-	-	573
- Designated Donations	-	-	-	2,265
- Other Income	-	15,000	15,000	4,294
Septagon	60,000	-	60,000	85,000
Sir Norman Lamb	-	3,160	3,160	5,000
UK Youth	-	-	-	3,880
Total income from grants and donations	75,629	302,009	377,638	392,222

Grants and donations marked * are government grant income. Income is only recognised where the income recognition criteria set out in the accounting policies are met.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 INCOME FROM INVESTMENTS

All the charity's investment income arises from interest bearing bank accounts.

6 DIRECT CHARITABLE EXPENDITURE

	2025 £	2024R £
Project Costs		
Project Running Costs	105,667	104,879
Overhead Costs		
Overheads	42,258	28,409
Other costs	8,320	7,700
Support costs		
Salaries	222,798	184,184
Finance costs	-	-
	379,043	325,172
	379,043	325,172
Allocated as follows:	2025	2024R
	£	£
Unrestricted Funds	78,744	55,086
Restricted Funds	300,299	270,086
	379,043	325,172
	379,043	325,172

7 GOVERNANCE COSTS

	2025 £	2024R £
Financial and administration	17,064	12,028
Legal and professional	3,052	1,028
Independent Examiner's Fee	750	750
	20,866	13,806
	20,866	13,806
Allocated as follows:	2025	2024R
	£	£
Unrestricted Funds	-	2,040
Restricted Funds	20,866	11,766
	20,866	13,806
	20,866	13,806

Governance costs for 2024 have been re-apportioned as the split between note 6 and note 7 was incorrect. The total expenditure has not been affected.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 STAFF COSTS

	2025	2024
	£	£
The cost of employing staff was:		
Wages and salaries	201,241	166,992
Employers' Social security costs	13,064	10,139
Employers' contribution to defined contribution pension scheme	8,493	7,053
	222,798	184,184
	222,798	184,184

The average number of employees during the year was 8 (2024: 6).

The parts of the charity in which the employees work:

	2025	2024
Fundraising	1	1
Charitable Activities	5	3
Governance	1	1
Other	1	1
Total	8	6

No employees received total employee benefits (excluding employer pension costs) of more than £60,000

The trustees neither received nor waived any remuneration during the current or previous year.

The trustees did not have any expenses reimbursed during the current or previous year.

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £8,493 (2024: £7,053).

Allocated as follows:	2025	2024
	£	£
Unrestricted Funds	4,774	5,017
Restricted Funds	3,719	2,036
	8,493	7,053
	8,493	7,053

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 DEBTORS

	2025 £	2024 £
Trade debtors	-	-
Prepayments	700	-
Accrued income	47,658	60,000
Other debtors	1,667	1,667
	50,025	61,667
	50,025	61,667

Grants totalling £47,658 (2024: £60,000) were included in accrued income where the charity considers it meets income recognition requirements as set out in the accounting policies.

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024R £
Trade creditors	-	-
Accruals and deferred income	2,763	2,351
Taxation and social security	6,203	9,176
	8,966	11,527
	8,966	11,527

FUNDS HELD AS AGENTS

The charity holds funds on behalf of another charity. These funds are not under the control of the charity, and the trustees have no discretion over their use. In accordance with the Charities SORP (FRS 102), these amounts are not recognised as incoming resources or as liabilities of the charity. They are disclosed below as agency transactions. 2024 has been re-stated to reflect this change.

	2025 £	2024R £
Balance brought forward	13,542	14,385
Funds received in the year	43,608	14,000
Funds distributed in the year	(24,589)	(14,843)
Balance held at year end	32,561	13,542

At the year end, the charity held £32,561 (2024: £13,542) on behalf of another charity. This amount is excluded from the charity's cash at bank, creditors and from the charity's funds.

11 CREDITORS: AMOUNTS FALLING AFTER ONE YEAR

	2025 £	2024 £
Other creditors	-	-
	-	-
	-	-

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

12 FUND RECONCILIATION

2025:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£	£
Fund balance as at 31 March 2024	103,598	123,313	176,079	402,990	349,302
Movements in year	5,595	(8,179)	(19,156)	(21,740)	53,688
Transfer between funds	-	-	-	-	-
Fund balance as at 31 March 2025	109,193	115,134	156,923	381,250	402,990

Unrestricted funds are analysed as follows:

	2025 £	2024 £
Unrestricted Funds - General Funds	57,901	52,837
Unrestricted Funds - Reserves	51,292	50,761
Designated Funds - Funds	113,304	121,483
Designated Funds - Donations	-	-
Designated Funds – Emergency Fund	1,830	1,830
Balance on 31 March 2025	224,327	226,911

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

FUND RECONCILIATION YEAR (continued)

2024:

	Unrestricted funds	Designated Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£	£
Fund balance as at 31 March 2023	89,953	91,365	167,984	349,302	275,524
Movements in year	8,405	36,088	9,195	53,688	73,778
Transfer between funds	5,240	(4,140)	(1,100)		
Fund balance as at 31 March 2024	103,598	123,313	176,079	402,990	349,302

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

2025:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2025	Total 2024R
	£	£	£	£	£
Debtors	-	-	-	-	-
Other Debtors	-	-	50,025	50,025	61,667
Cash at Bank and in hand	109,193	121,337	109,661	340,191	352,850
Creditors	-	(6,203)	(2,763)	(8,966)	(11,527)
	109,193	115,134	156,923	381,250	402,990

2024:

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2024R	Total 2023R
	£	£	£	£	£
Debtors	-	-	-	-	6,690
Other Debtors	-	-	61,667	61,667	-
Cash at Bank and in hand	115,125	123,313	114,412	352,850	342,612
Creditors	(11,527)	-	-	(11,527)	(14,385)
	103,598	123,313	176,079	402,990	349,302

2024 Net Assets between funds have been re-stated to reflect the removal of funds held as agents from the Charity's Balance Sheet which was previously mis-stated in prior years.

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 MOVEMENT IN FUNDS

2025:

	Fund balance 1 April 2024 £	Income £	Expenditure £	Transfers in/(out) general fund £	Fund balance 31 March 2025 £
Restricted Funds					
Access Foundation	-	31,644	(31,644)	-	-
Active Norfolk	-	6,698	(6,698)	-	-
Art at Work	800	-	-	-	800
Big Norfolk Holiday Fund	-	10,583	(7,492)	-	3,091
HAF Winter Activities	751	-	(751)	-	-
Hethersett Hearts	524	-	(524)	-	-
Lloyds Bank Foundation	31,316	27,500	(33,816)	-	-
National Lottery Fund	9,030	94,351	(71,925)	-	31,456
National Lottery Fund RW	18,648	-	(18,648)	-	-
Natural England	4,281	-	(281)	-	4,000
Norfolk Comm Foundation	23,437	49,073	(44,259)	-	28,251
Norfolk County Council	63,570	27,500	(78,437)	-	12,633
Norfolk Rivers	-	1,500	(1,500)	-	-
Norwich City Council	2,337	5,000	(5,536)	-	1,801
Norwich Charitable Trust	14,171	-	(14,171)	-	-
Norwich Consolidated Charity	-	30,000	(2,323)	-	27,677
Sir Norman Lamb	5,000	3,160	(3,160)	-	5,000
UK Youth	2,214	-	-	-	2,214
Other Restricted Donations	-	15,000	-	-	15,000
	176,079	302,009	(321,165)	-	156,923
Designated Funds					
AB Charitable Trust	1,838	1,840	(3,678)	-	-
Emergency Fund	1,830	-	-	-	1,830
Refugee Action	4,655	-	(4,655)	-	-
Septagon Trust	114,990	60,000	(61,686)	-	113,304
	123,313	61,840	(70,019)	-	115,134
Unrestricted Funds					
Donations	52,837	13,789	(8,725)	-	57,901
Reserves					
	50,761	531	-	-	51,292
	402,990	378,169	(399,909)	-	381,250

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

MOVEMENT IN FUNDS (CONTINUED)

Details of Restricted Funds

Access Foundation	Access Foundation funding towards employability skills
Active Norfolk	Active Norfolk funding towards adult activities
Art at Work	Art at Work is grant funding towards Women's Creative Workshops
Big Norfolk Holiday Fund	BNHF funding towards youth activities
HAF Winter Activities	HAF funded Youth Activities, specifically winter activities
Hethersett Hearts	Hethersett Hearts donated funding towards Youth Activities
Lloyds Bank Foundation	Lloyds Bank Foundation funding was used towards Core Costs
National Lottery Fund	National Lottery funding was used towards Core Costs
Natural England Norfolk	Natural England Norfolk donated funds towards Youth Activities
Norfolk Community Foundation	Norfolk Community Foundation donated funding towards Youth Activities
Norfolk County Council	Norfolk County Council funding was used towards Core Costs
Norfolk Rivers	Norfolk Rivers funding towards youth activities
Norwich City Council	Norwich City Council donated funds specifically towards Refugee Week
Norwich Charitable Trust	Norwich Charitable Trust funding was used towards Core Costs
Sir Norman Lamb	Sir Norman Lamb donated funds towards Youth Activities
UK Youth	UK Youth donated funds towards Youth Activities
Other Restricted Donations	Anonymous donation

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

MOVEMENT IN FUNDS (CONTINUED)

2024:

	Fund balance April 2023 £	Income £	Expenditure £	Transfers to/(from) general fund £	Fund balance March 2024 £
Restricted Funds					
Art at Work	-	800	-	-	800
Children in Need	8,552	7,863	(16,415)	-	-
Ellerdale Trust	1,441	500	(1,991)	-	-
HAF Winter Activities	-	3,729	(2,978)	-	751
Hethersett Hearts	-	1,422	(898)	-	524
Lloyds Bank Foundation	27,250	25,000	(20,934)	-	31,316
National Lottery Fund NIP	18,109	-	(18,109)	-	-
National Lottery Fund	8,364	95,647	(94,980)	-	9,030
National Lottery Fund RW	10,000	20,00	(11,352)	-	18,648
Natural England	7,643	2,000	(5,362)	-	4,281
Norfolk Comm Foundation	40,969	30,388	(47,920)	-	23,437
Norfolk County Council	16,511	90,068	(43,009)	-	63,570
Norwich City Council	822	4,700	(3,185)	-	2,337
Norwich Charitable Trust	26,611	-	(12,440)	-	14,171
Sir Norman Lamb	-	5,000	-	-	5,000
Tudor Trust	1,100	-	-	(1,100)	-
UK Youth	612	3,880	(2,278)	-	2,214
	167,984	291,047	(281,851)	(1,100)	176,079
Designated Funds					
AB Charitable Trust	3,589	-	(1,740)	-	1,838
Comm. Action Norfolk	5,795	-	(5,795)	-	-
Designated Donations	20,147	2,265	(18,273)	(4,140)	-
Emergency Fund	2,127	-	(297)	-	1,830
Refugee Action	4,655	-	-	-	4,655
Septagon Trust	55,062	85,000	(25,072)	-	114,990
	91,365	87,265	(51,177)	(4,140)	123,313
Unrestricted Funds					
Donations	39,711	13,910	(5,949)	5,165	52,837
Reserves					
	50,242	444	-	75	50,761
	349,302	392,666	(338,978)	-	402,990

NEW ROUTES INTEGRATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

15 RELATED PARTY TRANSACTIONS

Fay's African Kitchen is owned by the wife of E S Apeh. During the year New Routes Integration sold no services (2024: £Nil) to the business. New Routes Integration purchased services of £1,000 (2024: £Nil). At the year-end there were no balances due to or from New Routes Integration (2024: £Nil).

16 STATEMENT OF FINANCIAL ACTIVITIES – 2024 COMPARATIVES

	Unrestricted Fund £	Restricted Fund £	Total Funds 2024 £
Income from:			
Grants and donations	101,175	291,047	392,222
Investments	444	-	444
Total income	101,619	291,047	392,666
Expenditure on:			
Charitable objectives	56,377	281,851	338,228
Governance costs	750	-	750
Total expenditure	57,127	281,851	338,978
Net income / (expenditure) before tax for the year	44,492	9,196	53,688
Taxation	-	-	-
Net income / (expenditure) after tax for the year	44,492	9,196	53,688
Transfers between funds	1,100	(1,100)	-
Net movement in funds	45,592	8,096	53,688
Reconciliation of funds:			
Total funds brought forward	181,319	167,983	349,302
Total funds carried forward	226,911	176,079	402,990