

LANDAU LIMITED

England & Wales · Charity number 1048645

Details

Other names LANDAU CONSULTANTS LIMITED, LANDAU

Status Registered

Legal form Charitable company

Company number [03084746](#)

Registered 1995-08-14

Register [View on the Charity Commission register](#)

Contact

Address Landau Ltd
5 Landau Court
Tan Bank
Wellington
Telford
Shropshi

Phone 01952245015

Email admin@landau.co.uk

Website www.landau.co.uk

Activities

Objects: THE RELIEF OF PERSONS WITH LEARNING DIFFICULTIES BY THE PROVISION OF SUCH TRAINING FACILITIES AS WILL ENABLE THEM TO ACQUIRE AND DEVELOP VOCATIONAL SKILLS WHICH WILL ENHANCE THEIR EMPLOYMENT PROSPECTS.

Activities: Landau is a supported employment and work related training organisation providing one to one support for people with learning disabilities.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, Accommodation/housing
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Dudley
- Herefordshire
- Sandwell
- Shropshire
- Staffordshire
- Stoke-on-trent City
- Telford & Wrekin
- Walsall
- Wolverhampton
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,885,435	£3,160,529	£1,114,705	88
2023-12-31	£5,876,459	£5,770,300	£1,415,428	114
2022-12-31	£6,391,711	£6,284,804	£1,309,269	134
2021-12-31	£4,979,678	£4,872,547	£1,202,362	86
2020-12-31	£3,944,759	£3,733,743	£1,095,231	81

Trustees

Name	Role	Appointed
Rachel Laver	Chair	2025-01-28
Karen Kalinowski		2025-01-28
MARCELLE LOUISE KITE BED MBA		
MICHAEL SHIELDS		2013-05-08
ROBERT DEREK LANGFORD		

LANDAU LIMITED

England & Wales - Charity number 1048645

Accounts

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2024



Landau

changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson T C Dangerfield K Kalinowski R D Langford R Laver H E Oliver M J Shields
Chief Executive Officer	P Taylor
Charity Registration Number	1048645
Company Registration Number	03084746
Registered Office	The charity is incorporated in England & Wales. 5 Landau Court Tan Bank Wellington Telford TF1 1HE
Auditor	CBSL Accountants Limited Chartered Accountants and Statutory Auditors Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2024

It is both an honour and a privilege to write my first foreword as Chief Executive of Landau. After more than 10 years working alongside Sonia Roberts MBE, I feel fortunate to be entrusted with continuing her outstanding legacy. Sonia's leadership transformed Landau, and I want to take this opportunity to thank her personally for her guidance, vision, and friendship.

The past year has been one of transition and resilience. We have faced difficult financial conditions, with reduced funding opportunities and rising costs across staffing, utilities, and premises. This has contributed to a deficit for the year. However, our challenges have been balanced by important long-term investments: establishing a new city centre presence in Hereford, and appointing dedicated SENCO roles in Telford and Stoke to strengthen our education provision and support young people who face barriers to learning. These steps will underpin Landau's future growth and ensure we can continue to meet the evolving needs of the communities we serve.

What has not changed is our commitment to people. Every day, our staff and partners work tirelessly to provide opportunities for individuals to build confidence, develop skills, and move closer to meaningful employment. The impact of this work can be seen not only in the lives of those we directly support but also in the wider communities and businesses who benefit from our approach.

Looking ahead, my focus is on building stability while driving innovation. We will strengthen our partnerships, expand our education and employment programmes, and explore new ways of working to remain at the forefront of inclusive training and employment support.

Finally, I would like to thank the Board, our staff, funders, and partners for their continued support during this period of change. Together, we will honour the progress of the past while embracing the opportunities of the future, ensuring that Landau remains a place where people are empowered to reach their full potential.



.....
P Taylor
Chief Executive Officer

24 September 2025

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2024

As Chairman of Landau Limited, I am pleased to present our Annual Financial Accounts for the year ending 31st December 2024.

This year marks the end of an era for Landau, as we bid a fond farewell to our Chief Executive, Sonia Roberts MBE, who retired after 20 years of dedicated service. During her leadership, Landau experienced remarkable growth, achieved the prestigious Queen's Award for Enterprise, and, most importantly, helped thousands of people overcome barriers to employment. On behalf of the Board, I extend our deepest thanks to Sonia for her vision, energy, and compassion.

We are delighted to welcome Phil Taylor as our new Chief Executive. Having worked alongside Sonia for over a decade, Phil brings both continuity and fresh perspective as we move into a new chapter for Landau.

The year has not been without its challenges. A difficult funding environment and rising operating costs have placed pressure on our finances, resulting in a loss for the year. However, this reflects not only external conditions but also our strategic investment in the future, including the launch of our new city centre premises in Hereford and the appointment of dedicated SENCO roles in both Telford and Stoke to strengthen our education offer. These investments ensure that Landau remains well-placed to deliver on its mission long into the future.

Our impact remains clear: every day, we continue to change lives by supporting individuals into training, education, and employment. The Board remains committed to guiding Landau through this period of transition, ensuring that the organisation continues to thrive and grow under Phil's leadership.

On behalf of the Board, I thank our dedicated staff, trustees, partners, and supporters for their unwavering commitment. Together, we will carry forward Sonia's legacy and strengthen Landau's role as a leader in inclusive employment and education.



M L Kite
Chairperson

24 September 2025

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2024.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living.

Landau Limited

Trustees' Report

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire, ESF Community and All Age Autism funds and the unrestricted IN2 Employment and NEET projects to its partners.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

As expected following the end of a number of long term projects, both grant giving and core service funding, income for the year reduced compared to 2023. Total restricted income fell from £2,700,121 to £892,401 and total unrestricted income fell from £3,176,338 to £1,967,405. The main decrease being in the donations, legacy and grant income reducing from £2,798,075 to £980,259.

Many of these projects involved grant funding payable to other service providers and although income has fallen significantly, related grants paid has also reduced from £1,903,420 in 2023 to £221,097 in 2024.

This reduction in grants has enabled the charity to focus on core activities and expand participant numbers and services in Shropshire, Telford & Wrekin, Stoke, Herefordshire and Worcester.

Given the changes in projects over the year, the charity's expenditure decreased significantly from £5,770,300 to £3,160,529, with the main costs being grants paid to partners of £221,097 (2023 - £1,903,420) and staff costs of £2,228,027 (2023 - £2,863,105).

The charity made a net deficit for the year of £300,723 (2023 - surplus £106,159).

Policy on reserves

Unrestricted funds total £998,500 (2023 - £1,115,879) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds to ensure sustainability of its core services and maintain them at such a level. Restricted funds total £116,205 (2023 - £299,549) and a breakdown of these funds can be found in the notes to the Financial Statements.

Landau Limited

Trustees' Report

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Construction Skills Fund
2gether NHS Foundation Trust
The Community Fund for Staffordshire
Education and Skills Funding Agency
Royal British Legion
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Herefordshire Council
Derbyshire City Council
Armed Forces Covenant
Building Shropshire
Midlands Partnership University NHS Foundation Trust
NHS England

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Statement of trustees' responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 business.

Landau Limited

Trustees' Report

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

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 24 September 2025 and signed on its behalf by:



.....
M L Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

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.

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.

Opinion on other matter 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 Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Chairperson's Statement and the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 6 and 7), 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
- We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
- Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and – evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Louise Osselton FCA (Senior Statutory Auditor)
For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

24 September 2025

Landau Limited

**Statement of Financial Activities for the Year Ended 31 December 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains
and Losses)**

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations, legacies and grants	3	87,858	892,401	980,259
Charitable activities	4	1,862,808	-	1,862,808
Investment income	5	9,180	-	9,180
Other income	6	7,559	-	7,559
Total income		<u>1,967,405</u>	<u>892,401</u>	<u>2,859,806</u>
Expenditure on:				
Charitable activities	7	<u>(2,012,544)</u>	<u>(1,147,985)</u>	<u>(3,160,529)</u>
Total expenditure		<u>(2,012,544)</u>	<u>(1,147,985)</u>	<u>(3,160,529)</u>
Net expenditure		(45,139)	(255,584)	(300,723)
Transfers between funds		<u>(72,240)</u>	<u>72,240</u>	<u>-</u>
Net movement in funds		(117,379)	(183,344)	(300,723)
Reconciliation of funds				
Total funds brought forward		<u>1,115,879</u>	<u>299,549</u>	<u>1,415,428</u>
Total funds carried forward	20	<u>998,500</u>	<u>116,205</u>	<u>1,114,705</u>

The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

Comparative figures for the year ended 31 December 2023:

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations, legacies and grants	3	97,954	2,700,121	2,798,075
Charitable activities	4	3,068,388	-	3,068,388
Investment income	5	3,029	-	3,029
Other income	6	6,967	-	6,967
Total income		<u>3,176,338</u>	<u>2,700,121</u>	<u>5,876,459</u>
Expenditure on:				
Charitable activities	7	<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Total expenditure		<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Net income		57,125	49,034	106,159
Transfers between funds		<u>363,402</u>	<u>(363,402)</u>	<u>-</u>
Net movement in funds		420,527	(314,368)	106,159
Reconciliation of funds				
Total funds brought forward		<u>695,352</u>	<u>613,917</u>	<u>1,309,269</u>
Total funds carried forward	20	<u>1,115,879</u>	<u>299,549</u>	<u>1,415,428</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 and 2023 is shown in note 20.

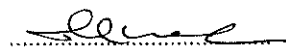
The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

(Registration number: 03084746)
Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	15	390,009	404,652
Current assets			
Debtors	16	511,224	549,178
Cash at bank and in hand	17	<u>317,337</u>	<u>675,807</u>
		828,561	1,224,985
Creditors: Amounts falling due within one year	18	<u>(103,865)</u>	<u>(214,209)</u>
Net current assets		<u>724,696</u>	<u>1,010,776</u>
Net assets		<u>1,114,705</u>	<u>1,415,428</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	116,205	299,549
Unrestricted income funds			
Unrestricted funds		<u>998,500</u>	<u>1,115,879</u>
Total funds	20	<u>1,114,705</u>	<u>1,415,428</u>

The financial statements on pages 12 to 31 were approved by the trustees, and authorised for issue on 24 September 2025 and signed on their behalf by:


M L Kite
Trustee

The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash (expenditure)/income		(300,723)	106,159
Adjustments to cash flows from non-cash items			
Depreciation		14,643	14,959
Investment income	5	<u>(9,180)</u>	<u>(3,029)</u>
		(295,260)	118,089
Working capital adjustments			
Decrease in debtors	16	37,954	591,415
Decrease in creditors	18	(110,344)	(231,332)
Decrease in deferred income		<u>-</u>	<u>(361,458)</u>
Net cash flows from operating activities		(367,650)	116,714
Cash flows from investing activities			
Interest receivable and similar income	5	<u>9,180</u>	<u>3,029</u>
Net (decrease)/increase in cash and cash equivalents		(358,470)	119,743
Cash and cash equivalents at 1 January		<u>675,807</u>	<u>556,064</u>
Cash and cash equivalents at 31 December		<u><u>317,337</u></u>	<u><u>675,807</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

5 Landau Court
Tan Bank
Wellington
Telford
TF1 1HE

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from individuals	5,888	-	5,888
Grants, including capital grants;			
Government grants	81,970	490,908	572,878
Grants from other charities	-	401,493	401,493
	<u>87,858</u>	<u>892,401</u>	<u>980,259</u>
	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from individuals	261	-	261
Grants, including capital grants;			
Government grants	97,693	-	97,693
Grants from other charities	-	2,700,121	2,700,121
	<u>97,954</u>	<u>2,700,121</u>	<u>2,798,075</u>

Government grants receivable relates to grants from local councils and the NHS to support specific projects.

Much of the reduction in grant funding relates to projects where the charity were paying grants to partner service providers and this cost has similarly reduced over the year from £1,903,420 in 2023 to £221,097 in 2024. Details of this are in Note 9.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Restricted grants received from government agencies and other charities are analysed as follows:

	2024	2023
	£	£
All Age Autism	141,697	984,029
BBO Shropshire	-	768,040
BBO Herefordshire	-	470,114
Individual Placement and Support (IPS) - Hereford	157,888	158,899
Individual Placement and Support (IPS) - Worcester	56,854	-
ESF Community Grants	-	115,611
Construction Skills Fund (CSF)	229,576	77,787
Housing and Debt Advice Service	171,917	18,902
IAPT Hereford	134,469	100,852
BBO Evolve	-	5,887
	<u>892,401</u>	<u>2,700,121</u>

4 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Supported employment services	<u>1,862,808</u>	<u>1,862,808</u>	<u>3,068,388</u>

Supported employment services income is analysed as follows:

	Note	2024 £	2023 £
Supported employment services provided		1,823,890	2,940,609
Course income		16,260	103,028
Sale of goods / services made or provided by the beneficiaries of the charity		<u>22,658</u>	<u>24,751</u>
		<u>1,862,808</u>	<u>3,068,388</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income; Interest receivable on bank deposits	9,180	9,180	3,029

6 Other income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Rental income	6,935	6,935	-
Other income	624	624	6,967
	7,559	7,559	6,967

7 Expenditure on charitable activities

		Unrestricted General £	Restricted £	Total 2024 £
Supported employment services		208,430	26,838	235,268
Depreciation, amortisation and other similar costs		14,643	-	14,643
Grant funding of activities	9	106,826	114,271	221,097
Staff costs		1,120,911	966,520	2,087,431
Allocated support costs	8	405,841	40,356	446,197
Governance costs	8	155,893	-	155,893
		2,012,544	1,147,985	3,160,529

		Unrestricted funds General £	Restricted funds £	Total 2023 £
Supported employment services		249,850	37,959	287,809
Depreciation, amortisation and other similar costs		14,959	-	14,959
Grant funding of activities		802,846	1,100,574	1,903,420
Staff costs		1,464,870	1,398,235	2,863,105
Allocated support costs	8	455,175	108,904	564,079
Governance costs	8	131,513	5,415	136,928
		3,119,213	2,651,087	5,770,300

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

The supported employment services cost is analysed as follows:

	Unrestricted funds Designated £	Restricted funds £	Total 2024 £	Total 2023 £
Delivery costs	43,129	2,151	45,280	63,095
Subcontractor costs	81,223	-	81,223	107,352
Beneficiary costs	39,797	162	39,959	28,935
Cafe and salon purchases	19,363	-	19,363	20,858
Staff training	6,235	1,332	7,567	11,804
Staff travel expenses	14,355	23,188	37,543	52,920
Volunteer training and expenses	1,448	5	1,453	2,845
Monitoring and evaluation costs	2,880	-	2,880	-
	<u>208,430</u>	<u>26,838</u>	<u>235,268</u>	<u>287,809</u>

In addition to the expenditure analysed above, there are also governance costs of £155,893 (2023 - £136,928) which relate directly to charitable activities. See note 8 for further details.

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted General £	Restricted £	Total 2024 £	Total 2023 £
Rent, rates and water	124,186	9,134	133,320	160,009
Insurance	9,451	-	9,451	9,126
Telephone and internet	31,639	1,832	33,471	44,899
Other premises expenses	93,738	-	93,738	86,731
Equipment hire	20,100	-	20,100	22,538
Other office costs	46,343	8,865	55,208	64,379
Computer costs	11,227	10,358	21,585	54,286
Subscriptions and memberships	45,597	8,408	54,005	43,427
Marketing costs	2,530	1,279	3,809	37,686
Professional fees	19,019	480	19,499	38,101
Donations	325	-	325	-
Bank charges	1,686	-	1,686	2,897
	<u>405,841</u>	<u>40,356</u>	<u>446,197</u>	<u>564,079</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Governance costs

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Staff costs			
Wages and salaries	138,218	138,218	110,611
Pension costs	2,378	2,378	2,119
Audit fees			
Audit of the financial statements	3,364	3,364	3,720
Allocated support costs	11,933	11,933	20,478
	<u>155,893</u>	<u>155,893</u>	<u>136,928</u>

The allocated support cost is analysed as follows:

	Note	2024 £	2023 £
Other office costs		9,820	18,769
Legal and professional fees and HR costs		2,113	1,709
		<u>11,933</u>	<u>20,478</u>

9 Grant-making

Analysis of grants

	Grants to institutions 2024 £	2023 £
Analysis		
All Age Autism	114,271	540,861
IN2 Programme	106,826	802,846
BBO Shropshire	-	291,351
BBO Herefordshire	-	153,917
ESF Community Grants	-	114,445
	<u>221,097</u>	<u>1,903,420</u>

The support costs associated with grant-making are £Nil (31 December 2023 - £Nil).

Grants have been made to a large number of local organisations and charities under the above schemes.

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	2,018,152	2,694,399
Social security costs	172,529	231,701
Pension costs	37,346	49,735
	<u>2,228,027</u>	<u>2,975,835</u>
	2024 £	2023 £
Direct staff costs	818,514	1,673,473
Support staff costs, including governance	1,409,513	1,302,362
	<u>2,228,027</u>	<u>2,975,835</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Direct charitable work staff	64	65
Administrative staff	24	49
	<u>88</u>	<u>114</u>

The average number of full-time equivalent employees during the year was 88 (2023 - 114).

The number of employees whose emoluments fell within the following bands was:

	2024 No	2023 No
£70,001 - £80,000	<u>1</u>	<u>2</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

12 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2024 £	2023 £
Operating leases - plant and machinery	20,100	22,538
Audit fees	3,364	3,720
Depreciation of fixed assets	<u>14,643</u>	<u>14,959</u>

13 Auditors' remuneration

	2024 £	2023 £
Audit of the financial statements	<u>3,364</u>	<u>3,720</u>

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2024	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
At 31 December 2024	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
Depreciation			
At 1 January 2024	-	43,346	43,346
Charge for the year	<u>-</u>	<u>14,643</u>	<u>14,643</u>
At 31 December 2024	<u>-</u>	<u>57,989</u>	<u>57,989</u>
Net book value			
At 31 December 2024	<u>370,536</u>	<u>19,473</u>	<u>390,009</u>
At 31 December 2023	<u>370,536</u>	<u>34,116</u>	<u>404,652</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

16 Debtors

	2024 £	2023 £
Trade debtors	98,500	245,090
Prepayments	45,388	59,515
Accrued income	367,336	244,573
	<u>511,224</u>	<u>549,178</u>

17 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	316,153	674,490
Cash on hand	1,184	1,317
	<u>317,337</u>	<u>675,807</u>

18 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	34,269	41,242
Other taxation and social security	47,296	45,392
Other creditors	14,540	7,393
Accruals	7,760	120,182
	<u>103,865</u>	<u>214,209</u>

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £37,346 (2023 - £49,735).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

20 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
<i>General</i>					
General fund	1,115,879	1,967,405	(2,012,544)	(72,240)	998,500
Restricted funds					
Construction Skills Fund	-	229,576	(229,576)	-	-
IPS Hereford	-	157,888	(170,890)	13,002	-
IPS Worcester	-	56,853	(12,630)	-	44,223
All Age Autism	215,451	141,697	(364,208)	78,978	71,918
ESF Community Grants	19,740	-	-	(19,740)	-
IAPT Hereford	10,435	134,470	(144,905)	-	-
Housing and Debt Advice Service	53,608	171,917	(225,525)	-	-
Christmas Food & Essential Items	251	-	(251)	-	-
Armed Forces Covenant	64	-	-	-	64
Total restricted funds	<u>299,549</u>	<u>892,401</u>	<u>(1,147,985)</u>	<u>72,240</u>	<u>116,205</u>
Total funds	<u><u>1,415,428</u></u>	<u><u>2,859,806</u></u>	<u><u>(3,160,529)</u></u>	<u><u>-</u></u>	<u><u>1,114,705</u></u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

20 Funds (continued)

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General fund	695,352	3,176,338	(3,119,213)	363,402	1,115,879
Restricted					
BBO Shropshire	323,148	768,040	(815,533)	(275,655)	-
BBO Herefordshire	72,065	470,114	(465,810)	(76,369)	-
BBO Evolve	1,793	5,887	(8)	(7,672)	-
Construction Skills Fund	4,378	77,787	(101,785)	19,620	-
IPS Hereford	-	158,899	(158,899)	-	-
All Age Autism	41,023	984,029	(809,601)	-	215,451
ESF Community Grants	21,437	115,611	(117,308)	-	19,740
IAPT Hereford	-	100,852	(90,417)	-	10,435
Housing and Debt Advice Service	126,400	18,902	(91,694)	-	53,608
Building Shropshire	23,342	-	(16)	(23,326)	-
Christmas Food & Essential Items	267	-	(16)	-	251
Armed Forces Covenant	64	-	-	-	64
Total restricted funds	<u>613,917</u>	<u>2,700,121</u>	<u>(2,651,087)</u>	<u>(363,402)</u>	<u>299,549</u>
Total funds	<u>1,309,269</u>	<u>5,876,459</u>	<u>(5,770,300)</u>	<u>-</u>	<u>1,415,428</u>

Following the completion of the ESF Community Grant project during the year, a reconciliation was completed to ensure all funds received were correctly allocated. Management fee for the quarter ended 31 March 2023 had not been allocated in the prior year and therefore there is a transfer of funds from the ESF Community Grant to unrestricted funds in respect of this.

For the IPS Hereford and All Age Autism projects, project costs are in excess of the grant funding received and the charity has used unrestricted funds to cover the cost overrun to deliver the services.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.
- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.
- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England.
- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.
- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.
- IAPT Hereford - IAPT is an initiative run by the joint Work (Department for Work and Pensions) and Health (Department of Health) Unit (WHU). It has been set up to increase the availability of employment support within IAPT services to ensure that there is sufficient employment support capacity to provide a fully integrated therapy and employment support for people who are employed, those off sick from work and those who are unemployed and looking to find work. IAPT services are able to offer an integrated package of psychological therapy and employment support, including Talking Therapies. Therapists and employment advisors work together to ensure that a personalised integrated package of care is available to all clients who choose to be supported in this way to remain in, get back to and find work.
- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

- Armed Forces Covenant - to provide mentor support through community projects for Veterans and their families.
- Building Shropshire - represents grants received through Shropshire Council, Additional Restrictions Grant (ARG) covering the 9 months from Nov 21 to Sept 22. The grant is for the support of business recovery from the impact of COVID-19.
- City of Stoke-on-Trent Council - Christmas Food and Essential Supplies Fund - to provide food parcels and items to deliver to families in need.
- All Age Autism - to provide sustainable autism support services that enables autistic people, their parents, families and unpaid carers to cope (and ideally thrive) by enabling them to reach their full potential and live as independently as possible and to develop the skills and confidence to keep themselves safe and well.
- NEET reengagement - funds from Telford and Wrekin Council to deliver activities to engage with young people in year groups 12 and 13 who are not in education, training or employment.
- High Street Business Start Up - funds from Telford and Wrekin Council to support the opening of a high street centre.
- Housing and Debt Advice service - to develop a pilot service to enable people accessing primary mental health services to find the support they need to live healthy lives within their local community.

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2024 £
Tangible fixed assets	390,009	-	390,009
Current assets	712,356	116,205	828,561
Current liabilities	(103,865)	-	(103,865)
Total net assets	998,500	116,205	1,114,705
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2023 £
Tangible fixed assets	404,652	-	404,652
Current assets	925,436	299,549	1,224,985
Current liabilities	(214,209)	-	(214,209)
Total net assets	1,115,879	299,549	1,415,428

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

22 Analysis of net funds

	At 1 January 2024 £	Cash flows £	At 31 December 2024 £
Cash at bank and in hand	675,807	(358,470)	317,337
Total	<u>675,807</u>	<u>(358,470)</u>	<u>317,337</u>
	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	556,064	119,743	675,807
Total	<u>556,064</u>	<u>119,743</u>	<u>675,807</u>

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Land and buildings		
Within one year	103,088	82,268
Between one and five years	<u>90,690</u>	<u>360,203</u>
	<u>193,778</u>	<u>442,471</u>

24 Related party transactions

There were no related party transactions in the year.

LANDAU LIMITED

England & Wales - Charity number 1048645

Accounts

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2023



Landau

changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson R D Langford H E Oliver M J Shields T C Dangerfield
Chief Executive Officer	S Roberts
Charity Registration Number	1048645
Company Registration Number	03084746
Registered Office	The charity is incorporated in England & Wales. 5 Landau Court Tan Bank Wellington Telford TF1 1HE
Auditor	CBSL Accountants Limited Chartered Accountants and Statutory Auditors Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2023

I share great pride and a profound sense of accomplishment that 2023 encapsulates a year marked by resilience, innovation, and unwavering commitment to our mission of empowering individuals through transformative training and employment opportunities.

This year has been transformative for Landau. We have successfully navigated the complexities of a dynamic economic environment while achieving significant milestones.

Our financial performance this year reflects our strategic vision and prudent management. We have not only met but exceeded our financial targets, ensuring that we are well-positioned to continue our mission-driven work. Our strong financial health allows us to reinvest in our programs, enhance our service delivery, and reach even more individuals who can benefit from our support.

The heart of our work lies in the impact we make on the lives of our clients. This year, we have supported a record number of individuals in overcoming barriers to employment, equipping them with the skills, confidence, and opportunities needed to succeed. Our partnerships with local businesses, educational institutions, and community organisations have been pivotal in this success, fostering a collaborative approach to community upliftment.

Our achievements are a testament to the dedication and hard work of our exceptional team. Their passion for our mission, combined with their expertise and innovative spirit, has driven our success. We are committed to maintaining a culture of excellence, where continuous improvement and client-centric approaches are at the forefront of everything we do.

Looking forward, we are filled with optimism and determination. We will continue to explore new opportunities for growth, enhance our service offerings, and deepen our impact. Our strategic goals include expanding our reach, leveraging technology to improve service delivery, and strengthening our partnerships to create a robust support network for our clients.

I extend my sincere gratitude to our board, staff, partners, and supporters. Your unwavering belief in our mission and your continued support are the cornerstones of our success. Together, we are making a profound difference in the lives of many, and I am excited about what the future holds for Landau.

Thank you for your trust and commitment.



.....
S Roberts
Chief Executive Officer

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2023

As Chairman of Landau Limited, the supported training and employment charitable company, I am pleased to present our Annual Financial Accounts for the year ending 31st December 2023. This past year has been one of stability, resilience, and transformation for our organisation, underscoring our commitment to inclusive training and employment opportunities.

The economic landscape in 2023 presented significant challenges. However, our unwavering dedication to our mission allowed us to navigate these turbulent times successfully. Our strategic investments in technology, staff training, and community partnerships have enabled us to continue delivering high-quality services to our clients.

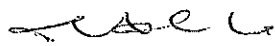
Our financial performance for the year has been robust. Through prudent financial management and a strategic focus on sustainability, we have maintained a strong financial position. Against a backdrop of increasing staffing, utilities, and premises costs, we achieved a net surplus of £106,159. This stability not only reflects our ability to manage resources effectively but also ensures that we can continue to invest in our programs and infrastructure for the future.

At the heart of our success is our unwavering commitment to our mission: to support individuals in overcoming barriers to employment through tailored training and development opportunities. Our dedicated team, partners, and stakeholders have worked tirelessly to make a tangible difference in the lives of those we serve. Their passion and dedication are the driving forces behind our achievements.

As we look to the future, we are excited about the opportunities that lie ahead. We will continue to innovate, adapt, and expand our services to meet the ever-changing needs of our community. Our focus will remain on fostering inclusivity, enhancing employability, and supporting the personal and professional growth of every individual we serve.

In conclusion, I extend my heartfelt gratitude to our staff, partners, supporters, and the individuals who trust us with their journeys towards employment. Together, we have made significant strides, and together, we will continue to build a more inclusive and empowered community.

Thank you for your continued support and dedication.



.....
M L Kite
Chairperson

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2023.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living.

Landau Limited

Trustees' Report

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire, ESF Community and All Age Autism funds and the unrestricted IN2 Employment and NEET projects to its partners.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

Overall income for the year reduced from 2022. Restricted income fell from £3,617,775 to £2,700,121 with a number of long term projects coming to an end during the year. Unrestricted income increased from £2,773,936 to £3,176,338 with increased numbers participating on the charity's core programmes.

Given the changes in projects over the year, the charity's expenditure decreased significantly from £6,284,804 to £5,770,300, with the main costs being grants paid to partners of £1,903,420 (2022 - £2,279,246) and staff costs of £2,975,835 (2022 - £2,915,603).

The charity made a net surplus for the year of £106,159 (2022 - £106,907).

Policy on reserves

Unrestricted funds total £1,115,879 (2022 - £695,352) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds to ensure sustainability of its core services and maintain them at such a level. Restricted funds total £299,549 (2022 - £613,917) and a breakdown of these funds can be found in the notes to the Financial Statements.

Landau Limited

Trustees' Report

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Construction Skills Fund
2gether NHS Foundation Trust
The Community Fund for Staffordshire
Education and Skills Funding Agency
Royal British Legion
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Herefordshire Council
Derbyshire City Council
Armed Forces Covenant
Building Shropshire
Midlands Partnership University NHS Foundation Trust
NHS England

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Statement of trustees' responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 business.

Landau Limited

Trustees' Report

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

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on and signed on its behalf by:

ML Kite
Sept 2014

ML Kite

ML Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

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.

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.

Opinion on other matter 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 Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Chairperson's Statement and the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 6 and 7), 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
- We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
- Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and – evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

L Osselton

.....
Louise Osselton FCA (Senior Statutory Auditor)

For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

Date: *2 September 2024*

Landau Limited

**Statement of Financial Activities for the Year Ended 31 December 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations, legacies and grants	3	97,954	2,700,121	2,798,075
Charitable activities	4	3,068,388	-	3,068,388
Investment income	5	3,029	-	3,029
Other income	6	6,967	-	6,967
Total income		<u>3,176,338</u>	<u>2,700,121</u>	<u>5,876,459</u>
Expenditure on:				
Charitable activities	7	<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Total expenditure		<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Net income		57,125	49,034	106,159
Transfers between funds		<u>363,402</u>	<u>(363,402)</u>	<u>-</u>
Net movement in funds		420,527	(314,368)	106,159
Reconciliation of funds				
Total funds brought forward		<u>695,352</u>	<u>613,917</u>	<u>1,309,269</u>
Total funds carried forward	20	<u><u>1,115,879</u></u>	<u><u>299,549</u></u>	<u><u>1,415,428</u></u>

The notes on pages 16 to 32 form an integral part of these financial statements.

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

Comparative figures for the year ended 31 December 2022:

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations, legacies and grants	3	31,678	3,617,766	3,649,444
Charitable activities	4	2,737,162	-	2,737,162
Investment income	5	2,944	9	2,953
Other income	6	2,152	-	2,152
Total income		<u>2,773,936</u>	<u>3,617,775</u>	<u>6,391,711</u>
Expenditure on:				
Charitable activities	7	<u>(2,783,025)</u>	<u>(3,501,779)</u>	<u>(6,284,804)</u>
Total expenditure		<u>(2,783,025)</u>	<u>(3,501,779)</u>	<u>(6,284,804)</u>
Net (expenditure)/income		(9,089)	115,996	106,907
Transfers between funds		<u>(3,829)</u>	<u>3,829</u>	<u>-</u>
Net movement in funds		(12,918)	119,825	106,907
Reconciliation of funds				
Total funds brought forward		<u>708,270</u>	<u>494,092</u>	<u>1,202,362</u>
Total funds carried forward	20	<u><u>695,352</u></u>	<u><u>613,917</u></u>	<u><u>1,309,269</u></u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2023 and 2022 is shown in note 20.

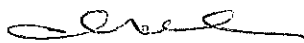
The notes on pages 16 to 32 form an integral part of these financial statements.

Landau Limited

(Registration number: 03084746)
Balance Sheet as at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	15	404,652	419,611
Current assets			
Debtors	16	549,178	1,140,593
Cash at bank and in hand	17	<u>675,807</u>	<u>556,064</u>
		1,224,985	1,696,657
Creditors: Amounts falling due within one year	18	<u>(214,209)</u>	<u>(806,999)</u>
Net current assets		<u>1,010,776</u>	<u>889,658</u>
Net assets		<u>1,415,428</u>	<u>1,309,269</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	299,549	613,917
Unrestricted income funds			
Unrestricted funds		<u>1,115,879</u>	<u>695,352</u>
Total funds	20	<u>1,415,428</u>	<u>1,309,269</u>

The financial statements on pages 12 to 32 were approved by the trustees, and authorised for issue on 21/9/24, and signed on their behalf by:



.....
M L Kite
Trustee

The notes on pages 16 to 32 form an integral part of these financial statements.

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income		106,159	106,907
Adjustments to cash flows from non-cash items			
Depreciation		14,959	11,864
Investment income	5	<u>(3,029)</u>	<u>(2,953)</u>
		118,089	115,818
Working capital adjustments			
Decrease/(increase) in debtors	16	591,415	(613,662)
(Decrease)/increase in creditors	18	(231,332)	29,639
(Decrease)/increase in deferred income		<u>(361,458)</u>	<u>37,410</u>
Net cash flows from operating activities		<u>116,714</u>	<u>(430,795)</u>
Cash flows from investing activities			
Interest receivable and similar income	5	3,029	2,953
Purchase of tangible fixed assets	15	<u>-</u>	<u>(58,576)</u>
Net cash flows from investing activities		<u>3,029</u>	<u>(55,623)</u>
Net increase/(decrease) in cash and cash equivalents		119,743	(486,418)
Cash and cash equivalents at 1 January		<u>556,064</u>	<u>1,042,482</u>
Cash and cash equivalents at 31 December		<u><u>675,807</u></u>	<u><u>556,064</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

5 Landau Court
Tan Bank
Wellington
Telford
TF1 1HE

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

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

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from individuals	261	-	261
Grants, including capital grants;			
Government grants	97,693	-	97,693
Grants from other charities	-	2,700,121	2,700,121
	<u>97,954</u>	<u>2,700,121</u>	<u>2,798,075</u>
	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from individuals	1,339	-	1,339
Grants, including capital grants;			
Government grants	30,339	-	30,339
Grants from other charities	-	3,617,766	3,617,766
	<u>31,678</u>	<u>3,617,766</u>	<u>3,649,444</u>

Government grants receivable relates to grants from local councils to support specific projects..

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

Grants received from other charities are analysed as follows:

	2023	2022
	£	£
All Age Autism	984,029	285,385
BBO Shropshire	768,040	1,373,489
BBO Herefordshire	470,114	845,091
Individual Placement and Support (IPS)	158,899	161,931
ESF Community Grants	115,611	628,469
IAPT Hereford	100,852	-
Construction Skills Fund (CSF)	77,787	29,993
Housing and Debt Advice Service	18,902	158,000
BBO Evolve	5,887	-
Building Shropshire	-	81,821
Armed Forces Covenant	-	22,167
NEET Reengagement	-	22,000
High Street Business Start Up	-	9,420
	<u>2,700,121</u>	<u>3,617,766</u>

4 Income from charitable activities

	Unrestricted funds General	Total 2023	Total 2022
	£	£	£
Supported employment services	<u>3,068,388</u>	<u>3,068,388</u>	<u>2,737,162</u>

Supported employment services income is analysed as follows:

	Note	2023	2022
		£	£
Supported employment services provided		2,940,609	2,648,037
Course income		103,028	67,717
Sale of goods / services made or provided by the beneficiaries of the charity		<u>24,751</u>	<u>21,408</u>
		<u>3,068,388</u>	<u>2,737,162</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>3,029</u>	<u>3,029</u>	<u>2,953</u>

6 Other income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Other income	<u>6,967</u>	<u>6,967</u>	<u>2,152</u>

7 Expenditure on charitable activities

		Unrestricted General £	Restricted £	Total 2023 £
Supported employment services		249,850	37,959	287,809
Depreciation, amortisation and other similar costs		14,959	-	14,959
Grant funding of activities	9	802,846	1,100,574	1,903,420
Staff costs		1,464,870	1,398,235	2,863,105
Allocated support costs	8	455,175	108,904	564,079
Governance costs	8	<u>131,513</u>	<u>5,415</u>	<u>136,928</u>
		<u>3,119,213</u>	<u>2,651,087</u>	<u>5,770,300</u>
		Unrestricted funds General £	Restricted funds £	Total 2022 £
Supported employment services		221,724	71,056	292,780
Depreciation, amortisation and other similar costs		11,864	-	11,864
Grant funding of activities		755,112	1,524,134	2,279,246
Staff costs		1,156,130	1,654,559	2,810,689
Allocated support costs	8	511,570	242,999	754,569
Governance costs	8	<u>126,625</u>	<u>9,031</u>	<u>135,656</u>
		<u>2,783,025</u>	<u>3,501,779</u>	<u>6,284,804</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

The supported employment services cost is analysed as follows:

	Unrestricted funds Designated £	Restricted funds £	Total 2023 £	Total 2022 £
Delivery costs	60,523	2,572	63,095	51,854
Subcontractor costs	101,854	5,498	107,352	95,963
Beneficiary costs	27,723	1,212	28,935	43,043
Cafe and salon purchases	20,858	-	20,858	21,608
Staff training	11,429	375	11,804	5,892
Staff travel expenses	24,673	28,247	52,920	67,826
Volunteer training and expenses	2,790	55	2,845	1,494
Monitoring and evaluation costs	-	-	-	5,100
	<u>249,850</u>	<u>37,959</u>	<u>287,809</u>	<u>292,780</u>

In addition to the expenditure analysed above, there are also governance costs of £136,928 (2022 - £135,656) which relate directly to charitable activities. See note 8 for further details.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted		Total	Total
	General	Restricted	2023	2022
	£	£	£	£
Rent, rates and water	135,903	24,106	160,009	145,097
Insurance	9,126	-	9,126	3,905
Telephone and internet	40,808	4,091	44,899	33,717
Other premises expenses	81,895	4,836	86,731	185,544
Equipment hire	21,557	981	22,538	16,173
Other office costs	56,085	8,294	64,379	61,001
Computer costs	17,932	36,354	54,286	105,049
Subscriptions and memberships	35,292	8,135	43,427	19,730
Marketing costs	16,020	21,666	37,686	90,089
Professional fees	37,660	441	38,101	83,023
Donations	-	-	-	49
Bank charges	2,897	-	2,897	3,192
Bad debt write off	-	-	-	8,000
	<u>455,175</u>	<u>108,904</u>	<u>564,079</u>	<u>754,569</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Governance costs

	Unrestricted	Restricted	Total	Total
	funds	funds	2023	2022
	General		£	£
	£	£		
Staff costs				
Wages and salaries	99,594	-	99,594	91,927
Social security costs	11,017	-	11,017	10,868
Pension costs	2,119	-	2,119	2,119
Audit fees				
Audit of the financial statements	3,720	-	3,720	3,660
Allocated support costs	<u>15,063</u>	<u>5,415</u>	<u>20,478</u>	<u>27,082</u>
	<u>131,513</u>	<u>5,415</u>	<u>136,928</u>	<u>135,656</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

The allocated support cost is analysed as follows:

	2023	2022
Note	£	£
Other office costs	18,769	24,645
Legal and professional fees and HR costs	1,709	2,437
	<u>20,478</u>	<u>27,082</u>

9 Grant-making

Analysis of grants

	Grants to institutions	
	2023	2022
	£	£
Analysis		
IN2 Programme	802,846	755,112
All Age Autism	540,861	77,775
BBO Shropshire	291,351	564,496
BBO Herefordshire	153,917	371,456
ESF Community Grants	114,445	497,685
Evolve	-	12,722
	<u>1,903,420</u>	<u>2,279,246</u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

11 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	2,694,399	2,635,807
Social security costs	231,701	234,857
Pension costs	49,735	44,939
	<u>2,975,835</u>	<u>2,915,603</u>
	2023 £	2022 £
Direct staff costs	1,673,473	1,641,385
Support staff costs, including governance	1,302,362	1,274,218
	<u>2,975,835</u>	<u>2,915,603</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2023 No	2022 No
Direct charitable work staff	65	83
Administrative staff	49	51
	<u>114</u>	<u>134</u>

The average number of full-time equivalent employees during the year was 114 (2022 - 117).

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£70,001 - £80,000	<u>2</u>	<u>1</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

12 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023 £	2022 £
Operating leases - plant and machinery	22,537	16,172
Audit fees	3,720	3,660
Depreciation of fixed assets	<u>14,959</u>	<u>11,864</u>

13 Auditors' remuneration

	2023 £	2022 £
Audit of the financial statements	<u>3,720</u>	<u>3,660</u>

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2023	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
At 31 December 2023	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
Depreciation			
At 1 January 2023	-	28,387	28,387
Charge for the year	-	<u>14,959</u>	<u>14,959</u>
At 31 December 2023	-	<u>43,346</u>	<u>43,346</u>
Net book value			
At 31 December 2023	<u>370,536</u>	<u>34,116</u>	<u>404,652</u>
At 31 December 2022	<u>370,536</u>	<u>49,075</u>	<u>419,611</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

16 Debtors

	2023	2022
	£	£
Trade debtors	245,090	155,624
Prepayments	59,515	58,064
Accrued income	244,573	926,905
	<u>549,178</u>	<u>1,140,593</u>

17 Cash and cash equivalents

	2023	2022
	£	£
Cash at bank	674,490	552,976
Cash on hand	1,317	3,088
	<u>675,807</u>	<u>556,064</u>

18 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	41,242	136,329
Other taxation and social security	45,392	117,798
Other creditors	7,393	18,855
Accruals	120,182	172,559
Deferred income	-	361,458
	<u>214,209</u>	<u>806,999</u>

	2023	2022
	£	£
Deferred income at 1 January 2023	361,458	324,048
Resources deferred in the period	-	174,022
Amounts released from previous periods	<u>(361,458)</u>	<u>(136,612)</u>
Deferred income at year end	<u>-</u>	<u>361,458</u>

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £49,735 (2022 - £44,939).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

20 Funds

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General fund	695,352	3,176,338	(3,119,213)	363,402	1,115,879
Restricted funds					
BBO Shropshire	323,148	768,040	(815,533)	(275,655)	-
BBO Herefordshire	72,065	470,114	(465,810)	(76,369)	-
BBO Evolve	1,793	5,887	(8)	(7,672)	-
All Age Autism	41,023	984,029	(809,601)	-	215,451
Construction Skills Fund	4,378	77,787	(101,785)	19,620	-
IPS Hereford	-	158,899	(158,899)	-	-
ESF Community Grants	21,437	115,611	(117,308)	-	19,740
IAPT Hereford	-	100,852	(90,417)	-	10,435
Housing and Debt Advice Service	126,400	18,902	(91,694)	-	53,608
Building Shropshire	23,342	-	(16)	(23,326)	-
Christmas Food & Essential Items	267	-	(16)	-	251
Armed Forces Covenant	64	-	-	-	64
Total restricted funds	<u>613,917</u>	<u>2,700,121</u>	<u>(2,651,087)</u>	<u>(363,402)</u>	<u>299,549</u>
Total funds	<u><u>1,309,269</u></u>	<u><u>5,876,459</u></u>	<u><u>(5,770,300)</u></u>	<u><u>-</u></u>	<u><u>1,415,428</u></u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

20 Funds (continued)

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2022 £
Unrestricted funds					
<i>General</i>					
General fund	708,270	2,773,936	(2,783,025)	(3,829)	695,352
Restricted					
BBO Shropshire	298,283	1,373,492	(1,348,627)	-	323,148
BBO Herefordshire	101,150	845,091	(874,176)	-	72,065
BBO Evolve	29,141	-	(27,348)	-	1,793
All Age Autism	-	285,385	(244,362)	-	41,023
Construction Skills Fund	-	29,999	(25,621)	-	4,378
IPS Hereford	4,980	161,931	(170,552)	3,641	-
ESF Community Grants	14,832	628,469	(621,864)	-	21,437
Housing and Debt Advice Service	-	158,000	(31,600)	-	126,400
Building Shropshire	37,034	81,821	(95,513)	-	23,342
Christmas Food & Essential Items	2,258	-	(1,991)	-	267
NEET Reengagement	-	22,000	(22,097)	97	-
High Street Business Start Up	-	9,420	(9,511)	91	-
Armed Forces Covenant	6,414	22,167	(28,517)	-	64
Total restricted funds	<u>494,092</u>	<u>3,617,775</u>	<u>(3,501,779)</u>	<u>3,829</u>	<u>613,917</u>
Total funds	<u>1,202,362</u>	<u>6,391,711</u>	<u>(6,284,804)</u>	<u>-</u>	<u>1,309,269</u>

Following the completion of a number of longer term grant-funded projects, reconciliations were completed to ensure all funds received were correctly allocated. During this process it was noted that the allocation to cover management time and an element of overheads of the charity had not been made over the life of the projects. Therefore an adjustment was required to reallocate these management costs and a proportion of the overheads against these projects - BBO Shropshire, BBO Hereford, BBO Evolve and Building Shropshire.

For the Construction Skills Fund, the project costs were in excess of the grant funding received and the charity used unrestricted funds to cover the cost overrun to deliver the service.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.
- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.
- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England.
- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.
- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.
- IAPT Hereford - IAPT is an initiative run by the joint Work (Department for Work and Pensions) and Health (Department of Health) Unit (WHU). It has been set up to increase the availability of employment support within IAPT services to ensure that there is sufficient employment support capacity to provide a fully integrated therapy and employment support for people who are employed, those off sick from work and those who are unemployed and looking to find work. IAPT services are able to offer an integrated package of psychological therapy and employment support, including Talking Therapies. Therapists and employment advisors work together to ensure that a personalised integrated package of care is available to all clients who choose to be supported in this way to remain in, get back to and find work.
- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

- Armed Forces Covenant - to provide mentor support through community projects for Veterans and their families.
- Building Shropshire - represents grants received through Shropshire Council, Additional Restrictions Grant (ARG) covering the 9 months from Nov 21 to Sept 22. The grant is for the support of business recovery from the impact of COVID-19.
- City of Stoke-on-Trent Council - Christmas Food and Essential Supplies Fund - to provide food parcels and items to deliver to families in need.
- All Age Autism - to provide sustainable autism support services that enables autistic people, their parents, families and unpaid carers to cope (and ideally thrive) by enabling them to reach their full potential and live as independently as possible and to develop the skills and confidence to keep themselves safe and well.
- NEET reengagement - funds from Telford and Wrekin Council to deliver activities to engage with young people in year groups 12 and 13 who are not in education, training or employment.
- High Street Business Start Up - funds from Telford and Wrekin Council to support the opening of a high street centre.
- Housing and Debt Advice service - to develop a pilot service to enable people accessing primary mental health services to find the support they need to live healthy lives within their local community.

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2023 £
Tangible fixed assets	404,653	-	404,653
Current assets	925,436	299,549	1,224,985
Current liabilities	(214,209)	-	(214,209)
Total net assets	<u>1,115,880</u>	<u>299,549</u>	<u>1,415,429</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2022 £
Tangible fixed assets	419,611	-	419,611
Current assets	730,745	965,912	1,696,657
Current liabilities	(455,004)	(351,995)	(806,999)
Total net assets	<u>695,352</u>	<u>613,917</u>	<u>1,309,269</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2023

22 Analysis of net funds

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	556,064	119,743	675,807
Total	556,064	119,743	675,807
	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	1,042,482	(486,418)	556,064
Total	1,042,482	(486,418)	556,064

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Land and buildings		
Within one year	82,268	35,903
Between one and five years	360,203	-
	442,471	35,903

LANDAU LIMITED

England & Wales - Charity number 1048645

Accounts

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2022



Landau

changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson
	R D Langford
	H E Oliver
	M J Shields
	T C Dangerfield
Chief Executive Officer	S Roberts
Charity Registration Number	1048645
Company Registration Number	03084746
Registered Office	The charity is incorporated in England & Wales.
	5 Landau Court
	Tan Bank
	Wellington
	Telford
Auditor	TF1 1HE
	CBSL Accountants Limited
	Chartered Accountants and Statutory Auditors
	Rowan House North
	1 The Professional Quarter
	Shrewsbury Business Park
	Shrewsbury
	Shropshire
	SY2 6LG

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2022

As we reflect on the past year, it is evident that it has been a period of significant activity and achievement for our organisation. We are delighted to share some of the key highlights and milestones that have shaped our journey.

A standout moment was the inauguration of the New Wellington Training and Enterprise Centre which was opened by the Lord Lieutenant of Shropshire, Anna Turner, marking the successful commencement of this remarkable venture.

Throughout the year, our commitment to fostering meaningful connections between service users and businesses remained steadfast. The series of Job Fairs held across the Marches showed our commitment to supporting service users and businesses at a time when recruitment remains a challenge for many, we strived to bridge the gap, facilitating interactions that hold the potential to transform lives and invigorate local industries.

Our collaboration with NHS partners in the form of enhanced services for primary and secondary mental health clients seeking supported employment has brought clients significant benefits both financially and in mental wellbeing.

Our pioneering pilot project addressing the evolving needs of 'All Age Autism' service users for people across Birmingham and Solihull underscored our innovative approach to meeting societal demands.

Financially, we navigated a complex landscape, defying a backdrop of mounting challenges. Against a backdrop of a 40% surge in staffing, utilities, and premises costs, we achieved a net surplus of £106,907. Our prudent financial management allowed us to conclude the year with a positive balance to support the impact of the cost of living crisis, and the landscape of funding changes with the conclusion of European Social Funding and the inception of the UK Shared Prosperity Fund.

As we step into 2023, we do so with optimism, tenacity, and an unwavering belief in the positive impact we can create. Our unwavering focus on value for our investors and the delivery of high-quality services to our users remains unshaken.

I would like to thank all of our partners, suppliers and employees during the year for their continued support.

I would further like to thank all our funders for their continued commitment to the vision of Landau in changing lives and creating futures.



.....
S Roberts
Chief Executive Officer

25 September 2023

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2022

Throughout the past year, we have diligently pursued our strategic plan and unwavering priorities for 2022. Customer satisfaction, quality services, exceptional workforce, sustainable partnerships, and financial sustainability have guided our every endeavour, ensuring that our efforts align with our overarching mission.

Our dedication to co-producing services has enabled us to keep the needs and aspirations of our service users at the heart of everything we do. We hold ourselves to the highest standards of accountability, which is reflected in our activities being subjected to rigorous external verification. This year, we further strengthened this commitment by conducting consultation events and surveys with our service users. These efforts not only validate the quality of our services but also provide us with valuable insights that enable us to continually refine and enhance our offerings.

I am delighted to share that our service users' endorsement of our efforts has been resounding, with an impressive 97.5% expressing their preference for our services over any other.

Our aspiration to exceed the expectations of all stakeholders is an integral part of our organisational DNA. Our unwavering dedication to excellence is evident in the flawless results we achieved in the external audits assessing financial probity and the substantiation of output claims. This validation is a testament to the collective efforts of everyone at Landau.

We have invested significantly in nurturing an exceptional workforce, providing them with the tools and training needed to excel in their roles. Our staff-led forums are a platform for critical discussions on matters ranging from environmental responsibility to promoting diversity and inclusion. By fostering a culture of open dialogue and continuous learning, we are shaping a team that is not only skilled but also deeply committed to our values.

In line with our dedication to driving positive change, we have forged strategic partnerships with businesses to champion diversity and inclusion through our "We See You" campaign. Our ConnectJobs4U website stands as a testament to our commitment, facilitating the seamless matching of skilled professionals with local businesses in need, thereby fostering quality employment opportunities for our service users.

As we move forward into 2023 we remain mindful of the evolving landscape. The economic uncertainties and rising cost of living present challenges that demand our resilience and innovation.

I extend my gratitude to each member of our team for their exceptional contributions and dedication. Together, we have achieved remarkable success, and I am confident that our collective efforts will continue to shape a brighter future for Landau and the community we serve.

Marcelle Kite

.....
M L Kite
Chairperson

25 September 2023

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2022.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living.

Landau Limited

Trustees' Report

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire, ESF Community and All Age Autism funds and the unrestricted IN2 Employment and NEET projects to its partners.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

Policy on reserves

Unrestricted funds total £695,352 (2021 - £708,270) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds to ensure sustainability of its core services and maintain them at such a level. Restricted funds total £613,917 (2021 - £494,092) and a breakdown of these funds can be found in the notes to the Financial Statements.

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Construction Skills Fund
2gether NHS Foundation Trust
The Community Fund for Staffordshire
Education and Skills Funding Agency
Royal British Legion
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Derbyshire City Council
Armed Forces Covenant
Building Shropshire
Midlands Partnership University NHS Foundation Trust
NHS England

Landau Limited

Trustees' Report

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Statement of trustees' responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 business.

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

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Sep 25, 2023

The annual report was approved by the trustees of the charity on and signed on its behalf by:

Marcelle Kite

.....
M L Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

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.

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.

Opinion on other matter 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 Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Chairperson's Statement and the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 6), 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
- We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
- Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and – evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

L Osselton

.....
Louise Osselton FCA (Senior Statutory Auditor)
For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

Date: 25 September 2023

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations, legacies and grants	3	31,678	3,617,766	3,649,444
Charitable activities	4	2,737,162	-	2,737,162
Investment income	5	2,944	9	2,953
Other income	6	2,152	-	2,152
Total income		<u>2,773,936</u>	<u>3,617,775</u>	<u>6,391,711</u>
Expenditure on:				
Charitable activities	7	<u>(2,783,025)</u>	<u>(3,501,779)</u>	<u>(6,284,804)</u>
Total expenditure		<u>(2,783,025)</u>	<u>(3,501,779)</u>	<u>(6,284,804)</u>
Net (expenditure)/income		(9,089)	115,996	106,907
Transfers between funds		<u>(3,829)</u>	<u>3,829</u>	<u>-</u>
Net movement in funds		(12,918)	119,825	106,907
Reconciliation of funds				
Total funds brought forward		<u>708,270</u>	<u>494,092</u>	<u>1,202,362</u>
Total funds carried forward	20	<u><u>695,352</u></u>	<u><u>613,917</u></u>	<u><u>1,309,269</u></u>

The notes on pages 15 to 31 form an integral part of these financial statements.

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations, legacies and grants	3	29,842	2,689,489	2,719,331
Charitable activities	4	2,257,755	-	2,257,755
Investment income	5	2,078	-	2,078
Other income	6	514	-	514
Total income		<u>2,290,189</u>	<u>2,689,489</u>	<u>4,979,678</u>
Expenditure on:				
Charitable activities	7	<u>(2,261,132)</u>	<u>(2,611,415)</u>	<u>(4,872,547)</u>
Total expenditure		<u>(2,261,132)</u>	<u>(2,611,415)</u>	<u>(4,872,547)</u>
Net income		29,057	78,074	107,131
Transfers between funds		<u>(24,710)</u>	<u>24,710</u>	-
Net movement in funds		4,347	102,784	107,131
Reconciliation of funds				
Total funds brought forward		<u>703,923</u>	<u>391,308</u>	<u>1,095,231</u>
Total funds carried forward	20	<u><u>708,270</u></u>	<u><u>494,092</u></u>	<u><u>1,202,362</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 and 2021 is shown in note 20.

The notes on pages 15 to 31 form an integral part of these financial statements.

Landau Limited

(Registration number: 03084746)
Balance Sheet as at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	419,611	372,899
Current assets			
Debtors	16	1,140,593	526,931
Cash at bank and in hand	17	<u>556,064</u>	<u>1,042,482</u>
		1,696,657	1,569,413
Creditors: Amounts falling due within one year	18	<u>(806,999)</u>	<u>(739,950)</u>
Net current assets		<u>889,658</u>	<u>829,463</u>
Net assets		<u><u>1,309,269</u></u>	<u><u>1,202,362</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	613,917	494,092
Unrestricted income funds			
Unrestricted funds		<u>695,352</u>	<u>708,270</u>
Total funds	20	<u><u>1,309,269</u></u>	<u><u>1,202,362</u></u>

The financial statements on pages 11 to 31 were approved by the trustees, and authorised for issue on Sep.25,.2022 and signed on their behalf by:

Marcelle Kite

.....
M L Kite
Trustee

The notes on pages 15 to 31 form an integral part of these financial statements.

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash income		106,907	107,131
Adjustments to cash flows from non-cash items			
Depreciation		11,864	2,113
Investment income	5	<u>(2,953)</u>	<u>(2,078)</u>
		115,818	107,166
Working capital adjustments			
Increase in debtors	16	(613,662)	(121,002)
Increase in creditors	18	29,639	291,210
Increase in deferred income		<u>37,410</u>	<u>52,954</u>
Net cash flows from operating activities		<u>(430,795)</u>	<u>330,328</u>
Cash flows from investing activities			
Interest receivable and similar income	5	2,953	2,078
Purchase of tangible fixed assets	15	<u>(58,576)</u>	<u>(9,219)</u>
Net cash flows from investing activities		<u>(55,623)</u>	<u>(7,141)</u>
Net (decrease)/increase in cash and cash equivalents		(486,418)	323,187
Cash and cash equivalents at 1 January		<u>1,042,482</u>	<u>719,295</u>
Cash and cash equivalents at 31 December		<u><u>556,064</u></u>	<u><u>1,042,482</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 15 to 31 form an integral part of these financial statements.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

5 Landau Court

Tan Bank

Wellington

Telford

TF1 1HE

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

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

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2022 £
Donations and legacies;			
Donations from individuals	1,339	-	1,339
Grants, including capital grants;			
Government grants	30,339	-	30,339
Grants from other charities	-	3,617,766	3,617,766
	<u>31,678</u>	<u>3,617,766</u>	<u>3,649,444</u>
	Unrestricted funds General £	Restricted funds £	Total 2021 £
Donations and legacies;			
Donations from individuals	404	-	404
Grants, including capital grants;			
Government grants	29,438	-	29,438
Grants from other charities	-	2,689,489	2,689,489
	<u>29,842</u>	<u>2,689,489</u>	<u>2,719,331</u>

Government grants receivable relates to grants claimed under the Government's Kickstart Scheme.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

Grants received from other charities are analysed as follows:

	2022 £	2021 £
BBO Shropshire	1,373,489	1,018,329
BBO Herefordshire	845,091	647,911
ESF Community Grants	628,469	510,397
All Age Autism	285,385	-
Construction Skills Fund (CSF)	29,993	233,152
Individual Placement and Support (IPS)	161,931	133,703
Housing and Debt Advice Service	158,000	-
Building Shropshire	81,821	53,179
Staffordshire Expanding Opportunities Project	-	50,000
Armed Forces Covenant	22,167	11,083
NEET Reengagement	22,000	-
High Street Business Start Up	9,420	-
John Lewis Project	-	4,750
Christmas Food and Essential Items Project	-	2,940
BBO Evolve	-	24,045
	<u>3,617,766</u>	<u>2,689,489</u>

4 Income from charitable activities

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Supported employment services	<u>2,737,162</u>	<u>2,737,162</u>	<u>2,257,755</u>

Supported employment services income is analysed as follows:

	Note	2022 £	2021 £
Supported employment services provided		2,648,037	2,244,611
Sale of goods / services made or provided by the beneficiaries of the charity		21,408	13,144
Course income		67,717	-
		<u>2,737,162</u>	<u>2,257,755</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

5 Investment income

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Interest receivable and similar income;				
Interest receivable on bank deposits	<u>2,944</u>	<u>9</u>	<u>2,953</u>	<u>2,078</u>

6 Other income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Other income	<u>2,152</u>	<u>2,152</u>	<u>514</u>

7 Expenditure on charitable activities

		Unrestricted General £	Restricted £	Total 2022 £
Supported employment services		221,724	71,056	292,780
Depreciation, amortisation and other similar costs		11,864	-	11,864
Grant funding of activities	9	755,112	1,524,134	2,279,246
Staff costs		1,156,130	1,654,559	2,810,689
Allocated support costs	8	511,570	242,999	754,569
Governance costs	8	<u>126,625</u>	<u>9,031</u>	<u>135,656</u>
		<u>2,783,025</u>	<u>3,501,779</u>	<u>6,284,804</u>
		Unrestricted funds General £	Restricted funds £	Total 2021 £
Supported employment services		290,717	29,077	319,794
Depreciation, amortisation and other similar costs		2,113	-	2,113
Grant funding of activities		693,101	1,219,689	1,912,790
Staff costs		807,843	1,239,719	2,047,562
Allocated support costs	8	370,458	120,449	490,907
Governance costs	8	<u>96,900</u>	<u>2,481</u>	<u>99,381</u>
		<u>2,261,132</u>	<u>2,611,415</u>	<u>4,872,547</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

The supported employment services cost is analysed as follows:

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Delivery costs	17,173	34,681	51,854	8,624
Subcontractor costs	95,115	848	95,963	212,937
Beneficiary costs	42,172	871	43,043	41,446
Cafe and salon purchases	20,342	1,266	21,608	10,395
Staff training	5,868	24	5,892	5,387
Staff travel expenses	39,560	28,266	67,826	28,715
Volunteer training and expenses	1,494	-	1,494	1,010
Monitoring and evaluation costs	-	5,100	5,100	11,280
	<u>221,724</u>	<u>71,056</u>	<u>292,780</u>	<u>319,794</u>

In addition to the expenditure analysed above, there are also governance costs of £135,656 (2021 - £99,381) which relate directly to charitable activities. See note 8 for further details.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted		Total	Total
	General	Restricted	2022	2021
	£	£	£	£
Rent, rates and water	86,577	58,520	145,097	93,976
Insurance	3,905	-	3,905	6,842
Telephone and internet	27,087	6,630	33,717	24,371
Other premises expenses	156,447	29,097	185,544	125,895
Equipment hire	12,533	3,640	16,173	11,121
Other office costs	52,868	8,133	61,001	38,688
Computer costs	50,310	54,739	105,049	72,869
Subscriptions and memberships	18,017	1,713	19,730	48,511
Marketing costs	41,483	48,606	90,089	37,013
Professional fees	59,102	23,921	83,023	18,919
Donations	49	-	49	329
Bank charges	3,192	-	3,192	1,432
Bad debt write off	-	8,000	8,000	10,941
	<u>511,570</u>	<u>242,999</u>	<u>754,569</u>	<u>490,907</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Governance costs

	Unrestricted	Restricted	Total	Total
	funds	funds	2022	2021
	General			
	£	£	£	£
Staff costs				
Wages and salaries	91,927	-	91,927	67,982
Social security costs	10,868	-	10,868	5,694
Pension costs	2,119	-	2,119	1,314
Audit fees				
Audit of the financial statements	3,660	-	3,660	3,633
Allocated support costs	<u>18,051</u>	<u>9,031</u>	<u>27,082</u>	<u>20,758</u>
	<u>126,625</u>	<u>9,031</u>	<u>135,656</u>	<u>99,381</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

The allocated support cost is analysed as follows:

	Note	2022 £	2021 £
Other office costs		24,645	18,804
Legal and professional fees and HR costs		<u>2,437</u>	<u>1,954</u>
		<u><u>27,082</u></u>	<u><u>20,758</u></u>

9 Grant-making

Analysis of grants

	Grants to institutions	
	2022 £	2021 £
Analysis		
BBO Shropshire	564,496	461,836
BBO Herefordshire	371,456	323,306
IN2 Programme	755,112	693,101
ESF Community Grants	497,685	434,547
Evolve	12,722	-
All Age Autism	<u>77,775</u>	<u>-</u>
	<u><u>2,279,246</u></u>	<u><u>1,912,790</u></u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

11 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	2,635,807	1,927,896
Social security costs	234,857	161,486
Pension costs	44,939	33,105
Other staff costs	-	65
	<u>2,915,603</u>	<u>2,122,552</u>
	2022	2021
	£	£
Note		
Direct staff costs	1,641,385	1,372,635
Support staff costs, including governance	<u>1,274,218</u>	<u>749,917</u>
	<u>2,915,603</u>	<u>2,122,552</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2022 No	2021 No
Direct charitable work staff	83	47
Administrative staff	<u>51</u>	<u>39</u>
	<u>134</u>	<u>86</u>

The average number of full-time equivalent employees during the year was 117 (2021 - 75).

The number of employees whose emoluments fell within the following bands was:

	2022 No	2021 No
£70,001 - £80,000	<u>1</u>	<u>1</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

12 Net incoming/outgoing resources

Net incoming resources for the year include:

	2022 £	2021 £
Operating leases - plant and machinery	16,172	11,120
Audit fees	3,660	3,633
Depreciation of fixed assets	<u>11,864</u>	<u>2,113</u>

13 Auditors' remuneration

	2022 £	2021 £
Audit of the financial statements	<u>3,660</u>	<u>3,633</u>

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2022	370,536	18,886	389,422
Additions	<u>-</u>	<u>58,576</u>	<u>58,576</u>
At 31 December 2022	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
Depreciation			
At 1 January 2022	-	16,523	16,523
Charge for the year	<u>-</u>	<u>11,864</u>	<u>11,864</u>
At 31 December 2022	<u>-</u>	<u>28,387</u>	<u>28,387</u>
Net book value			
At 31 December 2022	<u>370,536</u>	<u>49,075</u>	<u>419,611</u>
At 31 December 2021	<u>370,536</u>	<u>2,363</u>	<u>372,899</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

16 Debtors

	2022 £	2021 £
Trade debtors	155,624	15,580
Prepayments	58,064	12,375
Accrued income	926,905	498,976
	<u>1,140,593</u>	<u>526,931</u>

17 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	552,976	1,041,098
Cash on hand	3,088	1,384
	<u>556,064</u>	<u>1,042,482</u>

18 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	136,329	154,073
Other taxation and social security	117,798	-
Other creditors	18,855	66,531
Accruals	172,559	195,298
Deferred income	361,458	324,048
	<u>806,999</u>	<u>739,950</u>

	2022 £	2021 £
Deferred income at 1 January 2022	324,048	271,094
Resources deferred in the period	174,022	198,068
Amounts released from previous periods	<u>(136,612)</u>	<u>(145,114)</u>
Deferred income at year end	<u>361,458</u>	<u>324,048</u>

Deferred income relates to grants and income intended for use in subsequent periods.

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £44,939 (2021 - £33,105).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

20 Funds

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2022 £
Unrestricted funds					
<i>General</i>					
General fund	708,270	2,773,936	(2,783,025)	(3,829)	695,352
Restricted funds					
BBO Shropshire	298,283	1,373,492	(1,348,627)	-	323,148
BBO Herefordshire	101,150	845,091	(874,176)	-	72,065
BBO Evolve	29,141	-	(27,348)	-	1,793
Construction Skills Fund	-	29,999	(25,621)	-	4,378
IPS	4,980	161,931	(170,552)	3,641	-
ESF Community Grants	14,832	628,469	(621,864)	-	21,437
Armed Forces Covenant	6,414	22,167	(28,517)	-	64
Building Shropshire	37,034	81,821	(95,513)	-	23,342
Christmas Food & Essential Items	2,258	-	(1,991)	-	267
All Age Autism	-	285,385	(244,362)	-	41,023
NEET Reengagement	-	22,000	(22,097)	97	-
High Street Business Start Up	-	9,420	(9,511)	91	-
Housing and Debt Advice Service	-	158,000	(31,600)	-	126,400
Total restricted funds	<u>494,092</u>	<u>3,617,775</u>	<u>(3,501,779)</u>	<u>3,829</u>	<u>613,917</u>
Total funds	<u>1,202,362</u>	<u>6,391,711</u>	<u>(6,284,804)</u>	<u>-</u>	<u>1,309,269</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

20 Funds (continued)

	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2021 £
Unrestricted funds					
<i>General</i>					
General fund	703,923	2,290,189	(2,261,132)	(24,710)	708,270
Restricted					
BBO Shropshire	237,403	1,018,329	(957,449)	-	298,283
BBO Herefordshire	71,689	647,911	(618,450)	-	101,150
BBO Evolve	32,193	24,045	(27,097)	-	29,141
Construction Skills Fund	-	233,152	(254,294)	21,142	-
IPS	32,110	133,703	(160,833)	-	4,980
Staffordshire Expanding Opportunities	13,913	50,000	(65,583)	1,670	-
ESF Community Grants	-	510,397	(495,565)	-	14,832
The Screwfix Foundation	4,000	-	(5,684)	1,684	-
John Lewis project	-	4,750	(4,964)	214	-
Armed Forces Covenant	-	11,083	(4,669)	-	6,414
Building Shropshire	-	53,179	(16,145)	-	37,034
Christmas Food & Essential Items	-	2,940	(682)	-	2,258
Total restricted funds	<u>391,308</u>	<u>2,689,489</u>	<u>(2,611,415)</u>	<u>24,710</u>	<u>494,092</u>
Total funds	<u>1,095,231</u>	<u>4,979,678</u>	<u>(4,872,547)</u>	<u>-</u>	<u>1,202,362</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.
- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.
- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England.
- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.
- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.
- Staffordshire Expanding Opportunities Project - This is an extension to the grant received over three years from The Lloyds Bank Foundation to continue to fund the staff costs of the Expanding Opportunities project.
- The Royal British Legion - This is a grant received from the Royal British Legion to fund an IPS Employment Specialist post and the associated operating costs, in order to help Veterans with complex needs into employment.
- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.
- COVID-19 Emergency fund - This was granted to make adaptations to facilities to enable service users to safely return to activities following the COVID-19 pandemic. It consists of two grants, one for the Shropshire area and one for the Staffordshire area. Both are funded by The Community Fund for Staffordshire.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

- The Screwfix Foundation - this was granted to help install storage at our Newstead site and funding provided by The Screwfix Foundation.
- John Lewis Project - funds provided by the John Lewis Partnership to deliver an online course to young people.
- Armed Forces Covenant - to provide mentor support through community projects for Veterans and their families.
- Building Shropshire - represents grants received through Shropshire Council, Additional Restrictions Grant (ARG) covering the 9 months from Nov 21 to Sept 22. The grant is for the support of business recovery from the impact of COVID-19.
- City of Stoke-on-Trent Council - Christmas Food and Essential Supplies Fund - to provide food parcels and items to deliver to families in need.
- All Age Autism - to provide sustainable autism support services that enables autistic people, their parents, families and unpaid carers to cope (and ideally thrive) by enabling them to reach their full potential and live as independently as possible and to develop the skills and confidence to keep themselves safe and well.
- NEET reengagement - funds from Telford and Wrekin Council to deliver activities to engage with young people in year groups 12 and 13 who are not in education, training or employment.
- High Street Business Start Up - funds from Telford and Wrekin Council to support the opening of a high street centre.
- Housing and Debt Advice service - to develop a pilot service to enable people accessing primary mental health services to find the support they need to live healthy lives within their local community.

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2022 £
Tangible fixed assets	419,611	-	419,611
Current assets	730,745	965,912	1,696,657
Current liabilities	(455,004)	(351,995)	(806,999)
Total net assets	695,352	613,917	1,309,269
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2021 £
Tangible fixed assets	372,899	-	372,899
Current assets	757,698	811,715	1,569,413
Current liabilities	(422,327)	(317,623)	(739,950)
Total net assets	708,270	494,092	1,202,362

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2022

22 Analysis of net funds

	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	1,042,482	(486,418)	556,064
Total	<u>1,042,482</u>	<u>(486,418)</u>	<u>556,064</u>
	At 1 January 2021 £	Cash flows £	At 31 December 2021 £
Cash at bank and in hand	719,295	323,187	1,042,482
Total	<u>719,295</u>	<u>323,187</u>	<u>1,042,482</u>

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Land and buildings		
Within one year	35,903	26,000
Between one and five years	-	26,000
	<u>35,903</u>	<u>52,000</u>

LANDAU LIMITED

England & Wales - Charity number 1048645

Accounts

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2021



Landau

changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson R D Langford H E Oliver M J Shields
Chief Executive Officer	S Roberts
Charity Registration Number	1048645
Company Registration Number	03084746
Registered Office	The charity is incorporated in England & Wales. 5 Landau Court Tan Bank Wellington Telford TF1 1HE
Auditor	CBSL Accountants Limited Chartered Accountants and Statutory Auditors Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2021

We are fortunate to end the year with a net surplus of £107,131 against a backdrop of a 19% increase in staffing costs. Our cost ratio debt analysis is under 4% with the standard 5% a key indicator being respectable for any business. Over the course of the year, we have exercised prudence over our cash ending the year with a balance which we plan to invest in the refurbishment of an owned property in Stoke to provide independent living support for people with learning disabilities.

During the course of the year, we introduced a new structure with clearer accountability and better checks and balances across service delivery through an independent compliance team. Management teams are motivated and this has distilled to their teams, with a much happier workforce.

We have made significant progress on our workforce development through our Equality Diversity and Inclusion policy and with the launch of our 'We See You' campaign to drive greater diversity and inclusion in workplaces across the UK. <https://www.landau.co.uk/we-see-you/>

We are asking organisations, businesses and committed individuals to sign the pledge to become a disability confident employer, provide training for staff to recognise and support people with disabilities and hidden disabilities, adopt a 'talent first not disability' culture and to make workplace adjustments to support people with disabilities.

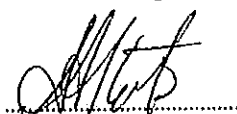
We are proud to report that over 30% of our workforce have been users of our services in the past, building 'experts by experience' into all our operational activities.

In recognition of the tremendous support our service users can give to others, we launched our first inspirational book 'The Road to Recovery' a collection of stories focusing on people with enduring mental health problems and how, in their own words they have overcome their barriers to employment. <https://www.landau.co.uk/shop/>

As we look forward to 2023, we are aware of the challenges that we face with the ending of European Social Funding and the new UK Shared Prosperity Fund. We will continue to effectively manage our finances to bring value for money to investors and high-quality services for our users.

I would like to thank all of our partners, suppliers and employees during the year for their continued support.

I would further like to thank all our funders for their continued commitment to the vision of Landau in changing lives and creating futures.



S Roberts
Chief Executive Officer

27 September 2022

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2021

We are extremely proud that Landau is one of just 205 companies across the UK to be recognised with a **Queen's Award for Enterprise** in 2021 for Social Mobility. To then be followed by the Employer's Recognition Gold Covenant Award for our commitment to the Veteran community is further confirmation of our commitment to the individuals and groups we support.

Our strategic plan and priorities for 2021 have been focused on 5 key areas customer satisfaction, quality services, exceptional workforce, sustainable partnerships and financial sustainability.

Through the co-production of our services, we continue to keep service users at the centre of all our service design and delivery, working for them to change and improve their lives. **Customer satisfaction** is paramount in us sustaining the long-term impact of our service. All our activities are externally verified, this year we have been successful in maintaining the Matrix Accreditation once again, following a 3-day review of staff and service users, with the assessor reporting;

'there is a strong ethos of 'focus on the customer' customers, learners, partners, stakeholders, parents and carers all stated that this is why they chose our service'.

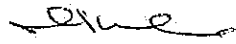
Our ambition is to continue to meet and exceed the expectations of our service users, commissioners, partners and other stakeholders so that Landau becomes synonymous to **excellent quality services**. During 2021 we underwent a number of external audits regarding financial probity and evidence against output claims, we have continually throughout the year received zero error ratings across the board.

We have had a significant increased in our workforce, now employing over 100 people. We have invested in our **exceptional workforce** through training platforms to equip staff with the skills they need to carry out their work to the highest professional and personal standards. This enables them to contribute to the continued innovation and improvement of our services making Landau a forward thinking and supportive place to work.

We work in collaboration with others that share our values in doing so we are able to deliver highly competitive, value for money services that have longer lasting social impact for individuals, businesses and communities. Our BBO partnership, which is externally evaluated, has delivered exceptional results, the partnership has been able to reach much deeper into the socially isolated and economically inactive groups impacting their self-perceived life satisfaction scores. Formerly, 41% had low satisfaction scores compared to the UK (5%); this improved with only 10% of participants exiting the project having low life satisfaction scores.

As we deliver our financial results for 2021, we are mindful of the future challenges as the economy continues to be unpredictable and the increase in the cost of living which will push up the demand for our services against a back drop of constraints on the public purse and a need for **financial stability**.

It has been gratifying to receive the acknowledgements for our work, and the incredible difference we are making to people's lives.



M L Kite
Chairperson

27 September 2022

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2021.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living.

Landau Limited

Trustees' Report

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire and Construction Skills funds to its partners in the projects.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

Overall Income for the year increased from 2020 - with restricted income increasing from £2,570,058 to £2,689,489 and unrestricted income rising from £1,374,701 to £2,290,189. Expenditure increased similarly from £3,733,743 to £4,872,547, with the main costs being grants paid to partners of £1,912,790 (2020 - £1,504,610) and staff costs.

Policy on reserves

Unrestricted funds total £708,270 (2020 - £703,923) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds and maintain them at such a level. Restricted funds total £494,092 (2020 - £391,308) and a breakdown of these funds can be found in the notes to the Financial Statements.

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Lloyds Bank Foundation
Construction Skills Fund
2gether NHS Foundation Trust
Royal British Legion
The Community Fund for Staffordshire
Education and Skills Funding Agency
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Derbyshire City Council
John Lewis Partnership
Armed Forces Covenant
Building Shropshire

Landau Limited

Trustees' Report

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 27 September 2022 and signed on its behalf by:



M L Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

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.

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.

Opinion 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 Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Chairperson's Statement and the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 6), 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
- We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
- Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and - evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

L Osselton

.....
Louise Osselton FCA (Senior Statutory Auditor)

For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

27 September 2022

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations, legacies and grants	3	29,842	2,689,489	2,719,331
Charitable activities	4	2,257,755	-	2,257,755
Investment income	5	2,078	-	2,078
Other income	6	514	-	514
Total income		<u>2,290,189</u>	<u>2,689,489</u>	<u>4,979,678</u>
Expenditure on:				
Charitable activities	7	<u>(2,261,132)</u>	<u>(2,611,415)</u>	<u>(4,872,547)</u>
Total expenditure		<u>(2,261,132)</u>	<u>(2,611,415)</u>	<u>(4,872,547)</u>
Net income		29,057	78,074	107,131
Transfers between funds		<u>(24,710)</u>	<u>24,710</u>	-
Net movement in funds		4,347	102,784	107,131
Reconciliation of funds				
Total funds brought forward		<u>703,923</u>	<u>391,308</u>	<u>1,095,231</u>
Total funds carried forward	20	<u><u>708,270</u></u>	<u><u>494,092</u></u>	<u><u>1,202,362</u></u>

The notes on pages 15 to 32 form an integral part of these financial statements.

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations, legacies and grants	3	15,993	2,570,058	2,586,051
Charitable activities	4	1,346,156	-	1,346,156
Investment income	5	2,920	-	2,920
Other income	6	9,632	-	9,632
Total income		<u>1,374,701</u>	<u>2,570,058</u>	<u>3,944,759</u>
Expenditure on:				
Charitable activities	7	<u>(1,180,480)</u>	<u>(2,553,263)</u>	<u>(3,733,743)</u>
Total expenditure		<u>(1,180,480)</u>	<u>(2,553,263)</u>	<u>(3,733,743)</u>
Net income		194,221	16,795	211,016
Transfers between funds		<u>(123,043)</u>	<u>123,043</u>	-
Net movement in funds		71,178	139,838	211,016
Reconciliation of funds				
Total funds brought forward		<u>632,745</u>	<u>251,470</u>	<u>884,215</u>
Total funds carried forward	20	<u><u>703,923</u></u>	<u><u>391,308</u></u>	<u><u>1,095,231</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 and 2020 is shown in note 20.

The notes on pages 15 to 32 form an integral part of these financial statements.

Landau Limited

(Registration number: 03084746)
Balance Sheet as at 31 December 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	15	372,899	365,793
Current assets			
Debtors	16	526,931	405,929
Cash at bank and in hand	17	<u>1,042,482</u>	<u>719,295</u>
		1,569,413	1,125,224
Creditors: Amounts falling due within one year	18	<u>(739,950)</u>	<u>(395,786)</u>
Net current assets		<u>829,463</u>	<u>729,438</u>
Net assets		<u>1,202,362</u>	<u>1,095,231</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	494,092	391,308
Unrestricted income funds			
Unrestricted funds		<u>708,270</u>	<u>703,923</u>
Total funds	20	<u>1,202,362</u>	<u>1,095,231</u>

The financial statements on pages 11 to 32 were approved by the trustees, and authorised for issue on 27 September 2022 and signed on their behalf by:



M L Kite
Trustee

The notes on pages 15 to 32 form an integral part of these financial statements.

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash income		107,131	211,016
Adjustments to cash flows from non-cash items			
Depreciation		2,113	4,721
Investment income	5	<u>(2,078)</u>	<u>(2,920)</u>
		107,166	212,817
Working capital adjustments			
Increase in debtors	16	(121,002)	(49,406)
Increase in creditors	18	291,210	98,835
Increase/(decrease) in deferred income		<u>52,954</u>	<u>(67,344)</u>
Net cash flows from operating activities		<u>330,328</u>	<u>194,902</u>
Cash flows from investing activities			
Interest receivable and similar income	5	2,078	2,920
Purchase of tangible fixed assets	15	<u>(9,219)</u>	<u>-</u>
Net cash flows from investing activities		<u>(7,141)</u>	<u>2,920</u>
Net increase in cash and cash equivalents		323,187	197,822
Cash and cash equivalents at 1 January		<u>719,295</u>	<u>521,473</u>
Cash and cash equivalents at 31 December		<u><u>1,042,482</u></u>	<u><u>719,295</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 15 to 32 form an integral part of these financial statements.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

5 Landau Court
Tan Bank
Wellington
Telford
TF1 1HE

These financial statements were authorised for issue by the trustees on 27 September 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Donations and legacies;				
Donations from individuals	404	-	404	-
Grants, including capital grants;				
Government grants	29,438	-	29,438	15,593
Grants from other charities	-	2,689,489	2,689,489	2,570,458
	<u>29,842</u>	<u>2,689,489</u>	<u>2,719,331</u>	<u>2,586,051</u>

Government grants receivable relates to grants claimed under the Government's Kickstart Scheme (2020 - Job Retention Scheme).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Grants received from other charities are analysed as follows:

	2021 £	2020 £
BBO Shropshire	1,018,329	1,055,705
BBO Herefordshire	647,911	724,030
ESF Community Grants	510,397	277,294
Construction Skills Fund (CSF)	233,152	224,201
Individual Placement and Support (IPS)	133,703	135,090
Building Shropshire	53,179	-
Staffordshire Expanding Opportunities Project	50,000	13,913
BBO Evolve	24,045	75,347
Armed Forces Covenant	11,083	-
John Lewis Project	4,750	-
Christmas Food and Essential Items Project	2,940	-
COVID-19 Emergency Fund	-	41,066
Royal British Legion	-	19,412
The Screwfix Foundation	-	4,000
Other grants - unrestricted	-	400
	<u>2,689,489</u>	<u>2,570,458</u>

4 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Supported employment services	<u>2,257,755</u>	<u>2,257,755</u>	<u>1,346,156</u>

Supported employment services income is analysed as follows:

	Note	2021 £	2020 £
Supported employment services provided		2,244,611	1,339,166
Sale of goods / services made or provided by the beneficiaries of the charity		<u>13,144</u>	<u>6,990</u>
		<u>2,257,755</u>	<u>1,346,156</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>2,078</u>	<u>2,078</u>	<u>2,920</u>

6 Other income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Rental income	-	-	8,097
Other income	<u>514</u>	<u>514</u>	<u>1,535</u>
	<u>514</u>	<u>514</u>	<u>9,632</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

7 Expenditure on charitable activities

		Unrestricted			
	Note	General £	Restricted £	Total 2021 £	Total 2020 £
Supported employment services		290,717	29,077	319,794	166,771
Depreciation, amortisation and other similar costs		2,113	-	2,113	4,721
Grant funding of activities	9	693,101	1,219,689	1,912,790	1,504,610
Staff costs		807,843	1,239,719	2,047,562	1,648,884
Allocated support costs	8	370,458	120,449	490,907	308,424
Governance costs	8	96,900	2,481	99,381	100,333
		<u>2,261,132</u>	<u>2,611,415</u>	<u>4,872,547</u>	<u>3,733,743</u>

£2,261,132 (2020 - £1,180,480) of the above expenditure was attributable to unrestricted funds and £2,611,415 (2020 - £2,553,263) to restricted funds.

The supported employment services cost is analysed as follows:

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Delivery costs	7,881	743	8,624	9,888
Subcontractor costs	211,710	1,227	212,937	84,492
Beneficiary costs	29,382	12,064	41,446	26,168
Cafe and salon purchases	9,858	537	10,395	5,440
Staff training	4,472	915	5,387	3,624
Staff travel expenses	23,524	5,191	28,715	26,599
Volunteer training and expenses	1,010	-	1,010	809
Monitoring and evaluation costs	2,880	8,400	11,280	9,751
	<u>290,717</u>	<u>29,077</u>	<u>319,794</u>	<u>166,771</u>

In addition to the expenditure analysed above, there are also governance costs of £99,381 (2020 - £100,333) which relate directly to charitable activities. See note 8 for further details.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted		Total 2021	Total 2020
	General £	Restricted £	£	£
Rent, rates and water	53,478	40,498	93,976	52,459
Insurance	6,842	-	6,842	3,631
Telephone and internet	17,482	6,889	24,371	21,058
Other premises expenses	116,237	9,658	125,895	67,707
Equipment hire	7,604	3,517	11,121	11,341
Other office costs	32,762	5,926	38,688	25,298
Computer costs	47,347	25,522	72,869	71,465
Subscriptions and memberships	22,970	25,541	48,511	24,273
Marketing costs	34,725	2,288	37,013	16,401
Professional fees	18,309	610	18,919	3,488
Donations	329	-	329	150
Bank charges	1,432	-	1,432	953
Bad debt write off	10,941	-	10,941	10,200
	<u>370,458</u>	<u>120,449</u>	<u>490,907</u>	<u>308,424</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Governance costs

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Staff costs				
Wages and salaries	67,982	-	67,982	76,027
Social security costs	5,694	-	5,694	6,266
Pension costs	1,314	-	1,314	1,340
Audit fees				
Audit of the financial statements	3,633	-	3,633	3,300
Allocated support costs	18,277	2,481	20,758	13,400
	<u>96,900</u>	<u>2,481</u>	<u>99,381</u>	<u>100,333</u>

The allocated support cost is analysed as follows:

	Note	2021 £	2020 £
Other office costs		18,804	13,092
Legal and professional fees and HR costs		1,954	308
		<u>20,758</u>	<u>13,400</u>

9 Grant-making

Analysis of grants

	Grants to institutions 2021 £	2020 £
Analysis		
BBO Shropshire	461,836	449,594
BBO Herefordshire	323,306	368,364
Construction Skills Fund	-	135,350
IN2 Programme	693,101	311,745
ESF Community Grants	434,547	239,557
	<u>1,912,790</u>	<u>1,504,610</u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

11 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	1,927,896	1,574,996
Social security costs	161,486	130,205
Pension costs	33,105	27,316
Other staff costs	65	-
	<u>2,122,552</u>	<u>1,732,517</u>
	2021 £	2020 £
Direct staff costs	1,372,635	903,669
Support staff costs, including governance	749,917	828,848
	<u>2,122,552</u>	<u>1,732,517</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2021 No	2020 No
Direct charitable work staff	47	54
Administrative staff	39	27
	<u>86</u>	<u>81</u>

The average number of full-time equivalent employees during the year was 75 (2020 - 61).

The number of employees whose emoluments fell within the following bands was:

	2021 No	2020 No
£70,001 - £80,000	<u>1</u>	<u>1</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

12 Net incoming/outgoing resources

Net incoming resources for the year include:

	2021 £	2020 £
Operating leases - plant and machinery	11,120	11,340
Audit fees	3,633	3,300
Depreciation of fixed assets	<u>2,113</u>	<u>4,721</u>

13 Auditors' remuneration

	2021 £	2020 £
Audit of the financial statements	<u>3,633</u>	<u>3,300</u>

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2021	361,317	18,886	380,203
Additions	<u>9,219</u>	<u>-</u>	<u>9,219</u>
At 31 December 2021	<u>370,536</u>	<u>18,886</u>	<u>389,422</u>
Depreciation			
At 1 January 2021	-	14,410	14,410
Charge for the year	<u>-</u>	<u>2,113</u>	<u>2,113</u>
At 31 December 2021	<u>-</u>	<u>16,523</u>	<u>16,523</u>
Net book value			
At 31 December 2021	<u>370,536</u>	<u>2,363</u>	<u>372,899</u>
At 31 December 2020	<u>361,317</u>	<u>4,476</u>	<u>365,793</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

16 Debtors

	2021 £	2020 £
Trade debtors	15,580	35,836
Prepayments	12,375	25,089
Accrued income	498,976	345,004
	<u>526,931</u>	<u>405,929</u>

17 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	1,384	768
Cash at bank	1,041,098	718,527
	<u>1,042,482</u>	<u>719,295</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

18 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	154,073	53,926
Other creditors	66,531	2,683
Accruals	195,298	68,083
Deferred income	324,048	271,094
	<u>739,950</u>	<u>395,786</u>

	2021 £	2020 £
Deferred income at 1 January 2021	271,094	338,438
Resources deferred in the period	198,068	247,208
Amounts released from previous periods	<u>(145,114)</u>	<u>(314,552)</u>
Deferred income at year end	<u>324,048</u>	<u>271,094</u>

Deferred income relates to funds received for charitable activities to be undertaken during 2022.

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £33,105 (2020 - £27,316).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

20 Funds

	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2021 £
Unrestricted funds					
<i>General</i>					
General fund	703,923	2,290,189	(2,261,132)	(24,710)	708,270
Restricted funds					
BBO Shropshire	237,403	1,018,329	(957,449)	-	298,283
BBO Herefordshire	71,689	647,911	(618,450)	-	101,150
BBO Evolve	32,193	24,045	(27,097)	-	29,141
Construction Skills Fund	-	233,152	(254,294)	21,142	-
IPS	32,110	133,703	(160,833)	-	4,980
Staffordshire Expanding Opportunities	13,913	50,000	(65,583)	1,670	-
ESF Community Grants	-	510,397	(495,565)	-	14,832
The Screwfix Foundation	4,000	-	(5,684)	1,684	-
John Lewis project	-	4,750	(4,964)	214	-
Armed Forces Covenant	-	11,083	(4,669)	-	6,414
Building Shropshire	-	53,179	(16,145)	-	37,034
Christmas Food & Essential Items	-	2,940	(682)	-	2,258
Total restricted funds	<u>391,308</u>	<u>2,689,489</u>	<u>(2,611,415)</u>	<u>24,710</u>	<u>494,092</u>
Total funds	<u>1,095,231</u>	<u>4,979,678</u>	<u>(4,872,547)</u>	<u>-</u>	<u>1,202,362</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

20 Funds (continued)

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2020 £
Unrestricted funds					
<i>General</i>					
General fund	632,745	1,374,701	(1,180,480)	(123,043)	703,923
Restricted					
BBO Shropshire	167,723	1,055,705	(986,025)	-	237,403
BBO Herefordshire	30,242	724,030	(682,583)	-	71,689
BBO Evolve	27,561	75,347	(70,715)	-	32,193
Construction Skills Fund	-	224,201	(338,425)	114,224	-
IPS	25,944	135,090	(128,924)	-	32,110
Staffordshire Expanding Opportunities	-	13,913	-	-	13,913
Royal British Legion	-	19,412	(21,525)	2,113	-
ESF Community Grants	-	277,294	(284,000)	6,706	-
COVID-19 Emergency Fund	-	41,066	(41,066)	-	-
The Screwfix Foundation	-	4,000	-	-	4,000
Total restricted funds	<u>251,470</u>	<u>2,570,058</u>	<u>(2,553,263)</u>	<u>123,043</u>	<u>391,308</u>
Total funds	<u>884,215</u>	<u>3,944,759</u>	<u>(3,733,743)</u>	<u>-</u>	<u>1,095,231</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.
- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.
- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England. This balance relates to the BBO Evolve project and monies held for future spend and partner grant payments.
- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.
- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.
- Staffordshire Expanding Opportunities Project - This is an extension to the grant received over three years from The Lloyds Bank Foundation to continue to fund the staff costs of the Expanding Opportunities project.
- The Royal British Legion - This is a grant received from the Royal British Legion to fund an IPS Employment Specialist post and the associated operating costs, in order to help Veterans with complex needs into employment.
- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.
- COVID-19 Emergency fund - This was granted to make adaptations to facilities to enable service users to safely return to activities following the COVID-19 pandemic. It consists of two grants, one for the Shropshire area and one for the Staffordshire area. Both are funded by The Community Fund for Staffordshire.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

- The Screwfix Foundation - this was granted to help install storage at our Newstead site and funding provided by The Screwfix Foundation.
- John Lewis Project - funds provided by the John Lewis Partnership to deliver an online course to young people.
- Armed Forces Covenant - to provide mentor support through community projects for Veterans and their families.
- Building Shropshire - represents grants received through Shropshire Council, Additional Restrictions Grant (ARG) covering the 9 months from Nov 21 to Sept 22. The grant is for the support of business recovery from the impact of COVID-19.
- City of Stoke-on-Trent Council - Christmas Food and Essential Supplies Fund - to provide food parcels and items to deliver to families in need.

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2021 £
Tangible fixed assets	372,899	-	372,899
Current assets	757,698	811,715	1,569,413
Current liabilities	<u>(422,327)</u>	<u>(317,623)</u>	<u>(739,950)</u>
Total net assets	<u>708,270</u>	<u>494,092</u>	<u>1,202,362</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2020 £
Tangible fixed assets	365,793	-	365,793
Current assets	523,440	601,784	1,125,224
Current liabilities	<u>(185,310)</u>	<u>(210,476)</u>	<u>(395,786)</u>
Total net assets	<u>703,923</u>	<u>391,308</u>	<u>1,095,231</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

22 Analysis of net funds

	At 1 January 2021 £	Financing cash flows £	At 31 December 2021 £
Cash at bank and in hand	719,295	323,187	1,042,482
Net debt	719,295	323,187	1,042,482
	At 1 January 2020 £	Financing cash flows £	At 31 December 2020 £
Cash at bank and in hand	719,295	197,822	917,117
Net debt	719,295	197,822	917,117

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Land and buildings		
Within one year	26,000	26,000
Between one and five years	26,000	52,000
	52,000	78,000

LANDAU LIMITED

England & Wales - Charity number 1048645

Accounts

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2020



Landau

changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson R D Langford H E Oliver M J Shields
Chief Executive Officer	S Roberts
Principal Office	5 Landau Court Tan Bank Wellington Telford TF1 1HE The charity is incorporated in England & Wales.
Company Registration Number	03084746
Charity Registration Number	1048645
Auditor	CBSL Accountants Limited Chartered Accountants and Statutory Auditors Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2020

In 2020 we celebrated Landau's 25th anniversary. Due to COVID restrictions we marked the occasion through the production of our anniversary book, charting our journey and work through the stories of our service users. We were delighted to host a royal visit by HRH the Princess Royal, during a brief period between lockdowns. The Princess visited our construction training site and met our service users and partners.

Despite the strange operational environment we find ourselves in, it is pleasing that we have continued to deliver a surplus for 2020. The staff have done an outstanding job in continuing to deliver supported training and employment services throughout the pandemic by adjusting to new ways of working to accommodate social distancing measures.

Over the course of the past 12 months the organisation has grown and we now employ around 35% more staff compared to last year, to meet the growing demand for our services.

We are seeing an increase in young people needing support with social, emotional and poor mental health needs, which is driving more demand for our young people's services. Our online services are proving highly successful in supporting people with getting into employment. Landau is continuing to deliver employer-led training, equipping young people with the practical and social skills to enter the work place.

We face an uncertain future with climate change, COVID and world-wide economic uncertainty; one thing we can be sure of is that Landau will continue to be shaped by the needs of our service users.

Marcelle Kite

.....
M L Kite
Chairperson

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2020

I am pleased to announce that, despite a challenging year, the organisation has achieved the ambitious milestones set out in our strategic plans for 2020. Our aim to keep our customers at the centre of our service and achieve customer satisfaction is paramount in sustaining the long-term impact of our work; this was realised with over 98% of participants more than satisfied with our service.

Our ambition to continue to meet and exceed the expectations of our customers, commissioners and other stakeholders is synonymous to delivering an excellent quality service. We have continued to drive excellence through work by gaining accreditation from the Centre of Mental Health for our IPS service by becoming a Centre of Excellence for supporting people with enduring mental health conditions into employment.

We have invested in our staff to ensure we maintain an exceptional workforce by supporting continuous development days for all staff, introducing peer mentoring support, an improved induction system and access to a range of online training and webinars.

We have expanded our partnership with more local organisations to help more people that are disadvantaged move into employment. This year we have supported over 1,800 people move forward with their lives.

We have not let COVID interrupt our work; we moved quickly to work safely, whilst continuing to support our service users' access to training and employment. We have not stopped working throughout the pandemic thanks to our robust business continuity plans.

Our actions throughout the year has enabled us to deliver another surplus, which we plan to invest in extending our training and enterprise offering in 2021.

I would like to thank all of our partners, suppliers and employees during the year for their continued support.

I would further like to thank all our funders for their continued commitment to the vision of Landau in changing lives and creating futures.



.....
S Roberts
Chief Executive Officer

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2020.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living. The activity is designed around three key themes as well as providing ongoing support:

- Pre work activity
- Individual placement support
- Work placements / employment

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Landau Limited

Trustees' Report

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire and Construction Skills funds to its partners in the projects.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

Policy on reserves

Unrestricted funds total £703,923 (2019 - £632,745) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds and maintain them at such a level. Restricted funds total £391,308 (2019 - £251,470) and a breakdown of these funds can be found in the notes to the Financial Statements.

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Lloyds Bank Foundation
Construction Skills Fund
2gether NHS Foundation Trust
Royal British Legion
The Community Fund for Staffordshire
Education and Skills Funding Agency
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Derbyshire City Council

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Landau Limited

Trustees' Report

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 20 October 2021 and signed on its behalf by:

Marcelle Kite

.....

M L Kite
Trustee

Landau Limited

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

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

Approved by the trustees of the charity on 20 October 2021 and signed on its behalf by:

Marcelle Kite

.....
M L Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2020, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our 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.

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.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion 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 Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 7), 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

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.

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
 - We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
 - As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
 - Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and - evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
 - Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
 - We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.
- A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Louise Osselton FCA (Senior Statutory Auditor)
For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

20 October 2021

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations, legacies and grants	3	15,993	2,570,058	2,586,051
Charitable activities	4	1,346,156	-	1,346,156
Investment income	5	2,920	-	2,920
Other income	6	9,632	-	9,632
Total income		<u>1,374,701</u>	<u>2,570,058</u>	<u>3,944,759</u>
Expenditure on:				
Charitable activities	7	<u>(1,180,480)</u>	<u>(2,553,263)</u>	<u>(3,733,743)</u>
Total expenditure		<u>(1,180,480)</u>	<u>(2,553,263)</u>	<u>(3,733,743)</u>
Net income		194,221	16,795	211,016
Transfers between funds		<u>(123,043)</u>	<u>123,043</u>	-
Net movement in funds		71,178	139,838	211,016
Reconciliation of funds				
Total funds brought forward		<u>632,745</u>	<u>251,470</u>	<u>884,215</u>
Total funds carried forward	20	<u>703,923</u>	<u>391,308</u>	<u>1,095,231</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
Income and Endowments from:				
Donations, legacies and grants	3	10	2,803,554	2,803,564
Charitable activities	4	616,660	-	616,660
Investment income	5	2,994	-	2,994
Other income	6	8,100	-	8,100
Total income		<u>627,764</u>	<u>2,803,554</u>	<u>3,431,318</u>
Expenditure on:				
Charitable activities	7	<u>(564,574)</u>	<u>(2,661,920)</u>	<u>(3,226,494)</u>
Total expenditure		<u>(564,574)</u>	<u>(2,661,920)</u>	<u>(3,226,494)</u>
Net income		63,190	141,634	204,824
Transfers between funds		<u>102,278</u>	<u>(102,278)</u>	-
Net movement in funds		165,468	39,356	204,824
Reconciliation of funds				
Total funds brought forward		<u>467,277</u>	<u>212,114</u>	<u>679,391</u>
Total funds carried forward	20	<u>632,745</u>	<u>251,470</u>	<u>884,215</u>

The notes on pages 15 to 29 form an integral part of these financial statements.

Landau Limited

**Statement of Financial Activities for the Year Ended 31 December 2020
(Including Income and Expenditure Account and Statement of Total Recognised Gains
and Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 and 2019 is shown in note 20.

The notes on pages 15 to 29 form an integral part of these financial statements.

Landau Limited

(Registration number: 03084746)
Balance Sheet as at 31 December 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	15	365,793	370,514
Current assets			
Debtors	16	405,929	356,523
Cash at bank and in hand	17	719,295	521,473
		<u>1,125,224</u>	<u>877,996</u>
Creditors: Amounts falling due within one year	18	<u>(395,786)</u>	<u>(364,295)</u>
Net current assets		<u>729,438</u>	<u>513,701</u>
Net assets		<u>1,095,231</u>	<u>884,215</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	391,308	251,470
Unrestricted income funds			
Unrestricted funds		<u>703,923</u>	<u>632,745</u>
Total funds	20	<u>1,095,231</u>	<u>884,215</u>

The financial statements on pages 11 to 29 were approved by the trustees, and authorised for issue on 20 October 2021 and signed on their behalf by:

Marcelle Kite

.....
M L Kite
Trustee

The notes on pages 15 to 29 form an integral part of these financial statements.

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash income		211,016	204,824
Adjustments to cash flows from non-cash items			
Depreciation		4,721	4,406
Investment income	5	<u>(2,920)</u>	<u>(2,994)</u>
		212,817	206,236
Working capital adjustments			
Increase in debtors	16	(49,406)	(211,169)
Increase/(decrease) in creditors	18	98,835	(1,315)
(Decrease)/increase in deferred income		<u>(67,344)</u>	<u>62,452</u>
Net cash flows from operating activities		<u>194,902</u>	<u>56,204</u>
Cash flows from investing activities			
Interest receivable and similar income	5	2,920	2,994
Purchase of tangible fixed assets	15	<u>-</u>	<u>(5,343)</u>
Net cash flows from investing activities		<u>2,920</u>	<u>(2,349)</u>
Net increase in cash and cash equivalents		197,822	53,855
Cash and cash equivalents at 1 January		<u>521,473</u>	<u>467,618</u>
Cash and cash equivalents at 31 December		<u>719,295</u>	<u>521,473</u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 15 to 29 form an integral part of these financial statements.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

5 Landau Court
Tan Bank
Wellington
Telford
TF1 1HE

These financial statements were authorised for issue by the trustees on 20 October 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2020 £	Total 2019 £
Donations and legacies;				
Donations from individuals	-	-	-	10
Grants, including capital grants;				
Government grants	15,593	-	15,593	-
Grants from other charities	400	2,570,058	2,570,458	2,803,554
	<u>15,993</u>	<u>2,570,058</u>	<u>2,586,051</u>	<u>2,803,564</u>

Government grants receivable relates to grants claimed under the Government's Job Retention Scheme.

Grants received from other charities are analysed as follows:

	2020 £	2019 £
BBO Shropshire	1,055,705	1,296,966
BBO Herefordshire	724,030	888,536
ESF Community Grants	277,294	-
Construction Skills Fund (CSF)	224,201	443,924
Individual Placement and Support (IPS)	135,090	79,752
BBO Evolve	75,347	41,610
COVID-19 Emergency Fund	41,066	-
Royal British Legion	19,412	27,766
Staffordshire Expanding Opportunities Project	13,913	25,000
The Screwfix Foundation	4,000	-
Other grants - unrestricted	400	-
	<u>2,570,458</u>	<u>2,803,554</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

4 Income from charitable activities

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Supported employment services	<u>1,346,156</u>	<u>1,346,156</u>	<u>616,660</u>

Supported employment services income is analysed as follows:

	Note	2020 £	2019 £
Supported employment services provided		1,339,166	605,331
Sale of goods / services made or provided by the beneficiaries of the charity		<u>6,990</u>	<u>11,329</u>
		<u>1,346,156</u>	<u>616,660</u>

5 Investment income

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>2,920</u>	<u>2,920</u>	<u>2,994</u>

6 Other income

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Rental income	8,097	8,097	6,853
Other income	<u>1,535</u>	<u>1,535</u>	<u>1,247</u>
	<u>9,632</u>	<u>9,632</u>	<u>8,100</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

7 Expenditure on charitable activities

		Unrestricted		Total	Total
	Note	General	Restricted	2020	2019
		£	£	£	£
Supported employment services		128,117	38,654	166,771	207,098
Depreciation, amortisation and other similar costs		4,721	-	4,721	4,406
Grant funding of activities	9	311,745	1,192,865	1,504,610	1,478,955
Staff costs		474,125	1,174,759	1,648,884	1,233,370
Allocated support costs	8	169,644	138,780	308,424	223,631
Governance costs	8	92,128	8,205	100,333	79,034
		<u>1,180,480</u>	<u>2,553,263</u>	<u>3,733,743</u>	<u>3,226,494</u>

£1,180,480 (2019 - £564,574) of the above expenditure was attributable to unrestricted funds and £2,553,263 (2019 - £2,661,920) to restricted funds.

The supported employment services cost is analysed as follows:

	Unrestricted funds	Restricted funds	Total	Total
	General	funds	2020	2019
	£	£	£	£
Delivery costs	8,778	1,110	9,888	11,545
Partner delivery costs	-	-	-	54,605
Subcontractor costs	76,523	7,969	84,492	51,074
Beneficiary costs	17,720	8,448	26,168	23,577
Cafe purchases	5,440	-	5,440	6,584
Staff training	3,162	462	3,624	6,194
Staff travel expenses	15,685	10,914	26,599	37,814
Volunteer training and expenses	809	-	809	911
Monitoring and evaluation costs	-	9,751	9,751	14,794
	<u>128,117</u>	<u>38,654</u>	<u>166,771</u>	<u>207,098</u>

In addition to the expenditure analysed above, there are also governance costs of £100,333 (2019 - £79,034) which relate directly to charitable activities. See note 8 for further details.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted		Total 2020	Total 2019
	General £	Restricted £	£	£
Rent, rates and water	18,318	34,141	52,459	30,598
Insurance	3,631	-	3,631	5,175
Telephone and internet	12,835	8,223	21,058	19,379
Other premises expenses	61,359	6,348	67,707	34,283
Equipment hire	6,728	4,613	11,341	12,352
Other office costs	20,404	4,894	25,298	26,975
Computer costs	10,730	60,735	71,465	48,782
Subscriptions and memberships	7,770	16,503	24,273	20,527
Marketing costs	13,270	3,131	16,401	10,005
Professional fees	3,296	192	3,488	14,802
Donations	150	-	150	-
Bank charges	953	-	953	685
Bad debt write off	10,200	-	10,200	68
	<u>169,644</u>	<u>138,780</u>	<u>308,424</u>	<u>223,631</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Governance costs

	Unrestricted funds General £	Restricted funds £	Total 2020 £	Total 2019 £
Staff costs				
Wages and salaries	76,027	-	76,027	58,041
Social security costs	6,266	-	6,266	4,854
Pension costs	1,340	-	1,340	735
Audit fees				
Audit of the financial statements	3,300	-	3,300	3,300
Allocated support costs	<u>5,195</u>	<u>8,205</u>	<u>13,400</u>	<u>12,104</u>
	<u>92,128</u>	<u>8,205</u>	<u>100,333</u>	<u>79,034</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

The allocated support cost is analysed as follows:

	Note	2020 £	2019 £
Other office costs		13,092	10,571
Legal and professional fees and HR costs		308	1,533
		13,400	12,104

9 Grant-making

Analysis of grants

	Grants to institutions 2020 £	2019 £
Analysis		
BBO Shropshire	449,594	670,265
BBO Herefordshire	368,364	539,991
Construction Skills Fund	135,350	268,699
IN2 Programme	311,745	-
ESF Community Grants	239,557	-
	1,504,610	1,478,955

10 Net incoming/outgoing resources

Net incoming resources for the year include:

	2020 £	2019 £
Operating leases - plant and machinery	11,340	12,352
Audit fees	3,300	3,300
Depreciation of fixed assets	4,721	4,406

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

12 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Staff costs during the year were:		
Wages and salaries	1,574,996	1,182,959
Social security costs	130,205	98,909
Pension costs	27,316	15,132
	<u>1,732,517</u>	<u>1,297,000</u>
	2020 £	2019 £
Note		
Direct staff costs	903,669	660,605
Support staff costs, including governance	828,848	636,395
	<u>1,732,517</u>	<u>1,297,000</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2020 No	2019 No
Direct charitable work staff	54	31
Administrative staff	27	21
	<u>81</u>	<u>52</u>

The average number of full-time equivalent employees during the year was 61 (2019 - 33).

The number of employees whose emoluments fell within the following bands was:

	2020 No	2019 No
£70,001 - £80,000	<u>1</u>	<u>1</u>

13 Auditors' remuneration

	2020 £	2019 £
Audit of the financial statements	<u>3,300</u>	<u>3,300</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2020	361,317	18,886	380,203
At 31 December 2020	361,317	18,886	380,203
Depreciation			
At 1 January 2020	-	9,689	9,689
Charge for the year	-	4,721	4,721
At 31 December 2020	-	14,410	14,410
Net book value			
At 31 December 2020	361,317	4,476	365,793
At 31 December 2019	361,317	9,197	370,514

16 Debtors

	2020 £	2019 £
Trade debtors	35,836	34,584
Prepayments	25,089	-
Accrued income	345,004	320,948
Other debtors	-	991
	<u>405,929</u>	<u>356,523</u>

17 Cash and cash equivalents

	2020 £	2019 £
Cash on hand	768	1,229
Cash at bank	<u>718,527</u>	<u>520,244</u>
	<u>719,295</u>	<u>521,473</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

18 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	53,926	18,840
Other creditors	2,683	3,718
Accruals	68,083	3,299
Deferred income	271,094	338,438
	<u>395,786</u>	<u>364,295</u>
	2020 £	2019 £
Deferred income at 1 January 2020	338,438	275,986
Resources deferred in the period	247,208	323,908
Amounts released from previous periods	<u>(314,552)</u>	<u>(261,456)</u>
Deferred income at year end	<u>271,094</u>	<u>338,438</u>

Deferred income relates to funds received for charitable activities to be undertaken during 2021.

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £27,316 (2019 - £15,132).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

20 Funds

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2020 £
Unrestricted funds					
<i>General</i>					
General fund	632,745	1,374,701	(1,180,480)	(123,043)	703,923
Restricted funds					
BBO Shropshire	167,723	1,055,705	(986,025)	-	237,403
BBO Herefordshire	30,242	724,030	(682,583)	-	71,689
BBO Evolve	27,561	75,347	(70,715)	-	32,193
Construction Skills Fund	-	224,201	(338,425)	114,224	-
IPS	25,944	135,090	(128,924)	-	32,110
Staffordshire Expanding Opportunities	-	13,913	-	-	13,913
Royal British Legion	-	19,412	(21,525)	2,113	-
ESF Community Grants	-	277,294	(284,000)	6,706	-
COVID-19 Emergency Fund	-	41,066	(41,066)	-	-
The Screwfix Foundation	-	4,000	-	-	4,000
Total restricted funds	<u>251,470</u>	<u>2,570,058</u>	<u>(2,553,263)</u>	<u>123,043</u>	<u>391,308</u>
Total funds	<u>884,215</u>	<u>3,944,759</u>	<u>(3,733,743)</u>	<u>-</u>	<u>1,095,231</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

20 Funds (continued)

	Balance at 1 January 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2019 £
Unrestricted funds					
<i>General</i>					
General fund	467,277	627,764	(564,574)	102,278	632,745
Restricted					
BBO Shropshire	164,452	1,296,966	(1,222,953)	(70,742)	167,723
BBO Herefordshire	22,877	888,536	(842,403)	(38,768)	30,242
BBO Evolve	24,785	41,610	(38,834)	-	27,561
Construction Skills Fund	-	443,924	(448,492)	4,568	-
IPS	-	79,752	(53,808)	-	25,944
Staffordshire Expanding Opportunities	-	25,000	(25,000)	-	-
Royal British Legion	-	27,766	(30,430)	2,664	-
Total restricted funds	<u>212,114</u>	<u>2,803,554</u>	<u>(2,661,920)</u>	<u>(102,278)</u>	<u>251,470</u>
Total funds	<u>679,391</u>	<u>3,431,318</u>	<u>(3,226,494)</u>	<u>-</u>	<u>884,215</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.
- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.
- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England. This balance relates to the BBO Evolve project and monies held for future spend and partner grant payments.
- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.
- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.
- Staffordshire Expanding Opportunities Project - This is an extension to the grant received over three years from The Lloyds Bank Foundation to continue to fund the staff costs of the Expanding Opportunities project.
- The Royal British Legion - This is a grant received from the Royal British Legion to fund an IPS Employment Specialist post and the associated operating costs, in order to help Veterans with complex needs into employment.
- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.
- COVID-19 Emergency fund - This was granted to make adaptations to facilities to enable service users to safely return to activities following the COVID-19 pandemic. It consists of two grants, one for the Shropshire area and one for the Staffordshire area. Both are funded by The Community Fund for Staffordshire.
- The Screwfix Foundation - this was granted to help install storage at our Newstead site and funding provided by The Screwfix Foundation.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2020 £
Tangible fixed assets	365,793	-	365,793
Current assets	523,440	601,784	1,125,224
Current liabilities	(185,310)	(210,476)	(395,786)
Total net assets	703,923	391,308	1,095,231
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2019 £
Tangible fixed assets	370,514	-	370,514
Current assets	287,818	590,178	877,996
Current liabilities	(25,857)	(338,438)	(364,295)
Total net assets	632,475	251,740	884,215

22 Analysis of net funds

	At 1 January 2020 £	Financing cash flows £	At 31 December 2020 £
Cash at bank and in hand	521,473	197,822	719,295
Net debt	521,473	197,822	719,295
	At 1 January 2019 £	Financing cash flows £	At 31 December 2019 £
Cash at bank and in hand	467,618	53,855	521,473
Net debt	467,618	53,855	521,473

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

Land and buildings - at 31 December 2020 £26,000 was due within one year and £52,000 due between 1 and 5 years.