Living with Equal Opportunities Ltd

England & Wales · Charity number 1108948

Details

Other names	PLAY ASSOCIATION HAMMERSMITH AND FULHAM
Status	Registered
Legal form	Charitable company
Company number	05345096
Registered	2005-04-08
Register	View on the Charity Commission register

Contact

Address	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP
Phone	02077363699
Email	lesley@livingwithequalopps.org.uk
Website	www.livingwithequalopps.org.uk

Activities

Objects: THE PROVISION OF OR ASSISTANCE IN THE PROVISION OF FACILITIES FOR PLAY, RECREATION AND OTHER LEISURE TIME OCCUPATIONS FOR ALL CHILDREN AND YOUNG PEOPLE RESIDENT IN HAMMERSMITH AND FULHAM, BEING FACILITIES OF WHICH SUCH CHILDREN HAVE NEED BY REASON OF THEIR YOUTH, SPECIAL NEED OR SOCIAL AND ECONOMIC CIRCUMSTANCES AND WHICH WILL IMPROVE THE CONDITION OF LIFE FOR SUCH CHILDREN BY PROMOTING THEIR PHYSICAL, MENTAL AND SPIRITUAL WELL-BEING.

Activities: Living with Equal Opportunities promotes, supports and develops high-quality play opportunities and services for children and young people in Hammersmith & Fulham and surrounding boroughs. It provides support, advice, guidance, training and resources to small voluntary and community groups that deliver play and youth activities for children and young people in Hammersmith & Fulham.

Downloaded from opencharities.uk/ew/1108948

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Recreation
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** HAMMERSMITH AND FULHAM.
- City Of Westminster
- Ealing
- Hammersmith And Fulham
- Kensington And Chelsea

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£439,945	£504,751	-	-
2024-03-31	£456,244	£427,750	-	-
2023-03-31	£553,967	£440,958	£236,299	67
2022-03-31	£494,127	£416,399	-	-
2021-03-31	£351,318	£335,315	-	-

Trustees

Name	Role	Appointed
DAwn Rawlins		2019-10-29
GARY JOHN SWEETMAN		2013-01-11
Jade Rawlins		2022-11-03
Jessica Quinn		2020-10-27
Kerry Clifford		2022-11-03

Downloaded from opencharities.uk/ew/1108948

Living with Equal Opportunities Ltd

England & Wales - Charity number 1108948

Accounts



LIVING with EQUAL OPPORTUNITIES

ANNUAL REPORT
2024 - 2025

CHAIR'S MESSAGE

Another year has passed and we have an opportunity to reflect on what we have achieved as an organisation.

The young people we support and their families are, as always, at the heart of everything we do and everyone within this organisation has much to be proud of.

The commitment of everyone within this organisation makes an incalculable difference to young people and their families.

When our White City site was closed for two months, through no fault of our own, the efforts that were made to continue providing a service were evidence of that commitment.

As we reach the end of this year and are on the verge of moving to new premises, we are investing in the future, and we are beginning a new chapter for Living With Equal Opportunities.

On behalf of my fellow parents, my fellow trustees and the SLT, may I take this opportunity to thank everyone who has played a part in this story.



Gary Sweetman
Chair of Trustees





CEO'S MESSAGE



It has been a very frustrating year; we had an issue with the fire alarm not working and this impacted the service. As a result, we had to completely close all our services from mid April to July. After a few weeks, we managed to locate a venue for the weekend service – St John's School, which is next door to the adventure playground, and we were extremely grateful for their support during this time. In the meantime we provided support to those young people who would come to our daytime service, by offering support in the community.

Once the alarm system was repaired, we were back on site and all services resumed from 1st July. We were finally able to confirm the summer holidays, and the young people were happy to be back. Due to the up-and-coming development at White City, we will be moving again, once we have found a suitable venue.



Big thank you to Melanie, our Operations Manager and Kerry, a trustee, who did a sky drive to raise money for our charity - see the fundraising report for more details.

Just before the summer, we were invited to visit a potential venue in W12. We had viewed many places, but this was the best one we had seen. The indoor space was a similar size to what we have at the playground, and although the outdoor area was smaller, the site had real potential. We would share it with a DV group once a week and occasionally host residents' meetings, but otherwise the space would be ours.

We officially signed for the venue in March 2025. We are on the move again and hope to be settled in by the end of the Easter holidays.



Lesley Schwartz
CEO

ABOUT US

WHO WE ARE

Living with Equal Opportunities is a voluntary organisation that provides opportunities and experiences for children and young people with complex needs, in and around West London boroughs.

We provide specialist play schemes on weekends and school holidays, as well as after school club and daytime support for those no longer in full-time education. We currently work with families residing in Hammersmith & Fulham, Kensington and Chelsea, Ealing and Westminster.

We are a charity, as well as a company limited by guarantee.






ABOUT US

OUR MISSION

We at LEO believe that every young person has the right to express themselves freely, in an inclusive and non-judgemental setting, and that life skills and independence is an essential part of the welfare and development of young people, particularly during their journey into adulthood. We work to promote, support, improve and deliver provisions that offer a range of experiences and opportunities in Hammersmith & Fulham and surrounding boroughs, in response to local need. We do this in a range of ways, including:

- delivering specialist provision for children and young people with additional and complex needs
- delivering activities and experiences that enhance independence and development of life skills
- delivering individualised, bespoke services and mentoring services for young people
- providing support for families and promoting good models of working practice
- representing the voluntary sector on various partnerships and networks

We are usually allocated and work with young people with very complex needs, and support those that are unable to access or have been excluded from other provisions. For some families we are their last resort.

We endeavour to work alongside young people, their families and other professionals to extend opportunities for all children and young people with additional and complex needs.

SUPPORT TEAM

SENIOR SUPPORT TEAM

Katie O'Brien, Marcus Begg, Aaron Evans, Chloe Kelly, Suad Ibrahim, Mohamed Ali, Jacklyn Haynes, Tia Best-Copeland, Manal Ali, Nasra Ali

SUPPORT WORKERS

Faduma Sheikhey, Yannick Bernard, Mirella Wysocka, Luul Sabriye, Rochelle Sewell, Daniel Ekundayo, Sahra Sheikhey, Donna Doosaah, Georgina Adjei, Shilan Ahmed, Mohamed Sheikhey, Asha Mohamed, John Ozokolie, Rana Bader, Amina Adan, Kardo Umar, Sihaam Yusuf, Nathalee Blair, Kojo Agyemang, Ozcan Yilmaz, Rutvi Patel, Hayedeh Naderi, Khadra Ali, Emmanuel Ramapuram, Nadiya Ettoubi, Hafsa Adaed, Nordia Thaxter, Joyce Cobbina, Bouchra Thummannah, Florence Villenave, Yusuf Haji, Abdul-Karim 'AK' El-Frougui

BOARD OF TRUSTEES

CHAIR & TREASURER
Gary Sweetman

TRUSTEE & PARENT REP
Dawn Rawlins

TRUSTEE
Jessica Quinn

TRUSTEE
Jade Rawlins

TRUSTEE
Kerry Clifford

SENIOR MANAGEMENT TEAM

CHIEF EXECUTIVE OFFICER
Lesley Schwartz

OPERATIONS MANAGER & COMPANY SECRETARY
Melanie Schwartz

OFFICE SUPPORT TEAM

WEBSITE MANAGER & IT TECHNICIAN
Steven Schwartz

ADMINISTRATOR
Chloe Kelly

PROJECT REPORTS

- ANTHONY LILLIS PROJECT: WEEKENDS & SCHOOL HOLIDAYS
- AFTER SCHOOL CLUB
- DAYTIME SUPPORT - TERMTIME





ANTHONY LILLIS PROJECT



The Saturday sessions have been going well this year we have had some new young people join us. It has been a pleasure getting to know and working with them. All the young people seem to love being with us and getting involved in all the activities that we have set up for them. The staff have devised activities for the programme and have enjoyed seeing the process through from planning to delivery, which the young people have responded well to and seem to enjoy the variety of activities on offer.

It's such a joy to watch the young people that we have support for many years grow and learn more each time they come to us, particularly those we don't see as often. There have been some challenges but thanks to our hard-working staff team, they have been managed effectively. The staff ensure that the young people have the best day possible and we have a lot of fun on Saturdays. I would like to take the opportunity to thank the staff, as they make it all possible.

Katie O'Brien
Service Manager



The Sunday service has had a good year overall. With many service users approaching adulthood, we have seen an inevitable evolution of support, needs and requirements, which has placed more emphasis on why we changed the organisation's name.

At the start of the year, we found out that the fire alarm system in the adventure playground needed replacing, however this wouldn't be completed for a couple of months. As a result, we weren't able to operate from our usual setting for the first few months of the year. We encountered some challenges as the due to the sudden change, however the young people coped well. Moving forward, the team continues to work on developing the service to meet their expanding needs, with an emphasis on themes that encourage personal/individual development.

Marcus Begg
Service Manager

ANTHONY LILLIS PROJECT



We have been working on building life-skills with our young people. In the last year they have enjoyed trips such as swimming at the local swimming pool. This is a great community activity, and they enjoyed it a lot. Some of our young people go shopping; they have built a routine around this and have established the confidence to pay for their items themselves in the shop. Some of our young people like playing football and have worked on this with their support worker – they have become very good at it.

Some like music and love listening and dancing to it at the centre. Others like playing an instrument like a guitar. They need support in doing so and a Ukulele might be the best instrument for them. However, all have their own personalities and it's lovely to see these develop.

Florence Villenave
Support Worker



Our holiday service provides young people with special needs a fun and supportive environment during breaks from school or college, where they can enjoy a mix of routine and exciting activities. We organise trips like trampolining and bowling, and provide engaging activities, such as cooking, arts and crafts, and sensory/messy play. These activities are not only enjoyable but also help build confidence and independence in a supportive and inclusive environment. While the young people are having fun and developing skills for life, parents and carers get valuable respite knowing their child is safe, supported, and thriving.

Manal Ali
Support Worker

ANTHONY LILLIS PROJECT





Reflecting on the progress and activities during the past year, working with the young people has been incredibly rewarding, and I have seen firsthand the positive impact our programmes have had on their confidence, social skills, and overall development.

Throughout the year, I have facilitated and supported a variety of activities, including sensory play, creative arts and music workshops, adapted physical exercises, and life skills training to enhance communication and independence. I have also been involved in parental support meetings, providing families with resources and a space to share experiences. The engagement from both children and parents has been inspiring, reaffirming the importance of creating inclusive opportunities.

While I am proud of what we have achieved, I also recognize the challenges we face, such as securing additional funding and recruiting more volunteers to meet the growing needs of the children. Moving forward, I am committed to expanding our activity programmes, strengthening community partnerships, and ensuring that every child continues to receive the support they need to thrive.

Thank you all for your ongoing support, and I look forward to another year of progress and positive change.

Nordia Thaxter
Support Worker

AFTER SCHOOL CLUB





The After-School Club has continued to be a positive and supportive space for young people, giving them the opportunity to relax, socialise, and engage in activities after their school day.

Each young person follows their own routine, arriving from school, settling in with a snack, and choosing how they wish to spend their time. This flexibility has helped many young people develop independence, confidence, and better communication skills while enjoying a calm and welcoming environment.

This year, there have been noticeable improvements in how young people express their needs and interact with staff and peers. Many have become more independent, preparing their own snacks and making choices about how they spend their time. The relaxed setting helps them transition smoothly from the school environment to their home routine, promoting a sense of stability and well-being. Staff have worked hard to maintain this positive atmosphere.

It has been a good year and hopefully the next one will bring even more progress and enjoyment.

Kardo Umar
Support Worker

AFTER SCHOOL CLUB





The After School Club continues to provide a supportive and relaxed environment for young people to participate in fun activities after a busy day at school or college.

This year, we have maintained and expanded our approach to creating a calm and enjoyable atmosphere for the young people. Activities include arts and crafts, mindfulness and relaxation techniques, sensory and messy play, games and table-top activities. These activities encourage creativity and self-expression, contribute to stress relief and allow the young people to unwind in a comfortable setting. We also provide snacks for those that need an energy boost after school or college.

Going forward I would like to help introduce more sensory-friendly activities for young people who would benefit from additional relaxation techniques, and enhance our snack offer to include a variety of healthy snacks that meet differing dietary needs. We hope to do a consultation with young people, families and staff to help us refine the overall experience of the provision.

The After School Club remains a valuable service, helping young people unwind and transition from the school day before heading home. We look forward to building on our successes and making further improvements in the coming year.

Yusuf Haji
Support Worker





DAYTIME SUPPORT - TERMTIME

The daytime provision offers a personalised and supportive environment for each young person who attends, recognising that everyone has unique needs and interests. Each young person has an individualised programme designed to align with their personal preferences. We make it a priority to ask young people about their interests, ensuring that even those who may not communicate verbally still have their voices heard. We believe that understanding their desires, whether verbal or non-verbal, is key to creating a programme that motivates and engages them.

Our staff are not only friendly but highly experienced, with many members bringing over 10 years of experience in working with young people, particularly those with additional needs. They possess a deep understanding of the individuals they work with, ensuring that each young person's needs and preferences are met with care and consideration. Passionate about their work, the team is committed to helping young people thrive and succeed. Furthermore, we prioritise maintaining open and supportive relationships with parents and guardians, recognising the importance of collaboration in the development of each individual.

To provide a rich and varied experience, we offer a wide range of activities that cater to different interests. Some of these include outings to the swimming pool, cinema trips, and visits to the local park, all designed to expose the young people to different environments and opportunities for social engagement. We also encourage independence in a way that aligns with each individual's abilities. This might include tasks like tidying up after themselves after lunch, keeping a diary of their day, or engaging in other activities that promote personal growth and self-sufficiency. Through these experiences, we aim to build confidence and life skills that will serve them well as they move into adulthood.

Nasra Ali
Support Worker

CASE STUDY





This year, C has continued to attend our daytime service on Mondays, and every Saturday. He enjoys his own space and prefers to entertain himself, typically spending time using his iPad and playing with ropes. These activities allow him to engage comfortably in his environment and he seems happy and content when playing independently.

Over the past year, we've seen notable improvement in C's communication. He has become more confident in expressing himself and is now able to voice his concerns when needed. This has been a positive development, allowing for smoother interactions with staff and giving him more autonomy in communicating his needs.

C is independent in managing most of his own needs, however he does need reminding and prompting when it's time for lunch as he becomes very engaged in his play. With gentle encouragement, he responds well.

As we look forward to the year ahead, we are hopeful for C's continued progress. His growing confidence in communication is encouraging, and we aim to support his ongoing development while respecting his preference for personal space and independence.

We are proud of C's progress this year and look forward to what the coming year holds for him. We wish him a wonderful year ahead.

Manal Ali
Support Worker





CASE STUDY

This year, E has continued to attend the after school and holiday provisions, where he participates in a variety of activities. His time here has been both productive and encouraging, as he has shown significant growth in several key areas, particularly in communication and his interest in new activities.

E regularly engages in creative tasks such as painting and cutting. These activities allow him to express himself and develop his fine motor skills, as well as relieve his anxiety. His enthusiasm for these tasks remains high, and he often takes pride in the work he produces.

One of the most significant areas of progress this year has been E's communication. He has shown improvement in voicing his concerns and expressing himself more clearly. This development has had a positive impact on his interactions with staff and peers, enabling him to better share his thoughts and feelings.

In addition to his usual creative tasks, E has begun exploring more structured activities, particularly puzzles. This represents a new area of interest for him, and we are pleased to see his curiosity and problem-solving skills grow as he takes on these challenges.

We are optimistic about the year to come for E. His progress in communication and his expanding interest in new activities show great promise. We hope he continues to explore new challenges and enjoys a fulfilling and happy experience.

E has made significant strides over the past year, and we are incredibly proud of his achievements. We look forward to supporting his continued growth and development in the coming year and wish him a wonderful year ahead.

Manal Ali
Support Worker

OFFICE SUPPORT





This year I stepped into the administration role following the departure of Danica, who was the previous administrator. Taking on this responsibility has provided a new and rewarding challenge, offering me the opportunity to support the organisation in a different capacity.

My regular duties include:

- Preparation and distribution of the paperwork the team uses each day to ensure the smooth operation of sessions.
- Scanning, filing, and maintaining digital records of all paperwork for accuracy and accessibility.
- Monitoring staff training through a dedicated spreadsheet, ensuring expiry dates are tracked and notifying staff and management when updates are required.
- Maintaining oversight of staff DBS renewals, updating central records, and reminding staff and management of expiry dates.
- Monitoring office and site supplies and ensuring that resources are restocked as required.

Transitioning from direct work with the young people into an administrative role has been a significant change. While it requires a different type of responsibility, I have found the role both engaging and fulfilling. It has allowed me to contribute to the efficiency and compliance of the organisation, ensuring that staff are supported and that essential records are kept up to date.

Chloe Kelly
Administrator





FAMILY SUPPORT

This year has been very full, with lots of hands-on support for families across a range of areas. I've helped with applications and issues around housing, council tax, Universal Credit, PIP, and DLA. I've also attended school and college meetings with parents - including EHCP and annual reviews - accompanied families to hospital appointments when requested and supported parents struggling to open bank accounts for their children.

Many families find it difficult to set up a bank account for their child once they turn 18, especially if they don't have the required photo ID. It's becoming increasingly clear that parents aren't always given the information and resources they need to support their children as they move into adulthood, particularly when it comes to finances. I've been encouraging families to think ahead about things like deputisation and future planning. A clear checklist of what's needed during this transition would be very helpful and highlights the ongoing importance of this role.

We were pleased to secure funding again from H&F Giving, which enabled us to support families with energy bills and food shopping. This work took place as part of my role as Interim Family Support Worker.

Looking ahead, we hope to develop and expand the role further and secure funding to allow someone to take it on full-time.

Lesley Schwartz
Interim Family Support Worker

COMMENTS FROM OUR STAFF

"My move out of London was compulsory due to some abrupt and negative changes in my life. However, coming back to work in Living with Equal Opportunities had lessened the effect of it. I felt secured and caught up with all of my friends and the special individuals easily. Everyone was as I left which was a relief and made me realise that there are good 6 years that I have known these people. Realising that gave me a more meaningful perspective on my participation in the association.

Play Association was the only secure place in London to work for that moment after my sudden move back and provided me with good references to find another job in the field. I am thankful and it is good to be back."

Ozcan

"As a member of the new staff, I am delighted to join the team. The hardworking environment has been very welcoming and inspiring. My supervisors, Nasro, Marcus and Mo Ali, taught me how to interact with the children, allowing me to apply my new skills towards helping them. Furthermore, as a member of the new staff I understand the complexities of the job due to the various training programmes set up both online and in-person.

In the future, I would like to help devise a concrete timetable concerning the outdoor activities for the young people."

Khadra

We continue to provide one-off bespoke services for families in need, on school or college inset days and for those who have different term dates

We continue to develop our service offer and programme of activities to enhance the learning and development of our young people

LEO's outreach and bespoke services aim to support young people, for whom play scheme is not appropriate, either at home or in their local community. Bespoke services include escorting the young person to and from home, support in the community, support for specific activities, organising appropriate trips, promoting independence and providing basic behavioural assistance where appropriate

We spent this year networking with LBHF and their properties department, as we continue to seek a new venue so that we can expand our services

The White City Central development has been halted for the foreseeable due to a number of issues. We await further updates in the coming year however we continue to identify potential buildings for us to move into for the duration of the development should the plans resume

This year we operated 161 sessions of playscheme on weekends and in school holidays, and 147 sessions of daytime and/or after school support.
We also provided 27 days of bespoke service for our families who required additional support on days that the service wasn't open, such as when we were closed due to the issues with the fire alarm.
These numbers remain a vast increase to our pre-pandemic allocation of 95 days of service per year

Our staff continue to escort our clients that find transport difficult or have underlying health needs

We continue to develop our website and social media presence

Our service continues to focus on clients that are over 18 or going through transition to Adult Services. We continue to work alongside Adult Services in all boroughs where our young people reside.

Melanie undertook her Team Teach Intermediate Tutor reaccreditation in September.

Sadly after Danica left us, Melanie became our only Team Teach tutor. During her reaccreditation, Melanie networked with others on the course and found 2 people that would be willing to assist with future courses. Melanie went to assist one of them in December and the other supported us with our course in February.

TREASURER'S REPORT

This year has brought both highs and lows. A notable highlight was Melanie and Kerry's successful skydives, which provided a valuable boost to the charity's funds. However, the unexpected closure of our daytime and after-school service for much of the first quarter created significant challenges. Although we were able to hire St John's School for our weekend and half term provision, the space was unavailable on term time weekdays. As a result, we offered community-based support for families in place of the daytime and after school service and arranged trips for the young people. This approach ensured some continuation of service and that families needs were met, although it did mean using a few more resources than planned.

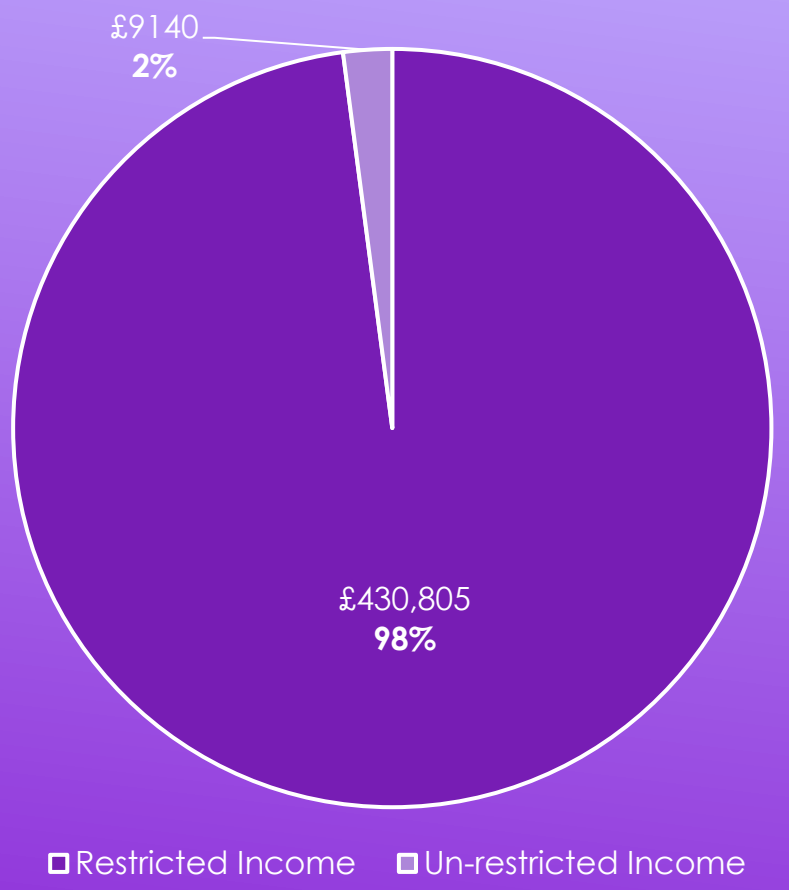
Throughout the year, fluctuating inflation and the ongoing cost-of-living crisis continued to affect the families we support. Despite this, we remained successful in securing funding to help them through these difficult times. A key contribution came from H&F Giving, whose grant enabled us to assist with household bills and provide supermarket gift cards during the winter months.

The charity remains in a strong financial position. We made a strategic decision to invest in staff development, cover costs associated with relocating and establishing our new venue, and purchase new equipment ahead of its planned opening in April 2025. We continue to maintain three months of reserves, and the organisation remains financially sustainable. We are steadily repaying our Government Bounce Back Loan, which has given us flexibility to adapt to change and continue investing in our team and services.

As we approach the 2025/26 year, we look forward to settling into our new home and are hopeful that this move will create opportunities to grow, strengthen, and safeguard our services for the future.

Gary Sweetman
Treasurer

INCOME FOR 2024/25



PARTNERSHIPS



We continue to maintain our relationships with LBHF Disabled Children's Team and Preparation for Adulthood Team. As more of our young people are transitioning into adulthood, we continue to build relationships with and work alongside Adult Services in Hammersmith & Fulham, Kensington & Chelsea, Ealing, Westminster. We continue to work with the NHS as many of our clients care packages have been transferred over to and funded by Health.

We continue to support young people and their families in any way possible and remain an advocate for them on various boards, forums and networks, including at client-specific network meetings. We have maintained our relationship and communication with HATS Group and Westway Community Transport, as they transport our young people to and from the service.



We continue to work closely with Randolph Beresford Early Years Centre as they manage the White City Adventure Playground site and maintain good communication with regard to the building and maintenance. We continue to share the space with the Harrow Club, who provide services 3 evenings a week for the community's youth. The White City Central development still hasn't progressed any further and we are hoping that by working with LBHF, we are moving closer to securing a new premises for our service, which will safeguard and sustain our services into the future.

We continue to use Bright HR, which has been an invaluable tool in helping us to simplify and better manage our HR and payroll processes, as well as our responsibility towards health and safety.

We strive to maintain our current relationships and partnerships with other providers and expand on these in the coming year.

Melanie Schwartz
Operations Manager

FUNDRAISING & HIGHLIGHTS



This year was an exciting one for me personally. In May, I completed my skydive and August, Kerry completed his. The experience was amazing and we both said we'd do it again in a heartbeat! We managed to raise £1010 for the charity. Not sure how we top a skydive but we're trying to think of more ways we can help to generate funds for our services.

We received a winter support grant from HF Giving in February for £7680 to help our families with payments for energy and fuel, as well as gift vouchers for food shopping.

We also worked with the Big Splash Foundation, using the hydrotherapy pool at Jack Tizard School during the summer holidays, as well as attending various workshops that they hosted.

Blueprint Partners, a local business, supported us at Christmas for a third year, holding their 'Secret Santa' and using the money to donate gifts for our young people. They sent us the money to buy the gifts, and we delivered them to their office so that their team could wrap them during their Christmas celebrations.



We look forward to the year ahead and moving into our new premises.



Melanie Schwartz
Operations Manager

THANK YOU

We would like to thank our partners and funders, who make our work possible. They include:

We would also like to extend a warm thank you to all the people we have worked with over the last year, to help support our young people and the work we do. A special mention goes to the following:

- Our wonderful staff team and dedicated board of trustees
- Randolph Beresford Early Years Centre
- Royal Borough of Kensington & Chelsea, especially Paula Ellery, Children's and Adult Services
- London Borough of Hammersmith & Fulham, especially Becky Powell, Matt Simpson, Shelly Mulligan, Travel Care, the Disabled Children's Team & Preparation for Adulthood Team
- London Borough of Ealing, especially Michael Bonello and the Ealing Service for Children with Additional Needs (ESCAN)
- City of Westminster, especially their Learning Disability Partnership
- NHS North-West London Continuing Care Team
- Anthony Heywood & Carolina Pina-Cuenca from the Big Splash
- Maria Wyatt, Stacy Nash & Katie Jones of GSI Accountants for their accounting and bookkeeping services
- HATS and Westway Community Transport for their transport services
- Parsons Green Sports & Social Club for hosting our registered office and postal address
- The Big Yellow Box Company for hosting our storage services
- St John XXIII Catholic Primary School for allowing us to hire their premises, especially Executive Headteacher Karen Cunningham & Site Manager Rui Alves
- Blueprint Partners for donating Christmas presents for our young people, especially Chloe Edgington
- All at H&F Giving for the invaluable support they have provided for our families

We also want to thank all those companies and individuals who have supported us directly, or in kind, attended an event, donated or lent a helping hand.

THE COMING YEAR

Living with Equal Opportunities will continue to deliver our current projects and be proactive in researching other opportunities that may present themselves. We hope to provide more training and work opportunities for our staff and continue to develop the services we provide. We continue to work on our publicity, advertising, improving and updating our website and developing our social media presence.

We will continue to support our families as much as we can, expanding on our afterschool and daytime services for young adults. We hope to build on our relationship with Adult Services as more of our clients turn 18 years old and will continue to support our young people through transition.

We have added an additional layer of management to the team; Katie and Marcus will become 'Service Managers' as of April 2024. They will still operate the same as senior workers, however have additional responsibilities in running the service, which in turn will allow the office team to help expand the charity and focus on finding a new premises.

We received some good news in March 2025. We had finally found a suitable venue to run our services from in the Shepherds Bush area. Finally, after a number of years we are on the move! Our head office is still based at the Parsons Green Club.

In April 2025 the Charity will be celebrating 20 years of service to the community. Originally started as an advisory organisation for the play providers to, delivering services to mainstream and SEN projects. From a site based service to pop up play on housing estates during the summer holidays, to being open 7-days a week during COVID-19, which we have continued with.

We look forward to starting this new chapter!

LIVING with EQUAL OPPORTUNITIES

Parsons Green Sports & Social Club
31 Broomhouse Lane
London
SW6 3DP

Tel: 020 7736 3699
Email: admin@livingwithequalopps.org.uk

www.livingwithequalopps.org.uk

Registered Charity Number: 1108948
Registered Company Limited by Guarantee: 5345096

WOULD YOU LIKE TO BECOME A TRUSTEE?

WE ARE ALWAYS ON THE LOOKOUT FOR NEW TRUSTEES.

DO YOU FIT THE FOLLOWING CRITERIA:

- ARE YOU INTERESTED IN THE RIGHTS OF CHILDREN AND YOUNG ADULTS WITH SPECIAL EDUCATION NEEDS?
- HAVE YOU KNOWLEDGE OR EXPERIENCE OF HEALTH AND SOCIAL CARE, OF THE VOLUNTARY SECTOR OR BUSINESS WORLD?
- ARE YOU WILLING TO GIVE UP SOME FREE TIME TO SUPPORT OUR ORGANISATION?

IF YOU ARE INTERESTED IN BECOMING A TRUSTEE FOR LIVING WITH EQUAL OPPORTUNITIES, PLEASE CONTACT US ON:

020 7736 3699
OR
ADMIN@LIVINGWITHEQUALOPPS.ORG.UK

WE LOOK FORWARD TO HEARING FROM YOU!

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2025

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	4
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025 .

Reference and administrative details

Registered charity name	Living With Equal Opportunities Ltd
Charity registration number	1108948
Company registration number	5345096
Principal office and registered office	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP England
The trustees	Mrs L Schwartz Mr G Sweetman Ms J Quinn Ms D Rawlins Ms J Rawlins Mr K Clifford
Company secretary	Melanie Schwartz
Independent examiner	Maria Wyatt FCCA

Structure, governance and management

Living With Equal Opportunities Ltd is managed by two Directors; one who serves as the Chairman of the Trust for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election. Day-to-day running of Living With Equal Opportunities Ltd is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Objectives and activities

The objective of the charity is to provide support services aimed at vulnerable and at risk children and young people with disabilities, from all communities and backgrounds.

LEO's believe that like every other young person, those with SEN have the right to choose how to spend their leisure time - this forms an essential part of their welfare and development.

We work to promote, support, improve and deliver leisure activities and independent living skills and opportunities within LBHF and surrounding boroughs, in response to local and families' needs. We provide several community and site activities. Off-site activities include trampolining, bowling, cinema, swimming and cooking. Some young people have their own personal schedule to meet specific needs and abilities. We promote inclusion and encourage and support young people to make choices for themselves so they can have positive experiences.

We offer support to young people and their families by providing chaperones and supporting them with hospital and doctor's appointments, care package reviews and network meetings with other professionals.

Achievements and performance

It has been a very busy year.

We continue to receive updates regarding the redevelopment of the White City Estate, which includes our current venue. We viewed a few venues for the service while the development is going ahead, but unfortunately, they were not suitable for the service or client group.

The CEO continues to represent the charity on a number of Local authority's forums, Independent living, Autism Partnership board, Co-production and input on the Borough's cost of living crisis.

We had some success with external funding; another grant to support our 36 families with the cost- of-living crisis; contribution towards both utility bills and food vouchers for 6 months.

We have decided to invest extra funds in staff learning and development. We have offered courses to the team, one of the team has now completed all three levels of his ISPEC SEN Law training and our operations Manager has completed her reaccreditation to be a Team Teach intermediate tutor.

We continue to work with several local authorities, Ealing, Hammersmith & Fulham, Westminster and Kensington and Chelsea. We worked with the Big Splash Foundation, using the hydrotherapy pool at Jack Tizard School during the summer holidays. We also continued to work in partnerships - NHS/health and Blueprint Partners, a local business who donated gifts for the young people at Christmas.

Financial review

The charity remains in a good financial position.

The charity made the decision to commit funds to improve the service we offer; by the investment in staff training, moving, setting up costs and purchasing new equipment for our new venue. To be opened in April 2025.

We have

1. Reserve's policy - we have 3 months running costs - this totals approximately £150,000.00
2. Continue to invest in the staff training programme.

Plans for future periods

- Staff training will continue
- Recruiting additional staff
- Seeking to expand the service
- Seek external support/funding

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 20 November 2025 and signed on behalf of the board of trustees by:

Mr G Sweetman

Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Living With Equal Opportunities Ltd ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Charterd Association of Certified Accountants (ACCA), which is one of the listed bodies.

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

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

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

Maria Wyatt FCCA
Independent Examiner
GSI Accounts Ltd
8 Link Way
Oakley
Hampshire
England
RG23 7DG
20 November 2025

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Activities

(including income and expenditure account)

Year ended 31 March 2025

	Note	2025 Unrestricted funds £	2025 Restricted funds £	2025 **Total funds** £	2024 Total funds £
Income and endowments					
Donations and legacies	**5**	9,140	430,805	439,945	459,929
Total income		9,140	430,805	439,945	459,929
Expenditure					
Expenditure on charitable activities	**6,7**	36,484	468,267	504,751	475,246
Total expenditure		36,484	468,267	504,751	475,246
Net expenditure and net movement in funds		(27,344)	(37,462)	(64,806)	(15,317)
Reconciliation of funds					
Total funds brought forward as previously reported		(57,806)	278,787	220,981	236,298
Prior year adjustment		–	922	922	–
Total funds brought forward as restated		(57,806)	279,709	221,903	236,298
Total funds carried forward		(85,150)	242,247	157,097	220,981

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	**11**	623	1,246
Current assets			
Debtors	**12**	66,278	59,413
Cash at bank and in hand		113,985	182,761
		180,263	242,174
Creditors: amounts falling due within one year	**13**	11,553	–
Net current assets		168,710	242,174
Total assets less current liabilities		169,333	243,420
Creditors: amounts falling due after more than one year	**14**	12,236	22,439
Net assets		157,097	220,981
Funds of the charity			
Restricted funds		242,247	278,787
Unrestricted funds		(85,150)	(57,806)
Total charity funds	**16**	157,097	220,981

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 ;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements .

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

These financial statements were approved by the board of trustees and authorised for issue on 20 November 2025 , and are signed on behalf of the board by:

Mr G Sweetman

Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net expenditure	(64,806)	(15,317)
Adjustments for:		
Depreciation of tangible fixed assets	623	623
Interest payable and similar charges	446	699
Accrued expenses	3,360	–
Prior Year Adjustments	922	–
Changes in:		
Trade and other debtors	(6,865)	9,294
Trade and other creditors	8,193	(2,901)
Cash generated from operations	(58,127)	(7,602)
Interest paid	(446)	(699)
Net cash used in operating activities	(58,573)	(8,301)
Cash flows from investing activities		
Purchase of tangible assets	–	(948)
Net cash used in investing activities	–	(948)
Cash flows from financing activities		
Proceeds from borrowings	(10,203)	(9,950)
Net cash used in financing activities	(10,203)	(9,950)
Net decrease in cash and cash equivalents	(68,776)	(19,199)
Cash and cash equivalents at beginning of year	182,761	201,960
Cash and cash equivalents at end of year	113,985	182,761

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Parsons Green Sports & Social Club, 31 Broomhouse Lane, London, SW6 3DP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.
The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income: - income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. - legacy income is recognised when receipt is probable and entitlement is established. - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers. - 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates: - expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. - expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities. - other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	20% straight line
Motor vehicles	-	20% straight line
Equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date. For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets. For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Debt instruments are subsequently measured at amortised cost. Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment. Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised. For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics. Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee of members and does not have a share capital. The liability of members is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2025 £**
Donations			
Fund Raising Events	5,000	–	5,000
Other Donations	4,140	–	4,140
Grants			
Royal Borough of Kensington & Chelsea	–	57,149	57,149
London Borough of Ealing	–	96,623	96,623
London Borough of Hammersmith & Fulham	–	251,132	251,132
Westminiser City Council	–	18,021	18,021
The London Community Foundation	–	7,880	7,880
	9,140	430,805	439,945

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Donations			
Fund Raising Events	2,990	–	2,990
Other Donations	695	–	695
Grants			
Royal Borough of Kensington & Chelsea	–	32,839	32,839
London Borough of Ealing	–	74,775	74,775
London Borough of Hammersmith & Fulham	–	290,139	290,139
Westminiser City Council	–	45,718	45,718
The London Community Foundation	–	12,773	12,773
	3,685	456,244	459,929

6. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	**Total Funds 2025**
	£	£	**£**
Lillis Project	10,977	468,267	479,244
Support costs	25,507	–	25,507
	36,484	468,267	504,751

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Lillis Project	18,987	427,750	446,737
Support costs	28,509	–	28,509
	47,496	427,750	475,246

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	**Total funds 2025**	Total fund 2024
	£	£	**£**	£
Lillis Project	479,244	–	479,244	446,737
Governance costs	–	25,507	25,507	28,509
	479,244	25,507	504,751	475,246

8. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	500	500
Other financial services	1,900	1,900
	2,400	2,400

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£

Wages and salaries	399,928	370,722
Social security costs	16,038	11,208
Employer contributions to pension plans	3,359	–
	419,325	381,930

The average head count of employees during the year was 52 (2024: 69). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff - type 1	50	67
Number of staff - type 2	2	2
	52	69

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £85,770 (2024:£80,395).

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

11. Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Equipment	**Total**
	£	£	£	**£**
Cost				
At 1 Apr 2024 and 31 Mar 2025	1,536	2,400	4,440	8,376
Depreciation				
At 1 Apr 2024	922	2,400	3,808	7,130
Charge for the year	307	–	316	623
At 31 Mar 2025	1,229	2,400	4,124	7,753
Carrying amount				
At 31 Mar 2025	307	–	316	623
At 31 Mar 2024	614	–	632	1,246

12. Debtors

	2025	2024
	£	£
Trade debtors	66,278	59,413

13. Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	3,360	–
Social security and other taxes	8,193	–
	11,553	–

14. Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Bank loans and overdrafts	12,236	22,439

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £ 3,359 (2024: £Nil).

16. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Prior year adjustments	**At 31 Mar 2025**
	£	£	£	£	£
General funds	(57,806)	9,140	(36,484)	–	(85,150)

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	At 31 Mar 2024
	£	£	£	£	£
General funds	(13,995)	3,685	(47,496)	–	(57,806)

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Prior year adjustments	**At 31 Mar 2025**
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	278,787	430,805	(468,267)	922	242,247

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	At 31 Mar 2024
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	250,293	456,244	(427,750)	–	278,787

17. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	**At 31 Mar 2025**
	£	£	**£**
Cash at bank and in hand	182,761	(68,776)	113,985
Debt due after one year	(22,439)	10,203	(12,236)
	160,322	(58,573)	101,749

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2025

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	4
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	8
Notes to the financial statements	9

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025 .

Reference and administrative details

Registered charity name	Living With Equal Opportunities Ltd
Charity registration number	1108948
Company registration number	5345096
Principal office and registered office	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP England
The trustees	Mrs L Schwartz Mr G Sweetman Ms J Quinn Ms D Rawlins Ms J Rawlins Mr K Clifford
Company secretary	Melanie Schwartz
Independent examiner	Maria Wyatt FCCA

Structure, governance and management

Living With Equal Opportunities Ltd is managed by two Directors; one who serves as the Chairman of the Trust for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election. Day-to-day running of Living With Equal Opportunities Ltd is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Objectives and activities

The objective of the charity is to provide support services aimed at vulnerable and at risk children and young people with disabilities, from all communities and backgrounds.

LEO's believe that like every other young person, those with SEN have the right to choose how to spend their leisure time - this forms an essential part of their welfare and development.

We work to promote, support, improve and deliver leisure activities and independent living skills and opportunities within LBHF and surrounding boroughs, in response to local and families' needs. We provide several community and site activities. Off-site activities include trampolining, bowling, cinema, swimming and cooking. Some young people have their own personal schedule to meet specific needs and abilities. We promote inclusion and encourage and support young people to make choices for themselves so they can have positive experiences.

We offer support to young people and their families by providing chaperones and supporting them with hospital and doctor's appointments, care package reviews and network meetings with other professionals.

Achievements and performance

It has been a very busy year.

We continue to receive updates regarding the redevelopment of the White City Estate, which includes our current venue. We viewed a few venues for the service while the development is going ahead, but unfortunately, they were not suitable for the service or client group.

The CEO continues to represent the charity on a number of Local authority's forums, Independent living, Autism Partnership board, Co-production and input on the Borough's cost of living crisis.

We had some success with external funding; another grant to support our 36 families with the cost- of-living crisis; contribution towards both utility bills and food vouchers for 6 months.

We have decided to invest extra funds in staff learning and development. We have offered courses to the team, one of the team has now completed all three levels of his ISPEC SEN Law training and our operations Manager has completed her reaccreditation to be a Team Teach intermediate tutor.

We continue to work with several local authorities, Ealing, Hammersmith & Fulham, Westminster and Kensington and Chelsea. We worked with the Big Splash Foundation, using the hydrotherapy pool at Jack Tizard School during the summer holidays. We also continued to work in partnerships - NHS/health and Blueprint Partners, a local business who donated gifts for the young people at Christmas.

Financial review

The charity remains in a good financial position.

The charity made the decision to commit funds to improve the service we offer; by the investment in staff training, moving, setting up costs and purchasing new equipment for our new venue. To be opened in April 2025.

We have

1. Reserve's policy - we have 3 months running costs - this totals approximately £150,000.00
2. Continue to invest in the staff training programme.

Plans for future periods

- Staff training will continue
- Recruiting additional staff
- Seeking to expand the service
- Seek external support/funding

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 20 November 2025 and signed on behalf of the board of trustees by:

Mr G Sweetman

Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Living With Equal Opportunities Ltd ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Charterd Association of Certified Accountants (ACCA), which is one of the listed bodies.

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

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

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

Maria Wyatt FCCA
Independent Examiner
GSI Accounts Ltd
8 Link Way
Oakley
Hampshire
England
RG23 7DG
20 November 2025

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Activities

(including income and expenditure account)

Year ended 31 March 2025

	Note	2025 Unrestricted funds £	2025 Restricted funds £	2025 **Total funds** £	2024 Total funds £
Income and endowments					
Donations and legacies	**5**	9,140	430,805	439,945	459,929
Total income		9,140	430,805	439,945	459,929
Expenditure					
Expenditure on charitable activities	**6,7**	36,484	468,267	504,751	475,246
Total expenditure		36,484	468,267	504,751	475,246
Net expenditure and net movement in funds		(27,344)	(37,462)	(64,806)	(15,317)
Reconciliation of funds					
Total funds brought forward as previously reported		(57,806)	278,787	220,981	236,298
Prior year adjustment		–	922	922	–
Total funds brought forward as restated		(57,806)	279,709	221,903	236,298
Total funds carried forward		(85,150)	242,247	157,097	220,981

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	**11**	623	1,246
Current assets			
Debtors	**12**	66,278	59,413
Cash at bank and in hand		113,985	182,761
		180,263	242,174
Creditors: amounts falling due within one year	**13**	11,553	–
Net current assets		168,710	242,174
Total assets less current liabilities		169,333	243,420
Creditors: amounts falling due after more than one year	**14**	12,236	22,439
Net assets		157,097	220,981
Funds of the charity			
Restricted funds		242,247	278,787
Unrestricted funds		(85,150)	(57,806)
Total charity funds	**16**	157,097	220,981

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 ;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements .

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

These financial statements were approved by the board of trustees and authorised for issue on 20 November 2025 , and are signed on behalf of the board by:

Mr G Sweetman

Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net expenditure	(64,806)	(15,317)
Adjustments for:		
Depreciation of tangible fixed assets	623	623
Interest payable and similar charges	446	699
Accrued expenses	3,360	–
Prior Year Adjustments	922	–
Changes in:		
Trade and other debtors	(6,865)	9,294
Trade and other creditors	8,193	(2,901)
Cash generated from operations	(58,127)	(7,602)
Interest paid	(446)	(699)
Net cash used in operating activities	(58,573)	(8,301)
Cash flows from investing activities		
Purchase of tangible assets	–	(948)
Net cash used in investing activities	–	(948)
Cash flows from financing activities		
Proceeds from borrowings	(10,203)	(9,950)
Net cash used in financing activities	(10,203)	(9,950)
Net decrease in cash and cash equivalents	(68,776)	(19,199)
Cash and cash equivalents at beginning of year	182,761	201,960
Cash and cash equivalents at end of year	113,985	182,761

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Parsons Green Sports & Social Club, 31 Broomhouse Lane, London, SW6 3DP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.
The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income: - income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. - legacy income is recognised when receipt is probable and entitlement is established. - income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers. - 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates: - expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. - expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities. - other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	20% straight line
Motor vehicles	-	20% straight line
Equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date. For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets. For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Debt instruments are subsequently measured at amortised cost. Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment. Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised. For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics. Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee of members and does not have a share capital. The liability of members is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2025 £**
Donations			
Fund Raising Events	5,000	–	5,000
Other Donations	4,140	–	4,140
Grants			
Royal Borough of Kensington & Chelsea	–	57,149	57,149
London Borough of Ealing	–	96,623	96,623
London Borough of Hammersmith & Fulham	–	251,132	251,132
Westminiser City Council	–	18,021	18,021
The London Community Foundation	–	7,880	7,880
	9,140	430,805	439,945

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Donations			
Fund Raising Events	2,990	–	2,990
Other Donations	695	–	695
Grants			
Royal Borough of Kensington & Chelsea	–	32,839	32,839
London Borough of Ealing	–	74,775	74,775
London Borough of Hammersmith & Fulham	–	290,139	290,139
Westminiser City Council	–	45,718	45,718
The London Community Foundation	–	12,773	12,773
	3,685	456,244	459,929

6. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	**Total Funds 2025**
	£	£	**£**
Lillis Project	10,977	468,267	479,244
Support costs	25,507	–	25,507
	36,484	468,267	504,751

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Lillis Project	18,987	427,750	446,737
Support costs	28,509	–	28,509
	47,496	427,750	475,246

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	**Total funds 2025**	Total fund 2024
	£	£	**£**	£
Lillis Project	479,244	–	479,244	446,737
Governance costs	–	25,507	25,507	28,509
	479,244	25,507	504,751	475,246

8. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	500	500
Other financial services	1,900	1,900
	2,400	2,400

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£

Wages and salaries	399,928	370,722
Social security costs	16,038	11,208
Employer contributions to pension plans	3,359	–
	419,325	381,930

The average head count of employees during the year was 52 (2024: 69). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff - type 1	50	67
Number of staff - type 2	2	2
	52	69

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £85,770 (2024:£80,395).

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

11. Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Equipment	**Total**
	£	£	£	**£**
Cost				
At 1 Apr 2024 and 31 Mar 2025	1,536	2,400	4,440	8,376
Depreciation				
At 1 Apr 2024	922	2,400	3,808	7,130
Charge for the year	307	–	316	623
At 31 Mar 2025	1,229	2,400	4,124	7,753
Carrying amount				
At 31 Mar 2025	307	–	316	623
At 31 Mar 2024	614	–	632	1,246

12. Debtors

	2025	2024
	£	£
Trade debtors	66,278	59,413

13. Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	3,360	–
Social security and other taxes	8,193	–
	11,553	–

14. Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Bank loans and overdrafts	12,236	22,439

15. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £ 3,359 (2024: £Nil).

16. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Prior year adjustments	**At 31 Mar 2025**
	£	£	£	£	£
General funds	(57,806)	9,140	(36,484)	–	(85,150)

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	At 31 Mar 2024
	£	£	£	£	£
General funds	(13,995)	3,685	(47,496)	–	(57,806)

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Prior year adjustments	**At 31 Mar 2025**
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	278,787	430,805	(468,267)	922	242,247

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	At 31 Mar 2024
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	250,293	456,244	(427,750)	–	278,787

17. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	**At 31 Mar 2025**
	£	£	**£**
Cash at bank and in hand	182,761	(68,776)	113,985
Debt due after one year	(22,439)	10,203	(12,236)
	160,322	(58,573)	101,749

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

Living with Equal Opportunities Ltd

England & Wales - Charity number 1108948

Accounts

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2024

GSI ACCOUNTS LTD

8 Link Way
Oakley
Hampshire
England
RG23 7DG

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	**1**
Independent examiner's report to the trustees	**4**
Statement of financial activities (including income and expenditure account)	**6**
Statement of financial position	**7**
Statement of cash flows	**9**
Notes to the financial statements	**10**

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Living With Equal Opportunities Ltd
Charity registration number	1108948
Company registration number	5345096
Principal office and registered office	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP England
The trustees	
	Mrs L Schwartz Mr G Sweetman Ms J Quinn Ms D Rawlins Ms J Rawlins Ms K Clifford
Company secretary	Melanie Schwartz
Independent examiner	Maria Wyatt FCCA

Structure, governance and management

Living With Equal Opportunities Ltd is managed by two Directors; one who serves as the Chairman of the Trust for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election. Day-to-day running of Living With Equal Opportunities Ltd is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Objectives and activities

The objective of the charity is to provide support services aimed at vulnerable and at risk children and young people with disabilities, from all communities and backgrounds.

LEO's believe that like every other young person, those with SEN have the right to choose how to spend their leisure time - this forms an essential part of their welfare and development.

We work to promote, support, improve and deliver leisure activities and independent living skills and opportunities within LBHF and surrounding boroughs, in response to local and families' needs. We provide several community and site activities. Off-site activities include trampolining, bowling, cinema, swimming and cooking. Some young people have their own personal schedule to meet specific needs and abilities. We promote inclusion and encourage and support young people to make choices for themselves so they can have positive experiences.

We offer support to young people and their families by providing chaperones and supporting them with hospital and doctor's appointments, care package reviews and network meetings with other professionals.

Achievements and performance

It has been a very busy year.

We continue to receive updates regarding the redevelopment of the White City Estate, which includes our current venue. We viewed a few venues for the service while the development is going ahead, but unfortunately, they were not suitable for the service or client group.

The CEO continues to represent the charity on a number of Local authority's forums, Independent living, Autism Partnership board, Co-production and input on the Borough's cost of living crisis.

We had some success with external funding; another grant to support our 36 families with the cost- of-living crisis; contribution towards both utility bills and food vouchers for 6 months.

We have decided to invest extra funds in staff learning and development. We have offered courses to the team, one of the team has started his ISPEC SEN Law training as well as a trustee, and the Operations Manager completed her reaccreditation to be a Team Teach intermediate tutor.

We continue to work with several local authorities, Ealing, Hammersmith & Fulham, Westminster and Kensington and Chelsea. We worked with the Big Splash Foundation, using the hydrotherapy pool at Jack Tizard School during the summer holidays. We also continued to work in partnerships - NHS/health and Blueprint Partners, a local business who donated gifts for the young people at Christmas.

Financial review

The charity now looks healthier financially.
The surplus will be ploughed back into the charity:

1. Reserve's policy - we have 3 months running costs - this totals approximately £150,000.00

2. We are looking for a new venue and we will have to finance the moving, any refurbishment or equipment/resources bought ourselves

3. Continue to invest in the staff training programme.

Plans for future periods

- Staff training will continue
- Look for a new venue to deliver the service from
- Seek external support/funding

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 22 October 2024 and signed on behalf of the board of trustees by:



Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of Living With Equal Opportunities Ltd ('the charity') for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Charterd Association of Certified Accountants (ACCA), which is one of the listed bodies.

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

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

2. the financial statements do not accord with those records; or

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

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

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



Maria Wyatt FCCA
Independent Examiner

GSI Accounts Ltd
8 Link Way
Oakley
Hampshire
England
RG23 7DG

22 October 2024

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

	Note	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments					
Donations and legacies	**5**	3,685	456,244	459,929	553,967
Total income		3,685	456,244	459,929	553,967
Expenditure					
Expenditure on charitable activities	**6,7**	47,496	427,750	475,246	459,922
Total expenditure		47,496	427,750	475,246	459,922
Net (expenditure)/income and net movement in funds		(43,811)	28,494	(15,317)	94,045
Reconciliation of funds					
Total funds brought forward as previously reported		(13,995)	250,293	236,298	143,908
Prior year adjustment		–	–	–	(1,654)
Total funds brought forward as restated		(13,995)	250,293	236,298	142,254
Total funds carried forward		(57,806)	278,787	220,981	236,298

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 10 to 17 form part of these financial statements.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	**11**	1,246	922
Current assets			
Debtors	**12**	59,413	68,707
Cash at bank and in hand		182,761	201,960
		242,174	270,667
Creditors: amounts falling due within one year	**13**	–	2,901
Net current assets		242,174	267,766
Total assets less current liabilities		243,420	268,688
Creditors: amounts falling due after more than one year	**14**	22,439	32,389
Net assets		220,981	236,299
Funds of the charity			
Restricted funds		278,787	250,293
Unrestricted funds		(57,806)	(13,995)
Total charity funds	**15**	220,981	236,298

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

The statement of financial position
continues on the following page.

The notes on pages 10 to 17 form part of these financial statements.

These financial statements were approved by the board of trustees and authorised for issue on 22 October 2024, and are signed on behalf of the board by:



Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (expenditure)/income	(15,317)	94,045
Adjustments for:		
Depreciation of tangible fixed assets	623	307
Interest payable and similar charges	699	1,911
Prior Year Adjustments	–	(1,654)
Changes in:		
Trade and other debtors	9,294	(31,192)
Trade and other creditors	(2,901)	(764)
Cash generated from operations	(7,602)	62,653
Interest paid	(699)	(1,911)
Net cash (used in)/from operating activities	(8,301)	60,742
Cash flows from investing activities		
Purchase of tangible assets	(948)	–
Net cash used in investing activities	(948)	–
Cash flows from financing activities		
Proceeds from borrowings	(9,950)	(8,737)
Net cash used in financing activities	(9,950)	(8,737)
Net (decrease)/increase in cash and cash equivalents	(19,199)	52,005
Cash and cash equivalents at beginning of year	201,960	149,955
Cash and cash equivalents at end of year	182,761	201,960

The notes on pages 10 to 17 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Parsons Green Sports & Social Club, 31 Broomhouse Lane, London, SW6 3DP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies ***(continued)***

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated

depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

3. Accounting policies ***(continued)***

Tangible assets ***(continued)***

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	20% straight line
Motor vehicles	-	20% straight line
Equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The company is limited by guarantee of members and does not have a share capital. The liability of members is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Donations			
Fund Raising Events	2,990	–	2,990
Other Donations	695	–	695

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Grants			
Royal Borough of Kensington & Chelsea	–	32,839	32,839
London Borough of Ealing	–	74,775	74,775
London Borough of Hammersmith & Fulham	–	290,139	290,139
Hammers United Charity	–	–	–
Westminiser City Council	–	45,718	45,718
The London Community Foundation	–	12,773	12,773
	3,685	456,244	459,929

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Fund Raising Events	168	–	168
Other Donations	15,121	–	15,121
Grants			
Royal Borough of Kensington & Chelsea	–	126,510	126,510
London Borough of Ealing	–	98,924	98,924
London Borough of Hammersmith & Fulham	–	287,298	287,298
Hammers United Charity	–	5,600	5,600
Westminiser City Council	–	10,346	10,346
The London Community Foundation	–	10,000	10,000
	15,289	538,678	553,967

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Lillis Project	18,987	427,750	446,737
Support costs	28,509	–	28,509
	47,496	427,750	475,246

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Lillis Project	14,864	426,097	440,958
Support costs	18,962	–	18,964
	33,826	426,097	459,922

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	**Total funds 2024**	Total fund 2023
	£	£	**£**	£
Lillis Project	446,737	–	446,737	440,958
Governance costs	–	28,509	28,509	18,964
	446,737	28,509	475,246	459,922

8. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	500	500
Other financial services	1,900	1,900
	2,400	2,400

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	370,722	375,101
Social security costs	11,208	9,627
	381,930	384,728

The average head count of employees during the year was 69 (2023: 67). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff - type 1	67	65
Number of staff - type 2	2	2
	69	67

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £80,395 (2023:£76,084).

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

11. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 Apr 2023	1,536	2,400	3,492	7,428
Additions	–	–	948	948
At 31 Mar 2024	1,536	2,400	4,440	8,376
Depreciation				
At 1 Apr 2023	615	2,400	3,492	6,507
Charge for the year	307	–	316	623
At 31 Mar 2024	922	2,400	3,808	7,130
Carrying amount				
At 31 Mar 2024	614	–	632	1,246
At 31 Mar 2023	921	–	–	921

12. Debtors

	2024 £	2023 £
Trade debtors	59,413	68,707

13. Creditors: amounts falling due within one year

	2024 £	2023 £
Social security and other taxes	–	2,901

14. Creditors: amounts falling due after more than one year

	2024 £	2023 £
Bank loans and overdrafts	22,439	32,389

15. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	**At 31 Mar 2024**
	£	£	£	£	£
General funds	(13,995)	3,685	(47,496)	–	(57,806)

	At 1 Apr 2022	Income	Expenditure	Prior year adjustments	At 31 Mar 2023
	£	£	£	£	£
General funds	4,542	15,289	(33,826)	–	(13,995)

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Prior year adjustments	**At 31 Mar 2024**
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	250,293	456,244	(427,750)	–	278,787

	At 1 Apr 2022	Income	Expenditure	Prior year adjustments	At 31 Mar 2023
	£	£	£	£	£
Restricted Fund 1 - London Borough Grants	139,366	538,678	(426,097)	(1,654)	250,293

16. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	**At 31 Mar 2024**
	£	£	**£**
Cash at bank and in hand	201,960	(19,199)	182,761
Debt due after one year	(32,389)	9,950	(22,439)
	169,571	(9,249)	160,322

Living with Equal Opportunities Ltd

England & Wales - Charity number 1108948

Accounts

play association
hammersmith & fulham

ANNUAL REPORT 2022-2023

CHAIR'S MESSAGE



As we finalise another year of service to the community, it is a good opportunity to reflect on another successful year for our charity.

Whilst PAHF has strengthened its financial position and has strengthened its ability to comply with ever increasing regulation, the true success of our charity lies in the impact it has had on young people and their families.

It is virtually impossible to measure the impact that our core service has had on tired, over stretched families but that core service, coupled with the additional support we offer, has proved invaluable. Everyone connected with PAHF should be justifiably proud of their part in this success story.



Moving forward, the prospect of the White City re-development remains on the horizon.

Whilst finding a new site is proving difficult, the trustees, the management team and LBHF remain committed to finding new premises.



Gary Sweetman
Chair of Trustees

CEO'S REPORT



It has been a very busy year. We have attended many meetings regarding the redevelopment of the White City Estate, which includes our current venue. We haven't been able to do much fundraising, however hen the war broke out in Ukraine, we donated toys, books, and children's clothes to the local Ukraine collection point in Notting Hill to support the children of the war.



I have joined and represent the charity on a number of Local Authority forums, including 'Independent Living', 'Autism Partnership Board'. I also have co-produced and had an input on the LBHF's cost of living crisis response. I have helped and advocated for families that need additional support, particularly parents/carers of our young people that have their own health needs. I also completed ISPEC SEN Law training – levels 1, 2, and 3 in order to better understand and therefore better support our families.

The charity now looks healthier financially compared to a few years ago. Now that we have a steady surplus, we have decided to invest extra funds in staff learning and development. We have offered many courses to the team via High Speed Training and have offered in-house training such as Team Teach. We hope to expand on this offer next year.





Lesley Schwartz
Chief Executive Officer

ABOUT US

WHO WE ARE

Play Association Hammersmith and Fulham is a voluntary organisation that provides play opportunities and experiences for children in and around West London boroughs. We currently provide adventure play in deprived parts of the borough and specialist play schemes on Saturdays and school holidays that provide respite for families of children and young adults with complex needs. We currently work with families residing in Hammersmith & Fulham, Kensington and Chelsea and Ealing. We are a charity, as well as a company limited by guarantee.

OUR MISSION

We at PAHF believe that every child has the right to play freely, and that play is an essential part of the welfare and development of children. We work to promote, support, improve and deliver children's play opportunities in Hammersmith & Fulham and surrounding boroughs, in response to local need. We do this in a range of ways, including:

- **delivering specialist play provision for children with complex needs**
- **delivering outreach and youth play sessions in deprived areas**
- **delivering individualised, bespoke play and mentoring services for individuals**
- **providing support to play in the borough and promoting good models of playwork practice**
- **representing the play sector on various partnerships and networks**

We are allocated some of the most complex and challenging children in the borough as well as supporting children that are unable to access or have been excluded from other provisions – for some families we are their last resort. We have never turned a child or young person away and have always endeavoured to work with families and other professionals as much as possible to extend opportunities for children and young people.

PLAYWORK TEAM

SENIOR PLAYWORK TEAM

Lesley Schwartz, Katie O'Brien, Aaron Evans, Marcus Begg, Chloe Kelly, Elli Sunshine, Amina Adan, Suad Ibrahim, Kojo Agyemang, Mya Onwugbonu, Mohamed Ali, Daniça Sode, Jacklyn Haynes, Georgina Adjei, Shilan Ahmed, Tia-Maria Best-Copeland, Zoe Sandrine

PLAYWORKERS

Faduma Sheikhey, Yannick Bernard, Manal Ali, Mirella Wysocka, Luul Sabriye, Leyla Mohamed, Rochelle Sewell, Daniel Ekundayo, Sahra Sheikhey, Rafael Jakimiuk, Donna Doosaah, Aisha Ali, Mohamed Sheikhey, Asha Mohamed, John Ozokolie, Mariam Abas Bafo, Rana Bader, Nasra Ali, Zille Diekuuroh, Nathalee Blair, Hayedeh Naderi, Emmanuel Ramapuram, Najma Mohamed, Nadiya Ettoubi, James Evans, Rutvi Patel, Nasra Mohamed Duale, Bouchra Thummannah, Malik Onwugbonu, Emmanuel Anyabuine, Florence Villenave, Joyce Cobbina, Yusuf Haji, Abdul-Karim 'AK' El-Frougui,

OFFICE TEAM

WEBSITE & SOCIAL MEDIA MANAGER
Steven Schwartz

CHIEF EXECUTIVE OFFICER
Lesley Schwartz

ADMINISTRATOR
Daniça Sode

OPERATIONS MANAGER & COMPANY SECRETARY (FROM NOV 2022)
Melanie Schwartz

BOARD OF TRUSTEES

CHAIR & TREASURER
Gary Sweetman

TRUSTEE & COMPANY SECRETARY (UNTIL NOV 2022)
George Moss

TRUSTEE & PARENT REP
Dawn Rawlins

TRUSTEE
Jessica Quinn

TRUSTEE (FROM NOV 2022)
Jade Rawlins

TRUSTEE (FROM NOV 2022)
Kerry Clifford

ANTHONY LILLIS PROJECT



This year we find ourselves rebuilding the service after the pandemic, supporting the young people as things slowly begin to return to normal. For some young people, they have forgotten what the world used to be like, and this has overwhelmed them profoundly. Some had quite a difficult time, however the team was still able to provide a service for them, even if this was not on site. We have supported young people and their families in their homes and in the community, as well as supported parents with managing changes in behaviour and how to best approach challenging situations at home.

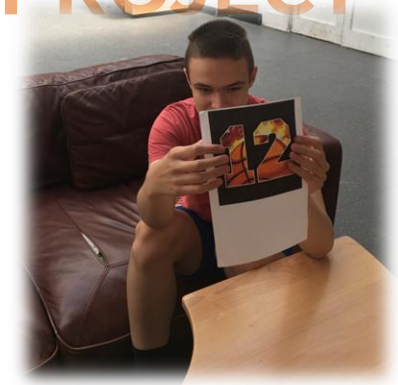
We remained a split group to better support the needs of our young people, however as we moved past the worst of the pandemic, we started to mix the groups, particularly during the holidays so that we can keep numbers each day balanced. The team provided activities including art, cooking, messy play, sensory play, physical activities and trips in the community. Special activities were added to the programme throughout the year, such as celebrating Mother's Day, Eid and Black History Month. The holidays have been going well; we have had some new young people join us and it was a pleasure getting to know them. All the young people seem to love spending their time with us and were more receptive to getting involved in the activities organised for them. It's such a joy to watch young people that have attended the service for a number of years continue to achieve and benefit from the service.



Overall, I think that we have had a great year and would like to take this time to thank the team for the hard work and effort they put into making it all possible.

Katie O'Brien
Senior Worker

ANTHONY LILLIS PROJECT



This year we saw an end to the wooden structures; they had been deteriorating for some time however the pandemic meant all we could do was to make safe and remove any dangerous parts of the structures ourselves. The structures were finally removed entirely in January, which has given the team increased visibility across the outside space.

The majority of the Sunday staff are younger members of our team and have displayed visible growth, along with a greater understanding of our service and service users. Tangible progress can be witnessed with regards to inclusion and service user participation in organising activities, along with planned outings and impromptu trips into the community. Moreover, marked improvement has been seen in certain individuals' communication skills, along with positive self-regulation abilities, particularly when out in the community or in challenging situations.



There have been some challenges on occasion, but thanks to the hardworking staff team, any issues have been resolved quickly and things tend to run smoothly. We have a lot of fun during the holiday time and much more going on as we see the young people more than once a week, which helps us to plan. We have been encouraging the young people to have more of a say in the service and activities and we hope to develop this into the new year. Finally, I want to take this time to thank the staff team as they have made this all possible.

Marcus Begg
Senior Worker

DAYTIME SUPPORT (TERM TIME)

Over the past year, my experience working closely with B in the community has been remarkably transformative. I have witnessed a significant improvement in his behaviour and communication skills. Notably, B has displayed a newfound level of patience, demonstrating his ability to effectively manage his emotions. Previously, he relied on prompts to express his desires, but as time progressed, he began articulating his needs without any assistance. Moreover, there has been substantial progress in how B handles his frustration, responding well to instructions provided to help him regain his composure.



These positive developments in B's personal growth and emotional regulation are a testament to the efficacy of the community-based intervention and support he receives. Through consistent engagement and encouragement, B has flourished, showcasing an enhanced ability to communicate and cope with challenging situations. The collaboration between social work professionals, the community and living independently has played a pivotal role in nurturing B's progress.

Moving forward, it is crucial to maintain this encouraging environment to continue nurturing B’s growth and ensure sustained positive outcomes for his overall well-being.



Yusuf Haji
Playworker

DAYTIME SUPPORT (TERM TIME)

Daytime support is an expanding service to facilitate building social and life skills for our young adults. It is a great program that has helped lots of young people engage in the community and adjust to life outside of education. We have built in regular trips to help engage the young people in various activities outside of the centre. This is an amazing chance for them to try new leisure activities and expand their skills and independence.

As a group often small in number, it has helped form bonds and connections between the young people, which has been vital for their social skills and communication. Over the year, L's communication had advanced greatly, we are seeing more of his personality come through. He has also built great relationships with M and B due to being in a small group. It has worked really well, allowing space and time for new users to familiarise themselves with the centre, and staff to get to know them better.

Mya Onwugbonu
Playworker

B has had a fairly consistent year since receiving upgrades to his wheelchair. During his physio sessions he displays improvement with regards to strength in both legs, which can be observed in his ability to push himself up onto his feet whilst being supported by staff, helping to stabilise as he pushes up with his legs.

B continues to enjoy his sessions with us and particularly enjoys socialising with other, singing, dancing and listening to music. His mother points out, there is a marked difference in behaviours and mood when he unable to attend club.

Marcus Begg
Senior Playworker

DAYTIME SUPPORT (TERM TIME)

We see C one day a week as he no longer attends college. The setting is a familiar and safe environment where he afforded the space to engage in activities that resonate with his personality. He is familiar and comfortable using the setting, as he also attends on weekends, and is able to seek positive and interaction from staff and his peers. He is becoming more sociable, is communicating more and participates in setting his own schedule. He is able to make choices for himself and greatly enjoys his time at club.

Chloe Kelly
Playworker



A attends on Wednesdays and always enjoys his time with us. He likes to explore the area before he settles on an activity. A really likes the swings, always asking to be pushed higher. A enjoys spending time in the community and sometimes meets up with his friend and fellow service user B. A really likes the company of others and is constantly talking about other young people and other staff he likes or hasn't seen for a while. He always gets excited when someone enters the site and is usually the first to greet them. A is quite active however when he sits, he likes to watch the TV, in particular Al Jazeera and the news. He also enjoys watching videos or TV shows about trains. We hope to try new activities with A in the future.

Mohamed Ali
Playworker



AFTER SCHOOL SUPPORT

After school club has been going really well. We had 6 young people attending this year and they have really enjoyed their time here. They arrive from school and varying times depending on distance and methods of transportation however they all have and know their routine; hang their belongings, use the toilet and wash their hands and sit down for a snack. Then they have their free time where they choose an activity, or they can choose to relax. Young people are encouraged to engage in an activity however we understand if they want some time to themselves or choose to relax. All young people have additions to their routine that are unique to them to help support their development.



All our young people are becoming more independent and are encouraged and able to make their own cups of tea and snacks, and all are getting better at communicating to the team what they want or need. After school club is client-led and it's up to the young people what they want to do as they have undoubtedly received many instructions and directions throughout the day at school or college. We encourage our young people to be independent, however after school club also promotes chill time and winding down after a long day at school, so that they are relaxed and ready for their evening routine when they get home.



Thank you to the team for all their hard work and participation in making the after school club run smoothly.

Katie O'Brien
Senior Playworker

AFTER SCHOOL SUPPORT

After school club is a very relaxed and comfortable environment for the young people - it's their down time so what they do is entirely up to them. Every young person receives 1:1 support and we have a small group that attends a few times a week. They participate in a variety of activities; some enjoy spending their afternoon outside on the swings and play structure, some enjoy painting or messy play and some like to relax in the sensory room or watch a movie.

They are usually with us for few hours after school, so we have a snack time, usually upon arrival, where the young people can have a drink and a sandwich or some crisps to see them through until their dinner time. After school club is ideal for parents who work later than school finish time and allows the young people some time to socialise with others or unwind and relax after a long day at school or college.

Tia Best-Copeland
Playworker

Z has his own routine at after school club. He hangs up his belongings on arrival and sits down to have his snack. He particularly enjoys watching videos of trains and listening to songs with actions that he can sing along to. After school club allows Z to participate in activities and engage with his peers in a relaxed setting. Z is starting to become more communicative and expressive of his wants and needs. He looks forward to after school club and is always excited to see me when I collect him from school.

Manal Ali
Playworker

AFTER SCHOOL SUPPORT



Over the last year, D has enjoyed his time at club, D's routine is consistent; he likes pictures of his favourite movie or TV characters and will decide what pictures he wants to print. He will choose and activity such as playing football or making some cards. He is now able to choose a task or activity that he wants to do and go ahead and do it rather than waiting for encouragement, Now if he needs any help, he isn't afraid to ask, and this has been a significant achievement for D.

D attends on weekends and in school holidays however being part of such a small and intimate group after school has boosted his confidence and he has become more independent, which has transferred to his weekends and holiday sessions. He has adjusted really well with newer staff members and has worked with a lot of new faces this year. This has allowed him to open up and staff members to build more of a relationship and understand him and his needs and abilities better.



I escort D to and from club and he has shown significant improvement when waiting for and travelling on transport, and he is a lot more patient if transport isn't on time. He has got much better with unfamiliar faces on the bus or taxi too.

D has had a really great year. He has faced many challenges, however he has shown resilience and has had a lot of great moments too. I look forward to D having an even better year ahead.

Mohamed Ali
Playworker

NEW NAME, NEW IDENTITY

At the start of 2023, we felt that our name was no longer the right fit for us, and we needed a new identity. After 18 years of being Play Association Hammersmith & Fulham and working with our service users into adulthood, we needed a name that was reflective of our mission and the services we provide.

As a fierce advocate for children and young people with SEN and their families, equality of opportunity is at the forefront of what we do and as we endeavour to improve the quality of life for our young people. Living with Equal Opportunities, or LEO for short, was born.

LIVING with EQUAL OPPORTUNITIES

We will be re-branding and re-launching the organisation on 1st April 2023 and will be improving our processes and procedures to sustain the charity into the future.

MESSAGES FROM OUR FAMILIES

"Lesley, just want to say a huge thank you for everything you have done for E and our family. It's hard to believe E has only been with you for nearly two years, it feels like half his lifetime. Thanks for being there for E; to pick up the pieces after our previous experience, and to help build his confidence so that he was able to make a success of this year. E is at home with us, where he should be, but I don't know if that would have been possible without you and your brilliant staff - there were long periods when social services and school were really giving us, and E, a good kicking - it felt like you (and P) were the only ones on his side. Thank you for E's presents, the gift-card and everything else. And please let everyone who works with E know just how much we appreciate them."

Lorraine & Constant

"Thank you for the vouchers, I really appreciate it!"

Margarida

"Thanks so much for S's Easter crafts. She is very happy and thanks for the Tesco's voucher too ☺"

Lisa

"Got the voucher, thanks so much. I'm going Tesco in the morning! Thank you for your support!"

Sabba

"I am a parent of a young adult who has epilepsy, ADHD autism, ODD (opposite defiant disorder) & learning disability. He's been going to Play Association since 2015 and over the last couple of years, they have been a great help to me and my family. Since 2020 I've been battling cancer, going back and forth to hospital for one thing or another, and just not for me. They have supported us, helped us by looking after our son in more ways than expected and it really means a lot to us to have a welcoming and friendly space for our son and others with SEN".

Dawn

"Without Lesley and her team, I would have been lost. From the beginning of everything with B she has been my rock and still is. I never want to give up her services."

Julie

"Just read the letter about the change of name and realised J had a food voucher in his bag. Thank you!"

Keisha

We continue to provide one-off bespoke services for families in need, on school or college inset days and for those who have different term dates

We continue to develop our service offer and programme of activities to enhance the learning and development of our young people

PAHF's outreach and bespoke services aim to support young people, for whom play scheme is not appropriate, at home or in their local community. Bespoke services include escorting the young person to and from home, support in the community, support for specific activities, organising appropriate trips, promoting independence and providing basic behavioural assistance where appropriate

We started our rebranding of the organisation in January, expecting things to take a while to change over. However, we had our new name confirmed within a week and soon after, informed families and local authorities of the change

The White City Central development has been halted for the foreseeable due to a number of issues. We await further updates in the coming year however we continue to identify potential buildings for us to move into for the duration of the development should the plans resume

This year we operated 168 sessions of playscheme on weekends and in school holidays, and 188 sessions of daytime and after school support. These numbers include any bespoke services we provided, and remain a vast increase to our pre-pandemic allocation of 95 days of service per year

Our staff continue to escort our clients that find transport difficult or have underlying health needs. Those eligible, still continue to receive transport from LBHF post-pandemic

We continue to develop our website and social media presence, and are working on renovating these to reflect our new identity

We now have more clients that are over 18 than those that are under 18. We continue to work alongside Adult Services in all boroughs

Melanie hosted our first Team Teach training session and undertook her Team Teach Intermediate Tutor refresher course in September.

In January, Danica undertook training to become a Team Teach Intermediate Tutor, making course planning and organisation easier

TREASURER'S REPORT

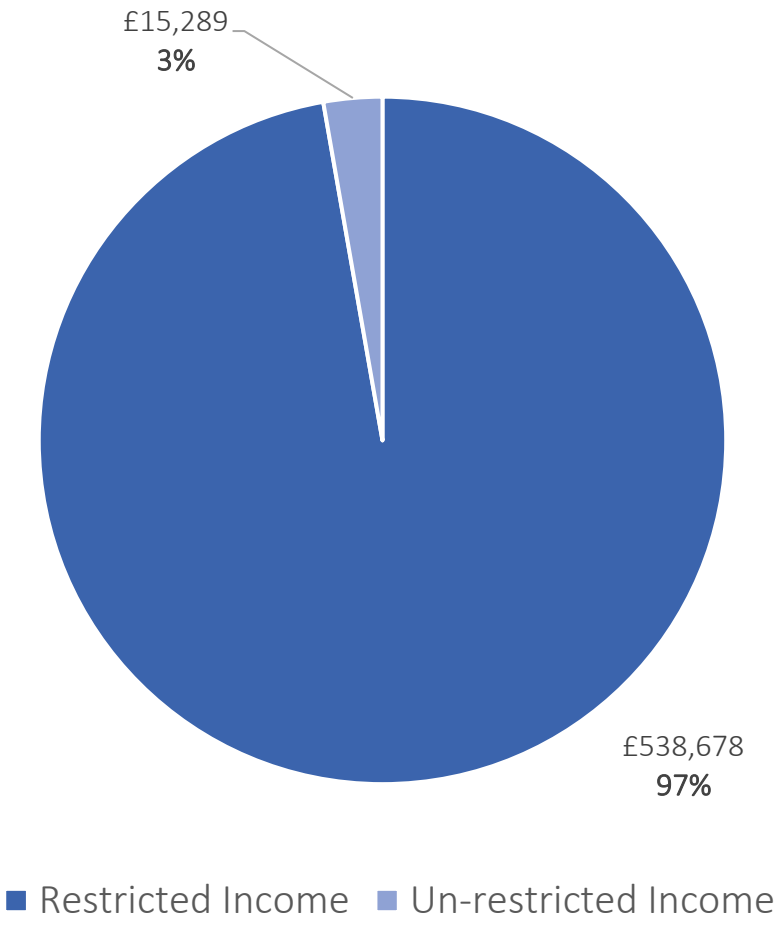
The effects of the pandemic still remain for many, and it has been a challenging year with increases to inflation and national insurance, as well as a cost-of-living crisis. We continued to be successful in securing funding to support our families through these tough times.

This year we saw a welcomed increase in income as we continue to expand our daytime and after school projects. We end another year in a very strong financial position, with 3 months reserves and a net profit of some £94K; a £15K increase on last year. The organisation is thriving and sustainable, and we are hopeful that our income will continue to grow.

Going into the year 2023/24, there is continuing uncertainty about the future regarding our use of the adventure playground site. We continue to pay off our Government Bounce Back Loan, which has given us the flexibility to adapt to necessary changes and invest in our team and organisation for the future.

Gary Sweetman
Treasurer

INCOME FOR 2022/23



PARTNERSHIPS

We continue to maintain our relationships with LBHF Disabled Children's Team and Preparation for Adulthood Team. As more of our young people are transitioning into adulthood, we continue to build relationships with and work alongside Adult Services in Hammersmith & Fulham, Kensington & Chelsea, Ealing, Westminster and most recently the NHS as some of our young people have had their packages of care transferred over to and funded by Health. We continue to support young people and their families in any way we can and remain an advocate for them on various boards, forums and networks, including at client-specific network meetings.

We have maintained our relationship and communication with CT Plus, who transferred over to HATS Group in the summer. They remain our main transport provider and Westway Community Transport, as they transport some of our young people to and from our day support service. We continue to work closely with Randolph Beresford Early Years Centre as they manage the White City Adventure Playground site and maintain good communication with regard to the building and maintenance. We continue to share the space with the Harrow Club, who provide services 3 evenings a week for the community's youth.

The White City Central development has been halted for the time being however we hope to work with LBHF to secure a potential building for our service, if not for the duration of the development, then for the foreseeable future. We strive to maintain our current relationships and partnerships with other providers and expand on these in the coming year.

Melanie Schwartz
Operations Manager







FUNDRAISING & HIGHLIGHTS



We have had some success with external funding; London Community Fund awarded us £10K to support our families with the cost-of-living crisis, with a contribution towards both utility bills and food vouchers for 6 months. Another grant of £2K was awarded to us from United in H&F (formerly H&F Giving) to support families with pensionable carers or those with carers that have their own health needs. These families received a further payment of £500 each.

We also worked with the Big Splash Foundation, using the hydrotherapy pool at Jack Tizard School during the summer holidays, as well as hosting various workshops. This year we have also formed new partnerships – NHS Clinical Team (Health) and Blueprint Partners, a local business who held a 'Secret Santa' and used the money to donate gifts for our young people at Christmas.



At the end of last year, we were contacted by a company in Jersey regarding an anonymous donation to our organisation. In April we received £15K from them and we would like to give special thanks to the donor. We received small donations via Just Giving totalling £120.62. Before Amazon Smile ended their giving programme, we raised £16.91 through shopping on Amazon.

We look forward to the year ahead and end this year working on rebranding and relaunching the charity, giving us a strong identity reflective of the work we do.

Melanie Schwartz
Operations Manager

THANK YOU!

We would like to thank our partners and funders, who make our work possible. They include:

We would also like to extend a warm thank you to all the people we have worked with over the last year, to help support our young people and the work we do. A special mention goes to the following:

- Our wonderful staff team and dedicated board of trustees
- All at Randolph Beresford Early Years Centre, especially Michelle Barratt, Sandra Martin and Danny
- All at Royal Borough of Kensington & Chelsea, especially Yvonne Samuel, Santosh Murki and Adult Services
- All at London Borough of Hammersmith & Fulham, especially Mandy Lawson, Matt Simpson, Jon Boulton, Shelly Mulligan, Travel Care, the Disabled Children's Team & Preparation for Adulthood Team
- All at London Borough of Ealing, especially Michael Bonello and the Ealing Service for Children with Additional Needs (ESCAN)
- All at City of Westminster, especially their Learning Disability Partnership
- Anthony Heywood & Carolina Pina-Cuenca from the Big Splash
- Anwar Jorgis and Ginette Belateel for their accounting and bookkeeping services
- CT Plus, Westway Community Transport & Green CT Cars for their transport services
- Parsons Green Sports & Social Club for hosting our registered office and postal address
- The Big Yellow Box Company for hosting our storage services
- Blueprint Partners for donating Christmas presents for our young people
- NHS North-West London Clinical Team, especially Ryan Spears

We also want to thank all those companies and individuals who have supported us directly, or in kind, attended an event, donated or lent a helping hand.

THE COMING YEAR

Play Association Hammersmith & Fulham will continue to deliver our current projects and be proactive in researching other opportunities that may present themselves. We hope to provide more training and work opportunities for our staff and continue to develop the services we provide. We continue to work on our publicity, advertising, improving and updating our website and developing our social media presence. Our head office is still based at the Parsons Green Club; however, the senior management team continues to work and projects continue to operate from White City Adventure Playground for the foreseeable future. The area of White City we are in is due to be redeveloped in the coming years and we will work alongside the council, architects and co-ordinators to ensure the future of our service.

Things are on track to getting back to normality, however our COVID policies and plans will remain in place in case of a spike in cases. We will continue to operate in bubbles and will continue to support our families as much as we can, expanding on our afterschool and daytime services for young adults. We hope to build on our relationship with Adult Services as more of our clients turn 18 years old and will continue to support our young people through transition.

In January 2023 we joined Bright HR, an online platform which will help us to better manage our HR system. We are in the process of learning and getting this system ready to launch from 1st April 2023. We hope that this will provide the support that the office team needs to better organise and manage our HR systems and as a result, boost productivity. We plan to rebrand and relaunch the organisation in April 2023 to better reflect the work we do. Our new name will be 'Living with Equal Opportunities' and this has been filed with Charity Commission and Companies House.

Would you like to become a Trustee?

We are always on the lookout for new trustees. Do you fit the following criteria:

- Are you interested in the rights of children to play? *- Have you knowledge or experience of play, of the voluntary sector or business world?*

- Are you willing to give up some free time to support our organisation?

If you are interested in becoming a trustee for Play Association Hammersmith & Fulham, please contact us on 020 7736 3699 or info@playassociationhf.org.uk



Play Association Hammersmith & Fulham

Parsons Green Sports & Social Club
31 Broomhouse Lane
London
SW6 3DP

Tel: 020 7736 3699
Email: info@playassociationhf.org.uk

www.playassociationhf.org.uk

Registered Charity Number: 1108948
Registered Company Limited by Guarantee: 5345096

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2023

LIVING with EQUAL OPPORTUNITIES

Formerly known as Play Association Hammersmith & Fulham

GSI ACCOUNTS LTD
Chartered accountants
8 Link Way
Oakley
Hampshire
England
RG23 7DG

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	4
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	9
Notes to the financial statements	10

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	Living With Equal Opportunities Ltd
Charity registration number	1108948
Company registration number	5345096
Principal office and registered office	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP England
The trustees	Mrs L Schwartz Mr G Sweetman Ms J Quinn Ms D Rawlins Ms J Rawlins (Appointed 1 November 2022) Mr K Clifford (Appointed 1 November 2022) Mr G Moss (Resigned 1 November 2022)
Company secretary	Melanie Schwartz
Independent examiner	Maria Wyatt FCCA

Structure, governance and management

Living With Equal Opportunities Ltd is managed by two Directors; one who serves as the Chairman of the Trust for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election. Day-to-day running of Living With Equal Opportunities Ltd is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Objectives and activities

The objective of the charity is to provide support services aimed at vulnerable and at risk children and young people with disabilities, from all communities and backgrounds.

LEO's believe that like every other young person, those with SEN have the right to choose how to spend their leisure time - this forms an essential part of their welfare and development.

We work to promote, support, improve and deliver leisure activities and independent living skills and opportunities within LBHF and surrounding boroughs, in response to local and families' needs. We provide several community and site activities. Off-site activities include trampolining, bowling, cinema, swimming and cooking. Some young people have their own personal schedule to meet specific needs and abilities. We promote inclusion and encourage and support young people to make choices for themselves so they can have positive experiences.

We offer support to young people and their families by providing chaperones and supporting them with hospital and doctor's appointments, care package reviews and network meetings with other professionals.

Achievements and performance

It has been a very busy year.

We as a charity donated toys, books, and children's clothes to the local Ukraine collection point when the war broke out.

We have attended many meetings regarding the redevelopment of the White City Estate, which includes our current venue. We have started to view possible new venues for the service while the development is going ahead, but unfortunately the 4 venues we visited are not suitable for the service or client group.

The CEO represents the charity on a number of Local authority forums; Independent living, Autism Partnership board, Co-production and input on the Borough's cost of living crisis.

We have had some success with external funding; one grant was to support our 36 families with the cost-of-living crisis, with a contribution towards both utility bills and food vouchers for 6 months. Another grant to support families with pensionable carers, who received a further payment.

Now that we have a steady surplus, we have decided to invest extra funds in staff learning and development. We have offered many courses to the team via High Speed Training, BrightSafe and in house training such as Team Teach. The CEO completed her ISPEC SEN Law training - levels 1, 2, and 3, and the Operations Manager completed her reaccreditation to be a Team Teach intermediate tutor.

In September, the charity decided to rebrand, changing the name from Play Association Hammersmith & Fulham to Living with Equal Opportunities, due to launch in the new financial year. We started the ball rolling early as we thought the whole process would take a couple of months, however all was completed within a week!

Achievements and performance *(continued)*

We met with an online HR company and signed up to Bright HR to help with our administrative needs such as payroll, training, staff paperwork and clocking in and out. This has replaced our outdated paper systems and makes work as a management team of 2 easier. We can generate reports with just a click and we can keep on top of staff attendance and punctuality.

We continue to work with a number of local authorities; Ealing, Hammersmith & Fulham, Westminster and Kensington and Chelsea. We also worked with the Big Splash Foundation, using the hydro therapy pool at Jack Tizard School during the summer holidays. This year we have also formed new partnerships - NHS/health and Blueprint Partners, a local business who donated gifts for the young people at Christmas.

Financial review

The charity now looks healthier financially compared to a few years ago. The surplus will be ploughed back into the charity:

1. Reserve's policy - we have to have 3 months running costs - this totals approximately £150,000.00

2. We are looking for a new venue and we will have to finance the moving, any refurbishment or equipment/resources bought ourselves

3. Continue to invest in the staff training programme.

Plans for future periods

- Staff training will continue
- Look for a new venue to deliver the service from
- Seek external support/funding

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 21/12/23 and signed on behalf of the board of trustees by:

Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of Living With Equal Opportunities Ltd ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Charterd Association of Certified Accountants (ACCA), which is one of the listed bodies.

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

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

2. the financial statements do not accord with those records; or

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

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

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



Maria Wyatt FCCA
Independent Examiner

GSI Accounts Ltd
8 Link Way
Oakley
Hampshire
England
RG23 7DG

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

	Note	Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	5	15,289	538,678	553,967	495,527
Total income		15,289	538,678	553,967	495,527
Expenditure					
Expenditure on charitable activities	6,7	33,826	426,097	459,922	407,524
Total expenditure		33,826	426,097	459,922	407,524
Net income and net movement in funds		(18,537)	112,581	94,045	88,003
Reconciliation of funds					
Total funds brought forward as previously reported		4,542	139,366	143,908	64,776
Prior year adjustment		–	(1,654)	(1,654)	(8,871)
Total funds brought forward as restated		4,542	137,712	142,254	55,905
Total funds carried forward		(13,995)	250,293	236,298	143,908

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 10 to 17 form part of these financial statements.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	922	1,229
Current assets			
Debtors	12	68,707	37,515
Cash at bank and in hand		201,960	149,955
		270,667	187,470
Creditors: amounts falling due within one year	13	2,901	3,665
Net current assets		267,766	183,805
Total assets less current liabilities		268,688	185,034
Creditors: amounts falling due after more than one year	14	32,389	41,126
Net assets		236,299	143,908
Funds of the charity			
Restricted funds		250,293	139,366
Unrestricted funds		(13,995)	4,542
Total charity funds	15	236,298	143,908

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

The statement of financial position
continues on the following page.

Statement of Financial Position *(continued)*

31 March 2023

These financial statements were approved by the board of trustees and authorised for issue on 21/12/23 and are signed on behalf of the board by:

Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	94,045	88,003
Adjustments for:		
Depreciation of tangible fixed assets	307	307
Interest payable and similar charges	1,911	–
Prior Year Adjustments	(1,654)	(8,871)
Changes in:		
Trade and other debtors	(31,192)	(11,737)
Trade and other creditors	(764)	3,665
Cash generated from operations	62,653	71,367
Interest paid	(1,911)	–
Net cash from operating activities	60,742	71,367
Cash flows from investing activities		
Purchase of tangible assets	–	(1,536)
Net cash used in investing activities	–	(1,536)
Cash flows from financing activities		
Proceeds from borrowings	(8,737)	(8,874)
Net cash used in financing activities	(8,737)	(8,874)
Net increase in cash and cash equivalents	52,005	60,957
Cash and cash equivalents at beginning of year	149,955	88,998
Cash and cash equivalents at end of year	201,960	149,955

The notes on pages 10 to 17 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Parsons Green Sports & Social Club, 31 Broomhouse Lane, London, SW6 3DP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. **Accounting policies** *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

3. **Accounting policies** *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	20% straight line
Motor vehicles	-	20% straight line
Equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The company is limited by guarantee of members and does not have a share capital. The liability of members is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Donations			
Fund Raising Events	168	–	168
Other Donations	15,121	–	15,121

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Grants			
Royal Borough of Kensington & Chelsea	–	126,510	126,510
London Borough of Ealing	–	98,924	98,924
London Borough of Hammersmith & Fulham	–	287,298	287,298
Hammers United Charity	–	5,600	5,600
Westminiser City Council	–	10,346	10,346
The London Community Foundation	–	10,000	10,000
	15,289	538,678	553,967

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Fund Raising Events	1,028	–	1,028
Other Donations	372	–	372
Grants			
Royal Borough of Kensington & Chelsea	–	76,725	76,725
London Borough of Ealing	–	126,597	126,597
London Borough of Hammersmith & Fulham	–	273,680	273,680
Hammers United Charity	–	8,380	8,380
Westminiser City Council	–	8,745	8,745
The London Community Foundation	–	–	–
	1,400	494,127	495,527

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Lillis Project	14,864	426,097	440,958
Support costs	18,962	–	18,964
	33,826	426,097	459,922

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lillis Project	5,978	386,541	392,520
Support costs	15,005	–	15,004
	20,983	386,541	407,524

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Lillis Project	440,958	–	440,958	392,520
Governance costs	–	18,964	18,964	15,004
	440,958	18,964	459,922	407,524

8. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	500	3,900
Other financial services	1,900	3,900
	2,400	7,800

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	375,101	338,854
Social security costs	9,627	9,280
	384,728	348,134

The average head count of employees during the year was 67 (2022: 75). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff - type 1	65	73
Number of staff - type 2	2	2
	67	75

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £76,084 (2022:£72,756).

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

11. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 Apr 2022 and 31 Mar 2023	1,536	2,400	3,492	7,428
Depreciation				
At 1 Apr 2022	307	2,400	3,492	6,199
Charge for the year	307	–	–	307
At 31 Mar 2023	614	2,400	3,492	6,506
Carrying amount				
At 31 Mar 2023	922	–	–	922
At 31 Mar 2022	1,229	–	–	1,229

12. Debtors

	2023 £	2022 £
Trade debtors	68,707	37,515

13. Creditors: amounts falling due within one year

	2023 £	2022 £
Social security and other taxes	2,901	3,665

14. Creditors: amounts falling due after more than one year

	2023 £	2022 £
Bank loans and overdrafts	32,389	41,126

15. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Prior year adjustments £	**At 31 Mar 2023 £**
General funds	4,542	15,289	(33,826)	–	(13,995)

	At 1 Apr 2021 £	Income £	Expenditure £	Prior year adjustments £	At 31 Mar 2022 £
General funds	24,125	1,400	(20,983)	–	4,542

15. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Prior year adjustments £	**At 31 Mar 2023 £**
Restricted Fund 1 - London Borough Grants	139,366	538,678	(426,097)	(1,654)	250,293

	At 1 Apr 2021 £	Income £	Expenditure £	Prior year adjustments £	At 31 Mar 2022 £
Restricted Fund 1 - London Borough Grants	40,651	494,127	(386,541)	(8,871)	139,366

16. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	**At 31 Mar 2023 £**
Cash at bank and in hand	149,955	52,005	201,960
Debt due after one year	(41,126)	8,737	(32,389)
	108,829	60,742	169,571

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2023

LIVING with EQUAL OPPORTUNITIES

Formerly known as Play Association Hammersmith & Fulham

GSI ACCOUNTS LTD
Chartered accountants
8 Link Way
Oakley
Hampshire
England
RG23 7DG

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	4
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Statement of cash flows	9
Notes to the financial statements	10

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	Living With Equal Opportunities Ltd
Charity registration number	1108948
Company registration number	5345096
Principal office and registered office	Parsons Green Sports & Social Club 31 Broomhouse Lane London SW6 3DP England
The trustees	Mrs L Schwartz Mr G Sweetman Ms J Quinn Ms D Rawlins Ms J Rawlins (Appointed 1 November 2022) Mr K Clifford (Appointed 1 November 2022) Mr G Moss (Resigned 1 November 2022)
Company secretary	Melanie Schwartz
Independent examiner	Maria Wyatt FCCA

Structure, governance and management

Living With Equal Opportunities Ltd is managed by two Directors; one who serves as the Chairman of the Trust for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election. Day-to-day running of Living With Equal Opportunities Ltd is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Objectives and activities

The objective of the charity is to provide support services aimed at vulnerable and at risk children and young people with disabilities, from all communities and backgrounds.

LEO's believe that like every other young person, those with SEN have the right to choose how to spend their leisure time - this forms an essential part of their welfare and development.

We work to promote, support, improve and deliver leisure activities and independent living skills and opportunities within LBHF and surrounding boroughs, in response to local and families' needs. We provide several community and site activities. Off-site activities include trampolining, bowling, cinema, swimming and cooking. Some young people have their own personal schedule to meet specific needs and abilities. We promote inclusion and encourage and support young people to make choices for themselves so they can have positive experiences.

We offer support to young people and their families by providing chaperones and supporting them with hospital and doctor's appointments, care package reviews and network meetings with other professionals.

Achievements and performance

It has been a very busy year.

We as a charity donated toys, books, and children's clothes to the local Ukraine collection point when the war broke out.

We have attended many meetings regarding the redevelopment of the White City Estate, which includes our current venue. We have started to view possible new venues for the service while the development is going ahead, but unfortunately the 4 venues we visited are not suitable for the service or client group.

The CEO represents the charity on a number of Local authority forums; Independent living, Autism Partnership board, Co-production and input on the Borough's cost of living crisis.

We have had some success with external funding; one grant was to support our 36 families with the cost-of-living crisis, with a contribution towards both utility bills and food vouchers for 6 months. Another grant to support families with pensionable carers, who received a further payment.

Now that we have a steady surplus, we have decided to invest extra funds in staff learning and development. We have offered many courses to the team via High Speed Training, BrightSafe and in house training such as Team Teach. The CEO completed her ISPEC SEN Law training - levels 1, 2, and 3, and the Operations Manager completed her reaccreditation to be a Team Teach intermediate tutor.

In September, the charity decided to rebrand, changing the name from Play Association Hammersmith & Fulham to Living with Equal Opportunities, due to launch in the new financial year. We started the ball rolling early as we thought the whole process would take a couple of months, however all was completed within a week!

Achievements and performance *(continued)*

We met with an online HR company and signed up to Bright HR to help with our administrative needs such as payroll, training, staff paperwork and clocking in and out. This has replaced our outdated paper systems and makes work as a management team of 2 easier. We can generate reports with just a click and we can keep on top of staff attendance and punctuality.

We continue to work with a number of local authorities; Ealing, Hammersmith & Fulham, Westminster and Kensington and Chelsea. We also worked with the Big Splash Foundation, using the hydro therapy pool at Jack Tizard School during the summer holidays. This year we have also formed new partnerships - NHS/health and Blueprint Partners, a local business who donated gifts for the young people at Christmas.

Financial review

The charity now looks healthier financially compared to a few years ago. The surplus will be ploughed back into the charity:

1. Reserve's policy - we have to have 3 months running costs - this totals approximately £150,000.00

2. We are looking for a new venue and we will have to finance the moving, any refurbishment or equipment/resources bought ourselves

3. Continue to invest in the staff training programme.

Plans for future periods

- Staff training will continue
- Look for a new venue to deliver the service from
- Seek external support/funding

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 21/12/23 and signed on behalf of the board of trustees by:

Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of Living With Equal Opportunities Ltd ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Charterd Association of Certified Accountants (ACCA), which is one of the listed bodies.

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

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

2. the financial statements do not accord with those records; or

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

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

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



Maria Wyatt FCCA
Independent Examiner

GSI Accounts Ltd
8 Link Way
Oakley
Hampshire
England
RG23 7DG

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

	Note	Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	5	15,289	538,678	553,967	495,527
Total income		15,289	538,678	553,967	495,527
Expenditure					
Expenditure on charitable activities	6,7	33,826	426,097	459,922	407,524
Total expenditure		33,826	426,097	459,922	407,524
Net income and net movement in funds		(18,537)	112,581	94,045	88,003
Reconciliation of funds					
Total funds brought forward as previously reported		4,542	139,366	143,908	64,776
Prior year adjustment		–	(1,654)	(1,654)	(8,871)
Total funds brought forward as restated		4,542	137,712	142,254	55,905
Total funds carried forward		(13,995)	250,293	236,298	143,908

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 10 to 17 form part of these financial statements.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	922	1,229
Current assets			
Debtors	12	68,707	37,515
Cash at bank and in hand		201,960	149,955
		270,667	187,470
Creditors: amounts falling due within one year	13	2,901	3,665
Net current assets		267,766	183,805
Total assets less current liabilities		268,688	185,034
Creditors: amounts falling due after more than one year	14	32,389	41,126
Net assets		236,299	143,908
Funds of the charity			
Restricted funds		250,293	139,366
Unrestricted funds		(13,995)	4,542
Total charity funds	15	236,298	143,908

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

The statement of financial position
continues on the following page.

Statement of Financial Position *(continued)*

31 March 2023

These financial statements were approved by the board of trustees and authorised for issue on 21/12/23 and are signed on behalf of the board by:

Mr G Sweetman
Director

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	94,045	88,003
Adjustments for:		
Depreciation of tangible fixed assets	307	307
Interest payable and similar charges	1,911	–
Prior Year Adjustments	(1,654)	(8,871)
Changes in:		
Trade and other debtors	(31,192)	(11,737)
Trade and other creditors	(764)	3,665
Cash generated from operations	62,653	71,367
Interest paid	(1,911)	–
Net cash from operating activities	60,742	71,367
Cash flows from investing activities		
Purchase of tangible assets	–	(1,536)
Net cash used in investing activities	–	(1,536)
Cash flows from financing activities		
Proceeds from borrowings	(8,737)	(8,874)
Net cash used in financing activities	(8,737)	(8,874)
Net increase in cash and cash equivalents	52,005	60,957
Cash and cash equivalents at beginning of year	149,955	88,998
Cash and cash equivalents at end of year	201,960	149,955

The notes on pages 10 to 17 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Parsons Green Sports & Social Club, 31 Broomhouse Lane, London, SW6 3DP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. **Accounting policies** *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

3. **Accounting policies** *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	20% straight line
Motor vehicles	-	20% straight line
Equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The company is limited by guarantee of members and does not have a share capital. The liability of members is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Donations			
Fund Raising Events	168	–	168
Other Donations	15,121	–	15,121

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Grants			
Royal Borough of Kensington & Chelsea	–	126,510	126,510
London Borough of Ealing	–	98,924	98,924
London Borough of Hammersmith & Fulham	–	287,298	287,298
Hammers United Charity	–	5,600	5,600
Westminiser City Council	–	10,346	10,346
The London Community Foundation	–	10,000	10,000
	15,289	538,678	553,967

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Fund Raising Events	1,028	–	1,028
Other Donations	372	–	372
Grants			
Royal Borough of Kensington & Chelsea	–	76,725	76,725
London Borough of Ealing	–	126,597	126,597
London Borough of Hammersmith & Fulham	–	273,680	273,680
Hammers United Charity	–	8,380	8,380
Westminiser City Council	–	8,745	8,745
The London Community Foundation	–	–	–
	1,400	494,127	495,527

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Lillis Project	14,864	426,097	440,958
Support costs	18,962	–	18,964
	33,826	426,097	459,922

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lillis Project	5,978	386,541	392,520
Support costs	15,005	–	15,004
	20,983	386,541	407,524

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Lillis Project	440,958	–	440,958	392,520
Governance costs	–	18,964	18,964	15,004
	440,958	18,964	459,922	407,524

8. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	500	3,900
Other financial services	1,900	3,900
	2,400	7,800

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	375,101	338,854
Social security costs	9,627	9,280
	384,728	348,134

The average head count of employees during the year was 67 (2022: 75). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff - type 1	65	73
Number of staff - type 2	2	2
	67	75

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £76,084 (2022:£72,756).

10. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

11. Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Equipment £	**Total £**
Cost				
At 1 Apr 2022 and 31 Mar 2023	1,536	2,400	3,492	7,428
Depreciation				
At 1 Apr 2022	307	2,400	3,492	6,199
Charge for the year	307	–	–	307
At 31 Mar 2023	614	2,400	3,492	6,506
Carrying amount				
At 31 Mar 2023	922	–	–	922
At 31 Mar 2022	1,229	–	–	1,229

12. Debtors

	2023 £	2022 £
Trade debtors	68,707	37,515

13. Creditors: amounts falling due within one year

	2023 £	2022 £
Social security and other taxes	2,901	3,665

14. Creditors: amounts falling due after more than one year

	2023 £	2022 £
Bank loans and overdrafts	32,389	41,126

15. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Prior year adjustments £	**At 31 Mar 2023 £**
General funds	4,542	15,289	(33,826)	–	(13,995)

	At 1 Apr 2021 £	Income £	Expenditure £	Prior year adjustments £	At 31 Mar 2022 £
General funds	24,125	1,400	(20,983)	–	4,542

15. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2022 £	Income £	Expenditure £	Prior year adjustments £	**At 31 Mar 2023 £**
Restricted Fund 1 - London Borough Grants	139,366	538,678	(426,097)	(1,654)	250,293

	At 1 Apr 2021 £	Income £	Expenditure £	Prior year adjustments £	At 31 Mar 2022 £
Restricted Fund 1 - London Borough Grants	40,651	494,127	(386,541)	(8,871)	139,366

16. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	**At 31 Mar 2023 £**
Cash at bank and in hand	149,955	52,005	201,960
Debt due after one year	(41,126)	8,737	(32,389)
	108,829	60,742	169,571

Living with Equal Opportunities Ltd

England & Wales - Charity number 1108948

Accounts

play association
hammersmith & fulham

ANNUAL REPORT 2021/2022

© Play Association Hammersmith & Fulham 2022

Chair's Message

As I write my report, the enormous impact on our SEN families is now becoming apparent. Our hard-pressed families faced isolation and uncertainty, and it was with them in mind that we took the decision to offer extended support.

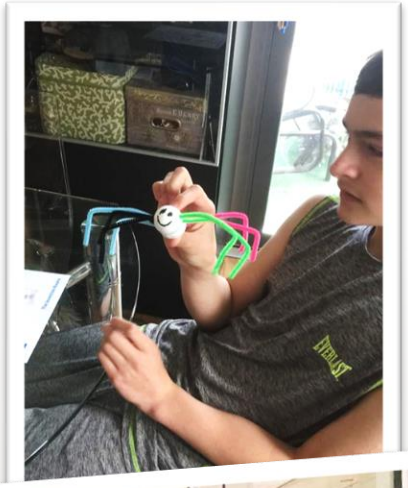
Working in partnership with the London boroughs of Hammersmith and Fulham, Ealing, Kensington and Chelsea, and Westminster, our senior leadership team have worked incredibly hard to adapt the services that we provide. Despite everything, PAHF stayed open throughout all lockdowns, restrictions and continues to operate seven days a week.

I believe that everyone who has supported PAHF in these difficult times should be enormously proud of what they have achieved. On behalf of my fellow trustees and fellow parents, all I can say is a heartfelt thank you!

As PAHF starts another year, we continue to support our young people and their families, and this remains our priority no matter what challenges we face with the cost of living!



Gary Sweetman
Chair of Trustees





Chief Executive's Report





How quick a year goes by! This is the second year of the pandemic, still with restrictions and normality has gone for the time being. Some restrictions were lifted at different times of the year, however we have remained consistent in our days and hours of operation.

Because of the high rate of COVID -19 in the borough and schools closing because of outbreaks, we decided to stay in bubbles, keeping the risk low and looking after the well-being of the young people.

Our current site at White City Adventure playground is to be included in the new White City Estate development, and I have attended consultations and meetings via Teams, as well as the odd outdoor exhibition. We are included in the development plans, however the space we have been allocated is a lot smaller, both indoors and outdoors. The local authority are aware that we would have to be decanted while the work is being carried out. The proposal will be submitted for planning consent at the end of 2022, with work to start before the summer of 2023!

Lesley Schwartz
Divisional Manager for SEN Projects

About Us

Who We Are

Play Association Hammersmith and Fulham is a voluntary organisation that provides play opportunities and experiences for children in and around West London boroughs. We currently provide adventure play in deprived parts of the borough and specialist play schemes on Saturdays and school holidays that provide respite for families of children and young adults with complex needs. We currently work with families residing in Hammersmith & Fulham, Kensington and Chelsea and Ealing. We are a charity, as well as a company limited by guarantee.

Our Mission

We at PAHF believe that every child has the right to play freely, and that play is an essential part of the welfare and development of children. We work to promote, support, improve and deliver children's play opportunities in Hammersmith & Fulham and surrounding boroughs, in response to local need. We do this in a range of ways, including:

- delivering specialist play provision for children with complex needs
- delivering outreach and youth play sessions in deprived areas
- delivering individualised, bespoke play and mentoring services for individuals
- providing support to play in the borough and promoting good models of playwork practice
- representing the play sector on various partnerships and networks

We are allocated some of the most complex and challenging children in the borough as well as supporting children that are unable to access or have been excluded from other provisions – for some families we are their last resort. We have never turned a child or young person away and have always endeavoured to work with families and other professionals as much as possible to extend opportunities for children and young people.

Playwork Team

Senior Playwork Team

Lesley Schwartz, Katie O'Brien, Aaron Evans, Zoe Sandrine, Shirag Ahmed, Marcus Begg, Kerry Clifford, Elli Sunshine, Amina Adan, Suad Ibrahim, Kojo Agyemang, Mya Onwugbonu, Daniça Sode, Jacklyn Haynes, Georgina Adjei, Shilan Ahmed

Playworkers

Hayedeh Naderi, Luul Sabriye, Leyla Mohamed, Rochelle Sewell, Florence Villenave, Daniel Ekundayo, Sahra Sheikhey, Rafael Jakimiuk, Fay Mohamed, Kim Brosman, Jessie Mulhern, Yannick Bernard, Ashish Patel, Manal Ali, Rana Bader, Suraj Chothani, Bukheit 'BK' Salum, Mohamed Sheikhey, Mirella Wysocka, Asha Mohamed, Jamarah Irish, Yusuf Haji, John Ozokolie, Mariam Abas Bafo, Chloe Kelly, Shakyrah Davis, Nathalee Blair, Nasra Ali, Nasra Mohamed Duale, Layla Haji, Ismail El-Frougui, Aisha Ali, Najma Mohamed, Donna Doosaah, Lian Tingling, Christ Coulibaly, Emmanuel Anyabuine, Mohamed Ali, Faduma Sheikhey, Bouchra Thummannah, Abdul-Karim 'AK' El-Frougui, Tia-Maria Best-Copeland, Joyce Cobbina, Ozcan Yilmaz, Rutvi Patel, James Evans

Volunteers and Helping Hands

Steven Schwartz, Nadiya Ettoubi

Head Office Team

Divisional Manager for SEN Projects
Lesley Schwartz

Operations Manager
Melanie Schwartz

Office Support Worker (from Feb 2022)
Daniça Sode

Board of Trustees

Chair & Treasurer
Gary Sweetman

Trustee &
Company Secretary
George Moss

Trustee & Parent Rep
Dawn Rawlins

Trustee
Jessica Quinn

Trustee (until July 2021)
Simon Spencer

Trustee (until July 2021)
Verinder Kaur Poonian

Anthony Lillis Project

We started this financial year in a lockdown that was lifted mid April, and further lockdowns lifted in the following months. Due to some restrictions remaining in place, the management and senior teams decided to keep the service in bubbles as we saw young people's anxiety reduce in smaller groups. It also helped to keep the number of people on site low and easier to manage should an infection break out.

We kept our COVID policies, risk assessments and contingency plan updated to reflect changes to government guidance, and the team continued being very proactive with cleaning and disinfecting the equipment and rotating resources. We will continue to do so into the foreseeable future.

Throughout this year we continued to operate 7 days a week in school holidays and both days on the weekend; Saturday/Green bubble for those young people who came on mini-buses (mostly LBHF) and Sunday/Blue bubble who are transported in taxi's or by parents (mostly Ealing). We also saw more of our young people transition into adulthood.

I would like to thank the senior team, including those that have stepped up in the absence of Lesley or Katie. I would also like to thank the team as a whole for their continued hard-work and patience, dedication to the young people, service and charity, and for their resilience and strength doing a tough job in even tougher times - without you, our work wouldn't have been possible.

Melanie Schwartz
Operations Manager



Anthony Lillis Project - Green Bubble

This past year has been really good. As a team we have continued providing and adapting activities for the young people; art, cooking, messy play, physical activities outside and off-site trips in the community. The young people enjoy our themed activities, such as Easter or Mother's Day.

Some of our young people have been having found this year challenging; having to adapt to changes as a result of COVID, a difference in activities they attend and changes to their routine. Our team with have continued providing a service for these young people, even if this is not on site. Some young people have spent full days in the community or have been splitting their time between site and the community, which has been nice considering they couldn't go out at all for over a year due to COVID.

In October half term we wee visited by Blink, a dance company using dance as expression and providing activities for young people with special needs. The session was really positive and the young people and staff engaged really well.

We have continued supporting our families, working together to manage changes in young people's behaviour and how to best approach and support them.

Overall it's been a great year and I would like to take the opportunity to thank the entire team for their hard work and effort. Without them our work wouldn't be possible.

Katie O'Brien
Senior Playworker







Anthony Lillis Project - Blue Bubble

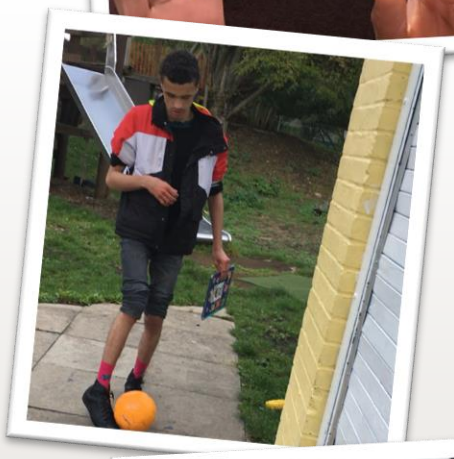
This financial year has been positive. The blue bubble consists of mostly young people from out of the borough and is smaller in number, which has benefitted the young people. We have seen a reduction in their anxiety and they have started engaging with their peers, which has improved their wellbeing overall. The service seems better suited to this change and we will remain this way for the foreseeable future.

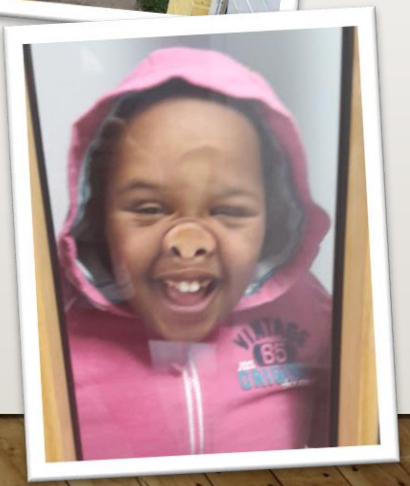
Young people enjoy activities such as messy play, art and cooking. We are lucky to have a large outdoor space including access to a sports pitch, although the wooden structures are coming to the end of their life. Over the summer we accessed activities and workshops via the Big Splash @ Jack Tizard School.

For a few young people, confusion and anxiety set in when they returned to education. As most young people have been with us solely for almost a year, they noticed many changes to the school day and layout. Some noticed that there are students and staff missing from class, resulting in them not having a closure. Some of these changes have been reflected in the young people's behaviour this year, however we continue to support our them and their families as much as possible to adapt to these changes.

The service continues to thrive and we look forward to another uncertain year ahead with positivity and optimism for the future.







Lesley Schwartz
Senior Playworker

SEN Daytime Support (Term Time)

I have been working with B In the community for about 7 months and in that time our relationship has grown from strength to strength. B has now eft college and I have been supporting him throughout the week on the community. Every morning I pick him up, he is dressed and ready to go and asks where we are going today. He looks forward to seeing me because he knows he is going out for the day. If B hasn't had breakfast by the time I arrive, we get something to eat on the way to our destination in order to make the most of our day.

Sometimes we have activities planned, such as swimming, bowling, trampolining or cinema; all of which he enjoys. Other times we go sightseeing around London, take train journeys or enjoy local leisure spots such as parks. B enjoy being in
the community however can still find it difficult when things don't go his way. He can present some challenging behaviours but because we have a good relationship, I can usually distract him and I know when to take him away from situations because it's getting too much for him. I've also started supporting him with being able to recognise when he is unhappy and understanding that he can ask to leave, or remove himself from the situation instead.

We have been working on improving his independence and skills for life, such as safely crossing the road and making healthy choices. I look forward to seeing B develop his skills and it's been a pleasure to help him navigate his way through adulthood.

Yannick Bernard
Outreach Playworker







SEN Daytime Support (Term Time)



There has been a steady progress regarding core strength gained by B over the past year. Due in part to light physio support via specific exercises prescribed and administered by local community physio staff. Along with bespoke mats and examination bed, B will spend a minute of 90 minutes per session lying on his stomach, back and sides making use of his lower abs and core to sit up then control his decent.

B always has a smile on his face and will often be heard vocalising his joy through song, though moreover, simply some rhythmical melody or sound. If given a clear and defined option (preferably visual), B will make choices as to his food, environment, and entertainment preference. His joy is infectious, and he clearly enjoys his time at playscheme.

Marcus Begg
Playworker



A has been coming to us every Tuesday since he was given an extra day off from college. At the beginning A stayed on site, interacted and socialised with others, played in the garden and watched TV. Although A has attended playscheme on weekends and school holidays for years, it took him a while to get used to fitting us into his term time schedule, however he is much less anxious now. As his anxiety reduced, we started to go out in the community. We took trips on trains which he enjoys, swimming, and exploring other parts of London. The activities I planned were centred around A and what he likes to do. He enjoys a friendly environment and building relationships with other young people and staff, and I look forward to supporting him further this coming year.



Mohamed Ali
Playworker

SEN Daytime Support (Term Time)

L attends 1 day a week on the day he doesn't attend college. He enjoys his own sensory play, which is also is a form of self-regulation when he is anxious. He likes to spend time in the garden and can be encouraged to do a lap around the playground if he is in the right mood. L needs lots of encouragement and time to process information. He needs lots of sensory input and enjoys messy play. With support and patience, L is becoming much more confident, and his anxiety levels are reducing throughout the day. He likes listening to music and will jump up and twirl with excitement when he hears a song with a good beat!

Leyla Mohamed
Playworker

E was excluded from school in November due to his behaviour. Ealing contacted us and asked if we could support him in the short term, while they sought another school. He has always found transition difficult, and we were just coming out of a lockdown. It took a while to fully transition him into playscheme instead of education. E's parents were quite anxious that the authorities wouldn't be able to find a suitable school that was local to them.

E attended Monday – Friday and one of his teachers sent over worksheets in order to keep him on some sort of education schedule. The only problem was the work they sent was too easy for him and he finish them in a short space of time. The challenge then was finding things for him to do that he enjoyed. Once he settled in, we started to take him into the community and to the shops. He learnt to choose the item needed, pay for it and carry it back to site. The arrangement for E will carry on into the new financial year. The local authority hope to have found a school for E from September 2022.

Daniça Sode
Playworker

SEN Daytime Support (Term Time)



C attended our daytime support service once a week. He is a calm and independent young man who always arrives in a happy mood and greets all the staff. He likes to be in his own space, occupied with his ropes which are a comfort to him, and enjoys watching videos on his iPad. As much as C loves being in his own space, with the right mood and encouragement, he is able to participate in activities for example, messy play. He enjoys engaging with others on his terms and we have seen more of his personality show throughout the time he has been with us.

Leyla Mohamed
Playworker



L attended our after school service on Fridays until he left school and started college in September 2021. He was funded for 4 days per week at college, and after so many years in full time education, only doing 4 days at college had a big impact on him and his routine. The local authority agreed that he could be supported by us on the day he didn't go to college each week. He enjoyed his time at playscheme anyway however being with us for a full day during the week meant he had free-run of the building, which he used to take full advantage of. He spent time in the community; going to the shops, park etc and taking part in activities. He is a very happy and sociable young man and loves engaging with others.

Lesley Schwartz
Playworker

SEN After School Support

Our after school service had a successful year. When the young people returned to school in September, many of their after school services still weren't in operation. This resulted in us receiving more referrals for after school support.

The club operates from 3.00-6.00pm, Monday-Friday during term time. The most we had in attendance in one evening was 5. The young people come to us after a long day at school so we give them a choice of what to do. We maintain structure and offer activities however we don't put any pressure on them. Most enjoy art and messy play. On arrival they have a snack to keep them going and then they enjoy the 2-3 hours they are with us.

The relationships between the staff and young people are growing day by day, as most attend on the weekends and in school holidays too. It's lovely to see that all the hard work the team and I have put in is paying off. The young people feel comfortable with us and some don't want to go home at times as they are so relaxed. To me, that means we are doing something right.

I would like to say thank you to all of the after school staff for all of their hard work and helping us to build our after school club.

Katie O'Brien
Senior Playworker





SEN After School Support



J began attending after school club in the new academic year. This is the first time J has had after school support and he settled well into his new routine. Upon arrival he gets changed and is offered a snack. At home J has 4 younger siblings and he is sensitive to noise, so after school club is a place for him to relax and enjoy some personal space before going home.

No matter what kind of day J has had at school, after school club provides him with a quit and safe space that allows him to express himself freely. It is now a vital part of his routine that he and his family values.

Mohamed Ali
Playworker



Z has been attending after school club for some time. He is escorted from school by a member of the team and on arrival he is offered a snack and a choice of activities. Z loves to ride the bicycle and pushing around items in the shopping trolley. He enjoys playing with small world toys, particularly cars and trains. When Z enjoys his interactions with others, he gets very excited and doesn't always know how to contain this excitement. We are working with him on how to regulate these emotions, and with support and guidance he is learning to use his words to express his wants, needs and feelings. Z is a happy young man and enjoys his time at after school club before going home.

Leyla Mohamed
Playworker

SEN After School Support





L was unable to attend his usual after school activities due to his school still being closed. He came to our after school service in the mean time, which benefitted both him and his family. After school club allowed L the space and freedom he needed after a challenging day at school. He enjoyed going out in the garden and loved the swings, which helped him to self-regulate. In September, L's school re-opened and shortly after, their after school services were up and running again, which he returned to.

Lesley Schwartz
Playworker

E really enjoyed his time at after school club. His mood varies from day to day. Some days he comes in very hyper and in a silly mood; on these days he enjoys screaming his requirements at staff and running around. Other days he's calm and used after school club as a time to wind down. E enjoys messy play, particularly mixing things in his painting bowl - paint, shaving foam, corn flour etc. E's communication has really improved, and he is able to request what he wants along with signing 'please'. He enjoys relaxing on the sofa and cutting out printed pictures; he will request this activity when he wants it by using his words and signs. He spends time exploring outside when the weather is good but doesn't like the rain very much. E enjoys interacting with staff and his peers and we look forward to seeing his progress throughout the year.

Tia-Maria Best-Copeland
Playworker

SEN After School Support

D has been attending for some time and really enjoys after school club. His after school club package was expanded this year In order to better support D and his family. He enjoys his pictures as his comfort, and gets new ones when he attends. The site is a more relaxed environment after school as there are only a handful of young people that attend in one session.

On arrival he has a snack and enjoys time in the garden. D enjoys activities such as playing football, watching movies, cutting and sticking and making picture cards, but more importantly he likes to relax and make his own choices. Most of our young people receive instructions and constant direction throughout their home and school lives, however many of them are young adults and when they attend our service they like to choose what they want to do, just like any other teenager. At after school club, D is given freedom after a busy day of learning and encouraged to make choices for himself, direct his own play and seek support when needed in order to promote independence and boost self-esteem.

I also escort D home after session and I have noticed a big difference in him this year. He used to arrive at after school club in a bad mood, as he just wanted to relax at home after school. However over time he has learned that he can relax at after school club; there isn't a strict timetable like school and not as many expectations as there is at home. After school club is now his down time and he returns home in a better mood, which is a positive for his family.

Overall D really enjoys his time at after school club, and the service isn't just benefitting D, but his family as a whole.

Mohamed Ali
Playworker



Partnerships

We continue to maintain our relationships with LBHF Disabled Children's Team and Preparation for Adulthood Team. As more of our young people are transitioning into adulthood, we continue to build relationships with and work alongside Adult Services in Hammersmith & Fulham, Kensington & Chelsea, Ealing and Westminster. It has taken us a while to configure the different way of working to Children's Services, and some parents have struggled to adapt to the changes too. We continue to advocate for and support our families in any way we can.

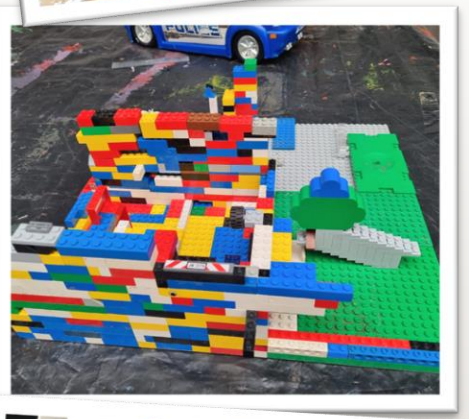
We have maintained our relationship and communication with CT Plus, who is our main transport provider and Westway Community Transport, as they provide transport some our young people to our day support service. We continue to work closely with Randolph Beresford Early Years Centre as they manage the White City Adventure Playground site and maintain good communication with regard to the building and maintenance. The Community Café that ran from the site officially ended their service and we continue to share the space with the Harrow Club, who provide services in the evenings for the community's youth.

Sainsbury's Fulham Wharf continued to host our collection tins on their checkouts until the summer. We haven't been able to fundraise as much as we hoped due to this year, however we are planning some fundraising events for when things return to some normality and are seeking alternative methods of fundraising.

We have been communicating with architects and project managers regarding the White City Central development and giving our thoughts to ensure that the new space that we have is suitable for our service. We hope to maintain and develop all our current relationships and partnerships with other providers and expand on these in the year to come.

Melanie Schwartz
Operations Manager







Messages from our Families

"The fuel payments and gift card have made a huge difference to my family, they were the difference between having food to eat and the heating on, or whether I had to go to a food bank and freeze in our home. So I am very grateful for the huge help they've been to my family! Thank you!"

Archna

"The fuel payments and gift cards has helped a lot and it has got us by. Thank you very much."

Ann-Marie

"Without Lesley and her team I would have been lost! From the beginning of everything with my son she was my rock and still is. I never want to give up her services. My son has a brilliant relationship with all her workers!"

Julie

"I wanted to say thanks for the gift card. It was kind and unexpected. Please pass on our thanks to everyone that arranged it."

Lisa

"I have been asked to thank you for everything at this difficult time for the family. While dad is in hospital, the food and support with their gas and electricity bills is even more appreciated."

Social Worker

"I just want to say thank you so much for all of your help with M's family. Mum has just called to say thank you for everything as she had just met with you, which is a massive step for this family. Thank you for being so accommodating."

Social Worker

"Thank you so much for the gifts for the girls, hopefully it will keep them quiet over Christmas for J! And thank you for all your support - it is so much appreciated."

Keisha

Quotes from Staff that Joined Our Team this Year

"Since working for PAHF, I've been able to work as part of a team to provide the best possible care and facilitate the individuals' needs, whilst allowing them to freely express themselves and enjoy themselves. Witnessing the individuals I work closely with gaining skills, such as becoming more confident and independent, makes this job rewarding. Whilst working for PAHF, I have gained many lifelong valuable skills such as communicating with various stakeholders of society and being patient and empathetic towards the young people. These are things I look forward to developing whilst supporting these vulnerable members of my community."

Manal

"Working with PAHF has been fantastic, communication between staff and management is great. Overall, it has been a pleasure working with PAHF."

Yusuf

"Working at PAHF has been a great experience so far. I'm appreciative for how much my knowledge of catering to individuals with autism has expanded as well. Alongside that, the staff team has made me feel so comfortable and welcomed since the very beginning, which allowed me to feel more at ease when getting to know all the young people because i knew i had support. I've also loved getting to know all the different likes, dislikes and personalities of the young people over the course of my time at PAHF so far. There is also a large element of surprise as everyday can be something different which makes the job a little exciting, which I like."

Asha

We continue to provide one-off bespoke services for families in need, on school or college inset days and for those who have different term dates

We continue to develop our sensory garden and the staff and young people have successfully began growing flowers, vegetables and herbs

PAHF's outreach and bespoke services aim to support young people, for whom play scheme is not appropriate, at home or in their local community. Bespoke services include escorting the young person to and from home, support in the community, support for specific activities, organising appropriate trips, promoting independence and providing basic behavioural assistance where appropriate

We used the remainder of the funding we received from the Baily Thomas Foundation in 2019 to provide 160 hours of additional support to our families most in need

Work for the White City Central development were planned to start in Spring 2022 however at the end of the financial year, the plan hadn't been finalised and the planning application hadn't been submitted We await further updates in the coming year

When some of our young people returned to education, we saw a decrease in the packages compared to the previous year. However, we still operated 168 sessions of playscheme on weekends and in school holidays, and 179 sessions of daytime and after school support. This remains a vast increase to our previous allocation of 95 days of service per year

Our staff continue to escort our clients that find transport difficult or have underlying health needs. We have advocated for ALL young people in LBHF be eligible for transport since the start of the pandemic, to prevent parents having to travel with their children on public transport, and this is still agreed and funded by the local authority

We continue to develop our online platforms; website and social media

We continue to work closely with Randolph Beresford regarding the Adventure Playground premises and we meet with them when possible

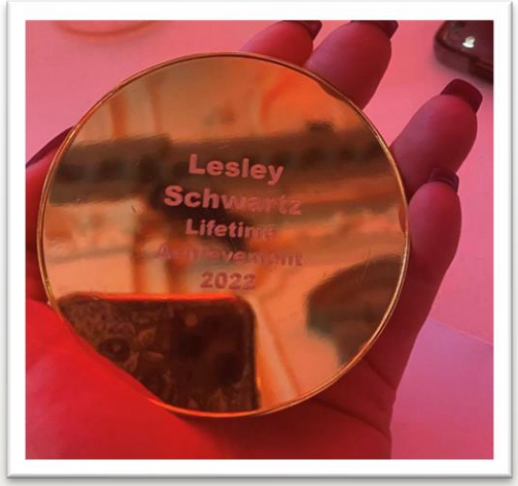
Melanie undertook her Team Teach Intermediate Tutor refresher course in September. Things are now more settled than they were the pandemic began, and she will be planning her first course for the team in July 2022

Congratulations to Lesley!

Lesley attended the Hammersmith & Fulham Civic Honours in May. She was nominated for the 'Lifetime Achievement Award' and won! The award was presented to her at the presentation evening by leader of LBHF, Cllr Stephen Cowan.









"Lesley has volunteered and worked, in the third sector in H&F for the past 30 years+, including trustee and treasurer for SEAPIA (1991-2012) supporting the fundraising and securing large grants, running activities and helped mentor others in the play work placements. She started Play Association Hammersmith & Fulham in 2005 from the council play forum. Lesley assisted with fundraising, events, bid writing, volunteered on projects, and highlighted gaps in the local offer for young people with SEN. Now CEO, during pandemic she ensured services for those with SEN continued and expanded the service at all year round. She also supports and advocates for parents and families in crisis and secured multiple grants to support families with shopping, respite, and household bills. Lesley does everything she can for the most vulnerable and is known for her reliability, kindness, and commitment."

Treasurer's Report

This continued to be a very difficult year for so many individuals, families and organisations. Things will continue to challenge people as we conclude this financial year with a cost of living crisis and pending national insurance and inflation hikes.

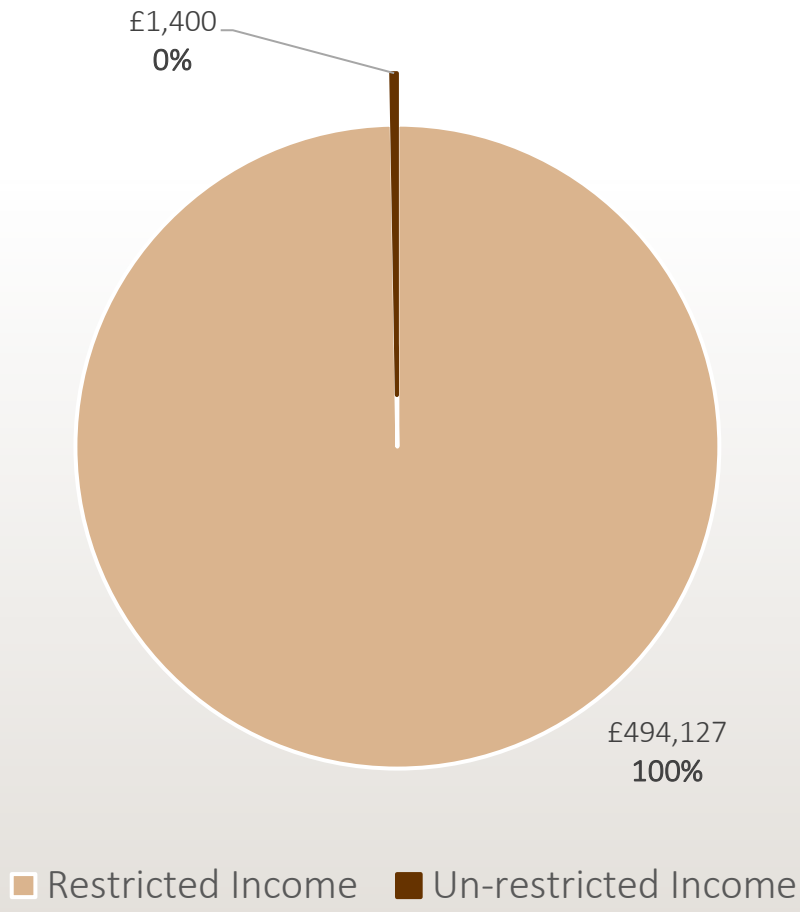
This year we saw a welcomed increase in income as we expanded our daytime and after school projects. The additional expenditure directly attributable to COVID has decreased slightly as restrictions were lifted and we have adapted to a new way of working.

We another year in a very strong financial position, with increasing reserves and a net profit of some £79K; a £60K increase on last year. PAHF is a thriving and sustainable organisation and we are hopeful that our income will continue to grow.

Going into the year 2022/23, there is continuing uncertainty about the future regarding both the effects COVID and our use of the adventure playground site. We continue to pay off our Government Bounce Back Loan, which has given us the flexibility to adapt to necessary changes and invest in our team and organisation for the future.

Gary Sweetman
Treasurer

Income for 2020/21



Fundraising & Highlights

The effects of the pandemic continued to affect our fundraising efforts this year. We have carried on planning fundraising events and activities for the future and we are awaiting the go-ahead to put these plans into action. Funding became available for all types of projects, not just COVID related projects this year, which allowed us some flexibility.

We were very fortunate to receive 3 grants from United in H&F. In April we were awarded £860 for sensory toys and resources. In August we were awarded £2520, which we used to purchase gift cards for our families for a supermarket of their choice. They received £60 over the summer holiday which helped parents to purchase packed lunch items for their children. And finally in September we were awarded £5000 . We decided to use this money to help our families once again, and gave each family £180 to be spent on bills and/or food as they saw fit. We also used the last part of our funding from Baily Thomas Foundation, helping to provide many hours of support for our families most in need.

In May we received an anonymous donation of £40 and in the summer, we collected our charity money boxes from Sainsburys for the last time - the funds collected from the tins totalled £843.00. We set up our Amazon Smile account in July – if you shop through Amazon Smile, it makes a donation of 0.5% of eligible net purchases to a charity of your choice at no cost to you. By the end of the year Amazon had donated £6.57 to us and we hope to build on this amount in the next year. In August, the Parsons Green Sports & Social Club hosted a charity event evening and we were their chosen charity. We received a donation of £365 from their club members.

In February we were contacted by a company in Jersey with regard to someone wanting to make an anonymous donation to our organisation. We were a little unsure as we thought it could be scam, however we did some checks and the donation was legitimate. The donation is being processed and hopefully will be with us in April.

Melanie Schwartz
Operations Manager



Thank You!

We would like to thank our partners and funders, who make our work possible. They include:

We would also like to extend a warm thank you to all the people we have worked with over the last year, to help support our young people and the work we do. A special mention goes to the following:

- Our wonderful staff team and dedicated board of trustees
- All at Randolph Beresford Early Years Centre, especially Michelle Barratt, Sandra Martin and Chris
- All at Royal Borough of Kensington & Chelsea, especially Yvonne Samuel, Santosh Murki and Adult Services
- All at London Borough of Hammersmith & Fulham, especially Mandy Lawson, Matt Simpson, Jon Boulton, Shelly Mulligan, Travel Care, the Disabled Children's Team & Preparation for Adulthood Team
- All at London Borough of Ealing, especially Michael Bonello and the Ealing Service for Children with Additional Needs (ESCAN)
- All at City of Westminster, especially their Learning Disability Partnership
- Anthony Heywood & Carolina Pina-Cuenca from the Big Splash
- Anwar Jorgis and Ginette Belateel for their accounting and book keeping services
- CT Plus, Westway Community Transport & Green CT Cars for their transport services
- Parsons Green Sports & Social Club for hosting our registered office and postal address
- The Big Yellow Box Company for hosting our storage services
- Sainsbury's Fulham Wharf for hosting our collection tins on their checkouts

We also want to thank all those companies and individuals who have supported us directly, or in kind, attended an event, made a donation or lent a helping hand.

The Coming Year

Play Association Hammersmith & Fulham will continue to deliver our current projects and be proactive in researching other opportunities that may present themselves. We hope to provide more training and work opportunities for our staff and continue to develop the services we provide. We hope to begin face-to-face events and fundraising in the near future and we continue to work on our publicity, advertising, improving and updating our website and developing our social media presence.

We understand that things can change at any moment and we plan to continue supporting our families throughout the pandemic, in any way possible. 2022/23 is still very uncertain, as we enter another new financial year in the middle of a pandemic, however we have done it once and we will do it again. We will continue to make the safety of our staff and young people paramount and plan to take Government advice, and direct advice from LBHF and PHE. Things are on track to getting back to normality, however our COVID policies and plans will remain in place in case of a spike in local cases. We will continue to operate in bubbles and will continue to support our families as much as we can, expanding on our afterschool and daytime services for young adults. We hope to build a relationship with LBHF Adult Services as more of our clients turn 18 years old, and will continue to support with transition.

Our head office is still based at Parsons Green Club; however, the senior management team continues to work and projects continue to operate from White City Adventure Playground for the foreseeable future. The area of White City we are in is due to be redeveloped in the coming years and we will work alongside the council, architects and co-ordinators to ensure the future of our service.

Would you like to become a Trustee?

We are always on the lookout for new trustees. Do you fit the following criteria:

- Are you interested in the rights of children to play?
- Have you knowledge or experience of play, of the voluntary sector or business world?
- Are you willing to give up some free time to support our organisation?

If you are interested in becoming a trustee for Play Association Hammersmith & Fulham, please contact us on 020 7736 3699 or info@playassociationhf.org.uk

play association
hammersmith & fulham

Play Association Hammersmith & Fulham

Parsons Green Sports & Social Club
31 Broomhouse Lane
London
SW6 3DP

Tel: 020 7736 3699
Email: info@playassociationhf.org.uk

www.playassociationhf.org.uk

Registered Charity Number: 1108948
Registered Company Limited by Guarantee: 5345096

© Play Association Hammersmith & Fulham 2022



PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Registered Company Number - 5345096

Registered Charity Number - 1108948

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

Contents

	Pages
Legal & Administrative Information	1
Report of Council of Management	2 - 4
Independent Examiner's Report	5
Statements of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 - 11
The following page does not form part of the Statutory Accounts	
Detailed Income and Expenditure Account	12

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

COMPANY INFORMATION

Company Number	5345096
Registered Charity Number	1108948
Directors	Lesley Schwartz Gary Sweetman
Trustees	Gary Sweetman Appointed January 2013) Simon Spencer (Resigned October 2021) Jessica Quinn (Appointed October 2020) Dawn Rawlins (Appointed October 2020) George Moss (Appointed October 2019) Verhinder Kaur Poonian (Resigned October 2021)
Company Secretary	George Moss (Appointed November 2020)
Registered Office	Parson Green Sport & Social Club 31 Broomhouse Lane London SW6 3DP
Governing Documents	Memorandum and Articles of Association

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEES' RESPONSIBILITIES

UK company and charity law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the Charity at the end of the financial year, and of the surplus or deficit of the charity for that period. In preparing those financial statements, trustees have:

- selected suitable accounting policies and then applied them consistently;

- made judgements and estimates that are reasonable and prudent;
- stated whether applicable accounting standards have been followed; subject to any material departures disclosed and explained in the financial statements; and

- prepared the financial statements on a going concern basis.

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

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Objects & Principal Activities

To achieve these objects the charity provides support services aimed at vulnerable and at r
children with disabilities and children from new communities

Organisational Structure

PAHF is managed by a board of Directors, some of who serve as Trustees for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election.

Day-to-day running of PAHF is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Reserve Policy

As at 31st March 2022 accounts showed reserves of £143,907 of which 139,363 was restri
£48,460) was restricted .
The charity made a surplus of £79,129 compared to a surplus of £19,385 in 2021

Sole purpose of the charity is SEN work

Information, advice and networks – support to members:
PAHF continues to support the sector through partnership

We have taken on a number partnerships working; London Borough of Hammersmith & Fulham, Ealing,Westminster and Royal Borough Kensington & Chelsea

Special Needs Provision
Our Specials Needs operation is now the sole focus of our service delivery. We continue to support children, young people and their families from our main operation hub at White city and in the community

The trustees are aware of Section 17 Charities Act 2011 and its requirements which are met.



.....
Gary Sweetman
Director
Approved by the Board on 03/11/2022

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PLAY ASSOCIATION HAMMERSMITH & FULHAM

I report on the accounts of the company for the year ended 31 March 2022, which are set out on page 6 to 10.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

For the preparation of the accounts, The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.
The Charity gross income exceeded £250,000 and I'm qualified to undertake the examination by being qualified member of Institute of Financial Accountants

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently, I do not express an audit opinion on the view given by the accounts.

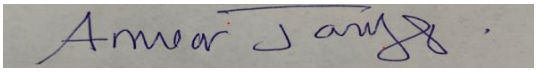
INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charity Act 2006; and
- to prepare accounts which accord with the accounting records and to comply with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Anwar Jorgis- AFA-AAIA-- MIPA-ACIPP
Jorgis Accountants Ltd
3 Cressage Close
Southall
Middlesex, UB1 2XP

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF FINANACIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Incoming resources					
Incoming Resources from charitable activities					
Income receivable	1		494,127	494,127	351,318
Incoming Resources from generated funds	2	1,400		1,400	3,382
Voluntary Income					
Interest income		-	-	-	-
Total Incoming resources available for charitable application		**1,400**	**494,127**	**495,528**	**354,700**
Resources Expended	3				
Charitable activities		-	406,092	406,092	324,026
Governance costs		10,307	-	10,307	11,289
Total Resources expended		**£ 10,307**	**406,092**	**416,399**	**335,315**
Net Incoming/(outgoing) resources before transfers		**(8,907)**	**88,035**	**79,129**	**19,385**
Transfers between funds				-	-
Fund balances at 01 April 2021		16,316	48,462	64,778	64,778
Fund balances at 31 March 2022		**7,409**	**136,497**	**143,907**	**64,778**

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

BALANCE SHEET

AS AT 31 MARCH 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible fixed assets	7		1,229		-
Current Assets					
Debtors	4	37,515		25,780	
Cash at bank and in hand		149,955		88,998	
		187,470		114,778	
Current liabilities					
Amount falling due over one year	5	44,791		50,000	
Net current assets			142,678		64,778
Total assets less current liabilities			**143,907**		**64,778**
Funds					
Restricted Fund	6		**139,363**	48,460	
Unrestricted Fund			**4,542**	16,316	
Total Funds			**143,907**		**64,778**

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Com 2006.

Approved by the trustees on ----------
and signed on their behalf by:



……
Gary Sweetman
Director/ Trustee

Registered Company Number - 5345096

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

ACCOUNTING POLICY

Basis of Preparation

The financial statements of the charity have been prepared in accordance with the Statements of Recommended Practice (SORP)applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102- effective 1January 2015)- (Charities SORP FRS102) and the Companies Act 2006.

The Charitable company meets the definition of public benefits entity under FRS 102. Assests and liabilities are initally recognised at historical costs or transaction value unless otherwise stated in the relevant policy or notes.

Fund Accounting

Grants and other income are accounted for on a receivable basis.
Income streams will be identified as either Restricted or Unrestricted and reported in the Financial Statement appropriately.
Restricted funds are monies raised for and their use restricted to a specific purpose or Grants subject to donor.
Unrestricted funds compromise those monies which may be used towards meeting the charitable objectives of the Charity at the discretion of the Trustee.

Taxation

Play Association H&F is registered Charity and not subject to income or corporate Tax on its Income or Activities provided that the resources are expended on the defined charitable activities.

Cash flow

The company has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cash flow statement on the grounds that it qualities for exemption as a small company.

Depreciation ,

Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life.:

The depreciation rates in use are as follows

Computer equipment	33%	(straight line)
Fixtures, fittings and equipment	20%	(straight line)
Vehicles	20%	(straight line)

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1 Grant Receivable	**2022**	**2021**
	£	**£**
London Borough of Hammersmith & Fulham	273,680	237,984
Royal Borough Kensington & Chelsea	76,725	52,001
Bailey Thomas Charitable Fund		-
London Borough of Westminster	8,745	3,115
John Lyon's Trust		-
Hammers United Charity	8,380	750
London Borough of Ealing	126,597	53,968
City Of London		-
Dr. Edward's & Bishop		-
Other Grants		3,500
	494,127	**351,318**

2 Activities from Generated funds		
Other income		132
Donation & Fundraising	1,400	2,250
Service income		1,000
	1,400	**3,382**

3 Resources expended		
Salary	335,791	274,584
NI- Employer	9,280	6,951
Freealnces and Temporary workers	3,063	1,499
Workshop/Venue hire	20,089	2,500
Loan repayment	8,874	-
Depreciation	307	-
Other overheads	17,918	38,338
Governance costs	10,770	155
Audit and Accountancy Fees	10,307	11,289
	416,399	**335,315**

4 Debtors		
Grant Receivable		
London Borough of Hammersmith & Fulham	20,740	14,928
London Borough of Brent		-
London Borough of Ealing	9,558	
Royal Borough Kensington & Chelsea	6,887	10,852
Other debtors	330	
	37,515	**25,780**

Charity trustee received no payment for employment supplied to the charity (2022: £00.00).

5 Creditors - Amount falling due within one year:

	2022	2021
	£	£
Payroll Liabilities	3,665	
Deferred income	-	-
Overpayment		-
Accruals	-	
	3,665	**-**
Creditors -Amount falling due over one year:		
Loan- HSBC-Long term	41,126	50,000
	41,126	**50,000**

6 Movements in funds

	At 1.04.2021	Incoming resources	Outgoing resources	Transfer	At 31.03.2022
Restricted funds:					
White City- Wormholt					-
Bailey's Trust	3,405			(3,405)	
Lillis project	45,055	489,127	394,820		139,363
					-
Total restricted funds	**48,460**	**489,127**	**394,820**	**(3,405)**	**139,363**
Unrestricted funds:					
General funds	16,316	6,400	21,579	3,405	4,542
Total unrestricted funds	**16,316**	**6,400**	**21,579**	**-**	**4,542**
Total funds	**64,778**	**495,528**	**416,399**	**-**	**143,908**

7 Tangible fixed assets

	Fixture & furniture	Equipment	Total
	£		£
Cost			
At 1 April 2021	1,536		1,536
Additions		-	-
At 31 March 2022	**1,536**	-	**1,536**
Depreciation			
At 1 April 2021	-	-	-
Charge for the period	307	-	307
At 31 March 2022	**307**	**-**	**307**
Net book value			
At 31 March 2022	**1,229**	**-**	**1,229**
At 31 March 2021	-	-	-

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	31/03/2022	31/03/2021
	£	£
Net csh generated from Operating activities	**149,955**	**88,998**
Cash flows from investing activities		
Interest received	-	-
Payment to acquire tangible fix assests	**1,536**	-
Cash provided by (used in) Investing activities		
Increase in cash & cash equivalents in the year	**60,957**	**88,998**
Cash & cash equivlents at the beginning of the year	**88,998**	**114,778**
Total cash & cash equivlents at the end of the year	**149,955**	**114,778**

Reonciliation of net movement in funds to net cashflow from operting activiities

	31/03/2022	31/03/2021
	£	£
Net income/expenditure	**79,129**	**19,385**
Depreciation charge	**307**	
Investment income	-	
Decrease /Increase in debtors	**11,735**	**25,780**
Increase/Decrease in creditors	**(5,209)**	**50,000**
Net Cash generated from operating activitties	**85,963**	**95,165**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
INCOMING RESOURCES	**£**	**£**
Restricted income	494,127	351,318
Unrestricted income	1,400	3,382
Total income	**495,528**	**354,700**
RESOURCES EXPENDED		
Gross salaries costs	335,791	274,584
NI- Employer	9,280	6,951
Freelances and temporary workers	3,063	1,499
Rent	12,000	12,000
Light & Heat	-	-
Subscriptions	134	
Insurance	1,896	1,911
Repair & Renewal	1,458	1,523
Publicity & Advertising	380	-
Training	2,558	
Events/Seminars/Venue Hire	68	2,500
Travel & subsistence charge	-	-
Printing ,postage and stationery	1,029	361
Holiday Fun equipment	348	
Office removal		
Computers expense & Sotware	686	1,252
Telephone	1,730	1,452
Payroll expenses		
Bank and credit charges	195	180
Audit & Accountancy	10,307	11,289
Legal & Professional charges	2,140	400
Consultancy fee	-	990
Transport Costs	303	12
Equipment rental & small tools	7,947	
Other office costs	-	1,058
Volunteer expenses		
Activities	4,305	9,580
Donation & fundraising costs	3,580	19
Storage	8,021	7,601
Trustees & AGM expenses		155
Bad debt		
Overpayment		-
Loan repayment	8,874	-
Depreciation	307	-
	416,398	**335,315**
Surplus/ (Deficit) carried forward	**79,129**	**19,385**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PLAY ASSOCIATION HAMMERSMITH & FULHAM

I report on the accounts of the company for the year ended 31 March 2022, which are set out on page 6 to 10.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

For the preparation of the accounts, The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.
The Charity gross income exceeded £250,000 and I'm qualified to undertake the examination by being qualified member of Institute of Financial Accountants

BASIS OF INDEPENDENT EXAMINER'S REPORT
My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently, I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charity Act 2006; and
- to prepare accounts which accord with the accounting records and to comply with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Anwar Jorgis- AFA-AAIA-- MIPA-ACIPP
Jorgis Accountants Ltd
3 Cressage Close
Southall
Middlesex, UB1 2XP

Living with Equal Opportunities Ltd

England & Wales - Charity number 1108948

Accounts

play association
hammersmith & fulham

ANNUAL REPORT 2020/2021

Chair's Message



When I wrote my report last year, the enormous impact that COVID would have on all our lives was only just becoming apparent. As restrictions were imposed and support services were suspended, so many of our hard-pressed SEN families faced isolation and uncertainty. It was with these families in mind, and with the support of LBHF, that PAHF took the courageous decision not to suspend our specialist SEN play/respite provision.

Working in partnership with the London Borough of Hammersmith and Fulham, our senior leadership team have worked incredibly hard to adapt to the new restrictions and ever-changing guidance. Despite everything, PAHF has stayed open throughout the pandemic and now operates seven days a week.

I believe that everyone who has supported PAHF in these challenging times should be enormously proud of what they have achieved. On behalf of my fellow trustees and fellow parents, all I can say is a heartfelt thank you!

As PAHF starts another year, continuing to support our young people and their families remains our priority no matter what challenges we face.

Gary Sweetman
Chair of Trustees

Chief Executive's Report







What a difference a year makes! We are fast approaching a year of COVID-19, lockdowns, restrictions and normality has gone! In February there was talk of a possible lockdown and in March the Government highlighted how the country would proceed through the pandemic. Lockdown imposed tough restrictions on what people could do. Businesses, schools and colleges closed except for keyworkers and unfortunately all playgrounds, adventures and public parks were closed. This also sadly saw the close of our mainstream projects until further notice.

We proposed to local authorities that we were here to support the Lillis young people and their families. LBHF were happy with the proposal but had to seek special government exemption to use White City Adventure Playground for the SEN service. This was soon granted, and the doors remained opened to the Lillis Project in April. We spent lots of time compiling paperwork and getting the service and building COVID-19 safe. The service was deemed as 'out of school service' while schools and colleges were closed, and the local authority kindly supplied us with PPE and cleaning resources. Later in the year we were deemed an 'essential service provider for SEN young people.' In April PAHF celebrated 15 years of serving the community and one of our parents baked a fantastic cake for us!

PAHF has a good relationship with all our families, and we thank them for their honesty and support with regard to self-isolation, testing and unforeseen changes. I would also like to thank the staff team for their hard work, honesty and resilience, as it has been a challenging year. We look forward to what next year brings.

Lesley Schwartz
Divisional Manager for SEN Projects

About Us

Who We Are

Play Association Hammersmith and Fulham is a voluntary organisation that provides play opportunities and experiences for children in and around West London boroughs. We currently provide adventure play in deprived parts of the borough and specialist play schemes on Saturdays and school holidays that provide respite for families of children and young adults with complex needs. We currently work with families residing in Hammersmith & Fulham, Kensington and Chelsea and Ealing. We are a charity, as well as a company limited by guarantee.

Our Mission

We at PAHF believe that every child has the right to play freely, and that play is an essential part of the welfare and development of children. We work to promote, support, improve and deliver children's play opportunities in Hammersmith & Fulham and surrounding boroughs, in response to local need. We do this in a range of ways, including:

- delivering specialist play provision for children with complex needs
- delivering outreach and youth play sessions in deprived areas
- delivering individualised, bespoke play and mentoring services for individuals
- providing support to play in the borough and promoting good models of playwork practice
- representing the play sector on various partnerships and networks

We are allocated some of the most complex and challenging children in the borough as well as supporting children that are unable to access or have been excluded from other provisions – for some families we are their last resort. We have never turned a child or young person away and have always endeavoured to work with families and other professionals as much as possible to extend opportunities for children and young people.

Board of Trustees

Chair & Treasurer
Gary Sweetman

Trustee & Company Secretary (until Oct 2020)
Stephen Sayer

Trustee (until Oct 2020)
Hal Davidson

Trustee
Verinder Kaur Poonian

Trustee
Company Secretary (from Nov 2020)
George Moss

Trustee & Parent Rep
Dawn Rawlins

Trustee (from Oct 2020)
Jessica Quinn

Trustee (from Oct 2020)
Simon Spencer

Head Office Team

Divisional Manager for SEN Projects
Lesley Schwartz

Operations Manager
Melanie Schwartz

Divisional Manager for Mainstream Projects (until Oct 2020)
Colin Simmons

Play Development Officer (until Sept 2020)
Rob Carroll

Playwork Team

Senior Playwork Team

Lesley Schwartz, Katie O'Brien, Aaron Evans, Simon Spencer, Zoe Sandrine, Shirag Ahmed, Marcus Begg, Kerry Clifford, Elli Sunshine, Amina Adan, Suad Ibrahim, Kojo Agyemang

Playworkers

Hayedeh Naderi, Belen Tuset-Lopez, Luul Sabriye, Rochelle Sewell, Nicola Garrett, Jacklyn Haynes, Allison Carr, Florence Villenave, Amanda Thomas, Georgina Adjei, Daniel Ekundayo, Sabrina Bechatta, Sulma Mohamed, Sahra Sheikhey, Rafael Jakimiuk, Kim Brosman, Jessie Mulhern, Sara Abas Bafo, Yannick Bernard, Anthony Adigbo, Estera Daniel, Ashish Patel, Mya Onwugbonu, Suraj Chothani, Bukheit 'BK' Salum, Mohamed Sheikhey, Mirella Wysocka, Jamarah Irish, John Ozokolie, Mariam Abas Bafo, Chloe Kelly, Nathalee Blair, Nasra Ali, Nasra Mohamed Duale, Layla Haji, Ismail El-Frougui, Shilan Ahmed, Aisha Ali, Donna Doosaah, Christ Coulibaly, Emmanuel Anyabuine, Mohamed Ali, Faduma Sheikhey, Bouchra Thummannah, Abdul-Karim 'AK' El-Frougui, Daniça Sode, Tia-Maria Best-Copeland, Joyce Cobbina, Ozcan Yilmaz, Rutvi Patel, Maya Abas Bafo, Samaneh Darvish, Gamze Robitzsch, James Evans

Volunteers and Helping Hands

Camilla Valsecchi, Steven Schwartz, Nadiya

Anthony Lillis Project



As we began this financial year, we saw attendance for the Lillis Project decrease in the first couple of weeks. This was the choice of some of our parents, as they feared for the health and safety of their children and were worried about what was to come. We quickly put COVID-19 paperwork and policies into place, including risk assessments, contingency and action plans and cleaning policies. These were sent to the local authority, staff and parents to inform them how we planned to operate during the pandemic and to reassure them that we were doing everything possible to keep everyone on site safe in the process. We started taking temperatures of all on site throughout the day, had a supply of PPE from the local authority and began cleaning on the hour. We purchased additional cleaning equipment including a jet washer, and a steam cleaner, and had our washing machine plumbed in to make things easier.

We regularly called parents to check in, to let them know we were here for them and that we were able to support them if needed. As the pandemic saw closures of schools and colleges, many of our families were anxious about lockdown and managing at home. The local authority put a plan in place that included increasing packages of care temporarily in lieu of education. By May half term, some of our young people and their families had started to struggle and there was no end to the pandemic in sight, so playscheme attendance started to slowly increase. The Lillis Project was open 6 days a week and supported some of our young people in the community to reduce the number of people on site where possible – this continued until our young people went back into education in September. Some went back staggered, and we provided bespoke services to support those families.

We continued to look at how we could keep the risk low as the young people would now be back at school and coming in to contact with more people. We reviewed individual risk assessments for all staff and young people, we updated all the COVID-19 paperwork and introduced maximum occupancy and designated an isolation room and toilet for suspected cases on site.

We had resumed normal service and some young people were supported in the community where possible to keep numbers on site low. However, with the cold weather approaching we felt this wasn't fair on them, and with everyone being inside over winter, we took the decision to split the staff team and the young people into 2 bubbles in order to ensure that we could fulfil all packages of care. We decided to operate Saturday playscheme over both days on the weekend and 7 days a week during school holidays; Saturday/Green bubble for those young people who came on mini-buses (mostly LBHF) and Sunday/Blue bubble who are transported in taxi's or by parents (mostly Ealing). We have a maximum of 25 people on site each day. We continued to operate in bubbles throughout the remainder of the year and plan to do so into the foreseeable future.

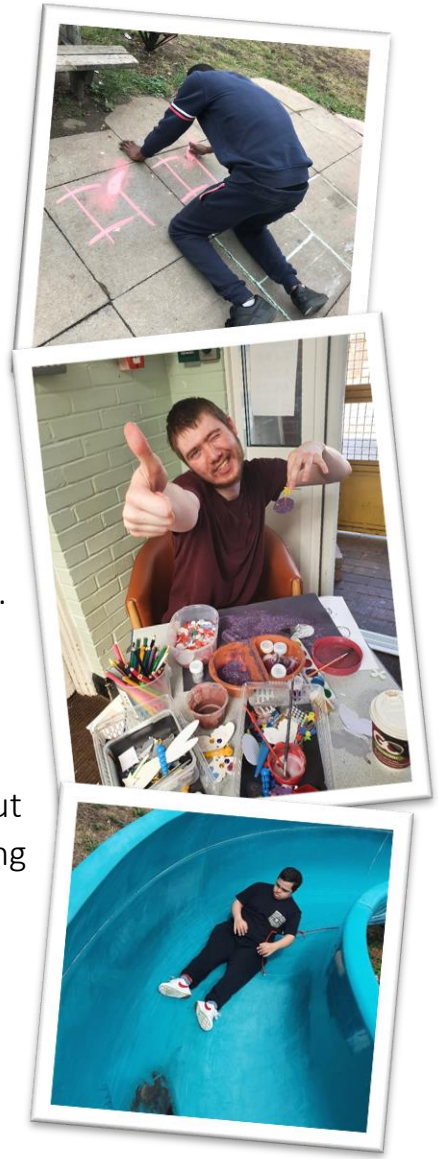
In September we were deemed an 'essential service provider' by the local authority and were asked to present our COVID plans and paperwork to LBHF's Tactical Analysis Group for review, who were a panel of senior local authority officers. They were pleased with our input and dedication to keeping our site safe, as was the management for the Disabled Children's and Transitional Teams.

Over the last year we have only had to close playscheme on 3 days. We are very proud that we have been able to keep our site safe for our staff and young people. I would like to thank the senior team, including those that have stepped up in the absence of Lesley or Katie, I would also like to thank the team as a whole for their continued hard-work, patience while we navigate a way through, dedication to the young people, service and charity, and for their resilience and strength doing a tough job in even tougher times. Without you and your willingness to support our families during the pandemic, none of the above would have been possible.

Melanie Schwartz
Operations Manager



Anthony Lillis Project
Green Bubble



When the service was split in half, the young people reacted to the change very well, as we tried to keep things as normal as possible for them and stick to their routines. Some of the young people have been asking for staff and young people that aren't in their bubble and we have had to explain to them that we are unsure when they will be able to see them again.

The young people have had access to the whole site during this time, except the sensory room as it has many surfaces that could be contaminated with the virus and is difficult to clean. We have still been doing all the same activities; art, cooking, sensory play, outdoor activities. We've been taking extra care to make sure all the equipment we use is cleaned thoroughly afterwards. We introduced a sensory massage programme after lunch and all the young people really enjoyed it. The reaction was positive, and we plan to continue this going forward.

There has been changes to the way we do things, especially the way and frequency we must clean the toys, surfaces, and other equipment that we use. We always have one staff member on general duties to clean all areas and surfaces throughout the day. It was also decided to increase the staff working hours to ensure enough time for the building to be cleaned before and after every session.

We continue to ensure the safety of all on site; staff must complete a declaration on arrival to site that confirms they have no COVID symptoms, haven't travelled abroad and haven't been told to isolate. All staff and young people's belongings are to be put in separate bags, all staff are required to wear masks unless outside in the open and can social distance. We have started keeping diaries for each young person to monitor their mental health and well-being during these uncertain times. Some young people have tried new things during the pandemic and the diaries have been helping us to adapt the service to support them the best we can.

Katie O'Brien
Senior Playworker

Anthony Lillis Project
Blue Bubble



What a year we've had! Throughout the pandemic we were keen to provide a service of some kind to our clients. When schools were closed we adapted the provision to become an out of school service. Holiday provision went a head as normal throughout the year and when the schools went back in September, we had to rethink the service. Operating in 2 bubbles meant that if we had an outbreak on site, the whole group wouldn't be affected. This would also reduce the risks for all. The team have been very proactive in cleaning and keeping on top of disinfecting of equipment and resources.

I feel that the young people enjoy and have benefitted from being in smaller groups. Their anxiety has reduced and some young people that are usually quite cautious and shy, have been exploring different areas of the site and started engaging with their peers, which has improved their well-being.

As we entered the second lockdown, I feel it had a massive impact on our young people. We started to notice some of them were becoming more anxious and some were presenting challenging behaviours. They did not understand why they were back at school but didn't have their normal routine. Some of them were only going to school a few days each week, and again were in bubbles so didn't see some of their friends and teachers. Having to isolate was also playing havoc with our families' mental health, as isolating from school meant they weren't able to get any support at all until their isolation period was over. The continually changing guidance didn't make this any easier. We decided to start keeping diaries for each young person to document their time at playscheme. This has helped us to notice regular behaviours and patterns and be proactive in trying to diffuse the situation. The diaries also mean we can keep a written record of each young person's well-being and in turn support their mental health.

Due to some families struggling, we extended our service to provide support until 6pm when needed, which has helped them

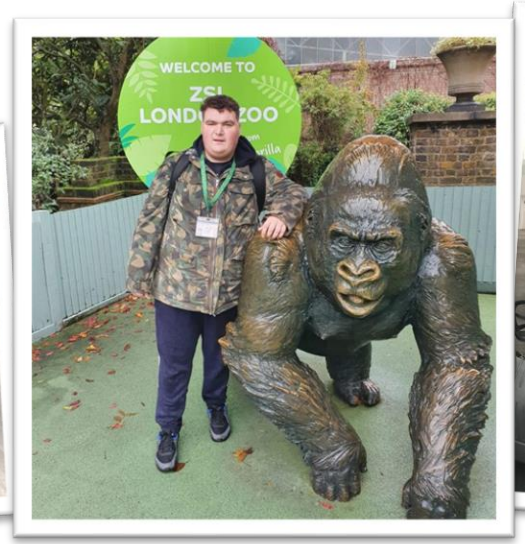
Lesley Schwartz
Senior Playworker

SEN Bespoke Work - Sundays

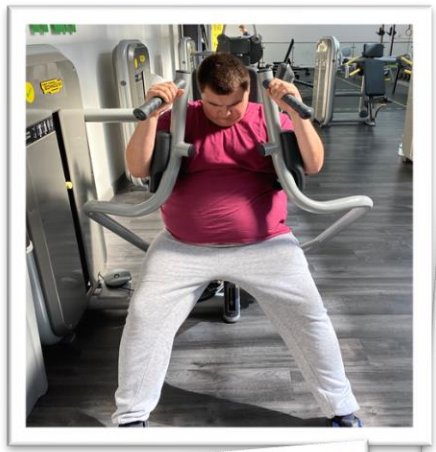
B has been participating in lots of activities in the community including arts and crafts. sports, trampoline and gym sessions across Kensington and Chelsea leisure centres and White City Adventure playground. He has enjoyed visiting London Zoo, museums and other activities around London. He enjoys using the outside gym to do exercise and enjoys walking. He enjoys communicating with other people when he is out in the community and has made friends.

Being supported in the community has helped B to further developed his skills. He has been taking part in exercise and sport, and I continue taking him to get his haircut – he now tells me when his hair is too long and he needs it cut. Well done B continue the outstanding work.

Shirag Ahmed
Outreach Playworker





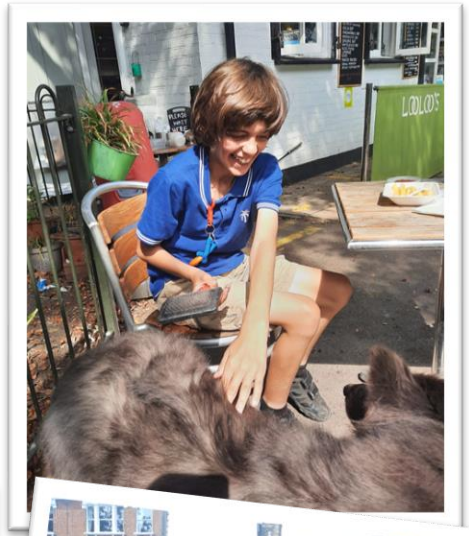


SEN Bespoke Work - Sundays

During the pandemic, it was hard to work in the community as many things were closed. Working with Z in the community on Sundays was a challenge as his attitude and behaviour would sometimes change due to him not being able to explore his favourite places. I would usually take him to access play activities, but during the pandemic, he has not been able to do that. I have done my best to try and maintain some consistency and routine, for example taking him to the park and going on buses and trains.

One of the biggest challenges that I have faced this year is trying to keep Z occupied, and changes to his behaviour when this isn't possible, or he doesn't get what he wants. Over time, Z has gradually gained a better understanding of how the world has changed, and I will continue support him in any way I can.

Sahra Sheikhey
Outreach Playworker

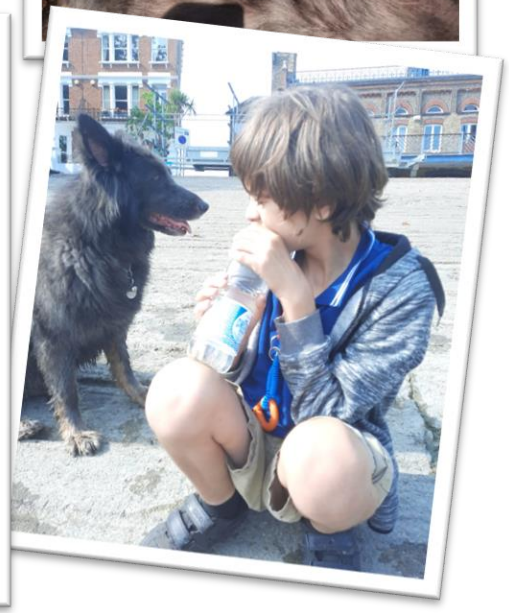












SEN Bespoke Work - Sundays



B is always ready and happy to see me on Sundays when I pick him up, whether we are going out or to playscheme. During the pandemic it has been a struggle to find activities to access. This made B anxious at first and he would always ask questions about his day, however as time has passed and due to the constant uncertainty of the pandemic, he has over time become more relaxed and now rarely asks questions – he's just happy to be out and engage with others. I explain to him how the day is planned out, including where we are going, method of transportation and if there may be any changes to the plan.

B is able to make choices about his day, for example where he wants to go and which route he wants to take to get there. At the start of the pandemic he wanted to stay close to home and wanted to walk the same route, however now B seems more confident, is much less stressed and is happy to visit other places and take different routes. He has been quite anxious while travelling this year and would shout a lot if he felt uneasy, but he has coped very well and giving him choice and control of how he wants to proceed to his destination has really helped his to settle. He loves looking at sports cars and talks about them a lot. Being in the community has helped him improve his road safety skills and we walk Kasa (my therapy dog) he is really cautious and always checks Kasa isn't too close to the road. B has a big soft spot for Kasa and sometimes gets upset if I don't bring her to pick him up. He is confident when walking her and holds her leash. He helps her out when her leash gets caught, he will praise her when she is walking nice with him and will ensure she has food and water on our journeys. They show each other lots of affection and have built a great bond.

B has developed some new interests during the pandemic and has been helping in the garden, being very creative with our arts and crafts resources and listening to music through headphones. He has tried some new foods and healthy snacks. I have seen real changes to B and his behaviour in the last year. He has developed more patience with dealing or coping with stress, waiting, and change of routine. He has really developed his communication skills to. I've enjoyed working with B.

Kim Brosman
Outreach Playworker

SEN Bespoke Work - Daycare

One area of support we have provided this year includes a bespoke service for some of our older young people who are no longer in education. We worked with one of our families to provide weekday support for their 22-year-old son who is no longer in education.

Initially his parents were quite anxious about him leaving the house, let alone attending playscheme – he is a wheelchair user and has Cerebral Palsy, which deemed him vulnerable to COVID 19. However, as time passed and we assured them we were doing all we could to keep everyone safe, we began collecting him from his home and escorting him to playscheme 3 days a week, where he was the only young person on site. He is able to access activities that are specifically designed for and are beneficial to him. We support him physically and emotionally, as well as helping to meet his sensory needs.

The service is a vital lifeline for his family, and gives them some much needed respite, as he is no longer eligible for education and doesn't attend any other provisions. Without our support during these uncertain times, he and his family could have become very isolated, however they are very grateful for the support and respite they receive, and we hope that we are able to continue this service beyond the pandemic.

Marcus Begg
Playworker

SEN After School Support

We officially started running an after-school project for SEN young people this year! After starting a bespoke service for one of our young people, our after school project has now expanded and on some nights we can have up to 5 young people on site, 2 of which are supported on a 2:1 basis. We operate Monday to Friday, from 3.00-6.30pm. We have a range of activities to offer, including arts and crafts, cooking, outdoor activities and sensory play. There is a limit to the activities that we can do as its only a short time that they are with us, however these activities can still be accessed at playscheme on the weekends or school holidays.

We now have 2 young people attending from Ealing, one of whom was new to the service and didn't like transition. We put together a transition plan and his parents started by driving to site. He wouldn't get out of the car at first, however after meeting me a few times he would allow me to walk with him and dad around the perimeter of the site and bring him in though the side gate. We would leave the gate open at first to relieve his anxiety, letting him know he was free to leave with dad if he didn't want to stay. After a while we started to shut the gate, and eventually locked the gate, so if he wanted to leave he would need to walk through the building. Eventually he started to enter the site through the front door, with dad by his side. After a while, Kerry and I suggested to dad that he leave for a while and see how it goes. This worked really well and over a period of weeks we gradually increased the time dad left site for, until he was able to stay with us till 6pm. Kerry and I slowly introduced him to Mya and Daniça, who have been doing a fantastic job with him. Over time we started to build a pool of staff he was familiar and comfortable with and we are planning to have him join the green bubble for the coming Easter holiday.

We are introducing an established snack time and menu, offering the young people a variety of their favourite foods. This in turn will help the young people to know what to expect each day, therefore relieving their anxiety a little before they arrive. I'm really happy with the progress of the after school club and the young people attending. I'd like to say a big thank you to all the staff that have helped the project to build and become a success.

Katie O'Brien
Senior Playworker

SEN After School Support



I have been working with B at after school club. When we ran a mainstream after school club, B accessed the provision with his playworker, however this year B's after school club experience changed. It's a big change for him and his routine. Some days he is the only young person attending after school club, however he benefits from having everyone's full attention and is interacting more with the team, especially staff he doesn't know so well.

He has coped with the changes and uncertainty this year very well. He asks about the other young people when he is on site on his own, which demonstrates that he cares for his friends and values their company. However he isn't disheartened being the only one on site and still enjoys his time at after school club. He loves coming to after school club and always notices when Katie or I aren't there, as we are the ones that support him the most. He shows concern for us, asking where we are and when we will be back.

I have supported B and his mum to attend doctors appointments, as B can find waiting, examination and procedures a challenge. He has reacted positively to having me support him at appointments and this provides some relief, support and reassurance for mum. B's family are extremely grateful for the support they receive – without after school support B would be extremely anxious and bored after college each day, and would most likely present challenging behaviour at home. B has attended after school club since he was young and continuing this service into adulthood has maintained an important part of his routine and reduced his anxiety.

Kerry Clifford
Playworker

SEN After School Support

L attends after school club on Fridays for 3 hours, where he is collected from school and walked home. The group is usually quite small on Friday's, however during the pandemic we have seen an increase in after school attendees throughout the week. This has been brilliant for L as he enjoys being around different people and is very sociable. Since L has been coming to the after school club, he is engaging more with young people of his age, which in turn has built his confidence and social skills. He has become more vocal has been open to exploring the outside area more. He likes to help with tidying up and will stack chairs, sweeping the floor and take the bins out without being prompted.

Amina Adan
Playworker

I collect one of our young people from school and escort him to after school club. He joined the after school club during the pandemic and in the beginning, he was a bit apprehensive. He had a lot of changes going on around him; he had recently started attending an overnight stay service and he was confused as to why he was being brought to playscheme after school. We reassured him that he will still be going home to mum after club. He was unsure in the first couple of weeks but he soon got used to his new routine. There were times he was going to respite instead of home after club and this would upset him, however once his days at respite were decreased, he was back to his normal self. He is a very mischievous young man. When he witnesses other young people behaving inappropriately, he feeds off it and starts to misbehave himself, sometimes copying the exact behaviour as others. He plays a lot with the toys in the centre and also enjoys pushing the trolley and bikes around outside. I believe he enjoys the service, he is very playful, happy and has really become fond of myself and other staff. He is very comfortable around us and when other young people are upset, he hides behind us or even holds our hands, demonstrating his relationship with us. He's shown better communication with his peers, he gets really excited when he sees his friends arrive at after school club.

Layla Haji
Playworker

SEN After School Support

E joined us during the pandemic; he was attending another service, however he was just about to turn 16, which was their age limit. E has high anxiety and doesn't like transition at the best of times, and unfortunately due to the pandemic, there was no transition period for E from one service to the next. We had to stagger his days at playscheme and at first he wouldn't walk through the front door, however his parents brought him to playscheme most days, just so he could get used to the site and meet the staff and young people. Each time he took a little step closer. It was a very gradual process, however E soon warmed to us and has since gained a lot from coming to after school club. Although it's still early days and we are yet to see changes in him or his behaviour, he has quickly become very comfortable on site. Having built a good rapport with the staff and the other young people, his personality has shone through. Due to his anxiety, E benefits from being in a small group and is able to move freely around the playground. When E first arrived the other young people made him anxious, but now we can see him making an effort to interact with them, which is really good progress. He still struggles with asking for water and accessing some parts of the building, however this is improving with time.

Mya Onwugbonu
Playworker

S started the year as his usual energetic, imaginative self. However we began to notice a slight change in his behaviour half way through the year. He was becoming more frustrated, was struggling with voice volume control, was finding it hard to string his thoughts together, had trouble focusing and found it difficult to be in the same vicinity as some of the other young people at times. We were unsure if these were hormonal changes caused by puberty or if he was struggling with the prolonged effects of the pandemic on his routine and every day life, however he started being supported on a 2:1 basis. Attending after school club has had a positive effect on his him and we are working closely with him to manage his feelings understand his behaviour. Being in a smaller group has benefitted him as it causes less distractions and triggers, is a much quieter environment and enables him to focus on himself and the task at hand.

Daniça Sode
Playworker

White City Adventure Playground & Wormholt Park After School Club

The country and the world was hit with a COVID 19 pandemic at the start of this year and as a result, we had to close the doors to both our mainstream projects, with the hope of re opening in the future.

We have hit a stumbling block on this front; as funding was cut, and it has been difficult to seek funding as most are supporting COVID relief projects this year. During this time, we unfortunately said a fond farewell to a few members of our mainstream team members - Reann and Cristina chose to move onto other career dreams. Rob Carroll and Colin Simmons of the management team sadly were made redundant, and without a mainstream division we unfortunately had to end our partnership with Wormholt Park Primary School. All members of the team were a vital part of the growth of White City Adventure Playground and Wormholt Park After School Club and will certainly be missed. I would like to thank them all for their time, support and dedication to the organisation, services and children.

Emmanuel and I took the decision to transfer over to the SEN division where we would be working with young people that have a range of needs and abilities. This was a massive challenge for me, as I've always worked with mainstream and have very little experience with SEN young people. It's something I approached with both eyes wide open and really enjoy it now. It has helped me to become a more holistic playworker and I've picked up many new skills and attributes.

I am now a proud member of the SEN division and can continue to develop my practice working with all children and young people. I look forward to the future and hope that the mainstream projects can hopefully return in the future.

Kerry Clifford
Senior Playworker

Play Association Hammersmith & Fulham's 15th Birthday

April marked the 15th year of PAHF providing play services and opportunities for children and young people in the borough and surrounding areas. Although we couldn't celebrate the way we would have liked to, we still marked the occasion. One of our parents baked us a lovely cake and we had a tea party on site.









Partnerships

We continue to maintain our string relationship with LBHF, however we aren't able to meet with them as regularly as we normally would due to the pandemic. Our service users continue to transition into Adult Services. We continue to attend network and strategy meetings for all our young people and have taken part in Child in Need meetings, all of which are done online via video conference. We continue to build a relationship with the Children with Additional Needs Team at Ealing. We have seen an increase in requests from Ealing social workers this year, as most Ealing services have been closed during lockdown. We continue to work with Adult Services from both Ealing, Kensington & Chelsea, and Hammersmith & Fulham.

We have maintained our strong relationships with CT Plus, as our transport provider for LBHF and communicate any necessary information with regard to cancellations, pick ups, changes of circumstances etc. We remain close to Westway Community Transport; Lesley and I are volunteer drivers for the organisation and we continue to hire their vehicles for removals and trips. We have recently started using Green CT Cars, Westway CT's in house minicab service, to transport one of our day-care clients and plan to continue this into the new financial year. We continue to work closely with Randolph Beresford Early Years Centre, as they manage the White City Adventure Playground building. We maintain good levels of communication with regards to the projects, building and maintenance, however seeking funding opportunities and organising events hasn't been easy this year. We work alongside, support and share the building with the Harrow Club, who use the building for their youth project 3 evenings a week, and SEN tutors that use the building for 4 hours on weekdays, however the Community Café hasn't opened at all this year.

We remain in good contact with Sainsburys Fulham Wharf and they are very supportive of our work. Although Edward, our charity link in the store, has left, they continue to host our collection tins on all check outs in their store and we have been working alongside other staff in the store to ensure we can continue to fundraise there. We hope to maintain and develop all our current relationships and partnerships with other providers and expand on these in the year to come.

Melanie Schwartz
Operations Manager

Quotes from our Parents

"Play Association have worked hard to help our son settle into after school club. He was very anxious at first but they understood how to help him relax and enjoy himself. After school club makes a huge difference to our family. It gives our son a space to unwind after the demands of school, so that when he comes home he is more relaxed. It also means his younger brothers have some valuable time with us, and we have the opportunity to go out with them for a couple of hours, which would otherwise be impossible to do!"

Constant

"Lesley and her staff, you are ALL just exceptionally great, kind, trusting, reassuring and such professionals… we thank you during such a pivotal time!"

Jeannette

"Appreciate all the work you are putting in – thank you"

Michael

"I really appreciate all you're doing to keep [playscheme] open for us"

Lisa

"You need a Pride of Britain award, don't know what I'd do without you. Thank you!"

Julie

"Play Association means so much to me and my family, especially my special needs son. My son has been attending since 2015. They are the only people who actually treat the children and young adults as individuals with their own personal preferences, like my son with his pictures. Unfortunately when they had to close because of a staffing issue due to COVID it was very difficult at home; his routine had changed, so did his behaviour, and then college closed which was a challenge. He and his dad have epilepsy and I was diagnosed with cancer in May 2020 and was undergoing chemotherapy, so for my son to attend playscheme has really helped us as a family tremendously. I know that the people are trained to deal with his epilepsy and his meltdowns and we are so grateful for it, even more so through the pandemic. If it wasn't for Play Association H&F, I don't think we would have coped."

Dawn

Quotes from our Staff

"Working during the pandemic was taking a great risk as most of us had to use public transport to get to work, which was not the safest way to travel. Due to safety measures that were implemented, we were not able to see some of our colleagues and young people we were so fond of working with as we had to separate into bubbles. The pandemic continues to play havoc with our lives but we are determined not to let it defeat us as we continue our commitment in providing a service for our young people and parents who depend on us."

Jacklyn

"Getting to work during lockdown was quite difficult, however splitting the service into bubbles has made the service more personable. We've been working more consistently together which has strengthened relationships between the staff and young people, and improved the team and service as a whole. We're not sure what next year will bring, however we are prepared for whatever comes our way."

Daniça

"Working during the pandemic has been a challenge and has affected us all. In the beginning we weren't sure if playscheme would open. Playscheme was soon open and I was working every day, however this soon changed and affected my circumstances, resulting in having to claim Univeral Credit and access food banks. Now we work in bubbles and I started a new job which has affected my availability and routine, which upsets me as I'm not able to work as much and miss the children and team. I used to enjoy maintaining the garden and setting up activities and resources for the young people however this has become a challenge since we are split into bubbles. No one knows how long the pandemic will last, and it has affected all our live drastically, however I'm very happy with the measures PAHF has taken to protect everyone and continue to support the organisation in any way I can."

Kim

We continue to provide one-off bespoke services for families in need, on school or college inset days and for those who have different term dates

We continue to develop our sensory garden and the staff and young people have successfully began growing flowers, vegetables and herbs

PAHF's outreach and bespoke services aim to support young people, for whom play scheme is not appropriate, at home or in their local community. Bespoke services include escorting the young person to and from home, support for specific activities, organising appropriate trips, promoting independence and providing basic behavioural assistance where appropriate

Thanks to our £15K grant from the Baily Thomas Foundation in January 2019, we were able to deliver 224 additional playscheme hours to families in need this year

In February we were made aware about the White City Central development, which affects the adventure playground as it is on the proposed development site. Works are due to begin in Spring 2022 and there are many consulations and workshops scheduled so we hope to gain more information regarding what is planned in the new financial year

Many of our Lillis Project users had their packages increased due to the pandemic and playscheme operated ‘in lieu of education’. Usually, we would operate 95 days of playscheme each year, however this financial year, playscheme operated on 217 days. This figure doesn’t include work in the community or bespoke work we have done this year

Our staff continue to escort our clients that find transport difficult or have underlying health needs. We advocated for ALL young people in LBHF be eligible for transport during the pandemic to prevent parents having to travel with their children on public transport, and this was agreed by the local authority

We continue to develop our online platforms; website and social media

We continue to work closely with Randolph Beresford regarding the Adventure Playground premises and we meet with them when possible

Melanie undertook her Team Teach Intermediate Tutor refresher course in September. Much of the training is face-to-face and it has been difficult to try and organise a course due to restrictions and operating a service 7 days a week, but she hopes to get the training underway once restrictions are lifted and normality returns

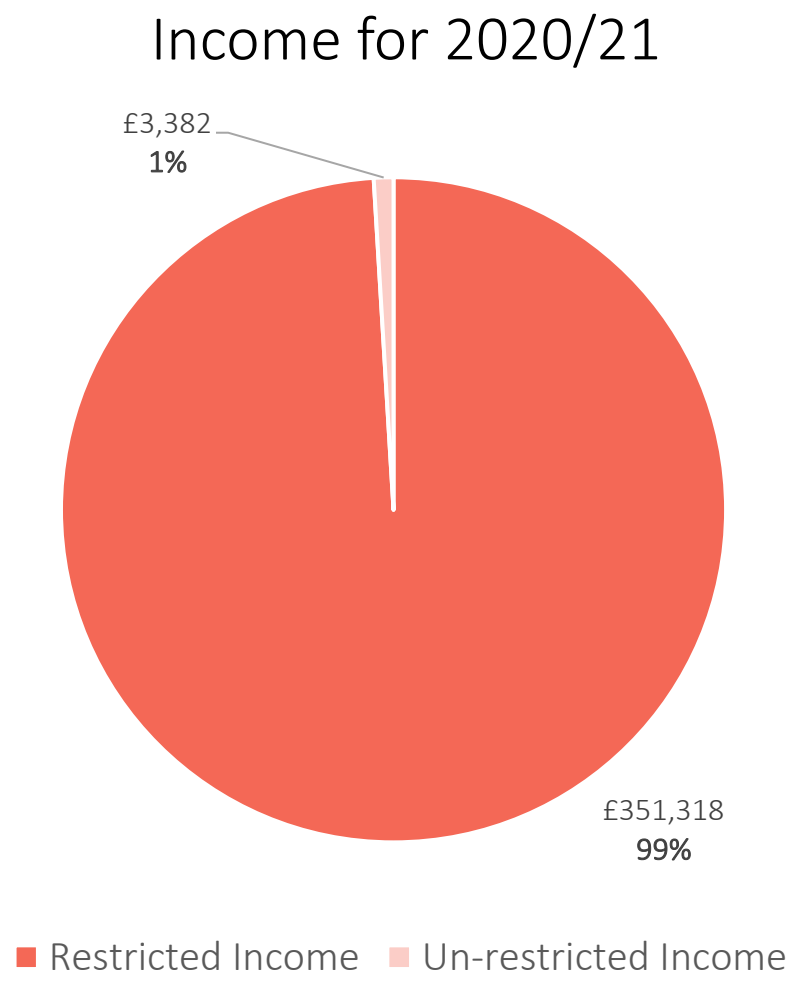
Treasurer's Report

This was a very difficult year for so many individuals, families and organisations. COVID affected every aspect of our lives.

From a financial perspective, PAHF faced a decrease in income as some of our service users shielded at home and we had an increase in one-off expenditure. This additional expenditure is directly attributable to COVID; additional cleaning, statutory redundancy payments and payments in lieu of annual leave have impacted on PAHF's profitability. It is therefore reassuring to note that PAHF finished the year in a strong financial position, with a net profit of some £19K and increasing reserves. There is every reason to believe that, once the shadow of COVID is lifted, our income will return to pre-pandemic levels.

Going into the year 2021/22, there is continuing uncertainty about COVID and our use of the adventure playground site. With that uncertainty in mind, PAHF successfully obtained a Government backed Bounce Back Loan in the year ended 31/03/2021. This loan will give the Trustees the flexibility to deal with any prolonged disruption to service in the coming months and any issues relating to the closure of the White City Adventure Playground site in 2022.

Gary Sweetman
Treasurer



Fundraising & Highlights

Fundraising has been difficult this year due to the effects of the pandemic. At the end of last year we were planning multiple fundraising events and activities, however lockdown and restrictions meant that these plans were put on hold indefinitely. Much of the funding available this year has been restricted to COVID related projects, which unfortunately made it extremely difficult to find funding for our mainstream projects. The Lillis Project however was fortunate to secure funding for the relief service it has been running throughout the pandemic for SEN families.

Due to the volume of applications funders were receiving, we were limited to the amount we were able to apply for and we were unsuccessful in securing some of them. However in April we were awarded £1000 for PPE from United in H&F, an amalgamation of many local charities working together to raise funds for the community and groups providing COVID relief services in LBHF. We were very lucky to secure another grant of £860 from them in March as part of their winter COVID relief fund. This was used to purchase snacks for playscheme and after school club. The Lillis Project also continues to utilise its funding from Baily Thomas Foundation, helping to provide many hours of support for our most vulnerable families, which is particularly important at this time.


GREATER LONDON LIEUTENANCY

Kevin McGrath DL OBE
Representative Deputy Lieutenant for the London Borough of Hammersmith & Fulham

Gary Sweetman
Play Association H&F
Fiersena Green Sports & Social Club Ltd
Broomhouse Ln
London, SW6 3QW

Dear Gary,

May 2020

When people look back on this period of our history, they are going to have to answer one really testing question: "how did a country so deeply divided by the Brexit question manage to pivot in a matter of days to become one of the world's most unified communities?"

For the answer we need to look no further than Her Majesty's March 19th message to the Nation.

"At times such as these, I am reminded that our nation's history has been forged by people and communities coming together to work as one, concentrating our combined efforts with a focus on the common goal."

And nowhere has the coming together been more evident than in our Capital and in our Borough. Perhaps the greatest symbol of this has been with the National Health Service and the wider community support. This impressive combination of medical professionals, hospital ancillary staff, military, public and private partnerships, local authorities, charities, and citizen volunteers working as one, provides a glowing example of what happens when we concentrate *'our combined efforts with a focus on the common goal'.*

However, behind the proud headlines lie many worrying issues, including those struck down by Covid-19, the vulnerable; the old who are housebound and dependent on others for life's basics; children in cramped accommodation with little to satisfy the demands of agile minds and growing bodies and many, many others.

Happily London is blessed with having many wonderful organisation such as yours which are working in Hammersmith & Fulham to help our community to get through this period.

As the Representative Deputy Lieutenant for the Borough, I wanted to let you know that your organisation's hard work is massively appreciated, especially in these fraught times.

In May we received a letter from Kevin McGrath OBE, Representative Deputy Lieutenant for the London Borough of Hammersmith & Fulham, to say “Happily London is blessed with having many wonderful organisations such as yours which are working in Hammersmith & Fulham to help our community to get through this period. As the Representative Deputy Lieutenant for the Borough, I wanted to let you know that your organisation’s hard work is massively appreciated, especially in these fraught times. Your work and support for our Borough during this period exemplifies all that is good about our communities, our Borough and our City.”



We were contacted in June by Boh & Bees and DiLusso Travel, who had been donated lots of food items as part of their COVID relief effort, and were giving out care packages to local organisations in response to the pandemic. We gratefully received tea and coffee, cereals and cereal bars, drinks, easter eggs and confectionary for our team and young people.









In July we were nominated for and received a £1000 grant from Ecclesiastical as part of their Movement for Good awards programme. Usually our young people would access the Big Splash programme of activities at Jack Tizard School over the summer holidays, however this was cancelled due to the pandemic. Instead they donated some art supplies and activity kits to site, which the young people really enjoyed. In March we also received a generous donation of art goody bags for our young people from Imperial College 'the Invention Rooms'. Shell send us a group of volunteers before the summer holidays to help with tasks on site, however the pandemic meant this was impossible. They still wanted to help us in any way possible so instead they donated £1200 to help us with our efforts.

During lockdown and while the sensory room was out of use, Reann from the mainstream division came in and used her amazing artistic skills to redecorate it. The results were phenomenal and we can't wait for the young people to see it when we are able to reopen the sensory room once again.

We are grateful to Sainsbury's Fulham Wharf for hosting our collection tins, as this has allowed us to raise some funds for the charity this year. We hope to host a collection day in-store next year. I would like to thank everyone that has supported Play Association Hammersmith & Fulham throughout the year and for their continued support.

Melanie Schwartz
Operations Manager

Thank You!

We would like to thank our partners and funders, who make our work possible. They include:

We would also like to extend a warm thank you to all the people we have worked with over the last year, to help support our young people and the work we do. A special mention goes to the following:

- Our wonderful staff team and dedicated board of trustees
- All at Randolph Beresford Early Years Centre, especially Michelle Barratt, Sandra Martin and Chris
- All at Royal Borough of Kensington & Chelsea, especially Yvonne Samuel, Santosh Murki and Adult Services
- All at London Borough of Hammersmith & Fulham, especially Becky Powell, Stefan Van Herck, Mandy Lawson, Matt Simpson, Jon Boulton, Angie Syme, Shelly Mulligan, Travel Care, the Disabled Children's Team & Preparation for Adulthood Team
- All at London Borough of Ealing, especially Chris Jones, Jalamang Camara and Michael Bonello and the Disabled Children's Team
- All at Jack Tizard School, especially
- Sainsbury's Fulham Wharf, for hosting our collection tins on their check outs
- Anwar Jorgis and Ginette Belateel for their accounting and book keeping services
- All at the Harrow Club, especially Michael, Rob and Jade
- CT Plus, Westway Community Transport & Green CT Cars for their transport services
- Parsons Green Sports & Social Club for hosting our registered office and postal address
- Shell, United in H&F and Ecclesiastical Movement for Good Awards for monetary donations and grants received
- Imperial College, Boh & Bee's, DiLusso Travel and Anthony Heywood & Carolina Pina-Cuenca from the Big Splash for their donations
- The Big Yellow Box Company and Powerday Skip Hire for their services, especially Powerday for the skip they donated to us in the summer

We also want to thank all those companies and individuals who have supported us directly, or in kind, attended an event, made a donation or lent a helping hand.

The Coming Year

Play Association Hammersmith & Fulham will continue to deliver our current projects and be proactive in researching other opportunities that may present themselves. We hope to provide more training and work opportunities for our staff and develop the services we provide. We hope to begin face-to-face events and fundraising in the near future and we continue to work on our publicity and advertising. We are continually working on improving and updating our website and developing our social media presence.

We understand that things can change at any moment and we plan to continue supporting our families throughout the pandemic, in any way possible. 2021/22 is very uncertain at the moment, as we enter a new financial year in the middle of a pandemic, however we have done it once and we will do it again. We will continue to make the safety of our staff and young people paramount and plan to take Government advice, and direct advice from LBHF and PHE. As we move into the next phase of the Government's road map and things are planned to start getting back to normal, we will continue to operate in bubbles and we are hopeful that we will be able to resume 'normal' service soon. In the mean time, we will continue to support our families as much as we can during this time.

Our head office is still based at Parsons Green Club; however, the senior management team continues to work and projects continue to operate from White City Adventure Playground for the foreseeable future.

Would you like to become a Trustee?

We are always on the lookout for new trustees. Do you fit the following criteria:

- Are you interested in the rights of children to play?
- Have you knowledge or experience of play, of the voluntary sector or business world?
- Are you willing to give up some free time to support our organisation?

If you are interested in becoming a trustee for Play Association Hammersmith & Fulham, please contact us on 020 7736 3699 or info@playassociationhf.org.uk

play association
hammersmith & fulham

Play Association Hammersmith & Fulham

Parsons Green Sports & Social Club
31 Broomhouse Lane
London
SW6 3DP

Tel: 020 7736 3699
Email: info@playassociationhf.org.uk

www.playassociationhf.org.uk

Registered Charity Number: 1108948
Registered Company Limited by Guarantee: 5345096

© Play Association Hammersmith & Fulham 2021

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Registered Company Number - 5345096

Registered Charity Number - 1108948

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

Contents

	Pages
Legal & Administrative Information	1
Report of Council of Management	2 - 4
Independent Examiner’s Report	5
Statements of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 - 11
The following page does not form part of the Statutory Accounts	
Detailed Income and Expenditure Account	12

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

COMPANY INFORMATION

Company Number	5345096
Registered Charity Number	1108948
Directors	Lesley Schwartz Gary Sweetman
Trustees	Gary Sweetman Appointed January 2013) Simon Spencer (Appointed October 2020) Jessica Quinn (Appointed October 2020) Dawn Rawlins (Co-opted October 2019 Stephen Sayer (Resigned October 2020) Verhinder Kaur Poonian (Appointed May 2020) George Moss (Appointed October 2019)
Company Secretary	Stephen Napoleon Sayer Ceng MIMeche (Resigned October 2 George Moss (Appointed November 2020)
Registered Office	Parson Green Sport & Social Club Broomhouse Lane London SW6 3DP
Governing Documents	Memorandum and Articles of Association

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2021

TRUSTEES' RESPONSIBILITIES

UK company and charity law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the Charity at the end of the financial year, and of the surplus or deficit of the charity for that period. In preparing those financial statements, trustees have:

- selected suitable accounting policies and then applied them consistently;

- made judgements and estimates that are reasonable and prudent;
- stated whether applicable accounting standards have been followed; subject to any material departures disclosed and explained in the financial statements; and

- prepared the financial statements on a going concern basis.

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

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Objects & Principal Activities

To achieve these objects the charity provides support services aimed at vulnerable children with disabilities and children from new communities

Organisational Structure

PAHF is managed by a board of Directors, some of who serve as Trustees for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election.

Day-to-day running of PAHF is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Reserve Policy

As at 31st March 2021 accounts showed reserves of £64,778 of which 48,460 was £32,457) was restricted .
The charity made a surplus of £19,385 compared to a surplus of £19,107 in 2020

Strong areas of work are now the special needs project

Information, advice and networks – support to members:
PAHF continues to support the sector through partnership

We have taken on a number partnerships working;London Borough of Hammersmith & Fulham, Ealing,Westminster and Royal Borough Kensington & Chelsea

Special Needs Provision
The special needs play provision continues to be a main stay of our work . We have developed this area of work to include play schemes. bespoke services ie supporting children and young people to access community facilities and also supporting children at risk of exclusion from school or futher education .

The trustees are aware of Section 17 Charities Act 2011 and its requirements which are met.



.....
Gary Sweetman
Director
Approved by the Board on 22/07/2021

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PLAY ASSOCIATION HAMMERSMITH & FULHAM

I report on the accounts of the company for the year ended 31 March 2021, which are set out on page 6 to 10.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

For the preparation of the accounts, The trustees consider that an audit is not required for this ye section 144 of the Charities Act 2011 and that an independent examination is needed.
The Charity gross income exceeded £250,000 and I'm qualified to undertake the examination by l qualified member of Institute of Financial Accountants

BASIS OF INDEPENDENT EXAMINER'S REPORT
My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity a comparison of the accounts presented with those records. It also includes consideration of any ur items or disclosures in the accounts, and the seeking of explanations from you as trustees concer such matters. The procedures undertaken do not provide all the evidence that would be required audit and consequently, I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charity Act 2006; and
- to prepare accounts which accord with the accounting records and to comply with the accountir records and comply with the accounting requirements of the Charities Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding accounts to be reached.



Anwar Jorgis- AFA-AAIA-- MIPA-ACIPP
Jorgis Accountants Ltd
3 Cressage Close
Southall
Middlesex, UB1 2XP

ıder

l
ıany

ıe

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF FINANACIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Incoming resources					
Incoming Resources from charitable activities					
Income receivable	1		351,318	351,318	420,749
Incoming Resources from generated funds	2	3,382		3,382	29,736
Voluntary Income					
Interest income		-	-	-	-
Total Incoming resources available for charitable application		**3,382**	**351,318**	**354,700**	**450,485**
Resources Expended	3				
Charitable activities		-	324,026	324,026	418,190
Governance costs		11,289	-	11,289	13,188
Total Resources expended		**£ 11,289**	**324,026**	**335,315**	**431,378**
Net Incoming/(outgoing) resources before transfers		**(7,908)**	**27,293**	**19,385**	**19,107**
Transfers between funds				-	-
Fund balances at 01 April 2020		16,548	28,844	45,392	45,392
Fund balances at 31 March 2021		**8,640**	**56,137**	**64,778**	**45,392**

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

BALANCE SHEET

AS AT 31 MARCH 2021

	Note		2021		2020
		£	£	£	£
Fixed assets					
Tangible fixed assets	7		-		**-**
Current Assets					
Debtors	4	25,780		41,369	
Cash at bank and in hand		88,998		37,751	
		114,778		79,120	
Current liabilities					
Amount falling due over one year	5	50,000		33,727	
Net current assets			64,778		45,393
Total assets less current liabilities			**64,778**		**45,392**
Funds					
Restricted Fund	6		**48,460**	32,457	
Unrestricted Fund			**16,316**	12,934	
Total Funds			**64,778**		**45,393**

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies A

Approved by the trustees on ----------
and signed on their behalf by:



.....
Gary Sweetman
Director/ Trustee

Registered Company Number - 5345096

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

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

ACCOUNTING POLICY

Basis of Preparation
The financial statements of the charity have been prepared in accordance with the Statements of Recommended Practice (SORP)applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102- effective 1January 2015)- (Charities SORP FRS10 and the Companies Act 2006.

The Charitable company meets the definition of public benefits entity under FRS 102 Assests and liabilities are initally recognised at historical costs or transaction value u otherwise stated in the relevant policy or notes.

Fund Accounting
Grants and other income are accounted for on a receivable basis.
Income streams will be identified as either Restricted or Unrestricted and reported in the Financial Statement appropriately.
Restricted funds are monies raised for and their use restricted to a specific purpose or Grants subject to donor.
Unrestricted funds compromise those monies which may be used towards meeting the charitable objectives of the Charity at the discretion of the Trustee.

Taxation
Play Association H&F is registered Charity and not subject to income or corporate Tax on its Income or Activities provided that the resources are expended on the defined charitable activities.

Cash flow
The company has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cash flow statement on the grounds that it qualities for exemption as a small company.

2)

2.
unless

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Grant Receivable	**2021**	**2020**
	£	**£**
London Borough of Hammersmith & Fulham	237,984	243,901
Royal Borough Kensington & Chelsea	52,001	110,816
Bailey Thomas Charitable Fund		-
London Borough of Westminster	3,115	5,000
John Lyon's Trust		-
St Andrew's		-
City West Homes		-
Hammers United Charity	750	-
London Borough of Ealing	53,968	54,405
London Borough for Brent		6,508
City Of London		-
Dr. Edward's & Bishop		-
Other Grants	3,500	120
	351,318	**420,749**

2 Activities from Generated funds		
Other income	132	15,689
Donation & Fundraising	2,250	6,697
Service income	1,000	7,350
	3,382	**29,736**

3 Resources expended		
Salary	274,584	313,098
NI- Employer	6,951	9,600
Freealnces and Temporary workers	1,499	16,881
Workshop/Venue hire	2,500	7,635
Loan repayment		-
Depreciation		-
Other overheads	38,338	70,977
Governance costs	155	-
Audit and Accountancy Fees	11,289	13,188
	335,315	**431,378**

4 Debtors		
Grant Receivable		
London Borough of Hammersmith & Fulham	14,928	5,400
London Borough of Brent		-
London Borough of Ealing		14,854
Royal Borough Kensington & Chelsea	10,852	20,815
Other debtors	-	300
	25,780	**41,369**

Charity trustee received no payment for employment supplied to the charity (2021: £00.00).

5 Creditors - Amount falling due within one year:

	2021	2020
	£	£
Payroll Liabilities		33,727
Deferred income	-	-
Overpayment		-
Accruals	-	
Charity managed to clear all PAYE liablities from previous years		
		33,727
Creditors -Amount falling due over one year:		
Loan- HSBC-Long term	50,000	
	50,000	**-**

6 Movements in funds

	At 1.04.2020	Incoming resources	Outgoing resources	Transfer	At 31.03.2021
Restricted funds:					
White City- Wormholt					-
Bailey's Trust	9,075		5,670		3,405
Lillis project	23,382	351,318	329,645		45,055
					-
Total restricted funds	**32,457**	**351,318**	**335,315**	**-**	**48,460**
Unrestricted funds:					
General funds	12,934	3,382		-	16,316
Total unrestricted funds	**12,934**	**3,382**	**-**	**-**	**16,316**
Total funds	**45,392**	**354,700**	**335,315**	**-**	**64,778**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	03/31/2021 £	03/31/2020 £
Net csh generated from Operating activities	**-**	**37,751**
Cash flows from investing activities		
Interest received	**-**	**-**
Payment to acquire tangible fix assests	**-**	**-**
Cash provided by (used in) Investing activities		
Increase in cash & cash equivalents in the year	**51,247**	**37,751**
Cash & cash equivlents at the beginning of the year	**37,751**	
Total cash & cash equivlents at the end of the year	**88,998**	**37,751**

Reonciliation of net movement in funds to net cashflow from operting activiities

	03/31/2021 £	03/31/2020 £
Net income/expenditure	**19,385**	**19,107**
Depreciation charge	-	
Investment income	-	
Decrease /Increase in debtors	**(15,589)**	**(25,525)**
Increase/Decrease in creditors	**50,000**	**-**
Net Cash generated from operating activitties	**53,796**	**(6,418)**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
INCOMING RESOURCES	**£**	**£**
Restricted income	351,318	420,749
Unrestricted income	3,382	29,736
Total income	**354,700**	**450,485**
RESOURCES EXPENDED		
Gross salaries costs	274,584	313,098
NI- Employer	6,951	9,600
Freelances and temporary workers	1,499	16,881
Rent	12,000	16,142
Light & Heat		-
Subscriptions		1,599
Insurance	1,911	1,826
Repair & Renewal	1,523	2,081
Publicity & Advertising		-
Training		3,199
Events/Seminars/Venue Hire	2,500	7,635
Travel & subsistence charge		-
Printing ,postage and stationery	361	2,740
Holiday Fun equipment		
Office removal		3,018
Computers expense & Sotware	1,252	2,922
Telephone	1,452	2,420
Payroll expenses		
Bank and credit charges	180	189
Audit & Accountancy	11,289	13,188
Legal & Professional charges	400	
Consultancy fee	990	21,090
Transport Costs	12	922
Vehicle Expenses		
Equipment rental & small tools	-	2,071
Other office costs	1,058	
Volunteer expenses		
Activities	9,580	3,470
Donation & fundraising costs	19	
Storage	7,601	7,053
Trustees & AGM expenses	155	
Bad debt		234
	335,315	**431,378**
Surplus/ (Deficit) carried forward	**19,385**	**19,107**

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Registered Company Number - 5345096

Registered Charity Number - 1108948

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

Contents

	Pages
Legal & Administrative Information	1
Report of Council of Management	2 - 4
Independent Examiner’s Report	5
Statements of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 - 11
The following page does not form part of the Statutory Accounts	
Detailed Income and Expenditure Account	12

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

COMPANY INFORMATION

Company Number	5345096
Registered Charity Number	1108948
Directors	Lesley Schwartz Gary Sweetman
Trustees	Gary Sweetman Appointed January 2013) Simon Spencer (Appointed October 2020) Jessica Quinn (Appointed October 2020) Dawn Rawlins (Co-opted October 2019 Stephen Sayer (Resigned October 2020) Verhinder Kaur Poonian (Appointed May 2020) George Moss (Appointed October 2019)
Company Secretary	Stephen Napoleon Sayer Ceng MIMeche (Resigned October 2 George Moss (Appointed November 2020)
Registered Office	Parson Green Sport & Social Club Broomhouse Lane London SW6 3DP
Governing Documents	Memorandum and Articles of Association

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2021

TRUSTEES' RESPONSIBILITIES

UK company and charity law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the Charity at the end of the financial year, and of the surplus or deficit of the charity for that period. In preparing those financial statements, trustees have:

- selected suitable accounting policies and then applied them consistently;

- made judgements and estimates that are reasonable and prudent;
- stated whether applicable accounting standards have been followed; subject to any material departures disclosed and explained in the financial statements; and

- prepared the financial statements on a going concern basis.

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

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

DIRECTORS AND TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

Objects & Principal Activities

To achieve these objects the charity provides support services aimed at vulnerable children with disabilities and children from new communities

Organisational Structure

PAHF is managed by a board of Directors, some of who serve as Trustees for the purpose of charity law. Trustees are elected at the Annual General Meeting. Additionally, the trustees may co-opt individuals to serve as a trustee , but any person so appointed shall retain office only to the next Annual General meeting when they are entitled to stand for re-election.

Day-to-day running of PAHF is delegated to staff members, who perform the tasks assigned to them. The Trustees meet every eight weeks to review the affairs of the charity.

Reserve Policy

As at 31st March 2021 accounts showed reserves of £64,778 of which 48,460 was £32,457) was restricted .
The charity made a surplus of £19,385 compared to a surplus of £19,107 in 2020

Strong areas of work are now the special needs project

Information, advice and networks – support to members:
PAHF continues to support the sector through partnership

We have taken on a number partnerships working;London Borough of Hammersmith & Fulham, Ealing,Westminster and Royal Borough Kensington & Chelsea

Special Needs Provision
The special needs play provision continues to be a main stay of our work . We have developed this area of work to include play schemes. bespoke services ie supporting children and young people to access community facilities and also supporting children at risk of exclusion from school or futher education .

The trustees are aware of Section 17 Charities Act 2011 and its requirements which are met.



.....
Gary Sweetman
Director
Approved by the Board on 22/07/2021

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PLAY ASSOCIATION HAMMERSMITH & FULHAM

I report on the accounts of the company for the year ended 31 March 2021, which are set out on page 6 to 10.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

For the preparation of the accounts, The trustees consider that an audit is not required for this ye section 144 of the Charities Act 2011 and that an independent examination is needed.
The Charity gross income exceeded £250,000 and I'm qualified to undertake the examination by l qualified member of Institute of Financial Accountants

BASIS OF INDEPENDENT EXAMINER'S REPORT
My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity a comparison of the accounts presented with those records. It also includes consideration of any ur items or disclosures in the accounts, and the seeking of explanations from you as trustees concer such matters. The procedures undertaken do not provide all the evidence that would be required audit and consequently, I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charity Act 2006; and
- to prepare accounts which accord with the accounting records and to comply with the accountir records and comply with the accounting requirements of the Charities Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding accounts to be reached.



Anwar Jorgis- AFA-AAIA-- MIPA-ACIPP
Jorgis Accountants Ltd
3 Cressage Close
Southall
Middlesex, UB1 2XP

ıder

l
ıany

ıe

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF FINANACIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Incoming resources					
Incoming Resources from charitable activities					
Income receivable	1		351,318	351,318	420,749
Incoming Resources from generated funds	2	3,382		3,382	29,736
Voluntary Income					
Interest income		-	-	-	-
Total Incoming resources available for charitable application		**3,382**	**351,318**	**354,700**	**450,485**
Resources Expended	3				
Charitable activities		-	324,026	324,026	418,190
Governance costs		11,289	-	11,289	13,188
Total Resources expended		**£ 11,289**	**324,026**	**335,315**	**431,378**
Net Incoming/(outgoing) resources before transfers		**(7,908)**	**27,293**	**19,385**	**19,107**
Transfers between funds				-	-
Fund balances at 01 April 2020		16,548	28,844	45,392	45,392
Fund balances at 31 March 2021		**8,640**	**56,137**	**64,778**	**45,392**

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

BALANCE SHEET

AS AT 31 MARCH 2021

	Note		2021		2020
		£	£	£	£
Fixed assets					
Tangible fixed assets	7		-		**-**
Current Assets					
Debtors	4	25,780		41,369	
Cash at bank and in hand		88,998		37,751	
		114,778		79,120	
Current liabilities					
Amount falling due over one year	5	50,000		33,727	
Net current assets			64,778		45,393
Total assets less current liabilities			**64,778**		**45,392**
Funds					
Restricted Fund	6		**48,460**	32,457	
Unrestricted Fund			**16,316**	12,934	
Total Funds			**64,778**		**45,393**

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies A

Approved by the trustees on ----------
and signed on their behalf by:



.....
Gary Sweetman
Director/ Trustee

Registered Company Number - 5345096

PLAY ASSOCIATION HAMMERSMITH & FULHAM

(A Company Limited by Guarantee)

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

ACCOUNTING POLICY

Basis of Preparation
The financial statements of the charity have been prepared in accordance with the Statements of Recommended Practice (SORP)applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102- effective 1January 2015)- (Charities SORP FRS10 and the Companies Act 2006.

The Charitable company meets the definition of public benefits entity under FRS 102 Assests and liabilities are initally recognised at historical costs or transaction value u otherwise stated in the relevant policy or notes.

Fund Accounting
Grants and other income are accounted for on a receivable basis.
Income streams will be identified as either Restricted or Unrestricted and reported in the Financial Statement appropriately.
Restricted funds are monies raised for and their use restricted to a specific purpose or Grants subject to donor.
Unrestricted funds compromise those monies which may be used towards meeting the charitable objectives of the Charity at the discretion of the Trustee.

Taxation
Play Association H&F is registered Charity and not subject to income or corporate Tax on its Income or Activities provided that the resources are expended on the defined charitable activities.

Cash flow
The company has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cash flow statement on the grounds that it qualities for exemption as a small company.

2)

2.
unless

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Grant Receivable	**2021**	**2020**
	£	**£**
London Borough of Hammersmith & Fulham	237,984	243,901
Royal Borough Kensington & Chelsea	52,001	110,816
Bailey Thomas Charitable Fund		-
London Borough of Westminster	3,115	5,000
John Lyon's Trust		-
St Andrew's		-
City West Homes		-
Hammers United Charity	750	-
London Borough of Ealing	53,968	54,405
London Borough for Brent		6,508
City Of London		-
Dr. Edward's & Bishop		-
Other Grants	3,500	120
	351,318	**420,749**

2 Activities from Generated funds		
Other income	132	15,689
Donation & Fundraising	2,250	6,697
Service income	1,000	7,350
	3,382	**29,736**

3 Resources expended		
Salary	274,584	313,098
NI- Employer	6,951	9,600
Freealnces and Temporary workers	1,499	16,881
Workshop/Venue hire	2,500	7,635
Loan repayment		-
Depreciation		-
Other overheads	38,338	70,977
Governance costs	155	-
Audit and Accountancy Fees	11,289	13,188
	335,315	**431,378**

4 Debtors		
Grant Receivable		
London Borough of Hammersmith & Fulham	14,928	5,400
London Borough of Brent		-
London Borough of Ealing		14,854
Royal Borough Kensington & Chelsea	10,852	20,815
Other debtors	-	300
	25,780	**41,369**

Charity trustee received no payment for employment supplied to the charity (2021: £00.00).

5 Creditors - Amount falling due within one year:

	2021	2020
	£	£
Payroll Liabilities		33,727
Deferred income	-	-
Overpayment		-
Accruals	-	
Charity managed to clear all PAYE liablities from previous years		
		33,727
Creditors -Amount falling due over one year:		
Loan- HSBC-Long term	50,000	
	50,000	**-**

6 Movements in funds

	At 1.04.2020	Incoming resources	Outgoing resources	Transfer	At 31.03.2021
Restricted funds:					
White City- Wormholt					-
Bailey's Trust	9,075		5,670		3,405
Lillis project	23,382	351,318	329,645		45,055
					-
Total restricted funds	**32,457**	**351,318**	**335,315**	**-**	**48,460**
Unrestricted funds:					
General funds	12,934	3,382		-	16,316
Total unrestricted funds	**12,934**	**3,382**	**-**	**-**	**16,316**
Total funds	**45,392**	**354,700**	**335,315**	**-**	**64,778**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	03/31/2021 £	03/31/2020 £
Net csh generated from Operating activities	**-**	**37,751**
Cash flows from investing activities		
Interest received	**-**	**-**
Payment to acquire tangible fix assests	**-**	**-**
Cash provided by (used in) Investing activities		
Increase in cash & cash equivalents in the year	**51,247**	**37,751**
Cash & cash equivlents at the beginning of the year	**37,751**	
Total cash & cash equivlents at the end of the year	**88,998**	**37,751**

Reonciliation of net movement in funds to net cashflow from operting activiities

	03/31/2021 £	03/31/2020 £
Net income/expenditure	**19,385**	**19,107**
Depreciation charge	-	
Investment income	-	
Decrease /Increase in debtors	**(15,589)**	**(25,525)**
Increase/Decrease in creditors	**50,000**	**-**
Net Cash generated from operating activitties	**53,796**	**(6,418)**

PLAY ASSOCIATION HAMMERSMITH & FULHAM
(A Company Limited by Guarantee)

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
INCOMING RESOURCES	**£**	**£**
Restricted income	351,318	420,749
Unrestricted income	3,382	29,736
Total income	**354,700**	**450,485**
RESOURCES EXPENDED		
Gross salaries costs	274,584	313,098
NI- Employer	6,951	9,600
Freelances and temporary workers	1,499	16,881
Rent	12,000	16,142
Light & Heat		-
Subscriptions		1,599
Insurance	1,911	1,826
Repair & Renewal	1,523	2,081
Publicity & Advertising		-
Training		3,199
Events/Seminars/Venue Hire	2,500	7,635
Travel & subsistence charge		-
Printing ,postage and stationery	361	2,740
Holiday Fun equipment		
Office removal		3,018
Computers expense & Sotware	1,252	2,922
Telephone	1,452	2,420
Payroll expenses		
Bank and credit charges	180	189
Audit & Accountancy	11,289	13,188
Legal & Professional charges	400	
Consultancy fee	990	21,090
Transport Costs	12	922
Vehicle Expenses		
Equipment rental & small tools	-	2,071
Other office costs	1,058	
Volunteer expenses		
Activities	9,580	3,470
Donation & fundraising costs	19	
Storage	7,601	7,053
Trustees & AGM expenses	155	
Bad debt		234
	335,315	**431,378**
Surplus/ (Deficit) carried forward	**19,385**	**19,107**