



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 when 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 at 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.



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

"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

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

Margarida

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

Sabba

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

Keisha

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

Lisa

"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

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

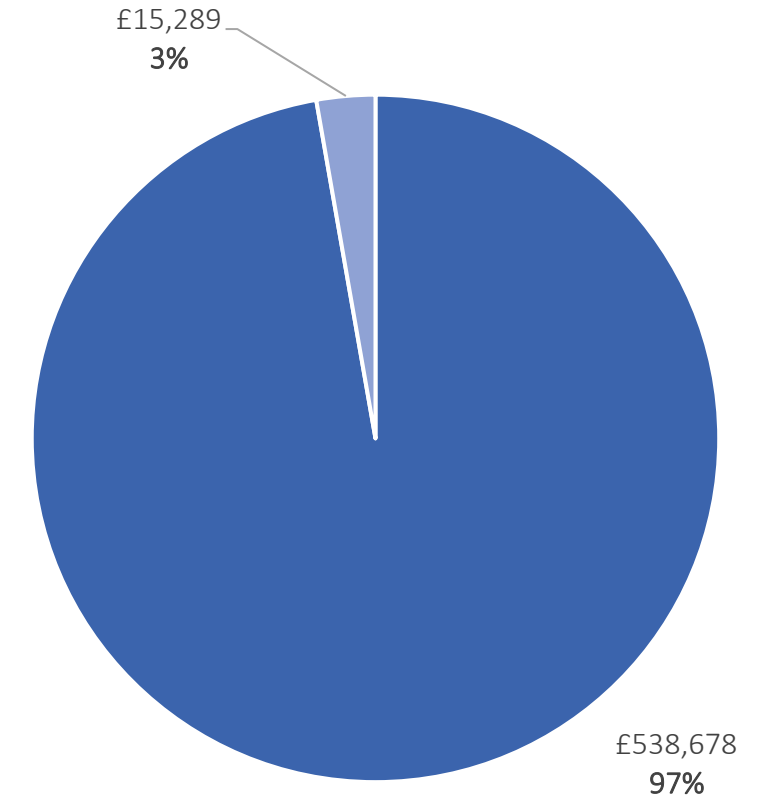
The effects of the pandemic still remain for many, and it has been a challenging year with increases to inflation and national insurance, as well as a cost-of-living crisis. We continued to be successful in securing funding to support our families through these tough times.

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



■ Restricted Income ■ Un-restricted Income

PARTNERSHIP

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

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



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

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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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

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!

Living With Equal Opportunities Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

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 Chartered 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).

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd *(continued)*

Year ended 31 March 2023

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

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	15,289	538,678	553,967	495,527
Total income		<u>15,289</u>	<u>538,678</u>	<u>553,967</u>	<u>495,527</u>
Expenditure					
Expenditure on charitable activities	6,7	33,826	426,097	459,922	407,524
Total expenditure		<u>33,826</u>	<u>426,097</u>	<u>459,922</u>	<u>407,524</u>
Net income and net movement in funds		<u>(18,537)</u>	<u>112,581</u>	<u>94,045</u>	<u>88,003</u>
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		<u>4,542</u>	<u>137,712</u>	<u>142,254</u>	<u>55,905</u>
Total funds carried forward		<u>(13,995)</u>	<u>250,293</u>	<u>236,298</u>	<u>143,908</u>

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
		<u>270,667</u>	<u>187,470</u>
Creditors: amounts falling due within one year	13	2,901	3,665
Net current assets		<u>267,766</u>	<u>183,805</u>
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		<u>236,299</u>	<u>143,908</u>
Funds of the charity			
Restricted funds		250,293	139,366
Unrestricted funds		(13,995)	4,542
Total charity funds	15	<u>236,298</u>	<u>143,908</u>

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.

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 *(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

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

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
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	307	307
Interest payable and similar charges	1,911	—
Prior Year Adjustments	(1,654)	(8,871)
<i>Changes in:</i>		
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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
Westminster City Council	—	10,346	10,346
The London Community Foundation	—	10,000	10,000
	<u>15,289</u>	<u>538,678</u>	<u>553,967</u>
	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
Westminster City Council	—	8,745	8,745
The London Community Foundation	—	—	—
	<u>1,400</u>	<u>494,127</u>	<u>495,527</u>

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
	<u>33,826</u>	<u>426,097</u>	<u>459,922</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lillis Project	5,978	386,541	392,520
Support costs	15,005	—	15,004
	<u>20,983</u>	<u>386,541</u>	<u>407,524</u>

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
	<u>440,958</u>	<u>18,964</u>	<u>459,922</u>	<u>407,524</u>

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
	<u>2,400</u>	<u>7,800</u>

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
	<u>384,728</u>	<u>348,134</u>

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 No.	2022 No.
Number of staff - type 1	65	73
Number of staff - type 2	2	2
	<u>67</u>	<u>75</u>

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Tangible fixed assets

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

12. Debtors

	2023 £	2022 £
Trade debtors	<u>68,707</u>	<u>37,515</u>

13. Creditors: amounts falling due within one year

	2023 £	2022 £
Social security and other taxes	<u>2,901</u>	<u>3,665</u>

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

	2023 £	2022 £
Bank loans and overdrafts	<u>32,389</u>	<u>41,126</u>

15. Analysis of charitable funds

Unrestricted funds

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

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

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	<u>139,366</u>	<u>538,678</u>	<u>(426,097)</u>	<u>(1,654)</u>	<u>250,293</u>

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

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	<u>(41,126)</u>	<u>8,737</u>	<u>(32,389)</u>
	<u>108,829</u>	<u>60,742</u>	<u>169,571</u>

COMPANY REGISTRATION NUMBER: 5345096
CHARITY REGISTRATION NUMBER: 1108948

Living With Equal Opportunities Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2023



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

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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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

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!

Living With Equal Opportunities Ltd

Company Limited by Guarantee

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

Year ended 31 March 2023

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 Chartered 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).

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Living With Equal Opportunities Ltd *(continued)*

Year ended 31 March 2023

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

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	15,289	538,678	553,967	495,527
Total income		<u>15,289</u>	<u>538,678</u>	<u>553,967</u>	<u>495,527</u>
Expenditure					
Expenditure on charitable activities	6,7	33,826	426,097	459,922	407,524
Total expenditure		<u>33,826</u>	<u>426,097</u>	<u>459,922</u>	<u>407,524</u>
Net income and net movement in funds		<u>(18,537)</u>	<u>112,581</u>	<u>94,045</u>	<u>88,003</u>
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		<u>4,542</u>	<u>137,712</u>	<u>142,254</u>	<u>55,905</u>
Total funds carried forward		<u>(13,995)</u>	<u>250,293</u>	<u>236,298</u>	<u>143,908</u>

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
		<u>270,667</u>	<u>187,470</u>
Creditors: amounts falling due within one year	13	<u>2,901</u>	<u>3,665</u>
Net current assets		<u>267,766</u>	<u>183,805</u>
Total assets less current liabilities		<u>268,688</u>	<u>185,034</u>
Creditors: amounts falling due after more than one year	14	<u>32,389</u>	<u>41,126</u>
Net assets		<u>236,299</u>	<u>143,908</u>
Funds of the charity			
Restricted funds		250,293	139,366
Unrestricted funds		(13,995)	4,542
Total charity funds	15	<u>236,298</u>	<u>143,908</u>

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.

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 *(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

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

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
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	307	307
Interest payable and similar charges	1,911	—
Prior Year Adjustments	(1,654)	(8,871)
<i>Changes in:</i>		
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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
Westminster City Council	—	10,346	10,346
The London Community Foundation	—	10,000	10,000
	<u>15,289</u>	<u>538,678</u>	<u>553,967</u>
	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
Westminster City Council	—	8,745	8,745
The London Community Foundation	—	—	—
	<u>1,400</u>	<u>494,127</u>	<u>495,527</u>

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
	<u>33,826</u>	<u>426,097</u>	<u>459,922</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Lillis Project	5,978	386,541	392,520
Support costs	15,005	—	15,004
	<u>20,983</u>	<u>386,541</u>	<u>407,524</u>

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
	<u>440,958</u>	<u>18,964</u>	<u>459,922</u>	<u>407,524</u>

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
	<u>2,400</u>	<u>7,800</u>

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
	<u>384,728</u>	<u>348,134</u>

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 No.	2022 No.
Number of staff - type 1	65	73
Number of staff - type 2	2	2
	<u>67</u>	<u>75</u>

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.

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Tangible fixed assets

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

12. Debtors

	2023 £	2022 £
Trade debtors	<u>68,707</u>	<u>37,515</u>

13. Creditors: amounts falling due within one year

	2023 £	2022 £
Social security and other taxes	<u>2,901</u>	<u>3,665</u>

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

	2023 £	2022 £
Bank loans and overdrafts	<u>32,389</u>	<u>41,126</u>

15. Analysis of charitable funds

Unrestricted funds

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

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

Living With Equal Opportunities Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	<u>139,366</u>	<u>538,678</u>	<u>(426,097)</u>	<u>(1,654)</u>	<u>250,293</u>

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

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	<u>(41,126)</u>	<u>8,737</u>	<u>(32,389)</u>
	<u>108,829</u>	<u>60,742</u>	<u>169,571</u>