



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



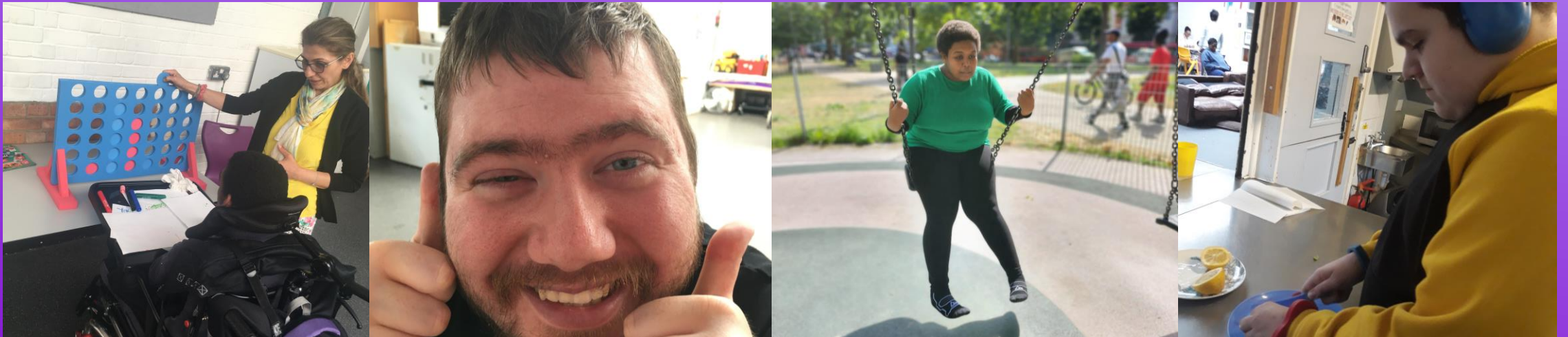
ABOUT US

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 - TERM TIME





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 - TERM TIME

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

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.

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

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.

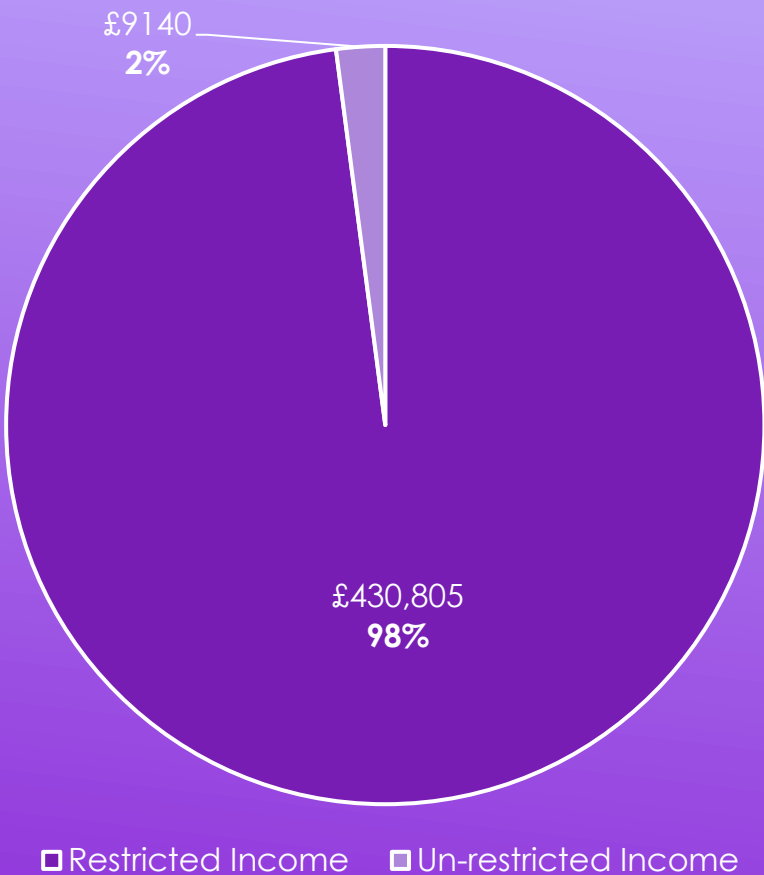
Throughout the year, fluctuating inflation and the ongoing cost-of-living crisis continued to affect the families we support. Despite this, we remained successful in securing funding to help them through these difficult times. A key contribution came from H&F Giving, whose grant enabled us to assist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



Randolph Beresford Early Years Centre

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.

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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 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).

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

			2025		2024
		Unrestricted	Restricted	Total funds	Total funds
	Note	funds	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

		2025	2024
	Note	£	£
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)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	623	623
Interest payable and similar charges	446	699
Accrued expenses	3,360	—
Prior Year Adjustments	922	—
<i>Changes in:</i>		
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
Westminster 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
Westminster 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	—
	<u>419,325</u>	<u>381,930</u>

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 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).

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

			2025		2024
		Unrestricted	Restricted	Total funds	Total funds
	Note	funds	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

		2025	2024
	Note	£	£
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)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	623	623
Interest payable and similar charges	446	699
Accrued expenses	3,360	—
Prior Year Adjustments	922	—
<i>Changes in:</i>		
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
Westminster 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
Westminster 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	—
	<u>419,325</u>	<u>381,930</u>

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.