
Leaders in Community Limited

Charity No:1137183

Company no: 06806199

(A Company Limited by Guarantee)

For the year ended 31 March 2022

Report and Financial Statements

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Leaders in Community Limited

Board of Trustees' Report for year ended 31st March 2022

The trustees, who are also Directors of the charity for the purposes of Companies Act 2006, submit their annual report and the financial statements for the year ended 31st March 2022. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015), (Charities SORP – FRS 102).

Objectives and Activities for the Public Benefit:

Leaders in Community's mission are to inspire and empower local young people to be active and vocal contributors to the social, economic and cultural well-being of their community.

Our Vision, through our Youth Leadership and Youth Social Action initiatives, is to:

- Provide local young people with training to develop their personal resilience and overcome barriers to progression; and
- Equip local young people with the skills and opportunities to speak out about community issues, and challenge inequalities

Our activities are organised around two main themes: Youth Leadership and Youth Social Action. Our 'Youth Leadership Programme' provides accredited skills training, work experience, and advice and guidance e.g. by matching young people with corporate mentors; supporting young people to take up positions on consultative and decision-making forums such as the Local Youth Empowerment Board; and providing work experience with partner organisations. 'Youth Social Action' provides tangible opportunities for young people to tackle the issues which matter to them most. They have the chance to explore issues of concern through our Debate Club or creatively through music sessions and performances. They also take direct action through e.g. project-based volunteering within the community.

Our main sources of income are derived from grants which our young leaders submit as part of their bid writing training. Part of our income is generated through a consultancy service which works with registered social landlords to develop their youth advisory boards.

The charity receives income through various grant applications made throughout the year.

Achievements:

- 314 young people participated in our learning programmes
- 193 young female leaders
- 35 young women through Be.Inspired programmes
- 93 young people received leadership training
- 186 young volunteers
- 3180 volunteering hours completed by young people
- 150 hours for 101 well-being support
- 100 Young Alumni securing employment within 6 months of graduation
- 500 food bags and hot meals distributed in a 3 month period
- Developed new links with partners such as BNP Paribas, BPTW, Hill Group UK, Young V&A, Violence Reduction Unit, WellOne, Cranfield Trust, and Foundation for Future London

Financial Review:

The Charity had a total income £455,713 and a total expenditure £343,964 for year ended. Total funds carried forward £248,993.

Reserves Policy:

The Charity aims to hold £10,000 in reserves for contingencies such as redundancies or in case of sudden withdrawal.

Risk Assessment:

The Board is risk aware, has an established risk management policy and carries out regular risk identification exercises. This includes, but is not limited to, review by the board of major risk and the adequacy of the systems in place to mitigate them.

Policy statement:

The policy of the board of directors is to establish reserves to meet the goals of Leaders in Community (LiC)

Performance:

Personnel and staffing:

LiC employs one full time member of staff and three part time members of staff- their work is overseen by the Board.

Structure, Governance and Management

Governing Document:

The organisation is registered as a charitable company limited by guarantee by its memorandum and articles of association and acts entirely as a non-profit making organisation. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Organisational structure:

Leaders in Community (LiC) has a board which meets regularly to provide leadership and strategic direction. Sub-committees of the board meet as necessary to manage key staffing, finance, fundraising and equal opportunities matters within a clear framework.

Day-to-day operational management of LiC is delegated to the Chief Executive who is supported by a small team primarily consisting of projects delivery and marketing officers. The Chief Executive and his team oversee the smooth running of LiC activities.

LiC is a youth led charity, set up by young people for young people by providing avenues where they are able to build their own success.

Our creative programmes aim to inspire and empower young people to take up leadership and management roles in decision-making structures in our local communities i.e. by becoming representatives on local boards such as Local Area Partnerships, Estate Boards and Police Consultation Panels, and by setting up and delivering small scale community projects. By participating fully in society they will improve the quality of life for themselves and their peers, will gain essential life skills and be better prepared for employment. We aim to enable young people to have more ownership over and access to local resources and a say in how they are run. We also aim to ensure that young people, especially those who are marginalised, are acknowledged as valuable and active members of the community. We are a youth-led organisation who solely work for young people who are at-risk and isolated. Most of the participants on our various projects are not in education employment or training (NEET) and most are also from black and minority ethnic backgrounds.

Recruitment and Appointment of Board Members:

LiC operates a selection criterion for recruitment members to the board so as to ensure that their skills and experience reflect the governance and operational needs of the organisation. Prospective members are interviewed by the LiC's Nominations Committee, which includes at least one board member. On selection, references will be taken up as to their suitability prior to a vote.

Board Member Induction and Training:

On appointment all board members receive a board induction pack, which outlines expectations, roles and responsibilities, organizational structure and policies around conflict of interest. Board members receive regular training on governance, financial management and risks as well as operational training on child protection, and health and safety.

Relationship with other organisations with which LiC co-operates in the pursuit of charitable objectives:

LiC has built up strong positive relationships over many years with a range of agencies in the public, private and charity sector. We continue the outreach activities and the delivery of face-to-face advice to at-risk and socially excluded young people in the local area within London boroughs. As such, LiC enjoys good co-operative working relations with an ever-growing number of partners and stakeholders in relation to a range of borough-based projects and activities that meet core charitable objectives.

Independent Examiner: In the annual general meeting resolution has passed to appoint Glory Community Accounting Services to act as an Independent Examiner and it is approved by the board.

Reference and Administrative Information

Trustees:

The members who served during the year ended 31st of March 2022

Sheikh Abeed Chowdhury (Director/ Chair)

Joshua Hughes (Director/ Treasurer)

James Allwinton (Vice Treasurer)

David Walbank (Secretary)

Registered Office: Teviot Centre, Wyvis street, London E14 6QD

Company Number: 06806199

Charity Number: 1137183

Bankers: Barclays Bank PLC
Bromley High Street
BR1 1NJ

Independent Examiners': Glory Community Accounting Services
318 Barking Road
Plaistow
London
E13 8HL

Board Members Responsibilities

Company law requires the Board Members to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Board Members should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent ; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis

Leaders in Community Limited
Board of Trustee's Report for year ended 31st March 2022

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

The Board Members who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, in the case of each Member:

- so far as the Board is aware, there is no relevant audit information of which the company's auditors are unaware ;
and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This Report has been prepared in accordance with the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small Companies.

Approved by the Trustees and signed on their behalf by:

.....Joshua Hughes (Treasurer)

Date 20/12/2022

Independent Examiners' Report to the Members of Leaders in Community Limited

I report on the attached Financial Statements for the year ended 31 March 2022, which are set on pages 6 to 11 and have been prepared on an accrual basis.

Respective responsibilities of Management Committee and Examiner:

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the account in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

The charity's trustees consider that an audit is not required for this year under Part 16 of the 2006 Act and that an independent examination is needed

It is my responsibility to:

- examine the accounts under section 145 of the Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of Independent Examiner's Statement:

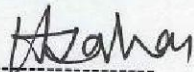
My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement:

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.



Hasina Jahan (DFT, M Com, MAAT, MBA)
Glory Community Accounting Services
318 Barking Road
Plaistow
London
E13 8HL

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318 Barking Road
Plaistow
London E13 8HL

Date: 20/12/22

Leaders in Community Limited

(A Company Limited by Guarantee)

Statement of Financial Activities For the year ended 31 March 2022

			2022	2021
<u>Income</u>	Notes	Unrestricted Funds	Restricted Funds	Total £
Income from Charitable Activities	2	835	403,859	404,694
Income from other Activities	3	51,016	-	51,016
Investment Income (Bank Interest)		4	-	4
Total Income		51,855	403,859	455,713
<u>Expenditure</u>				Total £
Expenditure on Charitable Activities	4	27,686	316,277	343,964
Total Expenditure		27,686	316,277	343,964
Net Income / (Expenditure)		24,168	87,582	111,750
Total Funds brought forward		47,872	89,371	137,243
Total funds carried forward		72,040	176,953	248,993

The statement of financial activities includes all gains and losses recognised in the year
The Company's Income and Expenditures all relate to continuing activities.

Leaders in Community Limited

(A Company Limited by Guarantee)

Balance Sheet as at 31 March 2022

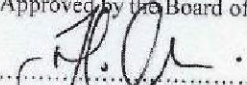
	Notes	2022	2021
Fixed Assets		£	£
Tangible Assets	7	498	994
Current Assets			
Cash at Bank / in hand		256,707	167,812
Total Current Assets		256,707	167,812
Current Liabilities			
Creditors: amount falling due within year	6	(8,212)	(31,564)
Net Current Assets / (Liabilities)		248,495	136,248
Total Net Assets / (Liabilities)		248,993	137,242
The Funds of the Charity:		2022	2021
		£	£
Unrestricted Funds		62,040	37,872
Designated Funds		10,000	10,000
Restricted Funds		176,953	89,370
Total Funds		248,993	137,242

For the year ended 31 March 2022 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Director's responsibilities:

- the members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
- the directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts;
- these accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime.

Approved by the Board of Trustees' and signed on behalf by:


 Joshua Hughes (Treasurer / Director)

Date: 20/12/2022

Leaders in Community Limited

Notes of the Statement of Financial Activities

For the year ended 31 March 2022

1.a) Accounting Policies

The Financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting note(s) to these accounts.

The accounts have been prepared in accordance with : and with the Statement of Recommended Practice : Accounting and Reporting by charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011. The Charitable Company meets the definition of a public benefit entity under FRS 102.

(b) Unrestricted Funds

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects.

(c) Restricted Funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor .

(d) Income recognition

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

Income represents the amounts derived from the funder and donation.

(e) Expenditure recognition

Expenditure are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities.

(f) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

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

(g) Charitable activities

The expenditure on charitable activities includes grants made, governance costs and of support costs as shown in note.

(h) Pensions

Employees of the charity are entitled to join a work place pension scheme which is funded by contributions from employee and employer or alternatively they may have opted to join the group money purchase defined contribution pension scheme.

(i) Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

e) **Tangible Fixed Assets:** Any equipment more than £250.00 will count as Fixed Assets. Depreciation is calculated in straight line Method at the rate of 25% per annum on cost which is spread over the assets useful lives.

2) Income from Charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
East End Community Foundation (EECF)	-	27,000	27,000	25,000
AFTS Global Fund	-	24,719	24,719	35,718
Kickstart Grant	-	42,433	42,433	-
L B Tower Hamlets	-	44,835	44,835	27,021
London Youth	-	66,422	66,422	60,615
Jack Petchey Foundation	250	-	250	1,200
Greater London Authority	-	1,062	1,062	3,570
The MSE Charity	-	5,679	5,679	-
Poplar & Limehouse	-	51,401	51,401	58,678
Foundation Future	-	5,986	5,986	3,946
Women's Environment Network	-	30,875	30,875	8,820
Philanthropic Bu	-	5,000	5,000	-
Violence Reduction	-	49,352	49,352	-
Bptw Llp	-	3,500	3,500	-
Centre 404	-	7,650	7,650	-
Neighbourly Foundation	-	10,000	10,000	-
Teviot Estate Deve	-	22,000	22,000	-
UCI	-	5,945	5,945	-
Idea Academy London	585	-	585	-
BBC Children In Need	-	-	-	9,033
Queen Mary University	-	-	-	3,200
City of London	-	-	-	19,722
Crowd funder Ltd	-	-	-	2,979
London Legacy Development Corp	-	-	-	3,000
Groundwork UK	-	-	-	10,272
HMRC CJRS Grant	-	-	-	19,488
The Co-op	-	-	-	3,726
National Lottery	-	-	-	9,374
Community Foundation	-	-	-	900
Bromley By Bow Centre	-	-	-	550
JP Morgan Chase	-	-	-	-
Total	835	403,859	404,694	306,812

3) Income from other Activities

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Poplar HARCA	-	24,250	24,250	26,200
Hall hire / Cafe Income	11,783	-	11,783	81
Refund	577	-	577	-
Donation / Other Income	14,406	-	14,406	2,344
Total	26,766	24,250	51,016	28,625

4) Expenditure on Charitable Activities

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Staff costs (PAYE, NIC & Pension)	-	178,517	178,517	151,215
Event & Activities	-	36,751	36,751	11,502
Marketing / Publicity / Editing	-	7,791	7,791	25,689
Postage / Printing / Stationery/ Copier	-	4,920	4,920	2,269
Monitoring & Evaluation	-	864	864	576
Staff Training	-	5,211	5,211	968
Telephone / Internet / Website	-	620	620	1,078
Support & Governance Costs (Notes 5)	3,103	-	3,103	4,178
Outreach / Sessional worker	-	33,422	33,422	14,976
Fundraising expenses	385	-	385	280
IT / Repair & Maintenance	3,922	1,961	5,883	195
Tutor fees	-	4,604	4,604	5,225
Equipment	-	619	619	5,581
Travel expenses	-	975	975	60
Cleaning expenses	-	1,206	1,206	490
Membership fee / Subscriptions	408	-	408	125
Volunteer expenses	-	7,843	7,843	968
DBS Check	196	-	196	23
Bank Charges	200	-	200	132
Refreshments	-	1,931	1,931	52
Software expenses	1,998	3,995	5,993	272
Depreciation expenses	497	-	497	497
Caretaker	8,782	-	8,782	-
Insurance	2,484	-	2,484	-
Marketing Consultant fee	-	25,048	25,048	-
HR Advice	4,859	-	4,859	-
Hall hire deposit Refund	600	-	600	-
Sundry Expenses	253	-	253	1,642
Cafe supplies	-	-	-	174
Consultancy	-	-	-	6,721
Student Placement	-	-	-	8,700
Total	27,686	316,277	343,964	243,588

5. Support & Governance Costs

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Café Staff costs	-	-	-	-
Payroll expenses / CJRS charges	1,060	-	1,060	1,190
Legal & professional Fees	13	-	13	758
Bookkeeping charges	530	-	530	930
Accountancy fees	1,500	-	1,500	1,300
Total	3,103	-	3,103	4,178

6) Creditors:

	Total 2022 £	Total 2021 £
Poplar HARCA	-	24,250
Social Security & Taxes	6,712	5,324
Accountancy fees	1,500	1,300
Bookkeeping charges	-	520
Payroll expenses	-	170
Total	8,212	31,564

7) Fixed Assets

	Total 2022 £	Total 2021 £
Cost	1,989	1,989
Total	1,989	1,989
Depreciation:		
As at	994	497
Charge for the year	497	497
As at 31 March 2022	1,491	994
Net Book Value as at 31.03.22	498	994