

LEARN ENGLISH AT HOME

England & Wales · Charity number 1153425

Details

Other names LEARN-ENGLISH AT HOME

Status Registered

Legal form CIO

Registered 2013-08-15

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

Contact

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Activities

Objects: The objects of the CIO are, for the public benefit: to advance the education and integration of asylum seekers, refugees and migrants who do not speak English as a first language, improving their access to support services and future education, employment and volunteering opportunities; and to further such other charitable purposes according to the law of England and Wales as the trustees see fit.

Activities: LEAH works with asylum seekers, refugees and migrants who are socially isolated due to their lack of English language. Our volunteer-led service provides one to one English language tuition face to face or online; small group classes in the community or online; trips and social activities; health and well being support; and education, employment and volunteering progression support

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£540,145	£486,516	£357,072	12
2024-03-31	£294,419	£386,681	-	-
2023-03-31	£380,143	£372,589	-	-
2022-03-31	£426,691	£308,647	-	-
2021-03-31	£335,102	£280,889	-	-

Trustees

Name	Role	Appointed
Sharon Landa	Chair	2021-07-12
Alan Birch		2025-03-13
Barbara Davies		2023-02-23
Hannah Easton		2026-05-20
Harbinda Hanspal		2022-10-12
Mariana Bergmann		2026-05-20
Ruth Close		2023-09-14
Shuang Rees		2026-05-20
Susan Thomas		2022-10-12

LEARN ENGLISH AT HOME

England & Wales - Charity number 1153425

Accounts



Trustees Report and Financial Statement

Year ended 31 March 2025

Registered Charity number 1153425

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Introduction

The year covered by this annual report has seen substantial change for LEAH:

- Taking over the ESOL teaching of an established charity
- Appointing a CEO
- Adding capacity and expertise to the Board of Trustees
- Amending our Charitable Objectives to reflect more clearly the work of the charity

These changes build upon the changes at LEAH over many years. LEAH was established in 1982 and registered as a Charitable Incorporated Organisation (CIO) in August 2013. Our longstanding vision is to create 'Inclusion through Language' and our services are specifically designed to unlock the potential of asylum seekers, refugees, and migrants to create positive and rewarding lives for themselves in the UK. This was reflected in our previous Objectives and continues to be so in our amended Objectives which now also emphasise our work to help integrate beneficiaries and to help them become part of their communities and become more resilient:

"To advance the education and integration of asylum seekers, refugees and migrants who do not speak English as a first language, improving their access to support services and future education, employment and volunteering opportunities; and to further such other charitable purposes according to the law of England and Wales as the Trustees see fit"

At the time of writing, we are developing a new Theory of Change and a new Strategic Plan 2026-29.

LEAH delivers free English lessons to those who are unable to attend adult education classes. We are flexible in what we provide: 1:1s and classes, on-line and face to face to suit the diverse backgrounds and unique challenges facing our beneficiaries. They may be living in a women's refuge, experiencing precarious housing, or caring for small children, meaning they are often becoming isolated through language barriers. The focus of our lessons is to empower learners to communicate independently and contribute to their local community in areas of:

- Education
 - Increase confidence and proficiency in English – focused on functional language to navigate transport, shopping, accessing health, education, and society generally
 - Learning about ESOL provision and navigating opportunities to further improve language skills
 - Signposting to ESOL and skills-based courses
 - Visits and speakers to/from local education colleges
 - If parents, learning about and navigating the school system
- Health and wellbeing
 - Helping beneficiaries to access services – navigating online systems
 - Providing information, advice and guidance in accessible language on improving health and wellbeing and accessing local health services and support.
- Employability
 - Developing employability skills
 - Advice and guidance
 - Offering opportunities for volunteering
 - Liaising with Jobcentre Plus

The above helps our beneficiaries integrate into and contribute to the communities they live in.

Until the acquisition of the ESOL teaching, we primarily worked across the London Boroughs of Kingston, Richmond, and Hounslow, but we now also provide services in Merton. Often our support goes further afield as we have made a commitment to continue supporting those who have been moved out of their temporary accommodation often to parts of the country where they have no existing networks.

As mentioned, many of our beneficiaries have many complex needs, having been dislocated from their homes. Our beneficiaries include those who have experienced trafficking, modern slavery, or domestic violence.

There are no other organisations across Kingston, Hounslow, Richmond, or Merton who provide our specialist **volunteer-led** support for learners who would otherwise be unable to access education. We work in partnership with service providers who are unable to help and so refer to us for support. These include Council Refugee resettlement and domestic violence teams, NHS Trusts and mental health services, and other charities, including the Medaille Trust, Hestia, the St John of God Hospitaller Services, Refugee Action Kingston, and the Migrant Advocacy Service.

In the year, a team of over 143 trained volunteers delivered free language, digital awareness, wellbeing, local service signposting, and progression support. This enables people with very low levels of English to improve their lives socially, emotionally, and/or financially. By connecting refugees and asylum-seekers with volunteers from diverse backgrounds, we enable the building of supportive and compassionate relationships, which are crucial in helping people secure their rights to social justice, develop their capabilities and reach their potential.

We provide our volunteers with a 4 week initial training, regular refreshers, and a resource bank they can access for their 1:1 and class-based sessions. They also have opportunities to meet and share their experience of tutoring and obtain support in regular café-style sessions.

2024-25 key impacts:

Across Kingston, Richmond and Hounslow:

- 371 unique clients were supported from 64 different countries, speaking more than 43 languages
- 175 1:1 clients were provided with individual English language support - face to face, online or in community spaces
- 242 clients received English language support across nine different classes, either face to face or online
- 45 beneficiaries in all progressed from 1:1 support and gained the confidence to join LEAH's community and online group classes
- 59 new volunteers were trained, 45 of whom have been successfully paired or engaged in group tutoring

Across Merton:

- 258 learners supported by ESOL qualified teachers
- Delivered 16 face to face classes each week
- Delivered 3 volunteer-led conversation classes each week
- 75 learners were assessed as 'exceeding' by their teacher and able to move up to a higher-level class

Key challenges

- It became increasingly challenging to secure new income during the year. Following the appointment of the CEO, the Board of Trustees agreed to increase our fundraising capacity and a 2nd professional fundraiser will join the organisation in July 2025. We have also reviewed and taken action on expenditure, which at the time of writing is still underway.
- The more complex nature of clients, including greater mental health issues, financial difficulties, and housing.
- Learners are in more vulnerable situations, living more complex lives than ever before and requiring additional support aside from learning English. For example, in 2024-25, across Kingston, Hounslow and Richmond, we saw a 21% increase in learners living in temporary accommodation, 43 learners reported being trafficked or victims of modern slavery - nearly double the previous year's figure, and 85 learners reported a mental health condition - a 47% increase from the last year.
- Particularly across Kingston, Hounslow, and Richmond, we are seeing an increasing number of beneficiaries who are not literate in their own languages.

Despite the challenges, we continue to provide a service that is highly valued by our beneficiaries and the referral organisations, who recognise LEAH as the only source of support for those with the lowest levels of English.

We conduct regular beneficiary surveys:

Kingston, Hounslow, and Richmond:

- 88% said lessons helped them feel more confident
- 84% said they felt happier and healthier
- 79% said lessons helped them to feel less lonely
- 78% said lessons helped them to have more confidence online
- 83% said lessons helped them improve their speaking skills, 85% their listening skills, 81% their reading skills, and 66% writing skills.

Merton:

- 89% said they can speak and understand English better since starting their lessons
- 83% said they can talk more easily to their neighbours, their GP and to their child's teachers, as well as other people in the wider community
- 92% said lessons help to make them feel more at home in the UK
- 82% said they meet people socially more often
- 92% said they find it easier to travel on public transport
- 93% said lessons have improved their wellbeing

Chair's Statement

During the year we changed our Charitable Objectives, to reflect the changes in the support LEAH provides for our beneficiaries. The new Objectives specify our support for 'asylum seekers, refugees and migrants' and that we seek to 'improve their access to support services and future education, employment, and volunteering opportunities'. The change indicates that today, beneficiaries require additional support to enhance their resilience and inclusion in society. These changes were accepted by the Charity Commission.

As mentioned above, LEAH undertakes an annual survey with our beneficiaries so that we can ensure that we support them well. This year they reported that the top three benefits from working with LEAH are the ability to go shopping, do more things alone, and be able to engage with their GPs. They also mentioned practical items such as using the internet, filling in forms, and talking to a child's school. These are practical benefits which many beneficiaries gain from working with LEAH.

At the time of writing, the Board is developing the strategic plan for 2026 – 2029. Our revised Theory of Change will reflect our intent to enable beneficiaries, many of whom have suffered trauma, feel isolated and have other challenges, to feel empowered to live ordinary lives and contribute to society.

This year LEAH supported 371 beneficiaries: 175 in 1:1 tutoring sessions and 242 in classes across Kingston, Hounslow, and Richmond. Our ability to provide face-to-face and online, individual, and class sessions means that we support many beneficiaries in diverse situations. Our cadre of volunteers does a fantastic job. In addition to the initial training course, they have also benefited from refreshers, well-being sessions, additional ideas on resources, and best practice sessions. We continue to benefit from long tenured volunteers and during the year we had greater success at recruiting new volunteers, which has also raised our male and ethnic minority volunteer profile.

In 2024 we were approached by a similar nearby charity, Learn English Together in Merton – LETiM (registered charity number 1202110). The LETiM Board recognised the challenges facing small charities and decided to approach LEAH to take over their services as they felt that LEAH held a similar ethos, values, and vision and together the two charities would be stronger. The process was very amicable and concluded on 1 November 2024. At the time of writing, the LETiM Board of Trustees is winding up their charity.

LETiM was a very well-run charity, and came to LEAH with well-funded services, so that LEAH now provides 16 Merton-based weekly classes and 5 1:1 sessions. We provide 2 volunteer-led conversation classes and 2 volunteer-led English classes run in local schools as well. We have supported 258 beneficiaries in Merton (in addition to the numbers for 'original LEAH' mentioned in the previous paragraph). Two members of staff joined us from LETiM, I am delighted to say that they have integrated well, and we have seen the benefit of mutual learning across the team. At the time of writing, an existing volunteer has been appointed to a staff role.

Last year I wrote that LEAH and charities generally were operating in a tougher environment. That has not changed. The demands on funders and grant-making bodies have increased significantly. Where LEAH meets all the requirements of a grant-making body, we are considered but, given the competitive environment, that has been no guarantee of success. This has caused LEAH to focus even more tightly on our beneficiaries' needs, the impact that LEAH can have and review our internal costs. Hence, the work that is currently underway on the strategic plan and Theory of Change.

The previous Director, Abby Price, left in December 2024. We are very grateful to Abby for her leadership of the charity for the preceding two years. Our new CEO, Sohail Faruqi, joined in February.

He brings considerable cross-sector experience including local government, charities and education; and the benefit of looking at our operations with fresh eyes. One of his early successes was that LEAH was appointed by The Mayor of Kingston, Cllr Noel Hadjimichael, as one of the chosen charities to be supported by the Mayor's Charitable Trust.

I thank my fellow Trustees who give their time freely and with much enthusiasm. We created two new Board sub-committees:

(i) Governance, which has provided a forum for detailed review and freed up time at the Board meetings for more strategic discussions

(ii) Fundraising, which provides detailed oversight of the funding plan. This also frees up time for the Finance Committee to focus on financial records and processes.

The staff have continued to work with tremendous dedication and commitment to do what is best for our beneficiaries. They continue to be innovative and thoughtful.

In closing, I would like to thank Anne Worlledge (Chair of the LETiM Board), who ensured the smoothest handover from LETiM, Sohail Faruqi, our CEO who has brought a fresh perspective to LEAH and has been a good thought-partner, and to our volunteers who are committed, dedicated and put considerable effort into working with their clients. As one beneficiary, a Middle Eastern lady, who is now able to support her children with schooling said: *"I can't thank you enough for all the support that I have received from LEAH and all the staff and for everything I have achieved during the last two years"*.



Sharon Landa,
Chair of Trustees

Date: 19 November 2025

Trustees' report 2024 – 2025

The Trustees present below their report and the examined financial statements for the year ending 31st March 2025. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The annual report complies with The Charities (Annual Return) Regulations 2024 which came into force on 1 January 2025.

Public benefit

In making decisions about the way in which LEAH achieves its charitable objectives, the Trustees have regard to the Charity Commission's guidance on public benefit. LEAH's work is beneficial in that it offers beneficiaries a means to overcome isolation and improve their chances in life through improved English language skills, increased confidence and self-belief, and greater knowledge of and access to local support services. LEAH's work changes people's lives. Through language, LEAH empowers people to become active members of their local communities, contributing to an integrated society where language unlocks people's potential to participate fully in family and community life.

LEAH's work is beneficial to a specific section of the public, refugees, asylum seekers, victims of modern-day slavery and migrants with very limited levels of English. LEAH's work is focused on this group because of their vulnerability and isolation, and their inability to access any other language support. LEAH works to ensure that all those who are eligible for LEAH's services can benefit, for example, through developing strong referral networks with statutory and voluntary partners and offering LEAH's services at no cost to the clients.

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general.

LEAH's services

Services include:

- 1:1 English language classes which are delivered face to face, online or on a hybrid basis.
- Small community-based or online language groups.
- School-based classes to help parents communicate with teachers and advocate for their children.
- Social integration activities to build social networks, reduce isolation and practice speaking English.
- Access to digital equipment and SIM cards that help clients join online lessons, as well as digital training, resources and support.

Three case studies

1. Building confidence and feeling empowered

Bibi, a mother of five from Afghanistan, was referred to LEAH by the Hounslow Resettlement Team after arriving in the UK through the Afghan Resettlement Scheme. With limited formal education and no digital skills, she wasn't comfortable joining a group or online classes. Her youngest child was still at home, so she needed a flexible, face-to-face option.

LEAH matched Bibi with a female volunteer tutor who visited her weekly at home. Over the course of the year, Bibi made remarkable progress. She learned to say and write her name and address, use a calendar, and form simple sentences. Her confidence grew – she began initiating conversations and asking questions in English.

The lessons were practical and empowering. Bibi learned how to talk about appointments, ask for help, and understand key information like dates and emergency numbers. She also shared her culture – teaching her tutor how to make Afghan pancakes.

With support from LEAH and her tutor, Bibi connected with local services, joined a Children's Centre, and began attending a group English class. Her journey shows how personalised support and learning can open doors to independence, confidence, and community.

2. Building independence and resilience

M, a woman from China, was referred to LEAH in April 2024 while living in a safehouse after surviving domestic violence and exploitation. Though she had lived in the UK for ten years, she had very limited English and relied on interpreters or Google Translate to communicate. Isolated and shy, she had few opportunities to connect with English-speaking communities.

Despite leaving school at 14, M was highly motivated. She worked hard between lessons and quickly began to build her vocabulary and confidence. Lessons focused on everyday topics like health, food, transport, and routines. The structure gave her something positive to focus on while waiting for news about her asylum claim.

"The teacher was very nice and patient with me. Thank you, teacher, thank you."

By the end of the year, her tutor noted a clear improvement in her speaking confidence. M is now ready to join a small online group class – her first step into learning alongside others and building new connections.

3. Progression

"My name is D. I come from Hong Kong and arrived in London about 3.5 years ago. I have been studying for 3 years at Vestry Hall [LEAH's Merton base], since 2022. I really enjoy life in the UK, as it is completely different from when I lived in Hong Kong. I will apply for Indefinite Leave to Remain next year, and I hope everything will go smoothly."

"After studying English lessons for 3 years, I feel confident speaking with people who work in banks, clinics, and hospitals, even if I sometimes make mistakes. However, when I write messages, I always double-check the grammar and tenses to make sure they are correct before sending. Recently, I took a computer class at Merton Thames College to learn the basics of Word and Excel."

Strategic Goals and progress to date

LEAH's 3 Year Strategic Goals (2022 - 2025) were:

Goal 1 - Sustainability

To become a sustainable organisation for the future, LEAH will maximise income generation opportunities, maximise commissioned opportunities, and keep abreast of national initiatives to secure funding for development and growth.

Goal 2 - Collaboration

LEAH will continue to work brilliantly together as a LEAH team, work with other agencies, authorities, organisations and commissioners in the interests of '*Inclusion through Language*' and work with clients to continue to understand, adapt to and meet their changing needs.

Goal 3 - Digital Transformation

LEAH will utilise technology that meets the needs of the diverse population it helps to increase accessibility, invest in technology infrastructure for clients, volunteers and staff and consult with sector leaders around digital options.

Goal 4 - Development

To enable LEAH to adapt to meet demand, it will scale up and adapt services to meet the needs of people who fall into "gaps" in service provision. To achieve this, LEAH will expand volunteer roles, invest in staff and volunteers' development, and build the LEAH profile.

Goal 5 - Equity, Diversity & Inclusion

LEAH will become a champion for equity, diversity and inclusion, accessible to all, culturally appropriate and led by the needs of their clients, staff and volunteers.

LEAH has continued to work towards meeting its 3-year strategic plan objectives. The plan has now come to the end of the 3-year timespan and highlights include:

1. Investment in and development of a new fundraising strategy and pipeline to provide a greater depth and breadth of income opportunities.
2. Introduction of staff and volunteer training and development opportunities to increase knowledge, participation, retention and satisfaction.
3. Development of holistic support for learners with more focused signposting and recording of progression.
4. Development and launch of new 'ESOL in the workplace' toolkit, designed to help organisations provide their own in-house English language support.
5. Launch of a new volunteer 'stories' recruitment campaign to increase awareness and interest in volunteering for LEAH.
6. Development and implementation of a new Standard Operating Procedure to deliver consistent and high-quality experience for staff, volunteers and learners.

Our strategy has helped and supported our beneficiaries in several ways that have promoted our charitable objectives, as the following quotations demonstrate:

“Taking LEAH’s lessons has made my life in England easier and has helped me feel happier.”

“When I started living in the UK, I couldn’t speak English. I was afraid to talk to people. But when started learning English at LEAH, I could have confidence.”

“I arrived this course when I was living in a hotel as an asylum seeker, and all staff were very welcoming and helpful. I went to a trip to the museum and it was really lovely.”

2024-25 organisational and service achievements

Important highlights for the year across our 4 Boroughs:

Kingston, Hounslow and Richmond

- Heston class, thanks to GLA funding, has transformed the class model into a stepping-stone towards Adult Education. We have built a strong partnership with Hounslow Adult Education, who register Heston learners for their classes at the end of each term. In January 2025 learners went on a trip from Heston to Meadowbank Adult and Community Education Centre to access the ‘multiply through numbers’ college course.
- Newly arrived asylum seekers can start to learn English straight away through accessing the Heston class, as they cannot register for college given the requirement to have been in the UK for 6 months. Many of our learners are illiterate in their own language, so the teaching style has changed at Heston, with more support tutors being present to support the lower-level learners. LEAH created a pre-entry workbook that has helped this group to show some progression.
- We have had external talks in the class from The Mulberry Centre, Work Hounslow, Hounslow Council Housing services, West Thames College, and Hounslow Adult Education.
- We have worked hard to build a strong working relationship with Hounslow Local Authority and now have a direct pathway to help support homelessness and immigration issues with our learners who reside in bridging hotels.
- At the time of writing, and having secured funds, we are developing a fruitful partnership with Hounslow Council for Refugee Week 2025, building a community project on the theme of ‘Community as a Superpower’. We are co-creating resources with learners to help them understand and feel connected to their community.
- We have a good relationship with Heston library and have had visits to the library to register learners for their services.
- Due to the changes to the asylum process - faster review of refugee status leading to increased risk of homelessness or being moved out of London - we helped learners find alternative ESOL support in their new area - one effective case study example has been published on the GLA website: [Skills for Londoners Community Outreach Programme | London City Hall](#)
- Hounslow Councillor, Ajmer Grewal, visited our Heston English class in October 2024 and subsequently nominated LEAH for an award for our outstanding work within the local community.

- Managed to progress isolated learners from their 1:1 support to the Heston Class - mainly illiterate Afghan ladies.

Merton

- The new class started at the YMCA in Wimbledon. The class is entry level and mainly serves the residents of the YMCA who have refugee status. Some learners from outside of the YMCA join this class. This class will end the year with a boat trip on the Thames, giving learners their first taste of many parts of London.
- Continued and expanded our volunteer programme, by using current learners who assist in class. We had 3 current “higher” level learners assisting in a “lower” level learners’ class. This has been an effective way for some beneficiaries to join the volunteer ladder, gain confidence, and feel that they are able to give back.
- New class run in a local primary school. This class had great success for the learners who were all parents at the school. About half of these learners have progressed to a higher level and are now joining classes at our main site in Merton.
- LEAH links with Merton College enhanced the employability of our learners. In the spring and summer terms, we held workshops for some of our “higher” level learners, covering progression to college and interview tips.

Online group learning

- 116 students benefited from one of the six volunteer led online group courses that were held over 31 weeks of the year from April 2024 - April 2025.
- We refined how we set lesson aims and track progress, and students achieved aims related to communication, expressing feelings, accessing local services, booking appointments and health and wellbeing.
- In May 2024, students had a visit from the British Red Cross and learnt basic emergency first aid skills. In November, a GP visited the classes to discuss healthy living and diabetes prevention.
- In October 2024 we celebrated Getting Online Week. Lessons focused on digital wellbeing and online communication. Tutors attended training to further support students’ digital skills. This training responded to the fact that many of our students access their online classes via a mobile phone.
- In March 2025 we received funding from Awards for All to facilitate an online art workshop. Learners received art materials in the post and one of our higher-level learners, who is also an artist, was given the opportunity to lead a portrait drawing activity alongside one of our volunteers.
- We sought other opportunities to make our classes more student-led, and tutors improved the way that they use breakout rooms and gather feedback.
- The learner surveys showed that beneficiaries wanted more opportunities to practice speaking and as a result, LEAH opened a conversation club open to all beneficiaries. This commenced in January 2025

and proved to be a popular addition to the remote class timetable. The conversation club enables learners to improve their English and connect with other students in a relaxed and friendly environment.

Socialisation and inclusion

- Facilitated trips, and pathways to volunteering, to Kew Gardens, Boston Manor House and Bushy Park.
- Have joined community access schemes with Royal Palaces, Kew Gardens and Ham House.
- Created volunteer and student 1:1 visits to Kew Gardens and Ham House.
- Plans finalised for a trip for learners and family members, funded by Kingston Council – part of Kingston celebrating the 1100 anniversary of King Athelstan. We are developing an ESOL worksheet to make Kingston Museum more accessible to learners.
- We designed two ESOL readers that include a trip feedback form for learners to complete about their reflections before and after the trip - one of the most memorable reflections was when a learner came across a drawing of what New Malden is believed to have looked like in Saxon times. It reminded her of her hometown in Somalia, and she shared how this connection helped her feel more in touch with her roots.
- We continued to make links to the Merton community and offered volunteering opportunities for our learners.

Volunteers

- Overall volunteer recruitment and engagement was up: the number of applications increased by 39% (from 72 to 100), and those completing the training course rose from 47 to 59. This reflected a strong upward trend in both interest and commitment level.
- There was a notable increase in volunteers from a wider range of ethnic backgrounds and who speak additional languages.
- The volunteer retention rate increased to 69% from 56%.
- We are finalising a volunteering pathway.

Other achievements and developments

- Responding to the high need in the area, planning started to establish two classes at Burlington Infants, New Malden.
- New website developed. Further development will continue in response to feedback and strategic and operational need.
- Increased our social media activity via a volunteer.

Reference and Administrative Details

Registered Charity Number
1153425

Principal address
Siddeley House
50 Canbury Park Road
Kingston Upon Thames
Surrey
KT2 6LX

Trustees

Name	Date of appointment/resignation
Sharon Landa (Chair)	12 July 2021
Harprit Sekhon (Deputy Chair)	12 July 2021
Ruth Close (Chair of Finance Committee)	14 September 2023
Alan Birch	13 March 2025
Barbara Davies	23 February 2023
Lakshmi Devi	Resigned September 2024
Audrey Francon	08 January 2020
Harbinda Hanspal	12 October 2022
Sue Thomas	12 October 2022

Key management personnel

Sohail Faruqi
Chief Executive Officer

Independent Examiner

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom
KT18 5AD

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

HSBC UK Bank Plc
1 Centenary Square
Birmingham
B1 1HQ

Structure, governance, and management

Governing document

The charity was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 15th August 2013.

The CIO was established under a constitution which sets out its objects and powers. In the event of the CIO being wound up, the Trustees have no liability to contribute to its assets and no responsibility for settling its debts and liabilities.

Recruitment and appointment of new trustees

New trustees are appointed, for a term of three years, by a resolution passed at a convened meeting of the charity Trustees. Trustees may serve for a total of two terms. LEAH seeks trustees with the skills and experience to complement LEAH's existing Board and support the organisation as it grows and develops. LEAH advertises widely for new Trustees, using national websites, social media, posters in local community settings, and Trustee and staff networks. LEAH appointed a new Trustee during this reporting year.

Organisational structure

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general, for example through LEAH's safeguarding and health and safety policies and processes. Trustees:

- Provide oversight and scrutiny
- Manage risks and where necessary ensure mitigations
- Act as thought partners to the CEO

The Trustees are responsible for the overall management and strategic direction of LEAH. The CEO was appointed by the Trustees to manage the day-to-day operations of the charity. The CEO has delegated

authority from the Trustees for operational matters including finance, employment and representing the charity. Trustees work to support and supervise the CEO and to set strategy, manage risks and maintain financial oversight.

Induction and training of new Trustees

On appointment, Trustees are given an induction including a policy pack, Constitution, key strategic documents, and opportunities to meet staff and visit LEAH services. Ongoing training is made available.

An annual 1:1 survey of all Trustees has provided the Chair and CEO with feedback. This has led to improved governance and communications. The most recent survey showed a high level of Trustee engagement.

Risk management

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

The Risk Register underwent a substantial review in March 2025. The Trustees use an annually reviewed organisational risk framework (based on Charity Commission Guidance) to assess the major risks to which the charity is exposed, in those risks related to the operations and finances of the organisation and are satisfied that systems are in place to mitigate the charity's exposure to these risks.

Financial review

The financial results are set out in the Statement of Financial Activities on page 23, Balance Sheet on page 24 and the Notes on pages 25 to 33.

The financial year 2024/25

LEAH has been through a year of some change, and the financial results reflect this. From 1st November 2024, LEAH took over the provision of services to clients in Merton from LETiM who provided funding in the shape of a donation of their remaining funds to facilitate this. LEAH has committed to using these funds for the provision of services in Merton and designated any unrestricted funds received. Expenditure on the provision of services in Merton from 1st November has been included in our overall expenditure on Charitable Activities.

The final figure for LEAH's charitable income in 2024/25 was £540,145 (including income from LETiM of £186,294) compared with £294,419 in 2023/24. Our total expenditure was £486,516 in 2024/25, compared with £386,381 in 2023/24. The major increase was due to the provision of services in Merton from 1st November and some governance work relating to the transaction.

The final surplus for the year was £53,629 compared with the prior year's deficit of £92,262.

Fundraising

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

Garfield Weston Foundation, London Borough of Hounslow Domestic Violence Team, London Borough of Hounslow Thriving Communities Mental Health Fund, Isleworth and Hounslow Charity, Network Homes Charitable Fund, Persula Foundation, Postcode Society Trust, Richmond Parish Lands Charity, Royal Borough of Kingston upon Thames Active Commissioning, Swire Charitable Trust, Tesco Stronger Starts, The 29th May 1961 Charitable Trust, The Bromley Trust, The Hampton Fund, The National Lottery Community Fund, The Rayne Foundation, Thomas Wall Trust and Trust for London.

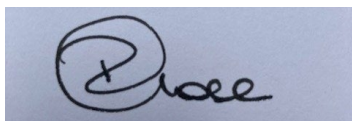
Reserves policy

LEAH's total reserves at the end of the financial year increased to £357,072 from £303,443 at the end of the previous year. The reserves are split between Unrestricted, Designated and Restricted. See Note 10 on page 25.

LEAH's policy is to hold five months' running costs in reserves, to enable business continuity in the event of unanticipated changes in the funding environment. Due to the nature of our Restricted funding being largely for our ongoing work, we include the Restricted reserve in this calculation. At the end of the year, our total reserves represented 9 months of budgeted expenditure; however, the reserves split shows that fully unrestricted reserve stands at £83,728 which represents only 2 months, and we have a designated fund largely dedicated to Merton clients only. Given the challenging fundraising landscape being experienced by all small charities, we are focusing on improving this picture in the coming year.

The donation from LETiM of £186,294 was split between Restricted and Unrestricted funds in accordance with the treatment of the funds when they were received by LETiM. The Unrestricted element was designated by the LEAH trustees in order to ring fence it for providing services to our new Merton clients. This meant an increase in our Designated reserve of £120,397. This amount was reduced by some spending against the Freda Lambert Memorial Fund of £1,420 making the net movement on Designated Reserve of £118,977.

Approved by order of the board of trustees and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Ruth Close', is written over a light blue rectangular background.

Ruth Close,

Chair of Finance Committee

Date

19 November 2025

Independent Examiners Report to the Trustees of Learn English at Home

I report on the accounts for the year ended 31 March 2025 set out below.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently 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 statements below.

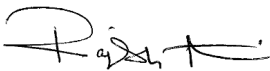
Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or

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



Rajesh Amin FCA

Date 10th December 2025

BDA Associates Limited

Chartered Accountants, Global House, 1 Ashley Avenue Epsom KT18 5AD

Learn English at Home

Statement of Financial Activities for the year ended 31 March 2025

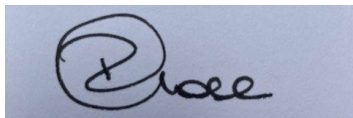
				31.03.25	31.03.24
	Notes	Unrestricted funds, £	Restricted funds, £	Total funds, £	Total funds, £
Income and endowments from					
Donations and legacies		1,122	-	1,122	293
Donation from Merton	2	123,029	63,266	186,295	
Charitable activities		23,400	327,667	351,067	293,298
Other income		738	-	738	
Investment income	3	922	-	922	828
Total income		149,211	390,934	540,145	294,419
Expenditure on charitable activities providing 1:1 tuition and community class support		145,638	340,878	486,516	386,681
Net income/(loss)		3,573	50,056	53,629	(92,262)
Transfer between funds		(12,079)	12,079	-	
Total funds brought forward		219,411	84,032	303,443	395,705
Total funds carried forward		210,905	146,167	357,072	303,443

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

Learn English at Home
Balance Sheet
As of 31 March 2025

	Notes	31.03.25 £	31.03.24 £
Fixed assets			
Property, plant and equipment	7	3,364	-
Total fixed assets		3,364	-
Current assets			
Debtors	8	3,600	3,600
Cash in bank and in hand		362,342	306,081
Total current assets		365,942	309,681
Liabilities			
Creditors: falling due within one year		(12,234)	(6,238)
Net current assets		353,708	303,443
Total assets less current liabilities		365,942	303,443
Net assets		357,072	303,443
Funds			
	9		
Unrestricted funds		83,728	211,211
Designated funds		127,177	8,200
Restricted funds		146,167	84,032
Total funds		357,072	303,443

The financial statements were approved by the Trustees on 19 November 2025 and were signed on its behalf by:



Ruth Close, Chair of Finance Committee

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Charity continues to adopt the going concern basis in preparing the financial statements.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland': the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure (as with fundraising or contract income), the income and related expenditure are reported gross in the Statement of Financial Activities.

Interest on deposit funds held is included when receivable and the amount can be measured reliably which is normally upon notification of the interest paid or payable by the bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

The income for charitable activities which provides free one-to-one English tuition via online lessons and face-to-face; conversation classes – again via online and face-to-face; and we also support socialisation and integration via activities such as museum visits. These aspects of our work and support are provided through the charities fundraising activities and includes donations received from individual and community supporters, grants from Trusts and Foundations, and through commissioning and partnership contracts.

Notes to the financial statements (cont.)

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, HR, payroll, and governance costs which support the charity's programmes and activities. These costs have been allocated between restricted and designated funds in expenditure on charitable activities.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

All assets over the value of £1,000 are capitalised and valued at historical cost. Depreciation is charged on Property Plant and Equipment on a straight-line basis over their estimated useful life of 3 years from the month of acquisition.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted general funds for specific future purposes or projects. The aim and use of each designated fund is set out by the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits

LEAH staff with qualifying earnings are entered into a salary sacrifice workplace pension scheme with contributions matched by LEAH up to 6 % of salary.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be reliably measured. In accordance with the Charities SORP (FRS 102) general volunteer time is not recognised. Refer to the Trustees' Annual Report for more information about their contribution.

2. Donation from Merton

1 November 2024 LEAH took over the provision of services to clients in Merton from Learn English Together in Merton (LETiM). It provided 1:1 tuition and classes in Merton borough. Its existing grants will continue to being spent fulfilling the requirements of those funders. Staff members from LETiM transferred to LEAH and continue to work for their clients under the same terms.

The unrestricted funds of LETiM that were donated to LEAH were reclassified as designated funds by LEAH Trustees' decision.

3. Investment income

All of the investment income arises from money held in interest bearing deposit accounts.

	31.03.25	31.03.24
	£	£
Deposit account interest	922	828

Notes to the financial statements (cont.)

4. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

One of the trustees has claimed expenses of £74 in the year 31 March 2025 (£157 in 2024).

5. Staff costs

	31.03.25	31.03.24
	£	£
Wages and salaries	346,303	290,204
Social security costs	27,072	22,508
Other pension costs	17,102	17,283
Total	390,477	329,995

The average monthly number of employees during the year was as follows:

	31.03.25	31.03.24
Total number on payroll	26	15
Full-time staff equivalent	9.2	8.4

Total staff numbers include full-time and part-time staff plus all active members of our group of creche workers. The FTE figure therefore gives a more accurate picture of our staffing capacity. The increase in staff numbers is attributable to the transfer of staff from LETiM.

No employees received emoluments more than £60,000 (none in 2024).

6. Comparatives for the statement of financial activities (from the 23/24 financial year).

			31.03.24	31.03.23
	Notes	Unrestricted funds, £	Restricted funds, £	Total funds, £
Income and endowments from				
Donations and legacies		293	-	293
Trusts and statutory grants		73,078	220,220	293,298
Investment income	3	828	-	828
Total income		74,199	220,220	294,419
Expenditure on charitable activities providing 1:1 tuition and community class support		75,805	310,876	386,681
Net income		(1,606)	(90,656)	(92,262)
Total funds brought forward		221,017	174,688	395,705
Total funds carried forward		219,411	84,032	303,443

Notes to the financial statements (cont.)

7. Fixed assets

	Property, Plant and Equipment £	Total £
Cost		
At the beginning of the year	-	-
Additions	4,326	4,326
At end of the year	4,326	4,326
Depreciation		
At the beginning of the year	-	-
Depreciation	961	961
At end of the year	961	961
Net book value at beginning of the year	-	-
Net book value at end of the year	3,364	3,364

8. Debtors: amounts falling due within one year

	31.03.25 £	31.03.24 £
Prepayments and accrued income	3,600	3,600

9. Creditors: amounts falling due within one year

	31.03.25 £	31.03.24 £
Trade creditors	11,035	5,038
Accrual and deferred income	1,200	1,200
Total creditors	12,235	6,238

10. Analysis of net assets between funds

	Unrestricted funds, £	Designated funds, £	Restricted funds, £	31.03.25 £	31.03.24 £
Fixed assets	-	-	3,364	3,364	-
Current assets	83,728	127,177	155,037	365,942	309,681
Current liabilities	-	-	(12,234)	(12,234)	(6,238)
Net assets	83,728	127,177	146,167	357,072	303,443

Analysis of net assets between funds (previous years)

	Unrestricted funds, £	Designated funds, £	Restricted funds, £	31.03.24 £	31.03.23 £
Current assets	211,211	8,200	90,270	309,681	404,226
Current liabilities	-	-	(6,238)	(6,238)	(8,521)
	211,211	8,200	84,032	303,443	395,705

Notes to the financial statements (cont.)

11. Movement in funds

	Notes	At 31.3.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds				
General fund		211,211	(127,483)	83,728
Designated funds				
Freda Lambert Memorial Fund		8,200	(1,420)	6,780
Merton - designated		-	120,397	120,397
Total designated funds		8,200	118,977	127,177
Restricted funds				
Isleworth and Hounslow Charity		3,000	(3,000)	-
London Borough of Hounslow DV T		5,000	(5,000)	-
Network Homes Charitable Fund		7,074	-	7,074
Tesco Stronger Starts		500	(500)	-
Awards for all		-	13,540	13,540
Hounslow Thriving Communities		-	4,490	4,490
The Hampton Fund		11,278	3,143	14,421
Heathrow CT		-	5,048	5,048
The National Lottery		42,552	(8,565)	33,987
City Bridge Foundation		-	-	-
Clothworker's	Note 12	-	-	-
GLA		-	-	-
Richmond Parish Lands Charity		14,628	8,247	22,875
VCSE IAG		-	182	182
RBK 23-28 Commissioning		-	-	-
Peter Stebbing		-	-	-
RBK Kingston 2025		-	2,260	2,260
Merton – City Bridge		-	560	560
Merton – Civic Pride		-	1,660	1,660
Merton – Henry Smith		-	28,740	28,740
Merton – Wimbledon Foundation		-	11,330	11,330
Total restricted funds		84,032	62,135	146,167
Total funds		303,443	53,629	357,072

Notes to the financial statements (cont)

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Transfer	Net movement in funds
Unrestricted funds				
General funds	26,182	(141,586)	(12,079)	(127,483)
Designated funds				
Freda Lambert Memorial Fund	-	(1,420)		(1,420)
Merton-designated	123,029	(2,631)		120,397
Total designated funds	123,029	(4,052)	-	118,977
Restricted funds				
IHC	-	(3,000)		(3,000)
London Borrow of Hounslow	-	(5,000)		(5,000)
NHCF	-	-		
Tesco	-	(500)		(500)
Awards for All	20,000	(6,460)		13,540
HTC	10,600	(6,110)		4,490
Hampton Fund	22,500	(19,357)		3,143
Heathrow CT	7,000	(1,952)		5,048
National Lottery	90,464	(99,028)		(8,565)
City Bridge Foundation	46,374	(55,058)	8,684	-
Clothworker's	10,000	(10,000)		-
GLA	6,010	(9,405)	3,395	-
RPLC	30,000	(21,753)		8,247
VCSE IAG	12,500	(12,318)		182
RBK 23-28 Commissioning	18,000	(18,000)		
Peter Stebbing	5,000	(5,000)		
RBK Kingston 2025	2,260	-		2,260
Merton - City Bridge	39,541	(38,981)		560
Merton - Civic Pride	2,220	(560)		1,660
Merton - Henry Smith	51,632	(22,892)		28,740
Merton - Wimbledon Foundation	16,834	(5,503)		11,330
Total restricted funds	390,934	(340,878)	12,079	62,135
Total funds	540,145	(486,516)	-	53,629

Notes to the financial statements (cont)

Movement in funds (previous year comparison)

	At 31.3.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	212,817	(1,606)	211,211
Designated funds			
Freda Lambert Memorial Fund	8,200	-	8,200
Restricted funds			
Isleworth and Hounslow Charity	-	3,000	3,000
London Borough of Hounslow Domestic Violence Team	-	5,000	5,000
Network Homes Charitable Fund	7,074	-	7,074
Persula Foundation	3,000	(3,000)	-
Postcode Society Trust	22,240	(22,240)	-
Richmond Parish Lands Charity	24,999	(10,371)	14,628
Swire Charitable Trust	3069	(3,069)	-
Tesco Stronger Starts	-	500	500
The 29th May 1961 Charitable Trust	3,664	(3,664)	-
The Hampton Fund	22,336	(11,058)	11,278
The National Lottery Community Fund	50,317	(7,765)	42,552
The Rayne Foundation	17,117	(17,117)	-
Thomas Wall Trust	5,000	(5,000)	-
Trust for London	15,872	(15,872)	-
Total restricted funds	174,688	(90,656)	84,032
Total funds	395,705	(92,262)	303,443

Notes to the financial statements (cont)

Net movements of funds (previous year comparison)

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	74,357	(75,963)	(1,606)
Designated fund			
Freda Lambert Memorial Fund	-	-	-
Restricted funds			
Isleworth and Hounslow Charity	3,000	-	3,000
London Borough of Hounslow Domestic Violence Team	10,000	(5,000)	5,000
MINT	10,000	(10,000)	-
Persula Foundation	-	(3,000)	(3,000)
Postcode Society Trust	-	(22,240)	(22,240)
Richmond Parish Lands Charity	30,000	(40,371)	(10,371)
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	5,000	(8,069)	(3,069)
Tesco Stronger Starts	500	-	500
The 29th May 1961 Charitable Trust	4,000	(7,664)	(3,664)
The Hampton Fund	22,500	(33,558)	(11,058)
The National Lottery Community Fund	100,720	(108,485)	(7,765)
The Rayne Foundation	-	(17,117)	(17,117)
Thomas Wall Trust	-	(5,000)	(5,000)
Trust for London	16,500	(32,372)	(15,872)
Total restricted funds	220,220	(310,876)	(90,656)
Total funds	294,577	(386,839)	(92,262)

12. Clothworker's grant

The value of fixed assets (laptops) totaling £4,326 that were purchased with Clothworker's grant for a general purpose, was transferred from restricted to unrestricted funds.

13. City Bridge Foundation and GLA

The amounts of £8,684 of CBF grant and £3,395 of GLA grant were transferred from unrestricted funds to finance a deficit on restricted funds accordingly.

14. Related party disclosures

There were no related party transactions for the year ended 31 March 2025 (none in 2024).

Learn English at Home

Detailed Statement of Financial Activity for the year ended 31 March 2025

	31.03.25	31.03.24
	£	£
Income and endowments:		
Donations and legacies	1,122	293
Donation from Merton	186,295	-
Investment income		
Deposit account interest	922	828
Charitable activities		
Grants and contracts	351,067	293,220
Other income	738	78
Total incoming resources	540,145	294,419
Expenditure:		
Charitable activities		
Project costs	11,964	16,607
Salaries	390,477	297,134
Accountancy	1,560	1,641
Bank charges	431	391
Cleaning	276	411
Fund raising	-	180
Depreciation IT equipment	961	539
Digital Champion	-	29,376
IT support	4,176	1,792
IT software & consumables	8,116	3,868
Website	3,779	-
Governance	18,934	420
HR-related costs	2,643	2,540
Insurance	1,378	1,373
Marketing & Communications	746	1,422
Misc overheads	38	1,806
Printing, Postage & Stationery	2,610	2,209
Refurbishment	237	1,154
Rent	14,400	14,400
Room hires	17,080	2,093
Staff recruitment & DBS	789	1,841
Staff training	1,222	1,044
Staff travel	1,199	681
Subscriptions	401	413
Telephone	1,734	1,938
Trustees' expenses	74	240
Utilities	1,289	1,170
Total resources expended	486,516	386,681
Net income/(loss)	53,269	(92,262)

LEARN ENGLISH AT HOME

England & Wales - Charity number 1153425

Accounts

Trustees Report and Financial Statement

Year ended 31 March 2024

Registered Charity number 1153425



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Learn English at Home (LEAH)

LEAH was established in 1982 and registered as a Charitable Incorporated Organisation (CIO) in August 2013. Our vision is to create *'Inclusion through Language'* and our services are specifically designed to unlock the potential of asylum seekers, refugees and migrants to create positive and rewarding lives for themselves in the UK.

LEAH delivers English lessons to those who are unable to attend adult education classes. Our students come from diverse backgrounds, facing unique challenges. They may be living in a women's refuge, navigating unstable housing, or caring for small children, meaning they are becoming increasingly isolated through language barriers. The focus of our lessons is to empower learners to communicate independently in areas of - health and wellbeing; education; and employability - so they can integrate into the communities they live in.

We primarily work across Kingston, Richmond, and Hounslow, but also help those who have experienced trafficking, modern slavery, or domestic violence from across London. Often our support goes further afield as we have made a commitment to continue supporting those who have been moved out of their temporary accommodation often to parts of the country where they have no existing networks.

There are no other organisations across Kingston, Hounslow and Richmond who provide our specialist volunteer-led support for learners who would otherwise be unable to access education. We work in partnership with service providers who themselves are unable to help and so refer to us for support. These include Council Refugee resettlement and domestic violence teams, NHS Trusts and mental health services, and other charities, including the Medaille Trust, Hestia, the St John of God Hospitaller, Refugee Action Kingston, and the Migrant Advocacy Service.

A team of 130+ trained volunteers deliver free language, digital awareness, wellbeing, local service signposting and progression support. This enables people with very low levels of English to improve their lives socially, emotionally and/or financially. By connecting refugees and asylum-seekers with local resident volunteers from diverse backgrounds, we enable the building of supportive and compassionate relationships, which are crucial in helping people secure their rights to social justice, develop their capabilities and reach their potential.

2023-24 key impacts:

- 409 unique clients were supported from 60 different countries, speaking more than 50 languages – more learners than ever before.
- 147 1:1 clients were provided with individual English language support - face to face, online or in community spaces
- 299 clients received English language support across nine different classes, either face to face or online
- 45 new volunteer tutors were recruited and successfully trained.

Chair's Statement

Sharon Landa, Chair of Trustees

Our mission, '*Inclusion through Language*', has two elements. Teaching English, provided by volunteers in both classes and 1:1 sessions, both online and in person, subject to individual preference. The materials and subjects covered help our clients improve their inclusion on issues such as liaison with schools, making medical appointments and roles beyond the home.

The clients we support often have complex and more demanding needs. Volunteers have been given training related to mental health and provided insights on working with people who have experienced trauma. Despite the increased complexity of needs, last year, LEAH supported more clients than ever before.

Support provided to volunteers now goes well beyond the initial training course to provide refreshers, and additional ideas on resources and sharing best practices. 90% of our volunteers feel well supported by LEAH.

Last year we belatedly celebrated our 40th anniversary and welcomed the Mayors of both Kingston and Richmond to a celebration which show-cased clients and volunteers who described the support they have received. Over the last 42 years, we have trained nearly 1,500 volunteers to support over 5,000 asylum seekers, refugees and migrants.

The cost-of-living crisis, homelessness, clients with ever more complex needs and limited statutory support have led to a tougher environment for LEAH and the charitable sector. Generally finding volunteers is harder, though LEAH has more volunteers than ever before. The challenges facing clients have changed how the staff support the volunteers. Increased competition for funds requires dedicated strategic, operational and fundraising expertise to ensure we are sustainable. We hold good reserves in line with our policy.

Despite the challenges, we continue to provide a service that is highly valued by our clients and the referral organisations, who recognise LEAH as the only source of support for those with the lowest levels of English. In our January 2024 learner survey:

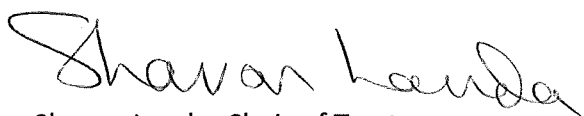
- 97% said LEAH lessons help them feel more confident and able to talk to people they meet.
- 94% of LEAH's clients said they could use what they learn from LEAH in their daily lives.
- 94% said lessons help them and their family stay healthy (e.g. make a GP appointment).
- 87% said that LEAH helped them to improve their English.

The people who refer users to LEAH agree, as one described in a recent survey – LEAH is “*a great local best fit for vulnerable refugee clients. This has proved to be a vital stepping stone for our new arrivals on their English language learning journey*”.

I pay tribute to the staff who in small and large ways constantly seek to improve what we offer our clients. They have developed operational plans that ensure we stay focussed, on strategy, with improved efficiency, without compromising on the quality of our service.

I thank my fellow trustees who give their time freely and often with much enthusiasm. The board committees have been the source of ideas to increase volunteer development and retention and client support. I look forward to the Board continuing to provide oversight and operate successfully with the Director, staff and volunteers.

And finally, LEAH would not exist without our team of volunteers, who are committed, creative and put considerable thought and effort into working with their clients, improving their English and creating positive and rewarding outcomes.

A handwritten signature in black ink, reading "Sharon Landa". The signature is fluid and cursive, with the first name "Sharon" being more prominent than the last name "Landa".

Sharon Landa, Chair of Trustees

Trustees' report 2023 - 2024

The Trustees present below their report and the examined financial statements for the year ending 31st March 2024. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Public benefit

In making decisions about the way in which LEAH achieves its charitable objectives, the Trustees have regard to the Charity Commission's guidance on public benefit. LEAH's work is beneficial in that it offers clients a means to overcome isolation and improve their chances in life through improved English language skills, increased confidence and self-belief, and greater knowledge of and access to local support services. LEAH's work changes people's lives. Through language LEAH empowers people to become active members of their local communities, contributing to an integrated society where language unlocks people's potential to participate fully in family and community life.

LEAH's work is beneficial to a specific section of the public, refugees, asylum seekers, victims of modern-day slavery and migrants with very limited levels of English. LEAH's work is focused on this group because of their vulnerability and isolation, and their inability to access any other language support. LEAH works to ensure that all those who are eligible for LEAH's services can benefit, for example through developing strong referral networks with statutory and voluntary partners and offering LEAH's services at no cost to the clients.

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general, for example through LEAH's safeguarding and health and safety policies and processes.

LEAH'S Services

Services include.

- 1:1 English language classes which are delivered face-to-face, online or on a hybrid basis.
- Small community-based or online language groups.
- School-based classes that help parents communicate with teachers and advocate for their children.
- Social integration activities to build social networks, reduce isolation and practice speaking English.
- Access to digital equipment and SIM cards that help clients join online lessons, as well as digital training, resources and support.

Two case studies

1) Mr A has been learning English with LEAH for the last 10 months. Arriving as a refugee from Afghanistan in 2021, and with few friends and no family in the UK, he was experiencing PTSD and becoming increasingly isolated and vulnerable

Mr A's social prescriber recognised the challenges he was facing, both in learning English and in adjusting to life in the UK and so put him in touch with LEAH. He lacked the confidence to participate in a group but was becoming very lonely and depressed, so he was a good candidate for our 1-to-1 service.

Since then, LEAH's model of tailored 1-to-1 teaching support has been a lifesaver for Mr A. He's been able to build a trusting relationship with his volunteer tutor, who he meets online for an hour a week. He has been able to practice English through role play that relates to activities, such as calling the GP or going to the shops, and this has helped to build his confidence enough to be able to start thinking of going out and meeting people.

With LEAH's support, Mr A is living a more fulfilling life in the UK. He's getting help for his mental health, and this is also improving as he learns English. Mr A is finally starting to create a life well lived – something he doesn't think would have been possible without LEAH's unique one-to-one support.

2) X is single parent with a young baby, was referred to LEAH and paired in March 2023. Having fled her home country due to death threats, she found herself homeless, having experienced human trafficking, domestic violence, and then physical abuse in the UK.

Living in a safe house and seeking asylum, X had spent a few years in primary education in her home country but was unable to read or write. Initially, she taught herself to speak English and came to LEAH keen to learn and to get a job in the future. Our LEAH Coordinator paired X with a tutor for 1:1 home lessons focusing on everyday language, basic literacy skills, reading, writing and developing confidence.

The lessons were structured so that X could be introduced to local baby groups to help reduce isolation and enable her to access relevant local services. LEAH referred her to at least 4 services including support to help with home and baby equipment. At the assessment LEAH's Co-ordinator noticed that X was squinting, and it became evident that she could not see clearly. The LEAH Coordinator discussed the option of having an eye test with X and contacted the referrer, Refugees Welcome in Richmond, who supported X to access an eye test, and which confirmed she needed glasses.

With new glasses, X has felt happier and more able to access lessons with her volunteer.

Comment from her referrer, "Thank you for all you have done for X - it's been amazing to have you batting on her side too. She can clearly read simple texts now, and sometimes chooses to message me in writing rather than voice message. The English classes have been totally transformative for her. But I really appreciate the interest you have taken in her case and all the other areas in which you have supported her."

Strategic Aims and progress to date

LEAH's 3 Year Strategic Goals (2022 – 2025) are:

Goal 1 – Sustainability

To become a sustainable organisation for the future LEAH will maximise income generation opportunities, maximise commissioned opportunities, keep abreast of national initiatives to secure funding for development and growth.

Goal 2 – Collaboration

LEAH will continue to work brilliantly together as a LEAH team, work with other agencies, authorities, organisations and commissioners in the interests of '*Inclusion through Language*' and work with clients to continue to understand, adapt to and meet their changing needs.

Goal 3 – Digital Transformation

LEAH will utilise technology that meets the needs of the diverse population it helps to increase accessibility, invest in technology infrastructure for clients, volunteers and staff and consult with sector leaders around digital options.

Goal 4 – Development

To enable LEAH to adapt to meet demand, it will scale up and adapt services to meet the needs of people who fall into "gaps" in service provision. To achieve this LEAH will expand volunteer roles, invest in staff and volunteers' development and build the LEAH profile.

Goal 5 – Equity, Diversity & Inclusion

LEAH will become a champion for equity, diversity and inclusion, accessible to all, culturally appropriate and led by the needs of their clients, staff and volunteers.

2023-24 Organisational and Service Achievements

LEAH has continued to work towards meeting its 3-year strategic plan objectives through:

1. Investment in and development of a new fundraising strategy and pipeline to provide a greater depth and breadth of income opportunities.
2. Introduction of staff and volunteer training and development opportunities to increase knowledge, participation, retention and satisfaction.
3. Development of holistic support for learners with more focused signposting and recording of progression.
4. Development and launch of new ESOL in the workplace toolkit, designed to help organisations provide their own in-house English language support.
5. Launch of a new volunteer 'stories' recruitment campaign to increase awareness and interest in volunteering for LEAH.
6. Development and implementation of a new Standard Operating Procedure to deliver a consistent and high-quality experience for staff, volunteer and learners.

Reference and Administrative Details

Registered Charity Number

1153425

Principal address

Siddeley House
50 Canbury Park Road
Kingston Upon Thames
Surrey
KT2 6LX

Trustees

Sharon Landa (Chair)	
Harprit Sekhon (Deputy Chair)	
Craig Warren (Treasurer)	Resigned November 2023
Richard Williams	Resigned October 2023
Lakshmi Devi	Resigned September 2024
Audrey Francon	
Harbinda Hanspal	
Sue Thomas	
Barbara Davies	
Ruth Close (Chair of Finance Committee)	Appointed November 2023

Key management personnel

Abby Holliday
Director

Gurpreet Keila
Operations Manager (May 2023)

Independent Examiner

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom
KT18 5AD

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Structure, governance, and management**Governing document**

The charity was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 15th August 2013.

The CIO was established under a Constitution which sets out its objects and powers. In the event of the CIO being wound up, the trustees have no liability to contribute to its assets and no responsibility for settling its debts and liabilities.

Recruitment and appointment of new trustees

New trustees are appointed, for a term of three years, by a resolution passed at a convened meeting of the charity trustees. Trustees may serve for a total of two terms. LEAH seek trustees with the skills and experience to complement LEAH's existing Board and support the organisation as it grows and develops. LEAH advertise widely for new trustees, using national websites, social media, posters in local community settings, and trustee and staff networks. LEAH appointed one new trustee this year.

Organisational structure

The trustees are responsible for the overall management and strategic direction of LEAH. The Director is appointed by the trustees to manage the day-to-day operations of the charity. The Director has delegated authority from the trustees for operational matters including finance, employment and representing the charity. Trustees work to support and supervise the Director and to set strategy, manage risks and maintain financial oversight.

Induction and training of new trustees

On appointment, trustees are given an induction including a policy pack, Constitution, key strategic documents, and opportunities to meet staff and visit LEAH services. Ongoing training is made available.

Risk management

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

The trustees use an annually reviewed organisational risk framework to assess the major risks to which the charity is exposed, in those risks related to the operations and finances of the organisation and are satisfied that systems are in place to mitigate the charity's exposure to these risks.

Financial review

The financial results are set out on in the Statement of Financial Activities and the Balance Sheet.

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

Garfield Weston Foundation, London Borough of Hounslow Domestic Violence Team, London Borough of Hounslow Thriving Communities Mental Health Fund, Isleworth and Hounslow Charity, Network Homes Charitable Fund, Persula Foundation, Postcode Society Trust, Richmond Parish Lands Charity, Royal Borough of Kingston upon Thames Active Commissioning, Swire Charitable Trust, Tesco Stronger Starts, The 29th May 1961 Charitable Trust, The Bromley Trust, The Hampton Fund, The National Lottery Community Fund, The Rayne Foundation, Thomas Wall Trust and Trust for London.

LEAH would also like to thank all individuals who have donated across the year.

During the year, LEAH's charitable income was £294,557 compared to £380,143 in 2023 (a reduction of 23%). This was due to delayed grant payments and time restrictions for targeted funding re-applications.

Our expenditure was £386,839, compared to £372,589 in 2022-23 (a slight increase of 4%). Over the year LEAH has invested in staffing resource across the senior team as well as digital infrastructure and volunteer training, to ensure LEAH has the resources and capacity to expand services and diversify the income in line with a new 3-year strategy to be developed for 2025-28.

LEAH's year end resulted in a deficit of £92,262, which is made up of a deficit £1,606 unrestricted funds, and a deficit of £90,656 restricted funds.

Reserves policy

LEAH's policy is to hold five months running costs as unrestricted reserves, to enable business continuity in the event of unanticipated changes in the funding environment.

The unrestricted reserves held by the charity decreased in the year from £221,017 to £219,411. These unrestricted reserves include £8,200 designated by the trustees as the Freda Lambert Memorial Fund. These reserves are for volunteer recruitment, training and retention. This means that the total unrestricted/free reserves for 2023-24, minus the designated funds are £211,211.

Approved by order of the board of trustees and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Ruth Close', enclosed within a circular stamp or seal.

Ruth Close, Chair of Finance Committee

14th November 2024

Independent Examiners Report to the Trustees of Learn English at Home

I report on the accounts for the year ended 31 March 2024 set out below.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

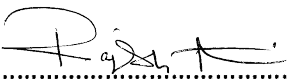
Basis of the independent examiner's report

My examination was carried out in accordance with the 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently 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 statements below.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with Section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Rajesh Amin FCA  Date...22.11.2024.....

BDA Associates Limited

Chartered Accountants, Global House, 1 Ashley Avenue Epsom KT18 5AD

Statement of financial activities for the year ended 31 March 2024

			31.3.24	31.3.23
		Unrestricted funds	Restricted funds	Total funds
	Notes	£	£	£
Income and endowments from				
Donations and legacies		293	-	1,269
Trusts and statutory grants		73,078	220,220	378,637
Investment income	2	828	-	237
Total income		74,199	220,220	380,143
Expenditure on				
Charitable activities				
Providing 1:1 English tuition and community class support		75,805	310,876	372,589
Net income		(1,606)	(90,656)	7,554
Total funds brought forward		221,017	174,688	388,151
Total funds carried forward		219,411	84,032	395,705

Continuing operations

All income and expenditure have arisen from continuing activities.

Balance Sheet

As at 31 March 2024

	Notes	31.3.24 £	31.3.23 £
Current assets			
Debtors	6	3,600	3,770
Cash at bank and in hand		306,081	400,456
		<u>309,681</u>	<u>404,226</u>
Creditors			
Amounts falling due within one year	7	(6,238)	(8,521)
		<u>303,443</u>	<u>395,705</u>
Net current assets			
		<u>303,443</u>	<u>395,705</u>
Total assets less current liabilities		303,443	395,705
		<u>303,443</u>	<u>395,705</u>
Net assets			
		<u>303,443</u>	<u>395,705</u>
Funds	9		
Unrestricted funds		211,211	212,817
Designated funds		8,200	8,200
Restricted funds		84,032	174,688
Total funds		<u>303,443</u>	<u>395,705</u>

The financial statements were approved by the Trustees on 18th September 2024 and were signed on its behalf by:


.....

Ruth Close, Chair of Finance Committee

1 Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Charity continues to adopt the going concern basis in preparing the financial statements

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

The income for charitable activities which provides 1:1 English tuition and community support is provided through the charities fundraising activities and includes donations received from individual and community supporters, grants from Trusts and Foundations, and through commissioning and partnership contracts.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake the charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between the restricted funds in expenditure on charitable activities.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted general funds for specific future purposes or project. The aim and use of each designated fund is set out by the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits

LEAH staff with qualifying earnings are entered into a salary sacrifice workplace pension scheme with contributions matched by LEAH up to 6 % of salary.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be reliably measured. In accordance with the Charities SORP (FRS 102) general volunteer time is not recognised, Refer to the Trustees' Annual Report for more information about their contribution.

2 Investment income

	31.3.24	31.3.23
	£	£
Deposit account interest	828	237

3 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

One of the trustees has claimed expenses for £157 in the year 31 March 2024 (£200, 2023).

4 Staff costs

	31.3.24	31.3.23
	£	£
Wages and salaries	290,204	275,936
Social security costs	22,508	20,411
Other pension costs	17,283	11,497
	<u>329,995</u>	<u>307,844</u>

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Total number on payroll	15	21
Full time staff equivalent (FTE)	<u>8.4</u>	<u>7</u>

Total staff numbers include full time and part time staff plus all active members of our bank of creche workers. The FTE figure therefore gives the more accurate picture of our staffing capacity.

No employees received emoluments more than £60,000. (none, 2023)

5 Comparatives for the statement of financial activities (from the 22/23 financial year)

		Unrestricted funds	Restricted funds	31.3.23 Total funds	31.3.22 Total funds
	Notes	£	£	£	£
Income and endowments from					
Donations and legacies		1,269	-	1,129	9,364
Trusts and statutory grants		50,900	327,737	378,637	417,268
Investment income	2	237	-	237	59
Total income		52,406	327,737	380,143	426,691
Expenditure on					
Charitable activities					
Providing 1:1 English tuition and community class support		-	372,589	372,589	308,647
Net income		52,406	(44,852)	7,554	118,044
Transfer between funds		-	-	-	-
Total funds brought forward		168,611	219,540	388,151	270,107
Total funds carried forward		221,017	174,688	395,705	388,151

6 Debtors: amounts falling due within one year

	31.3.24	31.3.23
	£	£
Trade Debtors	-	-
Prepayments and Accrued income	3,600	3,770
	<u>3,600</u>	<u>3,770</u>

7 Creditors: amounts falling due within one year

	31.3.24	31.3.23
	£	£
Trade creditors	5,038	4,875
Accrual and Deferred Income	1,200	3,646
	<u>6,238</u>	<u>8,521</u>

8 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£	£
Current assets	211,211	8,200	90,270	309,681	404,226
Current liabilities	-	-	(6,238)	(6,238)	(8,521)
	<u>211,211</u>	<u>8,200</u>	<u>84,032</u>	<u>303,443</u>	<u>395,705</u>

Analysis of net assets between funds (previous year comparison)

	Unrestricted funds	Designated funds	Restricted funds	31.3.23 Total funds	31.3.22 Total funds
	£	£	£	£	£
Current assets	212,817	8,200	183,209	404,226	392,042
Current liabilities	-	-	(8,521)	(8,521)	(3,891)
	<u>212,817</u>	<u>8,200</u>	<u>174,688</u>	<u>385,705</u>	<u>388,151</u>

9 Movement in funds

	At 31.3.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	212,817	(1,606)	211,211
Designated funds			
Freda Lambert Memorial Fund	8,200	-	8,200
Restricted funds			
Isleworth and Hounslow Charity	-	3,000	3,000
London Borough of Hounslow Domestic Violence Team	-	5,000	5,000
Network Homes Charitable Fund	7,074	-	7,074
Persula Foundation	3,000	(3,000)	-
Postcode Society Trust	22,240	(22,240)	-
Richmond Parish Lands Charity	24,999	(10,371)	14,628
Swire Charitable Trust	3,069	(3,069)	-
Tesco Stronger Starts	-	500	500
The 29th May 1961 Charitable Trust	3,664	(3,664)	-
The Hampton Fund	22,336	(11,058)	11,278
The National Lottery Community Fund	50,317	(7,765)	42,552
The Rayne Foundation	17,117	(17,117)	-
Thomas Wall Trust	5,000	(5,000)	-
Trust for London	15,872	(15,872)	-
Total restricted funds	<u>174,688</u>	<u>(90,656)</u>	<u>84,032</u>
Total funds	<u>395,705</u>	<u>(92,262)</u>	<u>303,443</u>

Net movement in funds, included in the above are as follows: (previous year comparison)

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	74,199	(75,805)	(1,606)
Designated fund			
Freda Lambert Memorial Fund	-	-	-
Restricted funds			
Isleworth and Hounslow Charity	3,000	-	3,000
London Borough of Hounslow Domestic Violence Team	10,000	(5,000)	5,000
MINT	10,000	(10,000)	-
Persula Foundation	-	(3,000)	(3,000)
Postcode Society Trust	-	(22,240)	(22,240)
Richmond Parish Lands Charity	30,000	(40,371)	(10,371)
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	5,000	(8,069)	(3,069)
Tesco Stronger Starts	500	-	500
The 29th May 1961 Charitable Trust	4,000	(7,664)	(3,664)
The Hampton Fund	22,500	(33,558)	(11,058)
The National Lottery Community Fund	100,720	(108,485)	(7,765)
The Rayne Foundation	-	(17,117)	(17,117)
Thomas Wall Trust	-	(5,000)	(5,000)
Trust for London	16,500	(32,372)	(15,872)
	220,220	(310,876)	(90,656)
Total funds	294,419	(386,681)	(92,262)

Movement in funds (previous year comparison)

	At 31.3.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	160,411	52,406	212,817
Designated funds			
Freda Lambert Memorial Fund	8,200	-	8,200
Restricted funds			
Arnold Clarke	1,000	(1,000)	-
CAF Resilience Fund	45,847	(45,847)	-
Cheshire Community Foundation	4,000	(4,000)	-
Hounslow Thriving Communities: Hounslow Response Fund	5,000	(5,000)	-
Network Homes Charitable Fund	7,074	-	7,074
Persula Foundation	-	3,000	3,000
Postcode Society Trust	11,005	11,235	22,240
Richmond Parish Lands Charity	22,618	2,381	24,999
Swire Charitable Trust	6,025	(2,956)	3,069
The 29th May 1961 Charitable Trust	4,000	(336)	3,664
The Bromley grant	10,000	(10,000)	-
The Hampton Fund	22,401	(65)	22,336
The Henry Smith Charity	5,192	(5,192)	-
The National Lottery Community Fund	49,765	552	50,317
The Rayne Foundation	16,298	819	17,117
Thomas Wall Trust	-	5,000	5,000
Trust for London	9,315	6,557	15,872
Total restricted funds	219,540	(44,852)	174,688
Total funds	388,151	7,554	395,705

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	52,406	-	52,406
Total unrestricted fund	52,406	-	52,406
Designated fund			
Freda Lambert Memorial Fund	-	-	-
Restricted funds			
Arnold Clarke	-	(1,000)	(1,000)
CAF Resilience Fund	15,000	(60,847)	(45,847)
Cheshire Community Foundation	-	(4,000)	(4,000)
Hounslow Thriving Communities: Hounslow Response Fund	-	(5,000)	(5,000)
MINT	10,000	(10,000)	-
Persula Society Trust	6,000	(3,000)	3,000
Postcode Society Trust	22,240	(11,005)	11,235
Richmond Parish Lands Charity	25,000	(22,619)	2,381
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	5,000	(7,956)	(2,956)
The 29th May 1961 Charitable Trust	4,000	(4,336)	(336)
The Bromley grant	-	(10,000)	(10,000)
The Hampton Fund	22,500	(22,565)	(65)
The Henry Smith Charity	50,000	(55,192)	(5,192)
The National Lottery Community Fund	100,497	(99,945)	552
The Rayne Foundation	18,000	(17,181)	819
Thomas Wall Trust	5,000	-	5,000
Trust for London	26,500	(19,943)	6,557
	327,737	(372,589)	(44,852)
Total funds	380,143	(372,589)	7,554

10 Related party disclosures

There were no related party transactions for the year ended 31 March 2024 (none, 2023).

Detailed Statement of Financial Activities for the year ended

	31.3.24	31.3.23
	£	£
Income and endowments		
Donations and legacies	293	1,269
Investment income		
Deposit account interest	828	237
Charitable activities		
Grants	293,220	378,637
Other income	78	-
Total incoming resources	294,419	380,143
Expenditure		
Charitable activities		
Salary and wages	290,204	275,936
Social security	22,508	20,411
Pensions	17,283	11,497
Consulting and outsourcing	4,359	15,104
Insurance	1,373	1,315
External evaluation costs	3,360	1,680
Fund Raising	180	-
IT and office equipment expense	5,988	5,178
Lighting and heating	1,170	2,490
Miscellaneous	5,627	718
Petrol and fares	681	551
Marketing and Communications	1,422	-
Photocopying and stationery	2,209	2,573
Rent	14,400	13,968
Room hire	2,093	2,320
Staff recruitment	1,841	2,083
Staff training	1,044	234
Subscriptions	413	577
Telephone	2,149	2,453
Volunteer cost	5,685	5,955
	383,989	365,043
Support costs		
Finance		
Bank Charges	391	435
Governance costs		
Governance	660	275
Accountancy and legal fees		
Accountancy	441	5636
Independent Examination fees	1,200	1,200
Total resources expended	386,681	372,589
Net income	(92,262)	7,554

LEARN ENGLISH AT HOME

England & Wales - Charity number 1153425

Accounts

Trustees Report and Financial Statement

Year ended 31 March 2023

Registered Charity number 1153425



Learn English
At Home

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Learn English at Home (LEAH)

LEAH was established in 1982 to advance the education of ethnically diverse adults who do not speak English as a first language and who are unable to access mainstream adult education courses. Through personalised language support, LEAH empowers people to communicate independently in the areas of health, wellbeing, education, and work. Our vision is to achieve 'inclusion through language'.

LEAH operates primarily across the boroughs of Kingston, Richmond, and Hounslow. LEAH also operates across other London Boroughs, as some clients have been moved out of borough during their time with LEAH. We also support a specific group of clients with complex needs who have been trafficked, experienced slavery or domestic abuse, and have been referred from across London.

Our service is provided by volunteer tutors who work directly with their students in a variety of ways - face to face in their homes, online via Zoom, or in community classes. Through weekly one-to-one support for up to 12 months, tutors help their students build confidence with speaking and writing English, learning about local services, and helping to create opportunities for study and employment.

LEAH's clients are referred by a strong network of 80+ referral partners including GPs, health services, social prescribers, refuges, hotels, businesses, and schools. To be eligible for LEAH services, potential 'clients' must be unable to access other English language provision because of their physical and/or mental ill health, caring responsibilities, illiteracy in their first language, immigration status, have experienced domestic abuse, modern slavery or have been trafficked.

Having limited English means clients often struggle to access vital services, including housing, education for themselves and their children, health care and to find sustainable employment. LEAH enables clients to gain confidence, develop support networks, access services for themselves and their children and make their first steps towards college, volunteering, and employment.

LEAH meets people who have newly arrived in the UK as a refugee or asylum-seeker, and who face insecurity of accommodation and financial subsistence and are simply in a survival state. Others are at various stages of coping and adapting as they have been able to settle, have lived in the UK for several years, have friends and family nearby, and are seeking to learn English so that they can further cope and adapt to temporarily, or permanently, living in the UK. As we help to build the confidence of clients, with the support of volunteers, we see clients progress and move beyond the stages of surviving and coping as LEAH's support helps them to gain the confidence and skills needed to adapt and thrive.

LEAH's services change people's lives; empowering people to discover and take opportunities to actively integrate and participate in their local communities.

2022-23 key impacts:

- 396 unique clients were supported from 61 different countries, speaking more than 50 languages.
- 141 1:1 clients were provided with individual English language support - face to face, online or in community spaces
- 279 clients received English language support across nine different classes, either face to face or online
- 348 referrals were made to LEAH for English language support.
- 48 new volunteer tutors were recruited.

Chairs Statement

Introduction from Sharon Landa, Chair of Trustees

As I write my first statement for the annual report. I am reminded that I stand on the shoulders of my predecessor, Richard Williams, who not only guided LEAH through the pandemic but also oversaw a period of growth in the charity.

The last year has been a year of change for LEAH: a new Chair, three new trustees, a new director, and several new members of staff.

The new Director, Abby Price, had previously led the charity as an Interim Director, has built on her existing knowledge, assessed what has changed to ensure that LEAH could expand our reach and make services more accessible. The staff structure has changed: a new Office Manager and the Digital Inclusion Coordinator have identified efficiencies, enabling better use of technology which has freed up Coordinator time and provided an improved volunteer and client experience. A new Fundraising Manager has enabled the bookkeeping and finances to be brought in-house. The Director has given more attention to service development and delivery. Benefits have included the development of standardised internal approaches, built from best practices to enable all clients and volunteers to have an enjoyable, high-quality experience with LEAH.

The results have been clear in the numbers: over 30% more clients supported, those attending classes have more than doubled. The clients have changed: often with past traumas, some with consequential mental health issues, who may only have transitory housing before being moved to a new location. As a result the 1:1 sessions have never been more important but also challenging to organise. While we have had success in recruiting new volunteers, fewer were trained than planned, an experience we share with many others in the voluntary sector.

To help understand the current level of service, surveys were conducted amongst all stakeholder groups:

- 90% of volunteers feel well supported. Their ideas and the benchmark data give LEAH the ability to measure improvements going forward.
- Over 90% of referrers see our work as providing a gap in services provided elsewhere. They readily identified the benefits to the clients: an increase in confidence, improved well-being and language skills and less isolation. This is especially pleasing as there has been a 50% increase in the number of referrers using LEAH.
- Over 90% of clients described similar improvements which they apply in their daily lives: meeting with GPs, schools etc.

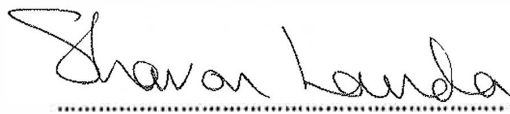
LEAH continues to have good financial stability. The reserves ensure that we can continue to provide the services so clearly needed and fill a gap in what is provided elsewhere.

Our mission is Inclusion through Language. In 2022 we were able to re-start the trips to local venues. Classes have also provided opportunities for interaction. Emerging from the pandemic enabled a hybrid model: a mix of in-person and digital interactions according to

client and volunteer preference. We trialled running joint sessions with one volunteer and two clients, with success. These changes enable LEAH to develop a model which is flexed to meet the needs of diverse clients.

I wish to pay a special tribute to the staff who have led these changes and managed through a changing and often challenging environment. They have managed change with success and enthusiasm.

Finally, I would like to thank my fellow Trustees, who give their time freely and often with much enthusiasm. Three new Trustees joined the board, all experienced LEAH volunteers. This enabled the Board to dedicate time to review operations and start a new Marketing and Communications Team. The results have been ideas to expand our reach and accessibility of services. I look forward to the Board continuing to provide oversight and operate successfully with the Director and staff.

A handwritten signature in black ink that reads "Sharon Landa". The signature is fluid and cursive, with the first name "Sharon" and the last name "Landa" clearly distinguishable. Below the signature is a horizontal line of small, evenly spaced dots.

Sharon Landa, Chair of Trustees

Trustees' report 2022 - 2023

The Trustees present below their report and the examined financial statements for the year ending 31st March 2023. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Public benefit

In making decisions about the way in which LEAH achieves its charitable objectives, the Trustees have regard to the Charity Commission's guidance on public benefit. LEAH's work is beneficial in that it offers clients a means to overcome isolation and improve their chances in life through improved English language skills, increased confidence and self-belief, and greater knowledge of and access to local support services. LEAH's work changes people's lives. Through language LEAH empowers people to become active members of their local communities, contributing to an integrated society where language unlocks people's potential to participate fully in family and community life.

LEAH's work is beneficial to a specific section of the public, to minority ethnic adults with very limited levels of English. LEAH's work is focused on this group because of their vulnerability and isolation, and their exclusion from other language support. In particular, LEAH supports clients who are unable to access adult education provision because of, for example, their child-care responsibilities, physical and/or mental ill health, illiteracy in their first language, have experienced domestic violence or have been trafficked. LEAH works to ensure that all those who are eligible for LEAH's services can benefit, for example through developing strong referral networks with statutory and voluntary partners and offering LEAH's services at no cost to the clients.

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general, for example through LEAH's safeguarding and health and safety policies and processes.

LEAH'S Services

LEAH's 1:1 service offers a person-centred programme designed to meet individual needs:

Language which supports people to tackle practical challenges they currently face, e.g. making appointments, communicating with their GP, speaking to a neighbour or support workers, reading letters about housing benefit, asylum applications and guidance, British Citizenship, their child's school, preparing a CV.

Support to access local services e.g. children's centres, libraries, local activities and specialist support services such as those provided via partners. In addition, to learning about these online, and understanding how to access them independently.

Transition objectives and support to progress to LEAH and other online/community group ESOL learning provisions, local colleges, volunteering or employment.

We supported 141 clients with 1;1 support in 2022-23 which included 32 victims of trafficking or domestic violence, 8 Ukrainian citizens under the Route 2 Refugee Relocation Scheme and 1 under the Route 1 scheme., 7 Afghan citizens were supported under the Afghan Citizens Relocations Scheme (ACRS) and 2 under the Afghan Relocation Assistance Policy (ARAP).

LEAH classes support the development of English as well as digital literacy skills through themed support:

Communicating with Schools - Schools' classes focus on language skills within the specific context of the child's school and embed the language needed to support their child's learning and development with the wider impact of increasing their independence and increasing social networks. People are supported to fill in forms for their children to access school trips, engage in wider school volunteering opportunities with other parents, read letters and reports and help their children with written work as well as engage in social trips.

Health & Wellbeing - Classes focus on skills required for accessing health care and wellbeing services e.g. reading GP surgery timetables, completing simple forms, information about local health care and wellbeing services (e.g. when to use GPs, walk-in clinics, local talking therapies and A&E) and relevant vocabulary to access public health messages (e.g. healthy eating, dental hygiene, keeping active).

In Work Progression - In partnership with business to focus on English in the workplace for migrant workers and supporting progression in the workplace and an understanding of workers rights.

We supported 279 class clients in 2022-23, which included 101 in remote classes, 71 clients in our Heston community class, 96 migrant workers from MITIE at Heathrow Airport, 10 parents at Coombe Hill School and 13 parents at Richmond School classes.

Strategic Aims and progress to date

LEAH's 3 Year Strategic Goals (2022 – 2025) are:

Goal 1 – Sustainability

To become a sustainable organisation for the future LEAH will maximise income generation opportunities, maximise commissioned opportunities, keep abreast of national initiatives to secure funding for development and growth.

Goal 2 – Collaboration

LEAH will continue to work brilliantly together as a LEAH team, work with other agencies, authorities, organisations and commissioners in the interests of "Inclusion through Language" and work with clients to continue to understand, adapt to and meet their changing needs.

Goal 3 – Digital Transformation

To be a leader in LEAH's field LEAH will utilise technology that meets the needs of the diverse population LEAH helps. LEAH will increase accessibility, co-design services with clients that help to ensure their needs are met, invest in technology infrastructure for clients, volunteers

and staff and consult with sector leaders around digital options. LEAH will keep ahead of national trends and look for opportunities to capitalise on innovative digital services that enhance what LEAH provides or how efficiently they can provide it.

Goal 4 – Development

To enable LEAH to adapt to meet demand for services LEAH will scale up high value services and adapt services to meet the needs of people who fall into “gaps” in service provision. To achieve this LEAH will expand volunteer roles, invest in staff and volunteers’ development and build the LEAH profile.

Goal 5 – Equality & Inclusion

LEAH will become a champion for equality, diversity and inclusion, accessible to all, culturally appropriate and led by the needs of their clients, staff and volunteers.

2022-23 Organisational and Service Development

LEAH has continued to work towards meeting its 3-year strategic plan objectives through:

1. Recruitment of a new Director with extensive experience of developing and managing strategic change within the charity sector.
2. Continuing to diversify income with the recruitment of a dedicated Fundraising Manager.
3. Further strengthened and increased diversity of the Board with three new appointments who are also volunteer tutors.
4. Continued consolidation of the LEAH service in Hounslow with the Heston class going from strength to strength.
5. Continued development of holistic support for clients and improve progression rates.
6. Further development of our volunteer support programme by creating an online resource tool and new digital communications between volunteers and their clients
7. Continuing to build on the In-Work progression programme with Trust for London funding through successful in-work classes at MITIE.
8. Strengthening LEAH’s brand and external communications with the development of a new marketing and communications plan.

Reference and Administrative Details

Registered Charity Number

1153425

Principal address

Siddeley House
50 Canbury Park Road
Kingston Upon Thames
Surrey
KT2 6LX

Trustees

Sharon Landa (Chair)	
Harprit Sekhon (Deputy Chair)	
Craig Warren (Treasurer)	
Richard Williams	
Lakshmi Devi	
Audrey Francon	
Eamonn Sweeney	Resigned 5 th December 2022
Frances Kitson	Resigned 12 October 2022
Shamim Amir	Resigned 12 October 2022
Harbinda Hanspal	Appointed 12 October 2022
Sue Thomas	Appointed 12 October 2022
Barbara Davies	Appointed 23 February 2023

Key management personnel

Jenny Irish	Director until July 2022
Abby Price	Interim Director July 2022 – October 2022 Permanent Director from October 2022
Zoe Chadwick	Services Manager until March 31 2023

Independent Examiner

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom
KT18 5AD

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Structure, governance, and management**Governing document**

The charity was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 15th August 2013.

The CIO was established under a Constitution which sets out its objects and powers. In the event of the CIO being wound up, the trustees have no liability to contribute to its assets and no responsibility for settling its debts and liabilities.

Recruitment and appointment of new trustees

New trustees are appointed, for a term of three years, by a resolution passed at a convened meeting of the charity trustees. Trustees may serve for a total of two terms. LEAH seek trustees with the skills and experience to complement LEAH's existing Board and support the organisation as it grows and develops. LEAH advertise widely for new trustees, using national websites, social media, posters in local community settings, and trustee and staff networks. LEAH appointed three new trustees this year.

Organisational structure

The trustees are responsible for the overall management and strategic direction of LEAH. The Director is appointed by the trustees to manage the day to day operations of the charity. The Director has delegated authority from the trustees for operational matters including finance, employment and representing the charity. Trustees work to support and supervise the Director and to set strategy, manage risks and maintain financial oversight.

Induction and training of new trustees

On appointment, trustees are given an induction including a policy pack, Constitution, key strategic documents and opportunities to meet staff and visit LEAH services. Ongoing training is made available.

Risk management

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

The trustees use an annually reviewed organisational risk framework to assess the major risks to which the charity is exposed, in those risks related to the operations and finances of the organisation and are satisfied that systems are in place to mitigate the charity's exposure to these risks.

Financial review

The financial results are set out on in the Statement of Financial Activities and the Balance Sheet.

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

AB Charitable Trust, Arnold Clarke, CAF Resilience Fund, Cheshire Community Foundation, Garfield Weston Foundation, Heathrow Community Fund, Hounslow Thriving Communities: Hounslow Response Fund, Network Homes Charitable Fund, Persula Foundation, Postcode Society Trust, Richmond Parish Lands Charity, Royal Borough of Kingston upon Thames, Swire Charitable Trust, The 29th May 1961 Charitable Trust, The Bromley Trust, The Hampton Fund, The Henry Smith Charity, The National Lottery Community Fund, The Rayne Foundation, Thomas Wall Trust and Trust for London.

LEAH would also like to thank all the individuals who have donated across the year.

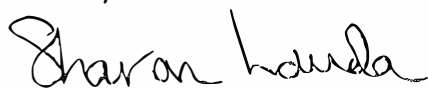
During the year, LEAH's charitable income was £380,143 and expenditure was £372,589. LEAH's year end resulted in a surplus of £7,554 which is made up of a surplus of £52,406 unrestricted funds and a deficit of £44,852 restricted funds. LEAH has invested in staffing resource across the senior team and administration to ensure LEAH has the resources to expand services and diversify the income base in line with the 3-year strategy.

Reserves policy

LEAH's policy is to hold five months running costs as unrestricted reserves, to enable business continuity in the event of unanticipated changes in the funding environment.

The unrestricted reserves held by the charity increased in the year by £52,406, from £168,611 to £221,017, meeting the 5-month target. Unrestricted reserves include £8,200 designated by the trustees as the Freda Lambert Memorial Fund, for volunteer recruitment, training, retention, and development, reducing the free reserves to £212,817.

Approved by order of the board of trustees and signed on its behalf by:



Sharon Landa, Chair of Trustees

17th November 2023

Independent Examiners Report to the Trustees of Learn English at Home

I report on the accounts for the year ended 31 March 2023 set out below.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently 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 statements below.

Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or

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



Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom KT18 5AD

Date: 26th January 2024

Statement of financial activities for the year ended 31 March 2023

			31.3.23	31.3.22
	Notes	Unrestricted funds £	Restricted funds £	Total funds £
Income and endowments from				
Donations and legacies		1,269	-	9,364
Trusts and statutory grants		50,900	327,737	417,268
Investment income	2	237	-	59
Total income		52,406	327,737	426,691
Expenditure on				
Charitable activities				
Providing 1:1 English tuition and community class support		-	372,589	308,647
Net income		52,406	(44,852)	118,044
Transfer between funds		-	-	-
Total funds brought forward		168,611	219,540	270,107
Total funds carried forward		221,017	174,688	388,151

Continuing operations

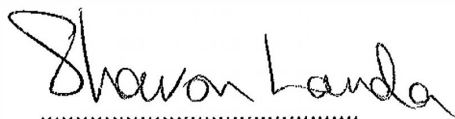
All income and expenditure have arisen from continuing activities.

Balance sheet

as at 31 March 2023

	Notes	31.3.23 £	31.3.22 £
Fixed assets			
Tangible assets	6	-	-
Current assets			
Debtors	7	3,770	532
Cash at bank and in hand		400,456	391,510
		<u>404,226</u>	<u>392,042</u>
Creditors			
Amounts falling due within one year	8	(8,521)	(3,891)
Net current assets		<u>395,705</u>	<u>388,151</u>
Total assets less current liabilities		395,705	388,151
Net assets		<u>395,705</u>	<u>388,151</u>
Funds	10		
Unrestricted funds		212,817	160,411
Designated funds		8,200	8,200
Restricted funds		174,688	219,540
Total funds		<u>395,705</u>	<u>388,151</u>

The financial statements were approved by the Board of Trustees on 17th November and were signed on its behalf by:



Sharon Landa, Chair of Trustees

1 Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going concern without material uncertainties

Management has considered the consequences of COVID-19 and other events and conditions, and it has determined that they do not create a material uncertainty that casts significant doubt upon the entity's ability to continue as a going concern.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

The income for charitable activities which provides 1:1 English tuition and community support is provided through the charities fundraising activities and includes donations received from individual and community supporters, grants from Trusts and Foundations, and through commissioning and partnership contracts.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake the charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between the restricted funds in expenditure on charitable activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings- 20% on cost

Computer equipment- 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted general funds for specific future purposes or project. The aim and use of each designated fund is set out by the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits

LEAH staff with qualifying earnings are entered into a salary sacrifice workplace pension scheme with contributions matched by LEAH up to 6 % of salary.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be reliably measured. In accordance with the Charities SORP (FRS 102) general volunteer time is not recognised and refer to the Trustees' Annual Report for more information about their contribution.

2 Investment Income

	31.3.23	31.3.22
	£	£
Deposit account interest	237	59

3 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

One of the trustees has claimed expenses for £200 in the year 31 March 2023 (£88, 2022).

4 Staff costs

	31.3.23	31.3.22
	£	£
Wages and salaries	275,936	222,331
Social security costs	20,411	14,152
Other pension costs	11,497	10,616
	<u>307,844</u>	<u>247,099</u>

The average monthly number of employees during the year was as follows:

	31.3.23	31.3.22
Total number on payroll	21	20
Full time staff equivalent (FTE)	<u>7</u>	<u>7</u>

Total staff numbers include all active members of our bank of creche workers in the period and our part time staff. The FTE figure therefore gives the more accurate picture of our staff resource (and includes one full-time employee).

No employees received emoluments more than £60,000. (none, 2022)

5 Comparatives for the statement of financial activities (from the 21/22 financial year)

			31.3.22	31.3.21
		Unrestricted funds	Restricted funds	Total funds
Notes	£	£	£	£
Income and endowments from				
Donations and legacies		8,364	1,000	9,364
Charitable activities				
Providing 1:1 English tuition and community class support		15,000	402,268	417,268
Investment income	2	59	-	59
Other Income		-	-	-
Total income		23,423	403,268	426,691
Expenditure on				
Charitable activities				
Providing 1:1 English tuition and community class support		881	307,766	308,647
Net income		22,542	95,502	118,044
Transfer between funds		-	-	-
Total funds brought forward		146,069	124,038	270,107
Total funds carried forward		168,611	219,540	388,151

6 Tangible fixed assets

	Computer equipment £	Totals £
Cost or valuation		
At 1 st April 2022	1,447	1,447
Assets written off	(1,447)	(1,447)
At 31 st March 2023	-	-
Depreciation and impairments		
At beginning of the year	1,447	1,447
Accumulated depreciation on assets written off	(1,447)	(1,447)
At end of year	-	-
Charge for year	-	-
Net book value		
Net book value at beginning of the year	-	-
Net book value at end of the year	-	-

7 Debtors: amounts falling due within one year

	31.3.23 £	31.3.22 £
Trade Debtors	-	-
Prepayments and Accrued income	3,770	532
	<u>3,770</u>	<u>532</u>

8 Creditors: amounts falling due within one year

	31.3.23 £	31.3.22 £
Trade creditors	4,875	860
Accrual and Deferred Income	3,646	3,031
	<u>8,521</u>	<u>3,891</u>

9 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	31.3.23 Total funds	31.3.22 Total funds
	£	£	£	£	£
Fixed assets	-	-	-	-	-
Current assets	212,817	8,200	183,209	404,226	392,042
Current liabilities	-	-	(8,521)	(8,521)	(3,891)
	<u>212,817</u>	<u>8,200</u>	<u>174,688</u>	<u>395,705</u>	<u>388,151</u>

10 Movement in funds

	At 31.3.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	160,411	52,406	212,817
Designated funds			
Freda Lambert Memorial Fund	8,200	-	8,200
Restricted funds			
Arnold Clarke	1,000	(1,000)	-
CAF Resilience Fund	45,847	(45,847)	-
Cheshire Community Foundation	4,000	(4,000)	-
Hounslow Thriving Communities: Hounslow Response Fund	5,000	(5,000)	-
Network Homes Charitable Fund	7,074	-	7,074
Persula Foundation	-	3,000	3,000
Postcode Society Trust	11,005	11,235	22,240
Richmond Parish Lands Charity	22,618	2,381	24,999
Swire Charitable Trust	6,025	(2,956)	3,069
The 29th May 1961 Charitable Trust	4,000	(336)	3,664
The Bromley grant	10,000	(10,000)	-
The Hampton Fund	22,401	(65)	22,336
The Henry Smith Charity	5,192	(5,192)	-
The National Lottery Community Fund	49,765	552	50,317
The Rayne Foundation	16,298	819	17,117
Thomas Wall Trust	-	5,000	5,000
Trust for London	9,315	6,557	15,872
Total restricted funds	<u>219,540</u>	<u>(44,852)</u>	<u>174,688</u>
Total funds	<u>388,151</u>	<u>7,554</u>	<u>395,705</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	52,406	-	52,406
Designated fund			
Freda Lambert Memorial Fund	-	-	-
Restricted funds			
Arnold Clarke	-	(1,000)	(1,000)
CAF Resilience Fund	15,000	(60,847)	(45,847)
Cheshire Community Foundation	-	(4,000)	(4,000)
Hounslow Thriving Communities: Hounslow Response Fund	-	(5,000)	(5,000)
MINT	10,000	(10,000)	-
Persula Foundation	6,000	(3,000)	3,000
Postcode Society Trust	22,240	(11,005)	11,235
Richmond Parish Lands Charity	25,000	(22,619)	2,381
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	5,000	(7,956)	(2,956)
The 29th May 1961 Charitable Trust	4,000	(4,336)	(336)
The Bromley grant	-	(10,000)	(10,000)
The Hampton Fund	22,500	(22,565)	(65)
The Henry Smith Charity	50,000	(55,192)	(5,192)
The National Lottery Community Fund	100,497	(99,945)	552
The Rayne Foundation	18,000	(17,181)	819
Thomas Wall Trust	5,000	-	5,000
Trust for London	26,500	(19,943)	6,557
	327,737	(372,589)	(44,852)
Total funds	380,143	(372,589)	7,554

Movement in funds (previous year comparison)

	At 31.3.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	136,995	23,416	160,411
Designated funds			
Freda Lambert Memorial Fund	9,074	(874)	8,200
Restricted funds			
CAF Resilience Fund	-	45,847	45,847
Network Homes Charitable Fund	-	7,074	7,074
Swire Charitable Trust	-	6,025	6,025
Arnold Clarke	-	1,000	1,000
The 29th May 1961 Charitable Trust	-	4,000	4,000
Cheshire Community Foundation	-	4,000	4,000
Postcode Society Trust	-	11,005	11,005
The Bromley grant	-	10,000	10,000
Trust for London	-	9,315	9,315
Royal Borough of Kingston upon Thames - (Controlling Migration Fund MHCLG)	4,508	(4,508)	-
Heathrow Community Fund	1,992	(1,992)	-
The Hampton Fund	16,681	5,720	22,401
The Henry Smith Charity	6,788	(1,596)	5,192
Hounslow Thriving Communities: Hounslow Response Fund	-	5,000	5,000
The Rayne Foundation	17,870	(1,572)	16,298
Richmond Parish Lands Charity	23,515	(897)	22,618
The National Lottery Community Fund	52,684	(2,919)	49,765
Total restricted funds	124,038	95,502	219,540
Total funds	270,107	118,044	388,151

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	23,423	(7)	23,416
Total unrestricted fund	23,423	(7)	23,416
Designated fund			
Freda Lambert Memorial Fund	-	(874)	(874)

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			
Royal Borough of Kingston upon Thames - (Controlling Migration Fund MHCLG)	1,692	(6,200)	(4,508)
Alpkit Foundation	300	(300)	-
CAF Resilience Fund	55,000	(9,153)	45,847
Persula Foundation	2,000	(2,000)	-
Garfield Weston Foundation*	20,000	(20,000)	-
The Hampton Fund	23,100	(17,380)	5,720
Heathrow Community Fund	2,750	(4,742)	(1,992)
Kingston Voluntary Action CIO	6,400	(6,400)	-
The Henry Smith Charity	50,000	(51,596)	(1,596)
HM Revenue and Customs- Coronavirus Job Retention Scheme	1,325	(1,325)	-
Hounslow Thriving Communities: Mental Health Fund	10,000	(10,000)	-
Hounslow Thriving Communities: Hounslow Response Fund	5,000	-	5,000
London Catalyst	2,000	(2,000)	-
Network Homes Charitable Fund	7,074	-	7,074
The Rayne Foundation	18,000	(19,572)	(1,572)
Richmond Parish Lands Charity	25,000	(25,897)	(897)
Royal Borough of Kingston upon Thames - Winter Pressures	4,000	(4,000)	-
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	6,638	(613)	6,025
Arnold Clarke	1,000	-	1,000
The 29th May 1961 Charitable Trust	4,000	-	4,000
Healthwatch Richmond	1,000	(1,000)	-
Cheshire Community Foundation	4,000	-	4,000
Postcode Society Trust	12,534	(1,529)	11,005
The Bromley Trust*	10,000	-	10,000
The National Lottery Community Fund	99,455	(102,374)	(2,919)
Truemark Trust	3,000	(3,000)	-
Trust for London	10,000	(685)	9,315
	403,268	(307,766)	95,502
Total funds	426,691	(308,647)	118,044

* re-classified in 2022/23 from restricted to unrestricted funds

11 Related party disclosures

There were no related party transactions for the year ended 31 March 2023 (none, 2022).

Detailed Statement of Financial Activities for the year ended 31 March 2023

	31.3.23	31.3.22
	£	£
Donations and legacies	1,269	9,364
Investment income	237	59
Charitable activities		
Grants	378,637	417,268
Total incoming resources	380,143	426,691
Expenditure		
Charitable activities		
Salary and wages	275,936	222,331
Social security	20,411	14,152
Pensions	11,497	10,616
Books and teaching aid	-	148
Commission Fees	-	8
Consulting and outsourcing	15,104	19,127
Consumables	-	499
Insurance	1,315	1,520
External evaluation costs	1,680	1,680
IT and office equipment expense	5,178	7,460
Lighting and heating	2,490	779
Miscellaneous	718	243
Petrol and fares	551	352
Photocopying and stationery	2,573	1,142
Postage	-	1,089
Rent	13,968	13,968
Room hire	2,320	814
Staff recruitment	2,083	3,007
Staff training	234	1,375
Subscriptions	577	543
Telephone	2,453	2,468
Volunteer cost	5,955	-
Volunteer training	-	2,743
Water rates	-	129
	365,043	306,917
Support costs		
Finance		
Bank Charges	435	410
Governance costs		
Governance	275	120
Accountancy and legal fees		
Accountancy	5,636	-
Independent Examination fees	1,200	1,200
Total resources expended	372,589	308,647
Net income	7,554	118,044

LEARN ENGLISH AT HOME

England & Wales - Charity number 1153425

Accounts

Trustees' Report and Financial Statements

Year Ended 31 March 2022

Registered charity number 1153425



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Learn English at Home

LEAH was established in 1982 to advance the education of people from minority ethnic communities who do not speak English as a first language and who are unable to access adult education courses so that they may learn or improve their English.

LEAH operates in Kingston, Richmond and Hounslow. LEAH also operates across other London Boroughs, as people have been moved out of borough during their LEAH support, have experienced domestic abuse or have been trafficked and have been referred from another borough initially. LEAH's vision is for an integrated society where language unlocks people's potential to participate fully in family and community life. LEAH's clients are referred by a strong network of 100+ referral partners including GPs, health visitors, midwives and schools.

To be eligible for LEAH services, potential 'clients' are unable to access other English language provision because of their physical and/or mental ill health, caring responsibilities, illiteracy in their first language or have experienced domestic abuse or have been trafficked.

Having limited English means clients often struggle to access vital services, including housing, education for themselves and their children, health care and to find sustainable employment. LEAH enables clients to gain confidence, develop support networks, access services for themselves and their children and make their first steps towards college, volunteering and employment. LEAH's services changes people's lives; empowering people to discover and take opportunities to actively integrate and participate in their local communities.

LEAH's year at a glance:

- 302 unique clients supported (44% increase from 21/22 (210))
- 178 1:1 clients supported (25% increase from 21/22 (142))
- 119 clients supported in 6 online community classes (9% increase from 21/22 (109))
- 18 clients in person Hounslow community class (100% increase from 21/22 (0))
- 19 clients on site at Kingston business 'In Work Progression' Project (111% increase from 21/22 (9))
- 66 volunteers recruited (19% decrease from 21/22 (81))
- 225 client referrals received from partner organisations (74% increase from 21/22 (129))

Chair's statement

Introduction from Richard Williams, Chair of Trustees.

I am delighted to be able to report on another promising year for LEAH. This will be my final report as Chair, with Sharon Landa having taken over the role from March 2022 this year. We also have a new Deputy Chair, Harprit Sekhon, taking over from Alison Musgrave. I wish the two new incumbents the best in these important leadership roles.

The gradual opening up of society following the pandemic gained momentum only towards the end of the reporting year. For much of the year, therefore, our work with clients was almost entirely remote. But we began to re-open face-to-face community classes in February 2022, and we are discussing how and when to reintroduce face-to-face contact for one-to-one teaching in clients' homes, seeking views from our excellent team of volunteers, although this support remains on-line for the present.

In these difficult circumstances, it is pleasing to be able to report that LEAH supported more clients this year than in 2020/21, with 302 clients in all, of whom 137 were in community classes, and 19 in our innovative In-Work Progression programme. It is particularly encouraging that we were able to provide one-to-one support to 178 clients, a 25% increase over the previous year and the highest ever number supported by LEAH in a single year: a considerable achievement in the circumstances of the time.

We continue to recruit and train volunteers, with our training programme adapted to cover the innovative teaching methods we have introduced during the pandemic. As reported in last year's accounts, the experience we have gained in these new ways of working will enable us to design new and innovative programmes for the future, and the lessons we have learned during this period will serve us well as we continue to develop and expand our services.

A wide range of partner organisations refer clients to us: we have an active dialogue with them to help us understand what they require from LEAH. They tell us that they value the service LEAH provides in helping clients gain the language skills to function more effectively in society, and that our smooth processes for engaging clients on referral, and the quality of our service are also highly regarded. Clients themselves continue to report increased confidence in managing their lives, thanks to the language skills and local service knowledge our volunteers support them to build.

While the funding environment for charities is increasingly competitive, LEAH has secured grants to support all its currently planned services, and our budgetary position remains strong. Continued hard work will be needed to sustain this stability for the future and meet the growing demand for our services since the pandemic and in light of the Afghanistan and Ukrainian crises. We have obtained funding to help us streamline and improve the resilience of our organisation, with the Charities Action Fund supporting the recruitment of a Digital Inclusion Coordinator this year to help us meet the Digital Transformation aim in our 3 year strategic plan.

As society reopens, we shall be looking hard at ways of improving our services, including innovative partnerships and ways of reaching potential clients beyond our traditional geographical area. Last autumn, we agreed a strategic plan for the three years starting 1 April 2022 setting out the steps we need to take to achieve these aims. Having met the challenges of the last two years, LEAH is very much looking forward to the future.



Richard Williams, Chair of Trustees.

Trustees' report 2021 - 2022

The Trustees present below their report and the examined financial statements for the year ending 31st March 2022. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Public benefit

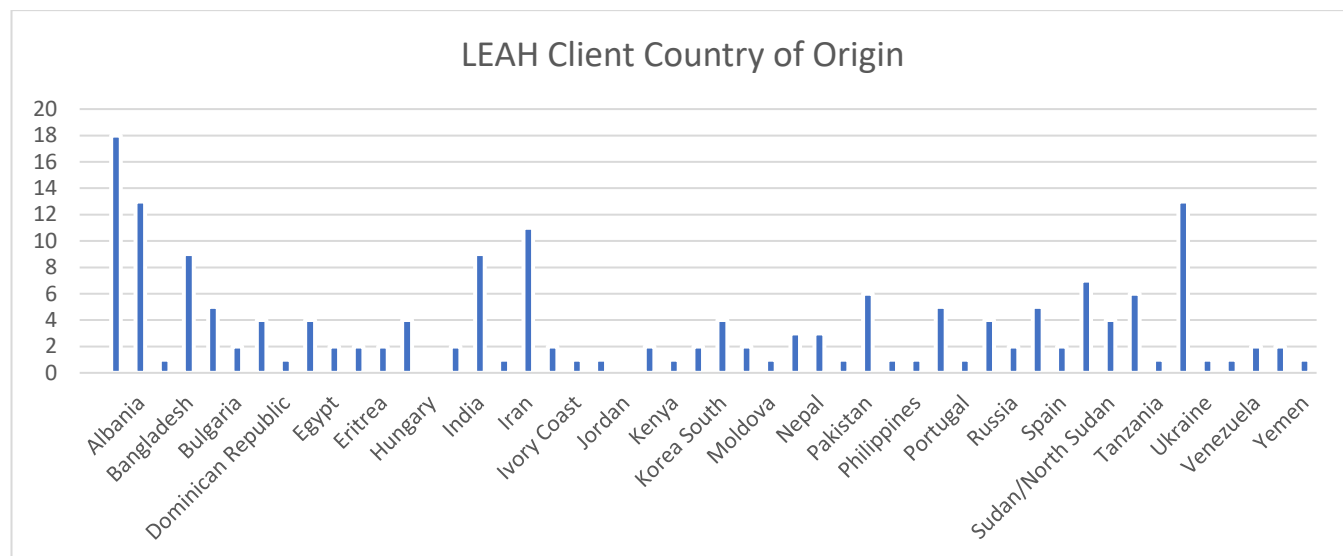
In making decisions about the way in which LEAH achieves its charitable objectives, the Trustees have regard to the Charity Commission's guidance on public benefit. LEAH's work is beneficial in that it offers clients a means to overcome isolation and improve their chances in life through improved English language skills, increased confidence and self-belief, and greater knowledge of and access to local support services. LEAH's work changes people's lives. Through language LEAH empowers people to become active members of their local communities, contributing to an integrated society where language unlocks people's potential to participate fully in family and community life.

LEAH's work is beneficial to a specific section of the public, to minority ethnic adults with very limited levels of English. LEAH's work is focused on this group because of their vulnerability and isolation, and their exclusion from other language support. In particular, LEAH supports clients who are unable to access adult education provision because of, for example, their child-care responsibilities, physical and/or mental ill health, illiteracy in their first language or have experienced domestic violence or have been trafficked. LEAH works to ensure that all those who are eligible for LEAH's services can benefit, for example through developing strong referral networks with statutory and voluntary partners and offering LEAH's services at no cost to the clients.

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general, for example through LEAH's safeguarding and health and safety policies and processes.

LEAH's Services

Across the year 88% of LEAH clients were women, 12% male; clients originated from 48 countries and spoke 41 languages with the highest represented countries of origin being Afghanistan, Albania, Turkey, Iran, India and Bangladesh. 38% had no recourse to public funds, 12% were refugee or former refugees, 15% EU citizens with 13% having indefinite leave to remain status. 89% were unemployed, 24% unable to seek employment, 4% employed and 1% retired. 39% had pre-school aged children, 18% had children aged 5 years +, 23% have pre-school aged children and children aged 5 years+.



Volunteers at LEAH

LEAH actively seeks to recruit people from diverse backgrounds and with a range of experience e.g. 25% of current volunteers have English as a second language.

The benefits of the change to remote delivery has meant LEAH has been able to recruit and engage a far wider pool of volunteers. LEAH has been able to recruit volunteers who work full time or who live outside Kingston, Richmond and Hounslow boroughs. To maximise this, LEAH piloted an evening training course which was very successful – working volunteers have appreciated the flexibility.

“I have to say how impressed I am with LEAH. I think it is really interesting to see how each teacher is supported to customize their teaching to the needs and interests of the individual clients. We find in our small group that what we are teaching, and how, is heading off in completely different but interesting directions, and I feel all the students are blossoming! Really inspiring.” (LEAH Volunteer)

“Thank you so much for the lovely LEAH thank you card. That was so nice to receive in the post this morning. I really enjoy the volunteering and it has been a lifesaver (whilst I have been looking for work) to keep me busy. I really love helping my client and a bonus is the friendship from fellow volunteers.” (LEAH Volunteer)

Ongoing Training

New online bespoke adult safeguarding training was rolled out at the beginning of 2021 to all volunteers. Three months later mandatory Diversity and Inclusion training was also introduced to all volunteers. The online mandatory Diversity and Inclusion training module:

- Defines diversity and inclusion and the benefits they can bring to the workplace and society
- Describes what unconscious bias is, different types of unconscious bias and how you can combat them
- Outlines different qualities and characteristics that makeup diversity, such as personality traits, culture, neurodiversity, LGBTQ+ and mental health

- Explains how you can foster inclusion and respect in the workplace

An optional Mental Health Awareness module was also included and take up has been excellent with over 60% of volunteers choosing to complete this course. Standalone online training modules were also offered to existing volunteers to cover teaching literacy and maximising resources online.

LEAH's approach ensures equality, diversity and inclusion is at the heart of the organisation leading to a diverse community of trustees, staff and volunteers to enable us to achieve our mission of supporting ethnic minority adults, including refugees and migrants, to learn English, enabling them to gain confidence, access services and make informed choices for their families. Volunteering with LEAH opens up opportunities for greater social and community integration and appreciation of different experiences, challenges, perspectives of people from different cultures and backgrounds. In LEAH's last volunteer survey for example understanding the challenges faced by different groups within the community was most commonly cited benefit of volunteering for LEAH.

'I feel really proud. It's such a development. She's made friends and signed up for an assessment at college for ESOL classes. She would never have had the confidence to do that before.' (LEAH Volunteer)

'It's been very rewarding. It's been brilliant. I think it's great what you do as a charity.' (LEAH Volunteer)

"I wanted to say thank you to you, the coordinators and the training team at LEAH for inspiring me to take my CELTA. I have just finished it and the reason I chose to go forwards with EFL teaching as a career path is because of the training course in September/ October and of course the volunteering role itself. I have also got an EFL teaching job, which I'll start in a couple of months. Becoming involved with LEAH really has changed a lot for me - in a good way!" (LEAH Volunteer)

Partnership Working

LEAH continues to strengthen partnerships to reach the 'hardest to reach' through LEAH's strong network of referral partners and received referrals into the project from the following organisations; Achieving for Children, Balance Support, Birth & Beyond Community Support, Primary Schools, Care4Calais, CAB, the Department for Work and Pensions, Hestia Modern Slavery Response Team, Hestia (Housing Support), Home Start – Richmond, Kingston, Hounslow, Hounslow & Richmond Community Healthcare, Hounslow & Richmond NHS Trust, Hounslow Children Services, Hounslow Early Help/Support, Job Centre Plus, Kingston Churches Action on Homelessness, Migrants Organise, Mind, St Johns Hospitaller – Modern Day Slavery, NHS Hounslow, Hounslow Clinical Commissioning Group, NHS Kingston, NHS Richmond, Refuge, Ruils Disability Action & Advice Centre, St Edmunds Church, Surrey Police and Your Healthcare.

LEAH built very strong relationships with a number of organisations like Hestia Modern Day Slavery team. They are supporting an increasing number of newly arrived asylum seekers who have very low levels of English language and who are suffering with a range of emotional and psychological support needs including anxiety and depression. This is requiring a higher level of support from LEAH's Coordinators to establish volunteer / client relationships particularly as clients are often living in hostel or budget hotel accommodation with poor internet access. LEAH also saw an increase in the number of male clients being referred through these routes.

LEAH are pleased to be one the of small number of voluntary sector providers involved in a partnership project with the new and emerging Mental Health Integrated Network Team in Hounslow. This is a new model of community based mental health care which is being developed in West London by the NHS as one of 12 pilot sites across the country. Being involved in this pilot has enabled LEAH to strengthen referral networks and partnerships with mental health support locally. LEAH also developed an enhanced mental health and wellbeing offer to clients including a simple resource booklet and bespoke materials for delivery within lessons. LEAH have continued to ensure that 1:1 clients are kept up to date with the changing Government guidelines in respect of COVID-19, developed materials to explain the different types of test and have promoted the availability of walk in test sites and vaccination clinics. Through LEAH's work with Hounslow Council and the NHS to improve knowledge of common mental health challenges, LEAH staff coordinators worked to signpost 1:1 clients into appropriate support services and as part of the evaluation of 1:1 clients who progressed into LEAH's classes 83% of participants said they knew more about identifying and managing anxiety with 55% reporting they would use the stress bucket technique and 93% saying they would use the breathing exercises explained and demonstrated as part of the sessions.

“It was good because even though his son was there (Easter holidays) my client didn’t use him to act as interpreter, only for technical support!” (LEAH Volunteer)

“I am really impressed with the communication from LEAH with regards to my referral - the way I have been kept up to date is very impressive” (LEAH Referrer)

LEAH referrers told LEAH what they thought was important for a client they referred to LEAH:

- 80% to offer a personalised service that meets individual needs
- 90% to engage with language programmes that support people to engage with support services
- 100% to take part in language learning that addresses wider issues including health & wellbeing, education and work
- 80% to meet others and increase social networks
- 90% to find out more about community activities people could join
- 80% to be able to continue after their time with LEAH in community education, formal education or into volunteering and employment

They also told us what was important to them as a referrer to LEAH:

- 90% a quick turnaround on enabling support
- 90% a high quality service
- 70% that LEAH offers holistic support by linking with other support organisations locally
- 90% that LEAH addresses wider systemic areas of inequality for people with limited English through themed provision in health & wellbeing, education and in work support
- 70% that LEAH engages with professionals to provide factual information on key areas to people with limited English e.g. public health, support for children, local services
- 80% that LEAH encourages people with limited English to feedback on issues that are important to them e.g. feeding into local surveys, service design, giving opinions to local councillors
- 90% that LEAH works with ethnically diverse adults who are unable to access formal education due to caring responsibilities, physical or mental ill health, people who have experienced violence and/or trafficking or have very limited English
- 50% timely correspondence with partners

“Thanks for the update. I’m sure she will get lots from your group, her English gets better each time I speak to her. More than happy to send my clients your way if needed, as the feedback from others you have helped is always positive.” (Home-Start Richmond, Kingston & Hounslow, Coordinator)

“Thank you in advance, I believe your work with these mothers makes such a difference” (Richmond Health Visitor.)

“LEAH is providing an amazing service to our residents. With young babies, it makes it very difficult for our service users to engage with opportunities outside of the house. LEAH creates a safe, relational and friendly context for our residents to begin learning and the 1-1 format enables them to get tailored tutoring.” (Hestia - Modern Day Slavery Team Referrer.)

“Many thanks for all your support, it has been a wonderful service to partner with.” (Hestia - Modern Slavery Response Team.)

LEAH continued to offer:

- Phone based confidential ESOL conversation service (the online portal masks the number of the client and the volunteer) and a trained ESOL volunteer called the client weekly to work through bespoke learning plans
- Remote video workshops in which trained ESOL volunteers taught individual clients embedding health messaging and language learning to support practical challenges

LEAH's 1:1 service offers a person centred programme to meet individual goals to include:

- **Language which supports people to tackle practical challenges** they currently face, e.g. making appointments, communicating with their GP, speaking to a neighbour or support workers, reading letters about housing benefit, their child's school, preparing a CV.
- **Support to access local services** e.g. children's centre, library, local activities and specialist support services such as those provided via partners. In addition, to learning about these online, and understanding how to access them independently.
- **Transition objectives and support to progress** to LEAH and other online/community group ESOL learning provision, local colleges, volunteering or employment.

For 1:1 clients LEAH had been supporting for at least six months by the end of March 22:

- 91% made a significant improvement in their spoken English
- 93% were more self-confident
- 83% know about health services available to them locally
- 81% know how and when to access health services
- 69% felt less isolated
- 83% felt they improved their digital skills

LEAH classes support the development of English as well as digital literacy skills through themed support:

- **Communicating with Schools** - Schools' classes focus on language skills within the specific context of the child's school and embed learning to support their child's learning and development with the wider impact of increasing their independence and increasing social networks. People are supported to fill in forms for their children to access school trips, engage in wider school volunteering opportunities with other parents, read letters and reports and help their children with written work as well as engage in social trips.
- **Health & Wellbeing** - Classes focus on skills required for accessing health care and wellbeing services e.g. reading GP surgery timetables, completing simple forms, information about local health care and wellbeing services (e.g. when to use GPs, walk-in clinics, local talking therapies and A&E) and relevant vocabulary to access public health messages (e.g. healthy eating, dental hygiene, keeping active). A new approach from April 2021 in response to the pandemic has built on LEAH's support to make referrals into health and wellbeing services based on individual needs.
- **In Work Progression** - In partnership with business focuses on English for the workplace for migrant workers and supports progression in the workplace.

LEAH delivered a series of 6 group classes across the year meeting on a weekly basis on Zoom and reached 119 women as part of the project, supported by 18 volunteers. 33 clients were from Hounslow, 58 from Kingston, 22 from Richmond and 6 from other London boroughs as clients were moved from their original addresses during that time.

LEAH included a session on outside spaces and healthy living, which helped promote awareness of the outside spaces in the local area, healthy walking programmes and the links between outside activity, exercise and physical and mental well-being.

For class clients LEAH had been supporting for at least six months by the end of March 22:

- 85% made a significant improvement in their spoken English
- 85% were more self-confident
- 85% know about health services available to them locally
- 79% know how and when to access health services
- 84% felt less isolated

- 93% felt they improved their digital skills

MIND delivered tailored, accessible sessions on managing anxiety across all of LEAH community classes. LEAH conducted polls at the end of the classes and as a result of attending the sessions:

- 83% of participants said they knew more about identifying and managing anxiety
- 55% reporting they would use the stress bucket technique
- 93% saying they would use the breathing exercises explained and demonstrated as part of the sessions

LEAH ran a series of information sessions on COVID- 19, test and trace and the vaccination programme had an opportunity for informal questions and answers with 3 Kingston based GPs. These sessions enabled people who were reluctant or anxious about being vaccinated to ask questions in a safe environment and were organised with the support of South West London Clinical Commissioning Group.

LEAH also had representation from Healthwatch Richmond. Who provided additional information on accessing health services and linked clients in with Healthwatch Kingston.

LEAH ran sessions on diabetes in partnership with Kingston Healthy and Safe Communities directorate. These sessions provided an introductory session to diabetes and were followed up with a session on healthy eating. As a result of attending these sessions:

- 94% of participants reported knowing more about diabetes
- 79% knew the symptoms of diabetes
- 70% knew how to manage or treat diabetes

LEAH re-launched community based classes in February 2022. 18 clients recruited and attending face to face sessions at Heston Community Centre with crèche and re-launched its onsite In Work ESOL Programme in partnership with Chessington based business New Seafood International (NESI) and Kingston Council Public Health Team. LEAH's volunteers supported 19 workers with pre-entry level English to improve their English, better communicate in the workplace and support them to progress in their roles. LEAH worked closely with NESI to embed health and safety messaging and the Public Health team to embed key public health messaging. This is a key area of progression for LEAH and a 'hidden' client group who face significant barriers to workplace progression due to their limited English.

Future Opportunities

LEAH secured £70k from the Charities Aid Foundation, to support them to build their resilience and become 'future fit' as they move forward. In addition, the funding allows LEAH to recruit a Digital Inclusion Coordinator. The post would help deliver new hybrid ways of working, support LEAH clients to access equipment and LEAH services remotely, increase LEAH's online presence and train the team to build their digital capabilities. As part of the funding, LEAH was also awarded a resilience grant to work with experts across finance, digital and diversity and inclusion to ensure they can meet the complex needs of a growing client base in the coming years and future proof back office systems that help us deliver their work efficiently and effectively.

LEAH also secured 5 year's funding through the National Lottery Community Fund towards their 'person centred' 1:1 programme. LEAH volunteers will empower 450 clients to learn English, improve their wellbeing, digital skills, access vital support services independently and continue their individual learning and development journeys after their time with the programme.

LEAH secured their first Housing Association fund and will be supporting Afghan refugees as part of the ARAP and ACRS Kingston schemes across the coming years and were cited as a case study by the GLA. LEAH and will be delivering specific training for volunteers in this area in the coming months to prepare them for this intensive support.

Organisational and Service Development

LEAH have worked to meet its 3-year strategic plan objectives by:

1. Continuing to diversify income
2. Further strengthened and increased the diversity of the Board
3. Continued the consolidation of the LEAH service in Hounslow and explored service possibilities in other London boroughs
4. Increased the number of referrals via the new Social Prescribing routes and specialist referring agencies
5. Increased the number of clients supported through the 1:1 programme who have experienced violence or who have been trafficked
6. Continued to develop the holistic support offered to clients and improve progression rates
7. Further developed their volunteer support programme and expand the volunteer recruitment programme
8. Continue to build on the In-Work progression programme via a new funding relationship with Trust for London, securing a new delivery partnership in Hounslow
9. Strengthened LEAH's brand and external communications
10. Undertaken the next strategic planning process, engaging clients, volunteers, staff, trustees, funders, partners and wider stakeholders

The Years Ahead

LEAH's 3 Year Strategic Goals (2022 – 2025) are:

Goal 1 – Sustainability

To become a sustainable organisation for the future LEAH will maximise income generation opportunities, maximise commissioned opportunities, keep abreast of national initiatives to secure funding for development and growth.

Goal 2 – Collaboration

LEAH will continue to work brilliantly together as a LEAH team, work with other agencies, authorities, organisations and commissioners in the interests of “inclusion through language” and work with clients to continue to understand, adapt to and meet their changing needs.

Goal 3 – Digital Transformation

To be a leader in LEAH's field LEAH will utilise technology that meets the needs of the diverse population LEAH helps. LEAH will increase accessibility, co-design services with clients that help to ensure their needs are met, invest in technology infrastructure for clients, volunteers and staff and consult with sector leaders around digital options. LEAH will keep ahead of national trends and look for opportunities to capitalise on innovative digital services that enhance what LEAH provides or how efficiently they can provide it.

Goal 4 – Development

To enable LEAH to adapt to meet demand for services LEAH will scale up high value services and adapt services to meet the needs of people who fall into “gaps” in service provision. To achieve this LEAH will expand volunteer roles, invest in staff and volunteers' development and build the LEAH profile.

Goal 5 – Equality & Inclusion

LEAH will become a champion for equality, diversity and inclusion, accessible to all, culturally appropriate and led by the needs of their clients, staff and volunteers.

Reference and Administrative Details

Registered Charity Number

1153425

Principal address

Siddeley House
50 Canbury Park Road
Kingston Upon Thames
Surrey
KT2 6LX

Trustees

R Williams (Chair)	
E Sweeney	
I McGrath	Resigned 24 May 2022
A Musgrave	Resigned 14 March 2022
F Kitson	Resigned 12 October 2022
L Devi	
C Warren	
A Françon	
S Landa	Appointed 12 July 2021
H Sekhon	Appointed 12 July 2021
S Amir	Appointed 12 July 2021. Resigned 12 October 2022

Key management personnel

J Irish	Director (to 26 th July 2022)
A Price	Director from 17th October 2022
D Crone	Operations Manager to December 2021
Z Chadwick	Services Manager from 1 st February 2022

Independent Examiner

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom
KT18 5AD

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Structure, governance and management

Governing document

The charity was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 15th August 2013.

The CIO was established under a Constitution which sets out its objects and powers. In the event of the CIO being wound up, the trustees have no liability to contribute to its assets and no responsibility for settling its debts and liabilities.

Recruitment and appointment of new trustees

New trustees are appointed, for a term of three years, by a resolution passed at a convened meeting of the charity trustees. Trustees may serve for a total of two terms. LEAH seek trustees with the skills and experience to complement LEAH's existing Board and support the organisation as it grows and develops. LEAH advertise widely for new trustees, using national websites, social media, posters in local community settings, and trustee and staff networks. LEAH appointed three new trustees this year.

Organisational structure

The trustees are responsible for the overall management and strategic direction of LEAH. The Director is appointed by the trustees to manage the day to day operations of the charity. The Director has delegated authority from the trustees for operational matters including finance, employment and representing the charity. Trustees work to support and supervise the Director and to set strategy, manage risks and maintain financial oversight.

Induction and training of new trustees

On appointment, trustees are given an induction including a policy pack, Constitution, key strategic documents and opportunities to meet staff and visit LEAH services. Ongoing training is made available.

Risk management

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

The trustees use an annually-reviewed organisational risk framework to assess the major risks to which the charity is exposed, in particular those risks related to the operations and finances of the organisation, and are satisfied that systems are in place to mitigate the charity's exposure to these risks.

Financial review

The financial results are set out on page 17 in the Statement of Financial Activities and the financial position on page 18.

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

AB Charitable Trust, Alpkot Foundation, Arnold Clarke, CAF Resilience Fund, Cheshire Community Foundation, Coronavirus Job Retention Scheme, Garfield Weston Foundation, Healthwatch Richmond, Heathrow Community Trust, Hounslow Thriving Communities: Hounslow Response Fund, Hounslow Thriving Communities: Mental Health Fund, KVA (Funding from the National Lottery Community fund, distributed by Kingston Voluntary Action CIO), London Catalyst, Network Homes Charitable Fund, Persula Foundation, Postcode Society Trust, Richmond Parish Lands Charity, Royal Borough of Kingston upon Thames - (Controlling Migration Fund MHCLG), Royal Borough of Kingston upon Thames - Winter Pressures, Royal Borough of Kingston upon Thames Active Commissioning, Simmons and Simmons Charitable Foundation, Swire Charitable Trust, The 29th May 1961

Charitable Trust, The Bromley Trust, The Hampton Fund, The Henry Smith Charity, The National Lottery Community Fund, The Rayne Foundation, Truemark Trust and Trust for London.

LEAH would also like to thank all the individuals who have donated across the year and to everyone who has undertaken a challenge or a fundraising event on LEAH's behalf.

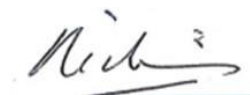
During the year LEAH's charitable income increased to £426,691 from £335,102 in 2020/2021. Expenditure has increased to £308,647 in 2021/22, from £280,889 in 2020/21. The increased funding has resulted in a surplus being made for 2021/22 of £118,044 (£54,213, 2020/21). Of this surplus, £22,542 is unrestricted funds (£24,960, 20/21) and £95,502 (£29,253, 2020/21) is restricted, and represents funding secured for delivery in 2022/23. LEAH has invested in staffing resource across the senior team and administration to ensure LEAH has the resources to expand services and diversify the income base in line with the 3-year strategy.

Reserves policy

LEAH's policy is to hold five months running costs as unrestricted reserves, to enable business continuity in the event of unanticipated changes in the funding environment.

The reserves held by the charity at 31st March 2022 were £388,151 (£270,107, 2021) of this £168,611 (£146,069, 2021) was unrestricted. £219,540 (£124,038, 2021) was restricted, secured from grant funders and committed to specific project work in the financial year ahead. Of LEAH's unrestricted funds, £8,200 (£9,074, 2021) is designated by the trustees as the Freda Lambert Memorial Fund, for volunteer recruitment, training, retention and development. LEAH have been able to increase unrestricted reserves by £22,542 across the year, meeting the 5 month target.

Approved by order of the board of trustees and signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'R Williams', with a horizontal line underneath.

R Williams (Chair) - Trustees

Date: 12th October 2022

Independent examiner's report to the trustees of Learn English at Home

I report on the accounts for the year ended 31 March 2022 set out below.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently 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 statements below.

Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or

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



Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Global House
1 Ashley Avenue
Epsom
KT18 5AD

Date: 8th November 2022

Statement of financial activities
for the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
Income and endowments from					
Donations and legacies		8,364	1,000	9,364	5,135
Charitable activities					
Providing 1:1 English tuition and community class support		15,000	402,268	417,268	329,847
Investment income	2	59	-	59	120
Other Income		-	-	-	-
Total income		23,423	403,268	426,691	335,102
Expenditure on					
Charitable activities					
Providing 1:1 English tuition and community class support		881	307,766	308,647	280,889
Net income		22,542	95,502	118,044	54,213
Transfer between funds		-	-	-	-
Total funds brought forward		146,069	124,038	270,107	215,894
Total funds carried forward		168,611	219,540	388,151	270,107

Continuing operations

All income and expenditure have arisen from continuing activities.

Balance sheet**as at 31 March 2022**

	Notes	31.3.22 £	31.3.21 £
Fixed assets			
Tangible assets	6	-	-
Current assets			
Debtors	7	532	2,286
Cash at bank and in hand		391,510	306,750
		392,042	309,036
Creditors			
Amounts falling due within one year	8	(3,891)	(38,929)
Net current assets		388,151	270,107
Total assets less current liabilities		388,151	270,107
Net assets		388,151	270,107
Funds	11		
Unrestricted funds		160,411	136,995
Designated funds		8,200	9,074
Restricted funds		219,540	124,038
Total funds		388,151	270,107

The financial statements were approved by the Board of Trustees and were signed on its behalf by:



C Warren, Treasurer

Date: 12th October 2022

1 Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going concern without material uncertainties

Management has considered the consequences of COVID-19 and other events and conditions, and it has determined that they do not create a material uncertainty that casts significant doubt upon the entity's ability to continue as a going concern.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

The income for charitable activities which provides 1:1 English tuition and community support is provided in the form of grants from Trusts and Foundations.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake the charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between the restricted funds in expenditure on charitable activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings- 20% on cost

Computer equipment- 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted general funds for specific future purposes or project. The aim and use of each designated fund is set out by the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

LEAH staff with qualifying earnings are entered into a salary sacrifice workplace pension scheme with contributions matched by LEAH up to 6 % of salary.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be reliably measured. In accordance with the Charities SORP (FRS 102) general volunteer time is not recognised and refer to the Trustees' Annual Report for more information about their contribution.

2 Investment income

	31.3.22	31.3.21
	£	£
Deposit account interest	59	120

3 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

One of the trustees has claimed expenses for £88 in the year 31 March 2022 (£0, 2021).

4 Staff costs

	31.3.22	31.3.21
	£	£
Wages and salaries	222,331	202,776
Social security costs	14,152	12,224
Other pension costs	10,616	9,672
	<u>247,099</u>	<u>224,672</u>

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Total number on payroll	20	15
Full time staff equivalent (FTE)	<u>7</u>	<u>7</u>

Total staff numbers include all active members of our bank of creche workers in the period and our part time staff. The FTE figure therefore gives the more accurate picture of our staff resource (and includes one full-time employee).

No employees received emoluments in excess of £60,000. (none, 2021)

5 Comparatives for the statement of financial activities (from the 20/21 financial year)

			31.3.21	31.3.20
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments from				
Donations and legacies	5,135	-	5,135	13,652
Charitable activities				
Providing 1:1 English tuition and community class support	20,000	309,847	329,847	373,467
Investment income	120	-	120	387
Other Income	-	-	-	8,998
Total income	25,255	309,847	335,102	396,504
Expenditure on				
Charitable activities				
Providing 1:1 English tuition and community class support	295	280,594	280,889	321,044
Net income	24,960	29,253	54,213	75,460
Transfer between funds	16,562	(16,562)	-	-
Total funds brought forward	104,547	111,347	215,894	140,434
Total funds carried forward	146,069	124,038	270,107	215,894

6 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Totals £
Cost or valuation			
At beginning of the year	6,317	1,477	7,794
Disposals	(6,317)	-	(6,317)
At end of the year	-	1,477	1,477
Depreciation and impairments			
At beginning of the year	6,317	1,447	7,764
Disposals	(6,317)	-	(6,317)
At end of year	-	1,447	1,447
Charge for year	-	-	-
Net book value			
Net book value at beginning of the year	-	-	-
Net book value at end of the year	-	-	-

7 Debtors: amounts falling due within one year

	31.3.22	31.3.21
	£	£
Trade Debtors	-	-
Prepayments and Accrue income	532	2,286
	532	2,286

8 Creditors: amounts falling due within one year

	31.3.22	31.3.21
	£	£
Trade creditors	860	3,205
Accrual and Deferred Income	3,031	35,724
	3,891	38,929

9 Commitments under operating leases

At 31 March 2022, the charity had annual commitments under non-cancellable operating leases as set out below.

	Equipment £	Total 2022 £	Total 2021 £
Operating leases which expire:			
Not later than one year	-	-	209
Later than one year and not later than five years	-	-	-
later than five years	-	-	-
	-	-	209

10 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
Fixed assets	-	-	-	-	-
Current assets	160,411	8,200	223,431	392,042	309,036
Current liabilities	-	-	(3,891)	(3,891)	(38,929)
	<u>160,411</u>	<u>8,200</u>	<u>219,540</u>	<u>388,151</u>	<u>270,107</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	<u>23,423</u>	<u>(7)</u>	<u>23,416</u>
Total unrestricted fund	23,423	(7)	23,416
Designated fund			
Freda Lambert Memorial Fund	-	(874)	(874)

10 MOVEMENT IN FUNDS – continued

	Incoming resources £	Resources expended £	Movement in funds £
Restricted funds			-
Royal Borough of Kingston upon Thames - (Controlling Migration Fund MHCLG)	1,692	(6,200)	(4,508)
Alpkit Foundation	300	(300)	-
CAF Resilience Fund	55,000	(9,153)	45,847
Persula Foundation	2,000	(2,000)	-
Garfield Weston Foundation	20,000	(20,000)	-
The Hampton Fund	23,100	(17,380)	5,720
Heathrow Community Fund	2,750	(4,742)	(1,992)
Kingston Voluntary Action CIO	6,400	(6,400)	-
The Henry Smith Charity	50,000	(51,596)	(1,596)
HM Revenue and Customs- Coronavirus Job Retention Scheme	1,325	(1,325)	-
Hounslow Thriving Communities: Mental Health Fund	10,000	(10,000)	-
Hounslow Thriving Communities: Hounslow Response Fund	5,000	-	5,000
London Catalyst	2,000	(2,000)	-
Network Homes Charitable Fund	7,074	-	7,074
The Rayne Foundation	18,000	(19,572)	(1,572)
Richmond Parish Lands Charity	25,000	(25,897)	(897)
Royal Borough of Kingston upon Thames - Winter Pressures	4,000	(4,000)	-
Royal Borough of Kingston upon Thames Active Commissioning	18,000	(18,000)	-
Swire Charitable Trust	6,638	(613)	6,025
Arnold Clarke	1,000	-	1,000
The 29th May 1961 Charitable Trust	4,000	-	4,000
Healthwatch Richmond	1,000	(1,000)	-
Cheshire Community Foundation	4,000	-	4,000
Postcode Society Trust	12,534	(1,529)	11,005
The Bromley grant	10,000	-	10,000
The National Lottery Community Fund	99,455	(102,374)	(2,919)
Truemark Trust	3,000	(3,000)	-
Trust for London	10,000	(685)	9,315
	403,268	(307,766)	95,502
Total funds	426,691	(308,647)	118,044

10 Analysis of net assets between funds (previous year comparison)

				31.3.21	31.3.20
	Unrestricted funds	Designated funds	Restricted funds	Total funds	Total funds
	£	£	£	£	£
Fixed assets	-	-	-		
Current assets	136,995	9,074	162,967	309,036	229,022
Current liabilities			(38,929)	(38,929)	(13,128)
	<u>136,995</u>	<u>9,074</u>	<u>124,038</u>	<u>270,107</u>	<u>215,894</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Transfer	Movement in funds
	£	£		£
Unrestricted funds				
General fund	25,255	-	16,562	41,817
Total unrestricted fund	<u>25,255</u>	<u>-</u>	<u>16,562</u>	<u>41,817</u>
Designated fund				
Freda Lambert Memorial Fund	-	(295)		(295)

10 MOVEMENT IN FUNDS – continued

	Incoming resources £	Resources expended £	Transfer	Movement in funds £
Restricted funds				-
Controlling Migration Fund NESC	1,692	-	-	1,692
Tesco Bags of Help COVID-19 Communities Fund	500	(500)	-	-
The Hampton Fund	22,500	(17,000)	-	5,500
Heathrow Community Fund	1,000	(3,661)	-	(2,661)
The Henry Smith Charity	60,000	(53,212)	-	6,788
HM Revenue and Customs	345	(345)	-	-
HM Revenue and Customs- Job Retention Grant	3,932	(3,932)	-	-
London Borough of Hounslow - Community Grant	7,500	(13,081)	-	(5,581)
London Community Foundation	10,017	(10,017)	-	-
People's Postcode Trust	-	(1,397)	(12,096)	(13,493)
Pilgrim Trust	-	(2,007)	-	(2,007)
Porta Pia 2012 Foundation	-	(4,797)	-	(4,797)
Rayne Foundation	18,000	(130)	-	17,870
Richmond Parish Lands Charity	25,000	(9,966)	-	15,034
Richmond Parish Lands Charity Emergency Support - COVID 19	1,789	(1,789)	-	-
Royal Borough of Kingston upon Thames - Winter Pressures	5,000	(5,000)	-	-
Royal Borough of Kingston upon Thames Active Commissioning	18,450	(18,450)	-	-
Simmons and Simmons Charitable Foundation	-	(514)	-	(514)
London Community Foundation - Tampon Tax	-	(13,077)	-	(13,077)
Team London	2,000	(7,809)	-	(5,809)
The National Lottery Community Fund	102,465	(83,921)	-	18,544
The National Lottery Community Fund - Coronavirus Community Support Fund	29,657	(29,657)	-	-
The Persula Foundation	-	(332)	(4,466)	(4,798)
	309,847	(280,594)	(16,562)	12,691
Total funds	335,102	(280,889)	-	54,213

11 Movement in funds

	At 31.3.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	136,995	23,416	160,411
Designated funds			
Freda Lambert Memorial Fund	9,074	(874)	8,200
Restricted funds			
CAF Resilience Fund	-	45,847	45,847
Network Homes Charitable Fund	-	7,074	7,074
Swire Charitable Trust	-	6,025	6,025
Arnold Clarke	-	1,000	1,000
The 29th May 1961 Charitable Trust	-	4,000	4,000
Cheshire Community Foundation	-	4,000	4,000
Postcode Society Trust	-	11,005	11,005
The Bromley grant	-	10,000	10,000
Trust for London	-	9,315	9,315
Royal Borough of Kingston upon Thames - (Controlling Migration Fund MHCLG)	4,508	(4,508)	-
Heathrow Community Fund	1,992	(1,992)	-
The Hampton Fund	16,681	5,720	22,401
The Henry Smith Charity	6,788	(1,596)	5,192
Hounslow Thriving Communities: Hounslow Response Fund	-	5,000	5,000
The Rayne Foundation	17,870	(1,572)	16,298
Richmond Parish Lands Charity	23,515	(897)	22,618
The National Lottery Community Fund	52,684	(2,919)	49,765
Total restricted funds	124,038	95,502	219,540
Total funds	270,107	118,044	388,151

11 Movement in funds (previous year comparison)

	At 31.3.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	95,178	41,817	136,995
Total unrestricted funds	95,178	41,817	136,995
Designated funds			
Freda Lambert Memorial Fund	9,369	(295)	9,074
Restricted funds			
Royal Borough of Kingston upon Thames Controlling Migration Fund NESC	2,816	1,692	4,508
Heathrow Community Fund	4,653	(2,661)	1,992
The Hampton Fund	11,181	5,500	16,681
The Henry Smith Charity		6,788	6,788
London Borough of Hounslow - Community Grant	5,581	(5,581)	-
People's Postcode Trust	13,493	(13,493)	-
Pilgrim Trust	2,007	(2,007)	-
Porta Pia 2012 Foundation	4,797	(4,797)	-
Rayne Foundation	-	17,870	17,870
Richmond Parish Lands Charity	8,481	15,034	23,515
Simmons and Simmons Charitable Foundation	514	(514)	-
London Community Foundation - Tampon Tax	13,077	(13,077)	-
Team London	5,809	(5,809)	-
The National Lottery Community Fund	34,140	18,544	52,684
The Persula Foundation	4,798	(4,798)	-
Total restricted funds	111,347	12,691	124,038
Total funds	215,894	54,213	270,107

12 Related party disclosures

There were no related party transactions for the year ended 31 March 2022.

Detailed Statement of Financial Activities for the year ended 31 March 2022

	31.3.22	31.3.21
	£	£
Income and endowments		
Donations and legacies	9,364	5,135
Investment income		
Deposit account interest	59	120
Charitable activities		
Grants	417,268	329,847
Total incoming resources	426,691	335,102
Expenditure		
Charitable activities		
Salary and wages	222,331	202,776
Social security	14,152	12,224
Pensions	10,616	9,672
Books and teaching aid	148	-
Commission Fees	8	2
Consulting and outsourcing	19,127	18,091
Consumables	499	-
Insurance	1,520	1,431
External evaluation costs	1,680	3,360
IT and office equipment expense	7,460	7,244
Lighting and heating	779	714
Miscellaneous	243	506
Petrol and fares	352	165
Photocopying and stationery	1,142	1,506
Postage	1,089	564
Rent	13,968	13,968
Room hire	814	-
Staff recruitment	3,007	(519)
Staff training	1,375	260
Subscriptions	543	245
Telephone	2,468	3,082
Volunteer training	2,743	3,946
Water rates	129	92
	306,917	279,329
Support costs		
Finance		
Bank Charges	410	360
Governance costs		
Governance	120	-
Accountancy and legal fees		
Independent Examination fees	1,200	1,200
Total resources expended	308,647	280,889
Net income	118,044	54,213

LEARN ENGLISH AT HOME

Registered charity number 1153425

LEARN ENGLISH AT HOME

England & Wales - Charity number 1153425

Accounts



Trustees' Report & Financial Statements

Year Ended 31 March 2021

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LEARN ENGLISH

AT HOME

LEAH was established in 1982 to advance the education of people from minority ethnic communities who do not speak English as a first language and who are unable to access adult education courses so that they may learn or improve their English.

LEAH operates in Kingston, Richmond and Hounslow and LEAH's vision is for an integrated society where language unlocks people's potential to participate fully in family and community life. LEAH clients are referred by a strong network of 100+ referral partners including GPs, health visitors, midwives and schools.

To be eligible for LEAH services, potential 'clients' are unable to access other English language provision because of their

physical and or mental ill health, caring responsibilities, disabling lack of self-confidence or illiteracy in their first language. Many are isolated and cut off from their family and social networks and this year originated from 55 different countries.

Having limited English means clients often struggle to access vital services, including housing, education for themselves and their children, health care and to find sustainable work. LEAH enables clients to gain confidence, develop support networks, access services for themselves and their children and make their first steps towards college, volunteering and employment. LEAH's work changes people's lives; empowering people to discover and take opportunities to actively integrate and participate in their local communities.

LEAH's year at a glance

210
unique clients supported

109
clients supported in
community classes

142
1:1 clients supported

81
volunteers recruited

129
client referrals received
from partner organisations

6
online community class
courses delivered

CHAIR'S STATEMENT

Introduction from Richard Williams, Chair of Trustees



The year 2020/21 has again been a challenging year. The work of LEAH, like that of many other organisations, has been completely changed as a result of the pandemic, and circumstances have imposed a number of constraints and limitations on what we are able to do. It has not been possible to deliver our core service – one-to-one teaching of English to learners in their own

homes – in the way we have in the past, and we have had to develop completely new, remote delivery methods. Similarly, our class teaching has also had to move online.

Our experience and observation confirms that LEAH clients have been disproportionately affected by the pandemic. The impact of the lockdown on the lives of LEAH clients, all

of whom have limited English has been profound. At the start of the pandemic we worked hard to ensure people received information in other languages. We understand the barriers presented during the pandemic for individuals who have been excluded from vital services including health and child support services, unable to obtain basic food, and who have faced an increased risk of illness, exclusion and unemployment. 56% of our community recently told us they are now scared to go outside, and 41% are feeling less positive about life. People have relied on LEAH's support more than ever: 63% want to use their English to support their child's education, 39% to find paid work and 43% to go to college.

So it is a tribute to the dedication of LEAH's staff and volunteers that we have been able to support so many clients in this period. The number of one-to-one learners actually increased (from 102 to 142) since the previous year, a huge achievement since referrals into the service re-opened in July 2020. We also supported 109 students across 6 online classes.

The demand for our unique services continues to increase and we have received 110 referrals in the first 6 months of 2021 in comparison to 119 referrals in the 12 months before the pandemic. We are now supporting double the number of 1:1 clients per week than before the lockdown. Our online services continue to support people learning English and help individuals re-engage with vital support services. We work hard to ensure that our learners continue their personal development and growth after their time with us is complete, by signposting and actively supporting people to progress into other learning opportunities, volunteering, employment and other community activities. Well over half our clients are now able to continue their personal growth in these various ways.

We continue to look for opportunities to partner with other organisations, to ensure we reach the maximum number of disadvantaged migrants and refugees, to combine our work with that of other organisations working with these individuals, and to develop innovative ways of learning.

Our financial position remains stable: we carried over a surplus at the end of the financial year, and we have already secured additional funding in 2021, bringing us well over two thirds of the way to our financial target for 2021/22. We were able to grow our staff team to respond to the increase in demand for our services and have also been able to increase our financial reserve during this period.

Our small staff team, under the leadership of Jenny Irish our Director, has worked tirelessly to develop and sustain our programmes, to embed new ways of working, and to secure the funding necessary to enable us to continue our work. Volunteer recruitment remains healthy as interest in volunteering for the charity grew during the pandemic, and our training courses have been adapted to the new ways of working we have had to embrace. Indeed, we believe that our new ways of working offer opportunities for us to enrich the variety and depth of our offering, and we expect to continue to embrace them when more normal times return. And as always, we are grateful for the dedication and expertise of our trained volunteers, on whom we rely to deliver our services to our learners.

These are considerable achievements in difficult times in which the LEAH community has been disproportionately impacted by the pandemic. We are determined to continue to develop and improve our services to ensure that people with limited English who are excluded from accessing formal education can continue to benefit from our support, both during the pandemic and in the longer term.



Richard Williams, Chair of Trustees

TRUSTEES' REPORT 2020 - 2021

The Trustees present below their report and the audited financial statements for the year ending 31st March 2021. The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Public benefit

In making decisions about the way in which LEAH achieves its charitable objectives, the Trustees have regard to the Charity Commission's guidance on public benefit. LEAH's work is beneficial in that it offers clients a means to overcome isolation and improve their chances in life through improved English language skills, increased confidence and self-belief, and greater knowledge of and access to local support services. LEAH's work changes people's lives. Through language LEAH empowers people

to become active members of their local communities, contributing to an integrated society where language unlocks people's potential to participate fully in family and community life.

LEAH's work is beneficial to a specific section of the public, to minority ethnic adults with very limited levels of English. LEAH's work is focused on this group because of their vulnerability and isolation, and their exclusion from other language support. In particular, LEAH supports clients who are unable to access adult education provision because of, for example, their child-care responsibilities, physical and/or mental ill health, lack of self-confidence or illiteracy in their first language. LEAH works to ensure that all those who are eligible for LEAH's services can benefit, for example through developing strong referral networks with statutory and voluntary partners and offering LEAH's services at no cost to the clients.

LEAH's Trustees work to manage risks of harm to the charity's beneficiaries and the public in general, for example through LEAH's safeguarding and health and safety policies and processes.

LEAH's Pandemic Response

- Across the year **89% of LEAH clients were women, 11% male.**
- Clients originated from **55 countries and spoke 42 languages** with the highest represented countries of origin of 1:1 clients being **Turkey, Afghanistan, Syria, India, Sri Lanka, South Korea and Albania.**
- 42% had no recourse to public funds**
- 15% were refugee or former refugees**
- 13% EU citizens** with **14% having indefinite leave to remain** status
- 57% were unemployed**
- 18% unable to seek employment**
- 7% employed and 1% retired**
- 57% had pre-school aged children**
- 42% had children aged 5 years +.**

“It is really important that I can have LEAH tutor because I had a lot of financial problems before and now my situation needs to be changed and now actually now I'm on my own. I am a single parent. So, I could not even to pay the bus fare to go to a place. I had a lot of problem. This program helped me a lot. I really appreciate that. Of course, because, like, this is really good for a person like me who's having so many financial problems and really want to learn English and has no money. It was a very good thing.”

female client

LEAH clients countries of origin

Afghanistan 19
 Albania 11
 Algeria 5
 Bangladesh 7
 Brazil.....7
 Bulgaria 2
 Cameroon 1
 China 5
 Colombia 2
 Dominican Republic..1
 Ecuador 2
 Egypt.....2
 El Salvador.....1
 Eritrea 2

Ethiopia.....2
 Hong Kong 1
 Hungary 1
 India.....10
 Indonesia.....1
 Iran 6
 Iraq.....5
 Italy 1
 Ivory Coast.....1
 Japan.....2
 Jordan.....2
 Kenya 1
 Korea North 5
 Korea South.....10

Kurdistan.....1
 Kzakstan 1
 Lebanon 1
 Libya 1
 Moldova 3
 Morocco.....2
 Nepal 1
 Nigeria 1
 Pakistan 10
 Peru 1
 Philippines 1
 Poland.....4
 Portugal 1
 Romania 3

Russia 2
 Somalia.....7
 Spain 2
 Sri Lanka 10
 Sudan South 1
 Sudan/North Sudan...2
 Syria 11
 Tajikistan.....1
 Tunisia 1
 Turkey 21
 Uzbekistan 1
 Venezuela 1
 Yemen 2

As lock down hit from the 16th March 2020 it was a very difficult time. LEAH Coordinators regularly kept in touch by phone and sent out information by email and post to all clients to inform them of the government guidelines. LEAH kept its website up to date with information translated into 60 different languages to ensure clients had the most up to date information about the restrictions and latest government advice. The team called every client to ensure they were safe and to assess any additional needs presented as a result of the pandemic i.e. if they were shielding, if they needed emergency support from the Council Hubs or practical items such as nappies, access to food banks or additional service support.

LEAH adapted services quickly during the Covid crisis with no gap in client support, listening to client needs and retaining 60% of clients via phone and online video. LEAH set up a confidential phone-based 'keeping in touch' and language service taking the first calls within 2 weeks. This was alongside online video language and service re-engagement classes and disseminating health messaging

I think the biggest benefit for me is I don't have to travel to the client, I used to spend probably around two hours. Secondly, zoom makes it easier for both of us to be able to do the lesson together because back then if I had to do it face to face if there's any changes we have to either cancel the lesson or rearrange it for a different day and usually it is more difficult. Now it's like I can do it from my own home, and I could. I could be a little bit more accommodating and same with the client so that was a big plus for us.

female volunteer

by phone, email and written letters to ensure clients understood the public health messaging and restrictions. LEAH's clients in many cases are digitally excluded and LEAH ran a postal worksheet service to ensure people could continue learning. The remote service mirrored LEAH's 1:1 home based service and clients worked through speaking and listening, form filling, health

and wellbeing messaging, linking with support services and LEAH volunteers made sure clients had access to the most up to date information on the coronavirus.

LEAH adapted its community based recruitment and training course to be delivered online and shortened the course from 38 hours to 10 hours

delivered by a qualified ESOL trainer. Volunteers were trained to provide 'remote' English support by phone and through online video, focusing on speaking and listening. LEAH continued to raise its profile and attracted new and diverse volunteers to the organisation. LEAH pro-actively recruits volunteers who have English as a second language and recruited 81 new volunteers across the year, nearly double the number recruited in the previous year.

LEAH recruited a part time Volunteer Coordinator to further build on their volunteer support across the organisation, including the launch of a bespoke online safeguarding training course and update to volunteer management policies and procedures for support in a remote environment. 97% of LEAH volunteers reported they felt valued by the organisation and one volunteer commented,

“LEAH is a brilliant charity. Communication has always been clear, efficient and friendly. I would highly recommend them.”

Trained and vetted volunteers supported a LEAH client for up to an hour each week. LEAH services are by design client focussed as they are built around the specific needs and practical daily challenges identified by each client. Learning needs are identified at initial assessments, programmes are built to support these and engagement and progression goals are set throughout their learning journey to prepare clients to engage with activities, services and transitions. This included supporting clients with language to make a doctor's appointment by phone or helping them on how to fill in a form or support their child's learning remotely. Volunteers supported clients to access other learning online and access activities for their children and engage with online support services such as libraries and children's centre activities. LEAH strengthened and built new organisational partnerships to link clients with emergency Council hubs and voluntary sector partners who provided essentials such as food, nappies, activities and toys for children and computers during lockdown.



“After I started seeing my teacher now when I go to the GP, I can tell them about the problems in my body. I can call the ER and tell them what I need. I’m much happier and I am learning slowly. I also learn to understand my daughter’s schoolwork and help my daughter with it. It is good for me that I can tell the doctor about my children and my health”

female client

Supporting the client's English helps build connections with their children's schooling and the experiences they are having outside of the home. In the context of pandemic and many children learning remotely, support of parents and carers with limited English that LEAH 1:1 service provided was vital.

LEAH responded to an increase in demand from referring organisations including Hestia, St John's Hospitaller and Refuge and worked with greater numbers of clients who had experienced violence or had been trafficked through it's 1:1 service, offering a suite of tailored and bespoke holistic language, wellbeing, service engagement and transition support for individuals remotely.

LEAH recruited a part time ESOL Community Class Coordinator to build upon the community class programme, with 6 remote classes running across the year. The classes were delivered by LEAH's trained and supported volunteers who attended LEAH's online volunteer training course, designed and delivered with support from an experienced and qualified consultant ESOL trainer.

LEAH worked in partnership with Kingston Council who trained LEAH volunteers in test and trace guidance. Following training, all volunteers were asked to pass on simple information about test and trace in their lessons. This included recognising the symptoms of Covid-19, how to book a test, understanding the tracing system, quarantine rules, the Rule of Six, support bubbles and how to contact local Coronavirus support hubs. Clients were sent printed copies of Test and Trace explainers in their own language.

“I gained a lot since my daughter goes to special needs school so I can go to school and I can communicate with the teachers as I get lots of appointments for my daughter related to school stuff”

female client

LEAH volunteers routinely checked in on the health and wellbeing of LEAH clients and their family in each session and alerting the LEAH staff team to any difficulties. The LEAH Coordinator team made referrals into partner organisation where additional support was needed broadening the holistic support LEAH offered during the period.

As the pandemic continued, LEAH clients were kept up to date with the latest COVID- 19 regulations and guidance, such as understanding the regional Tier System, through to the rules for subsequent lockdowns. LEAH developed a range of ESOL Test & Trace resources and activities for clients with limited language English and made them as clear and visual as possible. Clients learned and practised using language that enabled them to understand the main messages in keeping themselves and others safe such as hand washing, mask wearing, social distancing and the Rule of Six. Activities included matching pictures of symptoms to words, understanding key vocabulary such as continuous cough, quarantine and isolate, role playing a call to 119 and asking for an interpreter. Through discussions, clients learned about local Coronavirus support hubs and the support & services they offer. Clients received regular updates about changes to Test & Trace procedures in lessons and completed a Test & Trace quiz to check & revise their understanding of the main messages. 1:1 clients were all encouraged to pass on what they had learned to

friends and family. All trained volunteers were encouraged to pass on Test and Trace information to their friends and families, and the majority reported they passed on the messages to between 2 -5 people.

One LEAH client with mental ill health commented during lockdown,

“Thank you so much for keeping me busy. It’s really nice. I wish I could do it every day. My teacher is really patient and understanding”

LEAH community classes promote health and wellbeing to address health inequalities experienced by LEAH clients. Health and wellbeing professional speakers delivered important messages including an Oral Health promoter from King's College who gave a talk on Oral Health and Hygiene. As part of LEAH's mental health awareness programme to address some of the psychological and emotional needs that LEAH clients have identified as communities move out of lockdown, LEAH ran sessions on 5 ways to good mental wellbeing. The Engagement Coordinator with Kingston and Richmond Council gave a

talk on vaccines; building confidence, mythbusting and the roll out plan for COVID 19 vaccination. The NHS gave a talk on confidence in the flu vaccine and a health visitor gave clients information about children's diseases and childhood immunisations. Additionally the Census

Before I could not talk to GP. Any appointment, anything, all of it my husband did, but now I have more confidence, so I can make my appointment myself, I can go to GP myself, and now I am working in a part time job. After LEAH course, so I think I had low confidence before and LEAH gave me that blast I needed to make more improvements

female client

Engagement Manager from Richmond gave a talk about the importance of the census and how to complete it.

LEAH are committed to ensuring services meet the needs of clients and are shaped by clients themselves. LEAH regularly collect and review feedback throughout the 1:1 and community class programme. LEAH also send out client, volunteer and referrer surveys annually to review the full service and it is the role of the Programme Development Committee to review this feedback and ensure this feeds into the annual planning and development cycle.

For 1:1 clients LEAH had been supporting for at least six months by the end of March 21:

- 90% made a significant improvement in their spoken English
- 97% were more self-confident
- 84% know about health services available to them locally
- 80% know how and when to access health services
- 60% felt less isolated
- 46% felt they improved their digital skills



I have started a diploma in nursing and I want to be self-dependent and for that I needed to learn the language. I already feel more confident and confident enough to start the nursing course and I want a future in nursing. This is how LEAH has already helped me

female client

LEAH gathered feedback using the zoom poll function in their community classes, a new skill for clients who confirmed:

- 100% liked the class
- 80% felt their English was better
- 60% felt more confident
- 80% felt more confident to speak to their GP
- 40% improved their wellbeing and reduced their isolation
- 100% said they wanted to undertake more English learning with LEAH
- 60% now wanted to learn at college
- 80% said they wanted to use their English to get a job
- 60% said they now wanted to volunteer
- 80% now wanted to join other activities in their local community

Organisational and service development

LEAH have worked to meet their 3-year strategic plan objectives by:

- Further expanding delivery in Hounslow with the highest number of 1:1 clients resident in the borough
- Expanding the delivery team with a part time Volunteer Coordinator and ESOL Community Class Coordinator
- Increasing the support offered to volunteers annually with the introduction of a new online safeguarding training course
- Further increased and strengthened partnership working across the organisation through referring organisations, additional client support and progression partnerships
- Increasing the number of clients supported who have experienced violence or who have been trafficked with increased referrals through specialist referring organisations
- Increasing unrestricted reserves from 3 to 5 months to ensure the charity remains sustainable as LEAH increases its services and comes to the end of a 3-year National Lottery grant
- Securing new funding streams to improve future sustainability
- Launching a new website <https://www.leah.org.uk> with more voices of clients supported by LEAH's work

THE YEAR AHEAD

LEAH's plans for the next financial year and year 3 of their 3-year strategic plan are to:

1. Continue to diversify their income base
2. Further strengthen and increase the diversity of the Board
3. Continue the consolidation of the LEAH service in Hounslow and explore service possibilities in other London boroughs
4. Increase the number of referrals via the new Social Prescribing routes and specialist referring agencies
5. Increase 1:1 support for clients who have been trafficked and/or experienced violence
6. Continue to develop the holistic support offered to clients and improve progression rates
7. Further develop the Programme Development Committee to build co-design across the organisation
8. Further develop their volunteer support programme and expand the volunteer recruitment programme
9. Continue to build on the In Work progression programme via a new funding relationship with Trust for London
10. Strengthen LEAH's brand and external communications
11. Undertake the next strategic planning process, engaging clients, volunteers, staff, trustees, funders, partners and wider stakeholders

REFERENCE & ADMINISTRATIVE DETAILS

Registered Charity number

1153425

Principal address

Siddeley House
50 Canbury Park Road
Kingston Upon Thames
Surrey
KT2 6LX

Trustees

R Williams (Chair)
M Maguire - Resigned / 17.06.2020
E Sweeney
I McGrath
A Musgrave
F Kitson
L Devi
C Warren - Appointed as Treasurer 21.3.21
A Françon

Key management personnel

J Irish
Director

A Wakefield
Programmes and Operations Manager to 19th August 2020

D Crone
Operations Manager appointed 26th October 2020

Independent examiner

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Annecy Court
Ferry Works
Summer Road
Thames Ditton
Surrey KT7 0QJ

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Structure, governance and management

Governing document

The charity was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO) on 15th August 2013.

The CIO was established under a Constitution which sets out its objects and powers. In the event of the CIO being wound up, the trustees have no liability to contribute to its assets and no responsibility for settling its debts and liabilities.

Recruitment and appointment of new trustees

New trustees are appointed, for a term of three years, by a resolution passed at a convened meeting of the charity trustees. Trustees may serve for a total of two terms. LEAH seek trustees with the skills and experience to complement LEAH's existing Board and support the organisation as it grows and develops. LEAH advertise widely for new trustees, using national websites, social media, posters in local community settings, and trustee and staff networks. LEAH appointed three new trustees this year.

Organisational structure

The trustees are responsible for the overall management and strategic direction of LEAH. The Director is appointed by the trustees to manage the day to day operations of the charity. The Director has delegated authority from the trustees for operational matters including finance, employment and representing the charity. Trustees work to support and supervise the Director and to set strategy, manage risks and maintain financial oversight.

Induction and training of new trustees

On appointment, trustees are given an induction including a policy pack, Constitution, key strategic documents and opportunities to meet

staff and visit LEAH services. Ongoing training is made available.

Risk management

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

The trustees use an annually-reviewed organisational risk framework to assess the major risks to which the charity is exposed, in particular those risks related to the operations and finances of the organisation, and are satisfied that systems are in place to mitigate the charity's exposure to these risks.

Financial review

The financial results are set out on page 19 in the Statement of Financial Activities and the financial position on page 20.

LEAH continues to be principally funded through grant sources, and are grateful to the range of funders who have made LEAH's work possible, including:

Controlling Migration Fund NESC, Tesco Bags of Help COVID-19 Communities Fund, The Hampton Fund, Heathrow Community Fund, The Henry Smith Charity, London Borough of Hounslow - Community Grant, London Community Foundation, The Rayne Foundation, Richmond Parish Lands Charity, Richmond Parish Lands Charity Emergency Support - COVID 19, Royal Borough of Kingston upon Thames, Royal Borough of Kingston upon Thames Active Commissioning, Team London, The National Lottery Community Fund, The National Lottery Community Fund - Coronavirus Community Support Fund. LEAH would also like to thank all the individuals who have donated across the year and to

everyone who has undertaken a challenge or a fundraising event on LEAH's behalf.

During the year LEAH's charitable income decreased to £335,102, from £396,504 in 2019/20. Expenditure has decreased to £280,889 in 2020/21, from £321,044 in 2019/20. The increased funding has resulted in a surplus being made for 2020/21 of £54,213 (£75,460, 2019/20). Of this surplus, £24,960 (£16,603, 2019/2020) is unrestricted funds and £29,253 (£58,857, 2019/20) is restricted, and represents funding secured for delivery in 2021/22. LEAH has invested in staffing resource across the senior team and delivery team to ensure LEAH has the resources to expand services and meet the increased demands on the service during the pandemic.

Reserves Policy

LEAH's policy is to hold five months running costs as unrestricted reserves, to enable business continuity in the event of unanticipated changes in the funding environment.

The reserves held by the charity at 31st March 2021 were £270,107 of this £146,069 was unrestricted. £124,038 was restricted, secured from grant funders and committed to specific project work in the financial year ahead. Of LEAH's unrestricted funds, £9,074 is designated by the trustees as the Freda Lambert Memorial Fund, for volunteer recruitment, training, retention and development. LEAH have been able to increase unrestricted reserves by £41,522 across the year, meeting the 5 month target.

Approved by order of the board of trustees on 22 November 2021 and signed on its behalf by:

C Warren – Treasurer



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEARN ENGLISH AT HOME

I report on the accounts for the year ended 31 March 2021 set out below.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently 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 statements below.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with Section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or

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

Rajesh Amin FCA
BDA Associates Limited
Chartered Accountants
Annecy Court
Ferry Works
Summer Road
Thames Ditton
Surrey
KT7 0QJ

Date: 24 November 2021

STATEMENT OF FINANCIAL ACTIVITIES

for the Year Ended 31 March 2021

Continuing operations

All income and expenditure has arisen from continuing activities.

INCOME AND ENDOWMENTS FROM	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
Donations and legacies		5,135	-	5,135	13,652
Charitable activities Providing 1:1 English tuition and community class support		20,000	309,847	329,847	373,467
	2				
Investment income		120	-	120	387
Other income		-	-	-	8,998
Total Income		25,255	309,847	335,102	396,504
EXPENDITURE ON Charitable activities Providing 1:1 English tuition and community class support		295	280,594	280,889	321,044
NET INCOME		24,960	29,253	54,213	75,460
RECONCILIATION OF FUNDS		16,562	(16,562)	-	-
Total funds brought forward		104,547	111,347	215,894	140,434
TOTAL FUNDS CARRIED FORWARD		146,069	124,038	270,107	215,894

Learning English At Home (LEAH) Balance Sheet as at 31st March 2021

	Notes	31.3.21 £	31.3.20 £
Fixed assets			
Tangible assets	7	-	-
Current assets			
Debtors	8	2,286	10,978
Cash at bank and in hand		306,750	218,044
		309,036	229,022
Creditors			
Amounts falling due within one year	9	(38,929)	(13,128)
Net current assets		270,107	215,894
Total assets less current liabilities		270,107	215,894
Net assets		270,107	215,894
	12		
Funds			
Unrestricted funds		136,995	95,178
Designated funds		9,074	9,369
Restricted funds		124,038	111,347
Total funds		270,107	215,894

The financial statements were approved by the Board of Trustees on 22 November 2021 and were signed on its behalf by: C Warren – Treasurer



1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Going concern without material uncertainties

Management has considered the consequences of COVID-19 and other events and conditions, and it has determined that they do not create a material uncertainty that casts significant doubt upon the entity's ability to continue as a going concern.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

The income for charitable activities which provides 1:1 English tuition and community support is provided in the form of grants from Trusts and Foundations.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake the charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between the restricted funds in expenditure on charitable activities.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings- 20% on cost
Computer equipment- 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are set aside by the trustees out of unrestricted general funds for specific future purposes or project. The aim and use of each designated fund is set out by the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

LEAH staff with qualifying earnings are entered into a salary sacrifice workplace pension scheme with contributions matched by LEAH up to 6 % of salary.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, and conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be reliably measured. In accordance with the Charities SORP (FRS 102) general volunteer time is not recognised and refer to the Trustees' Annual Report for more information about their contribution.

2. INVESTMENT INCOME

	31.3.21 £	31.3.20 £
Deposit account interest	120	387

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

None of the trustees has claimed expenses in the year 31 March 2021 (£453, 2020)

4. STAFF COSTS

	31.3.21 £	31.3.20 £
Wages and salaries	202,776	158,837
Social security costs	12,224	9,405
Other pension costs	9,672	8,257
	<u>224,672</u>	<u>176,499</u>

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20
Total number on payroll	15	15
Full time staff equivalent	<u>7</u>	<u>5</u>

Total staff numbers include all active members of our bank of creche workers in the period and our part time staff. The FTE figure therefore gives the more accurate picture of our staff resource (and includes one full-time employee).

No employees received emoluments in excess of £60,000. (none, 2020)

5. ANALYSIS OF PARTNERSHIP PAYMENTS

Merton Home Tutoring Service
Cultivate London Limited
Total

	31.3.21 £	31.3.20 £
	-	115
	-	81,650
	-	81,765

2021
No payments were made to partners

2020
Payments to partner organisations delivering 'Growing Together' funded by the Ministry of Housing, Communities and Local Government through the Integrated Communities Innovation Fund.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES (from the 19/20 financial year)

	Unrestricted funds £	Restricted funds £	Total funds £
Income and endowments from Donations and legacies	8,652	5,000	13,652
Charitable activities Providing 1:1 English tuition and community class support	2,899	370,568	373,467
Investment income Other Income	387 8,998	- -	387 8,998
Total income	20,936	375,568	396,504
Expenditure on Charitable activities Providing 1:1 English tuition and community class support	4,333	316,711	321,044
Net income	16,603	58,857	75,460
Transfer between funds	4,905	(4,905)	-
Total funds brought forward	83,039	57,395	140,434
Total funds carried forward	104,547	111,347	215,894

7. TANGIBLE FIXED ASSETS

Cost
At 31 March 2020

6,317

1,477

7,794

Depreciation
At 1 April 2020

6,317

1,447

7,764

Charge for year

6,317

1,447

7,764

At 31 March 2021

Net book value
At 31 March 2021

-

-

-

At 31 March 2020

-

-

-

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.3.21
£

31.3.20
£

Trade Debtors

-

9,075

Prepayments and Accrue income

2,286

1,903

2,286

10,978

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade creditors	3,205	1,028
Accrual and Deferred	35,724	12,100
Income	<u>38,929</u>	<u>13,128</u>

10. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2021, the charity had annual commitments under non-cancellable operating leases as set out below.

	Equipment £	Total 2021 £	Total 2020 £
Operating leases which expire:			
Not later than one year	209	209	419
Later than one year and not later than five years	-	-	209
	<u>209</u>	<u>209</u>	<u>628</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
Fixed assets	-	-	-	-	-
Current assets	136,995	9,074	162,967	309,036	229,022
			(38,929)	(38,929)	(13,128)
Current liabilities	<u>136,995</u>	<u>9,074</u>	<u>124,038</u>	<u>270,107</u>	<u>215,894</u>

Net movement in funds, included in the above are as follows:

11. MOVEMENT IN FUNDS

Unrestricted funds

General fund

25,255

-

16,562

41,817

Total unrestricted fund

25,255

-

16,562

41,817

Designated fund

Freda Lambert

Memorial Fund

-

(295)

(295)

Restricted funds

Controlling Migration Fund NESC

1,692

-

1,692

Tesco Bags of Help COVID-19 Communities Fund

500

(500)

-

-

The Hampton Fund

22,500

(17,000)

-

5,500

Heathrow Community Fund

1,000

(3,661)

-

(2,661)

The Henry Smith Charity

60,000

(53,212)

-

6,788

HM Revenue and Customs

345

(345)

-

-

HM Revenue and Customs- Job Retention Grant

3,932

(3,932)

-

-

London Borough of Hounslow - Community Grant

7,500

(13,081)

-

(5,581)

London Community Foundation

10,017

(10,017)

-

-

People's Postcode Trust

-

(1,397)

(12,096)

(13,493)

Pilgrim Trust

-

(2,007)

-

(2,007)

Porta Pia 2012 Foundation

-

(4,797)

-

(4,797)

Rayne Foundation

18,000

(130)

-

17,870

Richmond Parish Lands Charity

25,000

(9,966)

-

15,034

Richmond Parish Lands Charity Emergency

-

-

-

Support - COVID 19

1,789

(1,789)

-

-

Royal Borough of Kingston upon Thames -

Winter Pressures

5,000

(5,000)

-

-

Royal Borough of Kingston upon Thames Active

Commissioning

18,450

(18,450)

-

-

Simmons and Simmons Charitable Foundation

-

(514)

-

(514)

London Community Foundation - Tampon Tax

-

(13,077)

-

(13,077)

Team London

2,000

(7,809)

-

(5,809)

The National Lottery Community Fund

102,465

(83,921)

-

18,544

The National Lottery Community Fund -

Coronavirus Community Support Fund

29,657

(29,657)

-

-

The Persula Foundation

-

(332)

(4,466)

(4,798)

309,847

(280,594)

(16,562)

12,691

Total funds

335,102

(280,889)

-

54,213

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PREVIOUS YEAR COMPARISON)

Fixed assets
Current assets
Current liabilities

	Unrestricted funds £	Designated funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
Fixed assets	-	-	-	-	567
Current assets	108,243	9,369	111,410	229,022	143,054
Current liabilities	(13,065)	-	(63)	(13,128)	(3,187)
	<u>95,178</u>	<u>9,369</u>	<u>111,347</u>	<u>215,894</u>	<u>140,434</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Transfer	Movement in funds £
Unrestricted funds				-
General fund	20,936	(3,532)	4,905	22,309
Total unrestricted fund	20,936	(3,532)	4,905	22,309
		-		
Designated fund				
Freda Lambert Memorial Fund	-	(801)	-	(801)
Restricted funds				
Controlling Migration Fund	4,905	-	4,905	-
Controlling Migration Fund NESC	13,536	(10,720)	-	2,816
Hampton Fuel Allotment Charity	23,000	(18,787)	-	4,213
Heathrow Community Fund	4,750	(97)	-	4,653
Hounslow Community Fund	11,500	(7,878)	-	3,622
Integrated Communities Innovation Fund	119,855	(119,855)	-	-
London Catalyst	-	(1,000)	-	(1,000)
People's Postcode Lottery	15,000	(1,507)	-	13,493
Pilgrim Trust	5,000	(2,993)	-	2,007
Porta Pia 2012 Foundation	5,000	(203)	-	4,797
Rayne Foundation	-	(2,405)	-	(2,405)
Richmond Parish Lands Charity	12,500	(10,337)	-	2,163
Royal Borough of Kingston Active Commissioning	18,000	(18,622)	-	(622)
Simmons and Simmons	5,000	(4,486)	-	514
Tampon Tax	15,000	(6,888)	-	8,112
Team London	8,000	(2,191)	-	5,809
The Big Lottery fund	109,522	(108,540)	-	982
The Persula Foundation	5,000	(202)	-	4,798
	375,568	(316,711)	(4,905)	53,952
Total funds	396,504	(321,044)	-	75,460

12. MOVEMENT IN FUNDS

	At 31.3.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	95,178	41,817	136,995
Total unrestricted funds	95,178	41,817	136,995
Designated funds			
Freda Lambert Memorial Fund	9,369	(295)	9,074
Restricted funds			
Royal Borough of Kingston upon Thames			
Controlling Migration Fund NESC	2,816	1,692	4,508
Heathrow Community Fund	4,653	(2,661)	1,992
The Hampton Fund	11,181	5,500	16,681
The Henry Smith Charity	-	6,788	6,788
London Borough of Hounslow - Community Grant	5,581	(5,581)	-
People's Postcode Trust	13,493	(13,493)	-
Pilgrim Trust	2,007	(2,007)	-
Porta Pia 2012 Foundation	4,797	(4,797)	-
Rayne Foundation	-	17,870	17,870
Richmond Parish Lands Charity	8,481	15,034	23,515
Simmons and Simmons Charitable Foundation	514	(514)	-
London Community Foundation - Tampon Tax	13,077	(13,077)	-
Team London	5,809	(5,809)	-
The National Lottery Community Fund	34,140	18,544	52,684
The Persula Foundation	4,798	(4,798)	-
Total restricted funds	111,347	12,691	124,038
Total funds	215,894	54,213	270,107

12. MOVEMENT IN FUNDS (previous year comparison)

Unrestricted funds

General fund	77,774	17,404	95,178
General fund-Controlling Migration Fund	(4,905)	4,905	-
Total unrestricted funds	72,869	22,309	95,178

Designated funds

Freda Lambert Memorial Fund	10,170	(801)	9,369
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Restricted funds

Royal Borough of Kingston upon Thames			
Controlling Migration Fund NESC	-	2,816	2,816
Heathrow Community Fund	-	4,653	4,653
The Hampton Fund	6,968	4,213	11,181
London Borough of Hounslow - Community Grant	1,959	3,622	5,581
Integrated Communities Innovation Fund	-	-	-
London Catalyst	1,000	(1,000)	-
People's Postcode Trust	-	13,493	13,493
Pilgrim Trust	-	2,007	2,007
Porta Pia 2012 Foundation	-	4,797	4,797
Rayne Foundation	2,405	(2,405)	-
Richmond Parish Lands Charity	6,318	2,163	8,481
Royal Borough of Kingston upon Thames Active Commissioning	622	(622)	-
Simmons and Simmons Charitable Foundation	-	514	514
London Community Foundation - Tampon Tax	4,965	8,112	13,077
Team London	-	5,809	5,809
The National Lottery Community Fund	33,158	982	34,140
The Persula Foundation	-	4,798	4,798

Total restricted funds

Total funds

At 31.3.19
£

77,774
(4,905)
72,869

10,170

57,395

140,434

Net movement in
funds
£

17,404
4,905
22,309

(801)

53,952

75,460

At 31.3.20
£

95,178
-
95,178

9,369

111,347

215,894

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

Detailed Statement of Financial Activities for the year ended

	31.3.21 £	31.3.20 £
Income and endowments		
Donations and legacies		
Donations	5,135	13,652
Investment income		
Deposit account interest	120	387
Charitable activities		
Grants	329,847	373,467
Other income		
Services	-	1,360
Ticket Sales	-	3,408
Other	-	4,230
Total incoming resources	335,102	396,504
Expenditure		
Charitable activities		
Salary and wages	202,776	158,837
Social security	12,224	9,405
Pensions	9,672	8,257
Books and teaching aid	-	55
Commission Fees	2	234
Consulting and outsourcing	18,091	19,795
Consumables	-	3,972
Insurance	1,431	1,228
External evaluation costs	3,360	2,000
Fixtures and fittings	-	567

Detailed Statement of Financial Activities for the year ended continued

	31.3.21 £	31.3.20 £
IT and office equipment expense	7,244	2,408
Lighting and heating	714	793
Miscellaneous	506	623
Payment to partners	-	81,765
Petrol and fares	165	2,636
Photocopying and stationery	1,506	2,509
Postage	564	669
Rates	-	(1,517)
Rent	13,968	13,343
Room hire	(519)	5,483
Staff training	260	26
Subscriptions	245	230
Telephone	3,082	1,198
Volunteer training	3,946	4,812
Water rates	92	26
	<u>279,329</u>	<u>319,354</u>
Support costs		
Finance		
Bank Charges	360	360
Governance costs		
Governance		10
Accountancy and legal fees		120
Independent Examination fees	<u>1,200</u>	<u>1,200</u>
Total resources expended	<u>280,889</u>	<u>321,044</u>
Net income	<u>54,213</u>	<u>75,460</u>

“ There are so many positive things I became more independent. Like going to the GP, doing so many things. I used to take my husband and the interpreter with me all the time, but now I can do so many things by myself

LEAH client

”



LEARN ENGLISH AT HOME
Registered charity number 1153425