

LIFTING LIMITS

England & Wales · Charity number 1187603

Details

Other names	LIFTING LIMITS CIC
Status	Registered
Legal form	CIO
Registered	2020-01-27
Register	View on the Charity Commission register

Contact

Address Melinek Fine Llp
Winston House
349 Regents Park Road
London
N3 1DH

Phone 02074825457

Email info@liftinglimits.org.uk

Website www.liftinglimits.org.uk

Activities

Objects: THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN PARTICULAR BUT NOT EXCLUSIVELY BY:(A) SUPPORTING SCHOOLS TO RECOGNISE AND CHALLENGE GENDER STEREOTYPING IN THE SCHOOL ENVIRONMENT;(B) SUPPORTING SCHOOLS TO EQUIP THEIR PUPILS TO IDENTIFY AND CHALLENGE GENDER STEREOTYPING AND INEQUALITIES;(C) SUPPORTING SCHOOLS TO PROMOTE GENDER EQUALITY THROUGHOUT THEIR SCHOOL COMMUNITIES;(D) THE ELIMINATION OF BIAS OR DISCRIMINATION ON THE GROUNDS OF SEX OR GENDER;(E) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(F) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;(G) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;(H) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

Activities: Lifting Limits challenges gender stereotyping and promotes gender equality, in and through education. We do this by working with schools and educators to provide the training and resources they need to make visible, for challenge and discussion, gender stereotyping which may exist in the school environment and to equip their pupils to challenge gender stereotyping wherever they may encounter it.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£159,513	£174,094	-	-
2024-01-31	£201,092	£129,662	-	-
2023-01-31	£179,061	£168,931	-	-
2022-01-31	£106,789	£56,129	-	-
2021-01-31	£72,530	£24,410	-	-

Trustees

Name	Role	Appointed
Fiona Margaret Miller Smith	Chair	2020-01-27
Anneke Any-Aleida Van Woudenberg		2020-01-27
Frederick Nana Kwaku Moore		2023-06-21
Lucy Clare Roberts		2022-11-27
Michael Edward Yule		2020-01-27

LIFTING LIMITS

England & Wales - Charity number 1187603

Accounts

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025
FOR
LIFTING LIMITS CIO**

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO
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FOR THE YEAR ENDED 31 JANUARY 2025

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LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2025

The trustees present their report with the financial statements of the charity for the year ended 31 January 2025. The trustees have adopted the provisions of 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 2019).

In March 2025 the Charity merged with The Children's Society (registered charity no. 221124), offering exciting opportunities to scale the Charity's work and further its mission across The Children's Society's network of 12,000 schools. Details of the merger have been explained in the section "Events after the End of the Year" section of this report.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lifting Limits continued throughout the year to further its mission to challenge gender stereotyping and promote gender equality, in and through education.

Lifting Limits works with schools and educators, providing the training and resources they need to:

- make visible, for challenge and discussion, gender stereotyping which may exist in the school environment; and
- equip their pupils to challenge stereotyping and inequalities wherever they may encounter them

With evidence showing that the limiting effects of stereotyping on children's aspirations, choices, behaviour and sense of 'self' start young, with gendered attitudes ingrained by the age of 10, our focus is at the early years and primary school stages of education. Our vision is a world in which every child is free to make their own path in life, unconstrained by the limiting effects of gender stereotyping.

Significant activities

Lifting Limits supports schools through our whole school, evidence-based programme. Key components of our programme include:

- Training for a designated Gender Champion in each school, supporting them to develop a 'gender lens' and equipping them to train colleagues and to embed our programme in their schools;
- In-school training to be delivered by Gender Champions, to raise awareness of the effects of gender stereotyping on children's lives and encourage colleagues to reflect on their own role, as well as where stereotypes might be perpetuated in their school;
- An 'audit' to identify areas of good practice and areas for development;
- An extensive package of resources to prompt reflection and discussion, including: 80+ lesson plans across 12 subject areas; resources tailored to the Early Years; workshops and resources for parents and carers; assemblies; discussion cards; book lists and more;
- Ongoing support, from Lifting Limits and through peer support.

Each lesson is designed to meet dual goals: covering the specific learning objectives as set out in the National Curriculum and also specific gender equality learning objectives.

These activities help schools to:

- examine the part they play in perpetuating or challenging gender stereotypes;
- equip their pupils to demand a more gender-equal world;
- better represent women and their achievements throughout the curriculum;
- ensure representation of all genders in non-stereotypical roles;
- engage parents and carers in these conversations; and
- increase staff confidence in addressing sexism and stereotyping with pupils, colleagues and parents

Public Interest

The Trustees have had regard to the guidance issued by the Charity Commission concerning public benefit. They are satisfied that the information given in this report, particularly regarding the activities undertaken when read in conjunction with the objectives of the charity set out above, demonstrates that the requirements to identify public benefit have been met.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2025

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Lifting Limits successfully tested its whole school programme in a pilot in five schools in the London Borough of Camden, throughout the school year 2018-19. Independent evaluation demonstrated success of the pilot in achieving its intended outcomes in relation to impact on school staff, pupils and the school as a whole and the pilot evaluation report is available at www.liftinglimits.org.uk/pilot-evaluation. The report made a number of recommendations to those bodies involved in the content, quality and delivery of children's education and we continue working to progress these recommendations.

Scaling

Throughout the school year 2022-23, we worked with fifteen schools and two multi-academy trusts to test our scalable model, to ensure that our programme can replicate at scale the impact demonstrated in our 2019 pilot. This work started in June 2022 with two days of training delivered to a Gender Champion in each participating school, with Gender Champions then leading training and embedding the programme in their schools. The scaling pilot showed positive impact, raising awareness of and confidence in challenging gender stereotyping in participating schools. The impact evaluation report has been published in November 2025 and is available [here](#).

Early Years

In 2022 we ran a pilot with Early Years settings, drawing on findings from our 2019 pilot demonstrating great potential for change in the earliest stages of education. Working with the London Borough of Camden's early years team and three settings in the borough, we adapted and tested our programme for use with children in pre-school early years settings. The pilot demonstrated positive impact in the participating settings, with our training considered particularly valuable in supporting settings to look closely at their learning environments. The pilot prompted settings to introduce more varied books, re-think role play and dressing up clothes, examine the curriculum and lead to more positive relationships between children. As one Early Years Practitioner said following our training, "All children should be able to play with whatever they like, free from judgement." Findings are available [here](#).

Beyond Gender Stereotypes

Lifting Limits is the UK implementation partner for The Global Boyhood Initiative, a project to support children and the adults in their lives in advancing healthier concepts of boyhood. The pilot phase of the project ran until December 2022, with encouraging findings that children were starting to understand the role of gender norms in their lives and to explore equitable, inclusive and non-violent attitudes and behaviours. A second phase, running for 3 years from October 2023, is underway. The first two years of this project have seen development of a curriculum for Key Stage 2 under the name Beyond Gender Stereotypes, development of online training modules for school staff, development of a monitoring and evaluation framework and testing of the curriculum and training in 5 intervention schools. BGS will be delivered in 45 schools in the academic year 2025-26.

Events after the End of the Year

As mentioned above, the trustees resolved in March 2025, after the year end, to transfer the Charity's assets to The Children's Society (registered charity no. 221124). The charity's assets, comprising intellectual property in the Lifting Limits programme and resources as well as contracts and cash funds, were transferred to The Children's Society in the post yearend period.

The trustees carefully considered this decision, determining that the merger and transfer of assets to The Children's Society represented the best way to progress our mission of challenging gender stereotyping and promoting gender equality through education. The Children's Society work aligns closely with the Charity's charitable objects and the trustees are confident that the merger secures the legacy of our work and provides the strongest foundation for continued impact. The Charity will shortly be wound up, the Charity Commission will be notified of the winding up, and the charity will be removed from the Register in the next couple of months.

FINANCIAL REVIEW

Financial position

Income in the period relating to grants and donations totalled £159,513, with the majority being from Restricted Fund grants designated for specific areas of our work totalling £145,680. This is similar to the prior year and relates to further funding received for the GBI project. The majority of income is applied to the learning programme activities with the main costs incurred being project related salaries, consultancy and contractor costs. Total expenditure during the year was £174,094 which is an increase on the prior year due to the increased project activities.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2025

Reserves policy

Lifting Limit's Reserves Policy (adopted by trustees in March 2022) provides for the Charity to hold in reserve a sum equivalent to between 3 to 6 months core operating costs. This threshold allows the charity to steer through any period of financial instability whilst maintaining core functions. The trustees review and agree the level of reserves regularly and are satisfied that Lifting Limits is maintaining an appropriate level of liquidity whilst ensuring that excessive funds are not accumulated.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution and constitutes a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of new trustees

The Trustees consider recruitment of new Trustees as the need arises, having regard to the skills, knowledge and experience needed for the effective administration of the Charity. Any Trustee vacancies identified will be published and applications sought from suitably qualified candidates. Lifting Limits is an equal opportunities employer and welcomes applications from all suitably qualified persons. Trustees are appointed (for a term of four years) by resolution of the Trustees.

Organisational structure

The board of trustees administers the charity. They have appointed a CEO that oversees the day to day affairs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187603

Principal address

c/o Melinek Fine LLP
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Trustees

M E Yule
A A Van Woudenberg
F M Miller Smith
L Roberts
F N K Moore

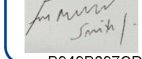
Independent Examiner

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2025

Approved by order of the board of trustees on 18 November 2025 and signed on its behalf by:

DocuSigned by:



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.....
F M Miller Smith - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LIFTING LIMITS CIO**

Independent examiner's report to the trustees of Lifting Limits CIO

I report to the charity trustees on my examination of the accounts of Lifting Limits CIO (the Trust) for the year ended 31 January 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



D Fine FCA

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Date: 19 November 2025

LIFTING LIMITS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		10,083	145,680	155,763	187,877
Charitable activities					
Charitable activities		<u>3,750</u>	-	<u>3,750</u>	<u>13,215</u>
Total		<u>13,833</u>	<u>145,680</u>	<u>159,513</u>	<u>201,092</u>
EXPENDITURE ON					
Raising funds	2	2,625	-	2,625	17,700
Charitable activities					
Charitable activities	3	<u>35,381</u>	<u>136,088</u>	<u>171,469</u>	<u>111,962</u>
Total		<u>38,006</u>	<u>136,088</u>	<u>174,094</u>	<u>129,662</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	10	<u>(24,173)</u>	<u>9,592</u>	<u>(14,581)</u>	71,430
		<u>11,856</u>	<u>(11,856)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(12,317)</u>	<u>(2,264)</u>	<u>(14,581)</u>	71,430
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>8,308</u>	<u>172,033</u>	<u>180,341</u>	108,911
TOTAL FUNDS CARRIED FORWARD		<u>(4,009)</u>	<u>169,769</u>	<u>165,760</u>	<u>180,341</u>

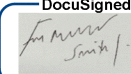
The notes form part of these financial statements

LIFTING LIMITS CIO

**BALANCE SHEET
31 JANUARY 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	8	52	-	52	52
Cash at bank		<u>-</u>	<u>224,597</u>	<u>224,597</u>	<u>205,688</u>
		52	224,597	224,649	205,740
CREDITORS					
Amounts falling due within one year	9	<u>(4,061)</u>	<u>(54,829)</u>	<u>(58,890)</u>	(25,399)
NET CURRENT ASSETS/(LIABILITIES)		<u>(4,009)</u>	<u>169,768</u>	<u>165,759</u>	<u>180,341</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>(4,009)</u>	<u>169,768</u>	<u>165,759</u>	<u>180,341</u>
NET ASSETS		<u><u>(4,009)</u></u>	<u><u>169,768</u></u>	<u><u>165,759</u></u>	<u><u>180,341</u></u>
FUNDS					
Unrestricted funds	10			(4,009)	8,308
Restricted funds				<u>169,768</u>	<u>172,033</u>
TOTAL FUNDS				<u><u>165,759</u></u>	<u><u>180,341</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18 November 2025 and were signed on its behalf by:

DocuSigned by:

 B949B097CDEE43E...
 F M Miller Smith - Trustee

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2025

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 2019)', 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

These financial statements have been prepared on the basis that the charity will be wound up after the yearend, after transferring its assets to The Children's Society (registered charity no. 221124). The assets and liabilities have been stated at amounts at which they were realised or settled, and no material adjustments were required to the amounts shown in the balance sheet as a result of the transfer.

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.

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.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2025**

2. RAISING FUNDS

Raising donations and legacies

	2025	2024
	£	£
Funding consultancy	<u>2,625</u>	<u>17,700</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>159,092</u>	<u>12,377</u>	<u>171,468</u>

4. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>6,317</u>	<u>6,060</u>	<u>12,377</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 January 2025 nor for the year ended 31 January 2024.

6. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	33,319	55,987
Social security costs	39	865
Other pension costs	<u>722</u>	<u>1,311</u>
	<u>34,080</u>	<u>58,163</u>

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

	2025	2024
Senior Management (CEO)	1	1
Education Management	<u>1</u>	<u>2</u>
	<u>2</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2025

7. COMPARATIVES TO 31 JANUARY 2024 FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	19,921	167,956	187,877
Charitable activities			
Charitable activities	<u>13,215</u>	<u>-</u>	<u>13,215</u>
Total	<u>33,136</u>	<u>167,956</u>	<u>201,092</u>
EXPENDITURE ON			
Raising funds	17,700	-	17,700
Charitable activities			
Charitable activities	<u>54,138</u>	<u>57,824</u>	<u>111,962</u>
Total	<u>71,838</u>	<u>57,824</u>	<u>129,662</u>
NET INCOME/(EXPENDITURE)	(38,702)	110,132	71,430
Transfers between funds	<u>9,106</u>	<u>(9,106)</u>	<u>-</u>
Net movement in funds	(29,596)	101,026	71,430
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>37,904</u>	<u>71,007</u>	<u>108,911</u>
TOTAL FUNDS CARRIED FORWARD	<u>8,308</u>	<u>172,033</u>	<u>180,341</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Prepayments	<u>53</u>	<u>52</u>

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2025**

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Other creditors	<u>58,890</u>	<u>25,399</u>

10. MOVEMENT IN FUNDS

	At 1.2.24 £	Net movement in funds £	Transfers between funds £	At 31.1.25 £
Unrestricted funds				
General fund	8,308	(24,173)	11,856	(4,009)
Restricted funds				
Head of Education	30,395	(30,395)	-	-
Global Boyhood Initiative	141,638	24,817	(11,856)	154,599
Spring Impact	-	15,170	-	15,170
	<u>172,033</u>	<u>9,592</u>	<u>(11,856)</u>	<u>169,769</u>
TOTAL FUNDS	<u>180,341</u>	<u>(14,581)</u>	<u>-</u>	<u>165,760</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,833	(38,006)	(24,173)
Restricted funds			
Head of Education	-	(30,395)	(30,395)
Global Boyhood Initiative	116,320	(91,503)	24,817
Spring Impact	29,360	(14,190)	15,170
	<u>145,680</u>	<u>(136,088)</u>	<u>9,592</u>
TOTAL FUNDS	<u>159,513</u>	<u>(174,094)</u>	<u>(14,581)</u>

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2025**

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.2.23 £	Net movement in funds £	Transfers between funds £	At 31.1.24 £
Unrestricted funds				
General fund	37,904	(38,702)	9,106	8,308
Restricted funds				
Head of Education	60,041	(31,506)	1,860	30,395
Global Boyhood Initiative	<u>10,966</u>	<u>141,638</u>	<u>(10,966)</u>	<u>141,638</u>
	<u>71,007</u>	<u>110,132</u>	<u>(9,106)</u>	<u>172,033</u>
TOTAL FUNDS	<u>108,911</u>	<u>71,430</u>	<u>-</u>	<u>180,341</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,136	(71,838)	(38,702)
Restricted funds			
Head of Education	-	(31,506)	(31,506)
Global Boyhood Initiative	<u>167,956</u>	<u>(26,318)</u>	<u>141,638</u>
	<u>167,956</u>	<u>(57,824)</u>	<u>110,132</u>
TOTAL FUNDS	<u>201,092</u>	<u>(129,662)</u>	<u>71,430</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.2.23 £	Net movement in funds £	Transfers between funds £	At 31.1.25 £
Unrestricted funds				
General fund	37,904	(62,875)	20,962	(4,009)
Restricted funds				
Head of Education	60,041	(61,901)	1,860	-
Global Boyhood Initiative	10,966	166,455	(22,822)	154,599
Spring Impact	<u>-</u>	<u>15,170</u>	<u>-</u>	<u>15,170</u>
	<u>71,007</u>	<u>119,724</u>	<u>(20,962)</u>	<u>169,769</u>
TOTAL FUNDS	<u>108,911</u>	<u>56,849</u>	<u>-</u>	<u>165,760</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 JANUARY 2025

10. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	46,969	(109,844)	(62,875)
Restricted funds			
Head of Education	-	(61,901)	(61,901)
Global Boyhood Initiative	284,276	(117,821)	166,455
Spring Impact	<u>29,360</u>	<u>(14,190)</u>	<u>15,170</u>
	<u>313,636</u>	<u>(193,912)</u>	<u>119,724</u>
TOTAL FUNDS	<u>360,605</u>	<u>(303,756)</u>	<u>56,849</u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 January 2025.

12. POST BALANCE SHEET EVENTS

In March 2025, after the balance sheet date, the trustees resolved to merge the charity and transfer its assets (intellectual property, contracts and cash) to The Children's Society (registered charity no. 221124). In June 2025 the remaining cash funds were transferred to The Children's Society. This represented all of the charity's remaining assets after settling any outstanding liabilities.

The trustees determined that The Children's Society's charitable objects closely align with this charity's objectives and The Children's Society has committed to applying the transferred funds to further this work. The charity will shortly be wound up and will be removed from the Register of Charities.

This is a non-adjusting post balance sheet event and does not affect the figures shown in these accounts.

LIFTING LIMITS CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2025**

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	83	-	83	11,366
Gift aid	-	-	-	2,500
Grants	10,000	-	10,000	6,054
Grants - restricted	-	145,680	145,680	167,956
	<u>10,083</u>	<u>145,680</u>	<u>155,763</u>	187,876
Charitable activities				
School training and programmes	-	-	-	12,265
Workshops	990	-	990	950
Other earned income	2,760	-	2,760	-
	<u>3,750</u>	<u>-</u>	<u>3,750</u>	<u>13,215</u>
Total incoming resources	13,833	145,680	159,513	201,091
EXPENDITURE				
Raising donations and legacies				
Funding consultancy	2,625	-	2,625	17,700
Charitable activities				
Wages	3,686	29,633	33,319	55,987
Social security	-	39	39	865
Pensions	-	722	722	1,311
Consultancy & Contractors	16,013	102,231	118,244	37,218
Workshops & teaching	-	1,000	1,000	582
Training	-	-	-	422
Teaching	-	-	-	85
Curriculum freelancer	-	-	-	900
Scaling project costs	5,768	-	5,768	5,770
Travel & subsistence	-	-	-	124
	<u>25,467</u>	<u>133,625</u>	<u>159,092</u>	103,264
Support costs				
Finance				
Foreign Exchange gain/loss	-	-	-	11
Other				
Insurance	453	-	453	452

Continued...

LIFTING LIMITS CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2025**

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Other (Continued)				
IT & Marketing Costs	1,729	-	1,729	1,611
Misc office expenses	774	-	774	1,414
Recruitment	-	-	-	63
Meeting costs	312	-	312	874
Resources & Training Material	-	605	605	-
Travel and subsistence	<u>2,266</u>	<u>178</u>	<u>2,444</u>	<u>31</u>
	5,534	783	6,317	4,445
Governance costs				
Accountancy fees	<u>4,380</u>	<u>1,680</u>	<u>6,060</u>	<u>4,242</u>
Total resources expended	<u>38,006</u>	<u>136,088</u>	<u>174,094</u>	<u>129,662</u>
Net income	<u>(24,173)</u>	<u>9,592</u>	<u>(14,581)</u>	<u>71,429</u>

This page does not form part of the statutory financial statements

LIFTING LIMITS

England & Wales - Charity number 1187603

Accounts

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2024
FOR
LIFTING LIMITS CIO**

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO
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FOR THE YEAR ENDED 31 JANUARY 2024

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LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2024

The trustees present their report with the financial statements of the charity for the year ended 31 January 2024. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lifting Limits registered as a Charitable Incorporated Organisation after converting from a Community Interest Company (CIC) on 27th January 2020. The Charity continues in the mission to challenge gender stereotyping and promote gender equality, in and through education.

Lifting Limits works with schools and educators, providing the training and resources they need to:

- make visible, for challenge and discussion, gender stereotyping which may exist in the school environment; and
- equip their pupils to challenge stereotyping and inequalities wherever they may encounter them

With evidence showing that the limiting effects of stereotyping on children's aspirations, choices, behaviour and sense of 'self' start young, with gendered attitudes ingrained by the age of 10, our focus is at the early years and primary school stages of education.

Our vision is a world in which every child is free to make their own path in life, unconstrained by the limiting effects of gender stereotyping.

Significant activities

Lifting Limits supports schools through our whole school, evidence-based programme. Key components of our programme include:

- Training for a designated Gender Champion in each school, supporting them to develop a 'gender lens' and equipping them to train colleagues and to embed our programme in their schools;
- In-school training to be delivered by Gender Champions, to raise awareness of the effects of gender stereotyping on children's lives and encourage colleagues to reflect on their own role, as well as where stereotypes might be perpetuated in their school;
- A 'gender audit' to identify areas of good practice and areas for development;
- An extensive package of resources to prompt reflection and discussion, including: 80+ lesson plans across 12 subject areas; resources tailored to the Early Years; workshops and resources for parents and carers; assemblies; discussion cards; book lists and more;
- Ongoing support, from Lifting Limits and through peer support.

Each lesson is designed to meet dual goals: covering the specific learning objectives as set out in the National Curriculum and also specific gender equality learning objectives.

These activities help schools to:

- examine the part they play in perpetuating or challenging gender stereotypes;
- equip their pupils to demand a more gender-equal world;
- better represent women and their achievements throughout the curriculum;
- ensure representation of all genders in non-stereotypical roles;
- engage parents and carers in these conversations; and
- increase staff confidence in addressing sexism and stereotyping with pupils, colleagues and parents

Public Interest

The Trustees have had regard to the guidance issued by the Charity Commission concerning public benefit. They are satisfied that the information given in this report, particularly regarding the activities undertaken when read in conjunction with the objectives of the charity set out above, demonstrates that the requirements to identify public benefit have been met.

LIFTING LIMITS CIO

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JANUARY 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Lifting Limits successfully tested its whole school programme in a pilot in five schools in the London Borough of Camden, throughout the school year 2018-19. Independent evaluation demonstrated success of the pilot in achieving its intended outcomes in relation to impact on school staff, pupils and the school as a whole and the pilot evaluation report is available at www.liftinglimits.org.uk/pilot-evaluation. The report made a number of recommendations to those bodies involved in the content, quality and delivery of children's education and we continue working to progress these recommendations.

Scaling

Throughout the school year 2022-23, we worked with fifteen schools and two multi-academy trusts to test our scalable model, to ensure that our programme can replicate at scale the impact demonstrated in our 2019 pilot. This work started in June 2022 with two days of training delivered to a Gender Champion in each participating school, with Gender Champions then leading training and embedding the programme in their schools. The scaling pilot showed positive impact, raising awareness of and confidence in challenging gender stereotyping in participating schools. Findings will be published, showing examples of impact reported by schools in children's oracy outcomes, in more gender-mixed playtimes and in children envisaging a broader range of roles and possibilities, for themselves and others.

Early Years

In 2022 we ran a pilot with Early Years settings, drawing on findings from our 2019 pilot demonstrating great potential for change in the earliest stages of education. Working with the London Borough of Camden's early years team and three settings in the borough, we adapted and tested our programme for use with children in pre-school early years settings. The pilot demonstrated positive impact in the participating settings, with our training considered particularly valuable in supporting settings to look closely at their learning environments. The pilot prompted settings to introduce more varied books, re-think role play and dressing up clothes, examine the curriculum and lead to more positive relationships between children. As one Early Years Practitioner said following our training, "All children should be able to play with whatever they like, free from judgement." Findings are available [here](#).

Beyond Gender Stereotypes

Lifting Limits is the UK implementation partner for The Global Boyhood Initiative, a project to support children and the adults in their lives in advancing healthier concepts of boyhood. The pilot phase of the project ran until December 2022, with encouraging findings that children were starting to understand the role of gender norms in their lives and to explore equitable, inclusive and non-violent attitudes and behaviours. A second phase, running for 3 years from October 2023, is underway. The first year of this project has seen development of a curriculum for Key Stage 2 under the name Beyond Gender Stereotypes, development of online training modules for school staff, development of a monitoring and evaluation framework and recruitment of 10 schools (5 intervention and 5 control schools) to test the curriculum and training. The intervention schools are running the training and curriculum throughout Autumn term 2024.

Strategic objective for next financial year

Lifting Limits' key strategic objectives for our next financial year are to:

- Roll out our scalable model;
- Further develop and roll out our Early Years model;
- Build on the first year of our Schools Network, to retain schools' engagement after their first year of our programme;
- Progress the GBI project;
- Continue to stake a claim for gender equality work across the education landscape and on the public policy agenda.

FINANCIAL REVIEW

Financial position

Income in the period relating to grants, donations and contributions totalled £201,092, with the majority being from Restricted Fund grants designated for specific areas of our work totalling £187,877. This is an increase on the prior year due to the funding received for the next phase of the GBI project. The majority of income is applied to the learning programme activities with the main costs incurred being project related salaries, consultancy and contractor costs. Total expenditure during the year was £129,662 which is a decrease on the prior year but expected as negotiations and planning commenced in the second half of the year for the next phase of the GBI project.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2024

Reserves policy

Total funds retained at the end of the year comprised of £172,033 (2023: £71,007) of restricted funds and £8,308 (2023: £37,904) of unrestricted funds.

Lifting Limit's Reserves Policy (adopted by trustees in March 2022) provides for the Charity to hold in reserve a sum equivalent to between 3 to 6 months core operating costs. This threshold allows the charity to steer through any period of financial instability whilst maintaining core functions. The trustees review and agree the level of reserves regularly and are satisfied that Lifting Limits is maintaining an appropriate level of liquidity whilst ensuring that excessive funds are not accumulated.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution and constitutes a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of new trustees

The Trustees consider recruitment of new Trustees as the need arises, having regard to the skills, knowledge and experience needed for the effective administration of the Charity. Any Trustee vacancies identified will be published and applications sought from suitably qualified candidates. Lifting Limits is an equal opportunities employer and welcomes applications from all suitably qualified persons. Trustees are appointed (for a term of four years) by resolution of the Trustees.

Organisational structure

The board of trustees administers the charity. They have appointed a CEO that oversees the day-to-day affairs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187603

Principal address

c/o Melinek Fine LLP
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Trustees

M E Yule
A A Van Woudenberg
F M Miller Smith
L Roberts
F N K Moore (appointed 23.06.23)

Independent Examiner

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Approved by order of the board of trustees on 18th November 2024 and signed on its behalf by:



.....
F M Miller Smith - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LIFTING LIMITS CIO**

Independent examiner's report to the trustees of Lifting Limits CIO

I report to the charity trustees on my examination of the accounts of Lifting Limits CIO (the Trust) for the year ended 31 January 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

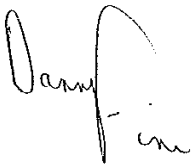
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



D Fine FCA

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Date: 19 November 2024

LIFTING LIMITS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		19,921	167,956	187,877	178,348
Charitable activities					
Charitable activities		<u>13,215</u>	-	<u>13,215</u>	713
Total		<u>33,136</u>	<u>167,956</u>	<u>201,092</u>	<u>179,061</u>
EXPENDITURE ON					
Raising funds	2	17,700	-	17,700	11,425
Charitable activities					
Charitable activities	3	<u>54,138</u>	<u>57,824</u>	<u>111,962</u>	<u>157,506</u>
Total		<u>71,838</u>	<u>57,824</u>	<u>129,662</u>	<u>168,931</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	10	<u>(38,702)</u> <u>9,106</u>	<u>110,132</u> <u>(9,106)</u>	<u>71,430</u> <u>-</u>	10,130 -
Net movement in funds		(29,596)	101,026	71,430	10,130
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>37,904</u>	<u>71,007</u>	<u>108,911</u>	98,781
TOTAL FUNDS CARRIED FORWARD		<u><u>8,308</u></u>	<u><u>172,033</u></u>	<u><u>180,341</u></u>	<u><u>108,911</u></u>

The notes form part of these financial statements

LIFTING LIMITS CIO

**BALANCE SHEET
31 JANUARY 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	8	52	-	52	11,046
Cash at bank		<u>10,580</u>	<u>195,108</u>	<u>205,688</u>	<u>104,794</u>
		10,632	195,108	205,740	115,840
CREDITORS					
Amounts falling due within one year	9	<u>(2,324)</u>	<u>(23,075)</u>	<u>(25,399)</u>	<u>(6,929)</u>
NET CURRENT ASSETS		<u>8,308</u>	<u>172,033</u>	<u>180,341</u>	<u>108,911</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>8,308</u>	<u>172,033</u>	<u>180,341</u>	108,911
NET ASSETS		<u>8,308</u>	<u>172,033</u>	<u>180,341</u>	<u>108,911</u>
FUNDS					
Unrestricted funds	10			8,308	37,904
Restricted funds				<u>172,033</u>	<u>71,007</u>
TOTAL FUNDS				<u>180,341</u>	<u>108,911</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18th November 2024 and were signed on its behalf by:

F M Miller Smith

.....
F M Miller Smith - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2024**

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 2019)', 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.

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.

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.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2024

2. RAISING FUNDS

Raising donations and legacies

	2024 £	2023 £
Funding consultancy	<u>17,700</u>	<u>11,425</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>103,264</u>	<u>8,698</u>	<u>111,962</u>

4. SUPPORT COSTS

	Finance £	Other £	Governance costs £	Totals £
Charitable activities	<u>11</u>	<u>4,445</u>	<u>4,242</u>	<u>8,698</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 January 2024 nor for the year ended 31 January 2023.

6. STAFF COSTS

	2024 £	2023 £
Wages and salaries	55,987	70,512
Social security costs	865	1,376
Other pension costs	<u>1,311</u>	<u>1,627</u>
	<u>58,163</u>	<u>73,515</u>

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

	2024	2023
Senior Management (CEO)	<u>1</u>	<u>1</u>
Education Management	<u>2</u>	<u>2</u>
	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2024

7. COMPARATIVES TO 31 JANUARY 2023 FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	18,184	160,164	178,348
Charitable activities			
Charitable activities	<u>713</u>	<u>-</u>	<u>713</u>
Total	<u>18,897</u>	<u>160,164</u>	<u>179,061</u>
EXPENDITURE ON			
Raising funds	11,425	-	11,425
Charitable activities			
Charitable activities	<u>53,689</u>	<u>103,817</u>	<u>157,506</u>
Total	<u>65,114</u>	<u>103,817</u>	<u>168,931</u>
NET INCOME/(EXPENDITURE)	(46,217)	56,347	10,130
Transfers between funds	<u>29,016</u>	<u>(29,016)</u>	<u>-</u>
Net movement in funds	(17,201)	27,331	10,130
RECONCILIATION OF FUNDS			
Total funds brought forward	55,105	43,676	98,781
TOTAL FUNDS CARRIED FORWARD	<u>37,904</u>	<u>71,007</u>	<u>108,911</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Accrued income	-	10,966
Prepayments	<u>52</u>	<u>80</u>
	<u>52</u>	<u>11,046</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2024

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other creditors	<u>25,399</u>	<u>6,929</u>

10. MOVEMENT IN FUNDS

	At 1.2.23 £	Net movement in funds £	Transfers between funds £	At 31.1.24 £
Unrestricted funds				
General fund	37,904	(38,702)	9,106	8,308
Restricted funds				
Head of Education	60,041	(31,506)	1,860	30,395
Global Boyhood Initiative	<u>10,966</u>	<u>141,638</u>	<u>(10,966)</u>	<u>141,638</u>
	<u>71,007</u>	<u>110,132</u>	<u>(9,106)</u>	<u>172,033</u>
TOTAL FUNDS	<u>108,911</u>	<u>71,430</u>	<u>-</u>	<u>180,341</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,136	(71,838)	(38,702)
Restricted funds			
Head of Education	-	(31,506)	(31,506)
Global Boyhood Initiative	<u>167,956</u>	<u>(26,318)</u>	<u>141,638</u>
	<u>167,956</u>	<u>(57,824)</u>	<u>110,132</u>
TOTAL FUNDS	<u>201,092</u>	<u>(129,662)</u>	<u>71,430</u>

Comparatives for movement in funds

	At 1.2.22 £	Net movement in funds £	Transfers between funds £	At 31.1.23 £
Unrestricted funds				
General fund	55,105	(46,217)	29,016	37,904
Restricted funds				
Head of Education	43,676	16,365	-	60,041
Global Boyhood Initiative	-	<u>39,982</u>	<u>(29,016)</u>	<u>10,966</u>
	<u>43,676</u>	<u>56,347</u>	<u>(29,016)</u>	<u>71,007</u>
TOTAL FUNDS	<u>98,781</u>	<u>10,130</u>	<u>-</u>	<u>108,911</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2024

10. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	18,897	(65,114)	(46,217)
Restricted funds			
Head of Education	31,200	(14,835)	16,365
Global Boyhood Initiative	<u>128,964</u>	<u>(88,982)</u>	<u>39,982</u>
	<u>160,164</u>	<u>(103,817)</u>	<u>56,347</u>
TOTAL FUNDS	<u><u>179,061</u></u>	<u><u>(168,931)</u></u>	<u><u>10,130</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.2.22 £	Net movement in funds £	Transfers between funds £	At 31.1.24 £
Unrestricted funds				
General fund	55,105	(84,919)	38,122	8,308
Restricted funds				
Head of Education	43,676	(15,141)	1,860	30,395
Global Boyhood Initiative	<u>-</u>	<u>181,620</u>	<u>(39,982)</u>	<u>141,638</u>
	<u>43,676</u>	<u>166,479</u>	<u>(38,122)</u>	<u>172,033</u>
TOTAL FUNDS	<u><u>98,781</u></u>	<u><u>81,560</u></u>	<u><u>-</u></u>	<u><u>180,341</u></u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	52,033	(136,952)	(84,919)
Restricted funds			
Head of Education	31,198	(46,339)	(15,141)
Global Boyhood Initiative	<u>296,920</u>	<u>(115,300)</u>	<u>181,620</u>
	<u>328,118</u>	<u>(161,639)</u>	<u>166,479</u>
TOTAL FUNDS	<u><u>380,151</u></u>	<u><u>(298,593)</u></u>	<u><u>81,560</u></u>

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2024**

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 January 2024.

LIFTING LIMITS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2024

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	11,367	-	11,367	2,183
Gift aid	2,500	-	2,500	-
Grants	6,054	-	6,054	16,000
Grants - restricted	-	167,956	167,956	160,165
	19,921	167,956	187,877	178,348
Charitable activities				
School training and programmes	12,265	-	12,265	200
Workshops	950	-	950	250
Other earned income	-	-	-	263
	13,215	-	13,215	713
Total incoming resources	33,136	167,956	201,092	179,061
EXPENDITURE				
Raising donations and legacies				
Funding consultancy	17,700	-	17,700	11,425
Charitable activities				
Wages	25,634	30,353	55,987	70,512
Social security	435	430	865	1,376
Pensions	588	723	1,311	1,627
Consultancy & Contractors	10,900	26,318	37,218	42,440
Workshops & teaching	582	-	582	-
Training	422	-	422	581
Teaching	85	-	85	1,600
Curriculum freelancer	900	-	900	17,800
Memberships	-	-	-	883
Scaling project costs	5,770	-	5,770	10,516
Travel & subsistence	124	-	124	-
	45,440	57,824	103,264	147,335
Support costs				
Finance				
Foreign Exchange gain/loss	11	-	11	(1,227)
Other				
Insurance	452	-	452	503
IT & Marketing Costs	1,611	-	1,611	1,036
Misc office expenses	1,414	-	1,414	621

Continued...

LIFTING LIMITS CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2024**

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Other (continued)				
Recruitment	63	-	63	51
Meeting costs	874	-	874	439
Resources & Training Material	-	-	-	427
Travel and subsistence	<u>31</u>	<u>-</u>	<u>31</u>	<u>2,375</u>
	4,445	-	4,445	5,452
Governance costs				
Accountancy fees	4,242	-	4,242	4,452
Independent examiners fees	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,494</u>
	<u>4,242</u>	<u>-</u>	<u>4,242</u>	<u>5,946</u>
Total resources expended	<u>71,838</u>	<u>57,824</u>	<u>129,662</u>	<u>168,931</u>
Net income	<u>(38,702)</u>	<u>110,132</u>	<u>71,430</u>	<u>10,130</u>

This page does not form part of the statutory financial statements

LIFTING LIMITS

England & Wales - Charity number 1187603

Accounts

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2023
FOR
LIFTING LIMITS CIO**

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO
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FOR THE YEAR ENDED 31 JANUARY 2023

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LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2023

The trustees present their report with the financial statements of the charity for the year ended 31 January 2023. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lifting Limits registered as a Charitable Incorporated Organisation after converting from a Community Interest Company (CIC) on 27th January 2020. The Charity continues in the mission to challenge gender stereotyping and promote gender equality, in and through education.

Lifting Limits works with schools and educators, providing the training and resources they need to:

- make visible, for challenge and discussion, gender stereotyping which may exist in the school environment; and
- equip their pupils to challenge stereotyping and inequalities wherever they may encounter them

With evidence showing that the limiting effects of stereotyping on children's aspirations, choices, behaviour and sense of 'self' start young, with gendered attitudes ingrained by the age of 10, our focus is at the early years and primary school stages of education.

Our vision is a world in which every child is free to make their own path in life, unconstrained by the limiting effects of gender stereotyping.

Significant activities

Lifting Limits supports schools through our whole school, evidence-based programme. Key components of our programme include:

- Training for a designated Gender Champion in each school, supporting them to develop a 'gender lens' and equipping them to train colleagues and to embed our programme in their schools;
- In-school training to be delivered by Gender Champions, to raise awareness of the effects of gender stereotyping on children's lives and encourage colleagues to reflect on their own role, as well as where stereotypes might be perpetuated in their school;
- A 'gender audit' to identify areas of good practice and areas for development;
- An extensive package of resources to prompt reflection and discussion, including: 80+ lesson plans across 12 subject areas; resources tailored to the Early Years; workshops and resources for parents and carers; assemblies; discussion cards; book lists and more;
- Ongoing support, from Lifting Limits and through peer support.

Each lesson is designed to meet dual goals: covering the specific learning objectives as set out in the National Curriculum and also specific gender learning objectives.

These activities help schools to:

- examine the part they play in perpetuating or challenging gender stereotypes;
- equip their pupils to demand a more gender-equal world;
- better represent women and their achievements throughout the curriculum;
- ensure representation of all genders in non-stereotypical roles;
- engage parents and carers in these conversations; and
- increase staff confidence in addressing sexism and stereotyping with pupils, colleagues and parents

Public Interest

The Trustees have had regard to the guidance issued by the Charity Commission concerning public benefit. They are satisfied that the information given in this report, particularly regarding the activities undertaken when read in conjunction with the objectives of the charity set out above, demonstrates that the requirements to identify public benefit have been met.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2023

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Lifting Limits successfully tested its whole school programme in a pilot in five schools in the London Borough of Camden, throughout the school year 2018-19. Independent evaluation demonstrated success of the pilot in achieving its intended outcomes in relation to impact on school staff, pupils and the school as a whole and the pilot evaluation report is available at www.liftinglimits.org.uk/pilot-evaluation. The report made a number of recommendations to those bodies involved in the content, quality and delivery of children's education and we continue working to progress these recommendations.

Scaling

Throughout the school year 2022-23, we have been working with fifteen schools and two multi-academy trusts to test our scalable model, to ensure that our programme can replicate at scale the impact demonstrated in our 2019 pilot. This work started in June 2022 with two days of training delivered to a Gender Champion in each participating school, with Gender Champions then leading training and embedding the programme in their schools. The scaling pilot is showing positive impact, raising awareness of and confidence in challenging gender stereotyping in participating schools. Examples of impact have been reported by schools in children's oracy outcomes, in more gender-mixed playtimes and in children envisaging a broader range of roles and possibilities, for themselves and others. Data analysis is taking place, with the impact evaluation report to be published in Autumn 2023.

Early Years

In 2022 we ran a pilot with Early Years settings, drawing on findings from our 2019 pilot demonstrating great potential for change in the earliest stages of education. Working with the London Borough of Camden's early years team and three settings in the borough, we adapted and tested our programme for use with children in pre-school early years settings. The pilot demonstrated positive impact in the participating settings, with our training considered particularly valuable in supporting settings to look closely at their learning environments. The pilot prompted settings to introduce more varied books, re-think role play and dressing up clothes, examine the curriculum and lead to more positive relationships between children. As one Early Years Practitioner said following our training, "All children should be able to play with whatever they like, free from judgement." Findings are available [here](#).

Global Boyhood Initiative

Lifting Limits is the UK implementation partner for The Global Boyhood Initiative, a project to support children and the adults in their lives in advancing healthier concepts of boyhood. The pilot phase of the project ran until December 2022, with encouraging findings that children were starting to understand the role of gender norms in their lives and to explore equitable, inclusive and non-violent attitudes and behaviours. We look forward to the next phase of GBI work, due to start in Autumn 2023

Strategic objective for next financial year

Lifting Limits' key strategic objectives for our next financial year are to:

- Roll out our scalable model;
- Further develop and roll out our Early Years model;
- Build on the first year of our Schools Network, to retain schools' engagement after their first year of our programme;
- Continue to stake a claim for gender equality work across the education landscape and on the public policy agenda.

FINANCIAL REVIEW

Financial position

Income in the period relating to grants, donations and contributions totalled £179,061, with the majority being from Restricted Fund grants designated for specific areas of our work totalling £160,165. This is an increase on the prior year due to the funding received for the GBI project. The majority of income is applied to the learning programme activities with the main costs incurred being project related salaries and consultancy costs. Total expenditure during the year was £168,931 which is also an increase on the prior year but in line with the increased project work and with the Trustees' expectations.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2023

Reserves policy

Total funds retained at the end of the year comprised of £71,007 (2022: £43,675) of restricted funds and £37,041 (£55,105) of unrestricted funds.

Lifting Limit's Reserves Policy (adopted by trustees in March 2022) provides for the Charity to hold in reserve a sum equivalent to between 3 to 6 months core operating costs. This threshold allows the charity to steer through any period of financial instability whilst maintaining core functions. The trustees review and agree the level of reserves regularly and are satisfied that Lifting Limits is maintaining an appropriate level of liquidity whilst ensuring that excessive funds are not accumulated.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution and constitutes a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of new trustees

The Trustees consider recruitment of new Trustees as the need arises, having regard to the skills, knowledge and experience needed for the effective administration of the Charity. Any Trustee vacancies identified will be published and applications sought from suitably qualified candidates. Lifting Limits is an equal opportunities employer and welcomes applications from all suitably qualified persons. Trustees are appointed (for a term of four years) by resolution of the Trustees.

Organisational structure

The board of trustees administers the charity. They have appointed a CEO that oversees the day-to-day affairs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187603

Principal address

c/o Melinek Fine LLP
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Trustees

M E Yule
A A Van Woudenberg
F M Miller Smith
V Leung (resigned 25.8.22)
L Roberts (appointed 27.11.22)
F N K Moore (appointed 23.06.23)

Independent Examiner

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Approved by order of the board of trustees on 14 November 2023 and signed on its behalf by:

F M Miller Smith - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LIFTING LIMITS CIO**

Independent examiner's report to the trustees of Lifting Limits CIO

I report to the charity trustees on my examination of the accounts of Lifting Limits CIO (the Trust) for the year ended 31 January 2023.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

D Fine FCA

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Date: 17 November 2023

LIFTING LIMITS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		18,184	160,164	178,348	99,829
Charitable activities					
Charitable activities		<u>713</u>	-	<u>713</u>	<u>6,960</u>
Total		<u>18,897</u>	<u>160,164</u>	<u>179,061</u>	<u>106,789</u>
EXPENDITURE ON					
Raising funds	2	11,425	-	11,425	14,076
Charitable activities					
Charitable activities	3	<u>53,689</u>	<u>103,817</u>	<u>157,506</u>	<u>42,053</u>
Total		<u>65,114</u>	<u>103,817</u>	<u>168,931</u>	<u>56,129</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	10	<u>(46,217)</u> <u>29,016</u>	<u>56,347</u> <u>(29,016)</u>	<u>10,130</u> <u>-</u>	50,660 <u>-</u>
Net movement in funds		(17,201)	27,331	10,130	50,660
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>55,105</u>	<u>43,676</u>	<u>98,781</u>	<u>48,120</u>
TOTAL FUNDS CARRIED FORWARD		<u>37,904</u>	<u>71,007</u>	<u>108,911</u>	<u>98,780</u>

The notes form part of these financial statements

LIFTING LIMITS CIO

**BALANCE SHEET
31 JANUARY 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	8	80	10,966	11,046	161
Cash at bank		<u>44,753</u>	<u>60,041</u>	<u>104,794</u>	<u>100,978</u>
		44,833	71,007	115,840	101,139
CREDITORS					
Amounts falling due within one year	9	<u>(6,929)</u>	-	<u>(6,929)</u>	<u>(2,359)</u>
NET CURRENT ASSETS					
		<u>37,904</u>	<u>71,007</u>	<u>108,911</u>	<u>98,780</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>37,904</u>	<u>71,007</u>	<u>108,911</u>	<u>98,780</u>
NET ASSETS					
		<u>37,904</u>	<u>71,007</u>	<u>108,911</u>	<u>98,780</u>
FUNDS					
	10			37,904	55,105
Unrestricted funds				<u>71,007</u>	<u>43,675</u>
Restricted funds					
TOTAL FUNDS					
				<u>108,911</u>	<u>98,780</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 14 November 2023 and were signed on its behalf by:

F M Miller Smith - Trustee

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

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 2019)', 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.

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.

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.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2023**

2. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Funding consultancy	<u>11,425</u>	<u>14,076</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>147,335</u>	<u>10,171</u>	<u>157,506</u>

4. SUPPORT COSTS

	Finance £	Other £	Governance costs £	Totals £
Charitable activities	<u>(1,227)</u>	<u>5,452</u>	<u>5,946</u>	<u>10,171</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 January 2023 nor for the year ended 31 January 2022.

6. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	70,512	30,346
Social security costs	1,376	-
Other pension costs	<u>1,627</u>	<u>593</u>
	<u>73,515</u>	<u>30,939</u>

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

	2023	2022
Senior Management (CEO)	1	1
Education Management	<u>2</u>	<u>1</u>
	<u>3</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2023

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	68,629	31,200	99,829
Charitable activities			
Charitable activities	<u>6,960</u>	<u>-</u>	<u>6,960</u>
Total	<u>75,589</u>	<u>31,200</u>	<u>106,789</u>
EXPENDITURE ON			
Raising funds	14,076	-	14,076
Charitable activities			
Charitable activities	<u>23,328</u>	<u>18,725</u>	<u>42,053</u>
Total	<u>37,404</u>	<u>18,725</u>	<u>56,129</u>
NET INCOME	38,185	12,475	50,660
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>16,920</u>	<u>31,200</u>	<u>48,120</u>
TOTAL FUNDS CARRIED FORWARD	<u>55,105</u>	<u>43,675</u>	<u>98,780</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Prepayments and accrued income	10,966	-
Prepayments	<u>80</u>	<u>161</u>
	<u>11,046</u>	<u>161</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2023

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Other creditors	<u>6,929</u>	<u>2,359</u>

10. MOVEMENT IN FUNDS

	At 1.2.22	Net movement in funds	Transfers between funds	At 31.1.23
	£	£	£	£
Unrestricted funds				
General fund	55,105	(46,217)	29,016	37,904
Restricted funds				
Head of Education	43,676	16,365	-	60,041
Global Boyhood Initiative	-	<u>39,982</u>	<u>(29,016)</u>	<u>10,966</u>
	<u>43,676</u>	<u>56,347</u>	<u>(29,016)</u>	<u>71,007</u>
TOTAL FUNDS	<u>98,781</u>	<u>10,130</u>	<u>-</u>	<u>108,911</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	18,897	(65,114)	(46,217)
Restricted funds			
Head of Education	31,200	(14,835)	16,365
Global Boyhood Initiative	<u>128,964</u>	<u>(88,982)</u>	<u>39,982</u>
	<u>160,164</u>	<u>(103,817)</u>	<u>56,347</u>
TOTAL FUNDS	<u>179,061</u>	<u>(168,931)</u>	<u>10,130</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2023

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.2.21 £	Net movement in funds £	At 31.1.22 £
Unrestricted funds			
General fund	16,920	38,185	55,105
Restricted funds			
Head of Education	31,200	12,475	43,675
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>48,120</u>	<u>50,660</u>	<u>98,780</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,589	(37,404)	38,185
Restricted funds			
Head of Education	31,200	(18,725)	12,475
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>106,789</u>	<u>(56,129)</u>	<u>50,660</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.2.21 £	Net movement in funds £	Transfers between funds £	At 31.1.23 £
Unrestricted funds				
General fund	16,920	(8,032)	29,016	37,904
Restricted funds				
Head of Education	31,200	28,840	-	60,040
Global Boyhood Initiative	<u> </u>	<u>39,982</u>	<u>(29,016)</u>	<u>10,966</u>
	<u>31,200</u>	<u>68,822</u>	<u>(29,016)</u>	<u>71,006</u>
TOTAL FUNDS	<u>48,120</u>	<u>60,790</u>	<u> </u>	<u>108,910</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2023

10. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	94,486	(102,518)	(8,032)
Restricted funds			
Head of Education	62,400	(33,560)	28,840
Global Boyhood Initiative	<u>128,964</u>	<u>(88,982)</u>	<u>39,982</u>
	<u>191,364</u>	<u>(122,542)</u>	<u>68,822</u>
TOTAL FUNDS	<u>285,850</u>	<u>(225,060)</u>	<u>60,790</u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 January 2023.

LIFTING LIMITS CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2023**

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	2,184	-	2,184	14,016
Gift aid	-	-	-	3,653
Grants	16,000	-	16,000	50,960
Grants - restricted	-	160,164	160,164	31,200
	<u>18,184</u>	<u>160,164</u>	<u>178,348</u>	99,829
Charitable activities				
School training and programmes	200	-	200	6,880
Workshops	250	-	250	-
Other earned income	263	-	263	80
	<u>713</u>	<u>-</u>	<u>713</u>	<u>6,960</u>
Total incoming resources	18,897	160,164	179,061	106,789
EXPENDITURE				
Raising donations and legacies				
Funding consultancy	11,425	-	11,425	14,076
Charitable activities				
Wages	25,712	44,800	70,512	30,346
Social security	1,376	-	1,376	-
Pensions	1,002	625	1,627	593
Freelance consultancy	5,100	-	5,100	5,600
Workshops & teaching	-	-	-	675
Training	581	-	581	55
Teaching	-	1,600	1,600	-
Curriculum freelancer	-	17,800	17,800	-
Project lead	-	37,340	37,340	-
Memberships	883	-	883	-
Scaling project costs	10,516	-	10,516	-
	<u>45,170</u>	<u>102,165</u>	<u>147,335</u>	37,269
Support costs				
Finance				
Foreign Exchange gain/loss	-	(1,227)	(1,227)	-
Other				
Insurance	503	-	503	202
Carried forward	503	-	503	202

This page does not form part of the statutory financial statements

LIFTING LIMITS CIO

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2023**

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Other				
Brought forward	503	-	503	202
IT & Marketing Costs	1,036	-	1,036	478
Misc office expenses	221	400	621	295
Recruitment	51	-	51	482
Meeting costs	439	-	439	-
Resources & Training Material	-	427	427	-
Travel and subsistence	323	2,052	2,375	-
	2,573	2,879	5,452	1,457
Governance costs				
Accountancy fees	4,452	-	4,452	2,247
Independent examiners fees	1,494	-	1,494	1,080
	5,946	-	5,946	3,327
Total resources expended	65,114	103,817	168,931	56,129
Net income	(46,217)	56,347	10,130	50,660

This page does not form part of the statutory financial statements

LIFTING LIMITS

England & Wales - Charity number 1187603

Accounts

REGISTERED CHARITY NUMBER: 1187603

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2022
FOR
LIFTING LIMITS CIO**

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO
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FOR THE YEAR ENDED 31 JANUARY 2022

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LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2022

The trustees present their report with the financial statements of the charity for the year ended 31 January 2022. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lifting Limits registered as a Charitable Incorporated Organisation after converting from a Community Interest Company (CIC) on 27th January 2020. The Charity continues in its mission to challenge gender stereotyping and promote gender equality, in and through education.

Lifting Limits works with schools and educators, providing the training and resources they need to:

- make visible, for challenge and discussion, gender stereotyping which may exist in the school environment; and
- equip their pupils to challenge stereotyping and inequalities wherever they may encounter them

With evidence showing that the limiting effects of stereotyping on children's aspirations, choices, behaviour and sense of 'self' start young, with gendered attitudes ingrained by the age of 10, our focus is at the early years and primary school stages of education.

Our vision is a world in which every child is free to make their own path in life, unconstrained by the limiting effects of gender stereotyping.

Significant activities

Lifting Limits supports schools through our whole school, evidence-based programme. Key components of our programme include:

- 'Gender lens' training for school staff, to raise awareness of the effects of gender stereotyping on children's lives and encourage staff to reflect on their own role, as well as where stereotypes might be perpetuated in their school;
- A 'gender audit' to identify areas of good practice and areas for development;
- An extensive package of resources to prompt reflection and discussion, including: 80+ lesson plans across 12 subject areas; resources tailored to the Early Years; workshops and resources for parents and carers; assemblies; discussion cards; book lists and more.

Each lesson is designed to meet dual goals: covering the specific learning objectives as set out in the National Curriculum and also specific gender learning objectives.

These activities help schools to:

- examine the part they play in perpetuating or challenging gender stereotypes;
- equip their pupils to demand a more gender-equal world;
- better represent women and their achievements throughout the curriculum;
- ensure representation of all genders in non-stereotypical roles;
- engage parents and carers in these conversations; and
- increase staff confidence in addressing sexism and stereotyping with pupils, colleagues and parents

Public Interest

The Trustees have had regard to the guidance issued by the Charity Commission concerning public benefit. They are satisfied that the information given in this report, particularly regarding the activities undertaken when read in conjunction with the objectives of the charity set out above, demonstrates that the requirements to identify public benefit have been met.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2022

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Lifting Limits successfully tested its whole school programme in a pilot in five schools in the London Borough of Camden, throughout the school year 2018-19. Independent evaluation demonstrated success of the pilot in achieving its intended outcomes in relation to impact on school staff, pupils and the school as a whole and the pilot evaluation report is available at www.liftinglimits.org.uk/pilot-evaluation. The report made a number of recommendations to those bodies involved in the content, quality and delivery of children's education and we continue working to progress these recommendations.

Around 30 individual schools are currently enrolled to our programme. In parallel, we are working with fifteen schools and two multi-academy trusts to test our scalable model. This work started in June 2022 with two days of training delivered to a Gender Champion in each participating school, with Gender Champions then leading training and embedding the programme in their schools. The scaling pilot is running throughout the 2022-23 school year and is being independently evaluated.

Other significant projects which started during the financial year 2021-22 include:

- A pilot with Early Years settings in the London Borough of Camden, adapting our programme for use with children at the earliest stages of education. Findings from this project will be shared in Autumn 2022;
- The Global Boyhood Initiative, a project to support children and the adults in their lives in advancing healthier concepts of boyhood. This project will be run until December 2022.

Strategic objective for next financial year

Lifting Limits' key strategic objective for our next financial year is to progress the scaling project towards successful completion in summer 2023. Provided evaluation of the scalable model demonstrates positive impact, we will roll out the model widely from autumn 2023

Impact of Covid-19

With lockdown closing schools in March 2020, and disruption to education ongoing throughout the 2020-21 school year, we moved our training online. We are now operating a combination of in-person and online training, which enables us to reach schools outside London sooner than staff capacity would otherwise allow.

FINANCIAL REVIEW

Financial position

During this period, the charity secured funding from various sources and, after expenses, held a surplus of £50,660.

The principal sources of funds have been grants, donations and contributions, the majority being from grants which totalled £82,160 in the year, alongside earned income. The majority of income is applied to the learning programme activities with the main costs incurred being salaries and consultants' fees.

General funds are used to subsidise programme activity costs and to expand the Charity's capacity and operations. Restricted income funds are used for a specific charitable purpose as declared by the donor when making the grant (see note 10 to the accounts).

Reserves policy

The Charity's Reserves Policy (adopted by trustees in March 2022) provides for the Charity to hold in reserve a sum equivalent to between 3 to 6 months core operating costs. The trustees will review and agree the level of reserves annually.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution and constitutes a Charitable Incorporated Organisation (CIO).

Recruitment and appointment of new trustees

The Trustees consider recruitment of new Trustees as the need arises, having regard to the skills, knowledge and experience needed for the effective administration of the Charity. Any Trustee vacancies identified will be published and applications sought from suitably qualified candidates. Lifting Limits is an equal opportunities employer and welcomes applications from all suitably qualified persons. Trustees are appointed (for a term of four years) by resolution of the Trustees.

LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JANUARY 2022

Organisational structure

The board of trustees administers the charity. They have appointed a CEO that oversees the day to day affairs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number: 1187603

Principal address

c/o Melinek Fine LLP
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Trustees

M E Yule
A A Van Woudenberg
F M Miller Smith
V Leung (appointed as trustee on 19 January 2022; resigned 25 August 2022)

Independent Examiner

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Approved by order of the board of trustees on 25th October 2022 and signed on its behalf by:


.....
F M Miller Smith - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LIFTING LIMITS CIO**

Independent examiner's report to the trustees of Lifting Limits CIO

I report to the charity trustees on my examination of the accounts of Lifting Limits CIO (the Trust) for the year ended 31 January 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



D Fine FCA
Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Date: 3/11/2022

LIFTING LIMITS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2022

	Notes	Unrestricted fund £	Restricted funds £	year ended 31.1.22 Total funds £	period 27.1.20 to 31.1.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		68,629	31,200	99,829	65,195
Charitable activities					
Charitable activities		6,960	-	6,960	7,335
Total		75,589	31,200	106,789	72,530
EXPENDITURE ON					
Raising funds	2	14,076	-	14,076	9,845
Charitable activities					
Charitable activities	3	23,328	18,725	42,053	14,565
Total		37,404	18,725	56,129	24,410
NET INCOME		38,185	12,475	50,660	48,120
RECONCILIATION OF FUNDS					
Total funds brought forward		16,920	31,200	48,120	-
TOTAL FUNDS CARRIED FORWARD		55,105	43,675	98,780	48,120

The notes form part of these financial statements

LIFTING LIMITS CIO

BALANCE SHEET
31 JANUARY 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	8	161	-	161	-
Cash at bank		<u>57,303</u>	<u>43,675</u>	<u>100,978</u>	<u>62,520</u>
		57,464	43,675	101,139	62,520
CREDITORS					
Amounts falling due within one year	9	(2,359)	-	(2,359)	(14,400)
NET CURRENT ASSETS					
		<u>55,105</u>	<u>43,675</u>	<u>98,780</u>	<u>48,120</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>55,105</u>	<u>43,675</u>	<u>98,780</u>	<u>48,120</u>
NET ASSETS					
		<u>55,105</u>	<u>43,675</u>	<u>98,780</u>	<u>48,120</u>
FUNDS					
	10				
Unrestricted funds				55,105	16,920
Restricted funds				<u>43,675</u>	<u>31,200</u>
TOTAL FUNDS					
				<u>98,780</u>	<u>48,120</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 25th October 2022 and were signed on its behalf by:



.....
F M Miller Smith - Trustee

The notes form part of these financial statements

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 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) (effective 1 January 2019)', 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.

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.

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.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2022

2. RAISING FUNDS

Raising donations and legacies

	year ended 31.1.22 £	period 27.1.20 to 31.1.21 £
Funding consultancy	<u>14,076</u>	<u>9,845</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Charitable activities	<u>37,269</u>	<u>4,784</u>	<u>42,053</u>

4. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>1,457</u>	<u>3,327</u>	<u>4,784</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 January 2022 nor for the period ended 31 January 2021.

6. STAFF COSTS

	year ended 31.1.22 £	period 27.1.20 to 31.1.21 £
Wages and salaries	<u>30,346</u>	-
Other pension costs	<u>593</u>	-
	<u>30,939</u>	-

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

Senior Management (CEO)	<u>1</u>	-
Education Management	<u>1</u>	-
	<u>2</u>	-

No employees received emoluments in excess of £60,000.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2022

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	33,995	31,200	65,195
Charitable activities			
Charitable activities	7,335	-	7,335
Total	<u>41,330</u>	<u>31,200</u>	<u>72,530</u>
EXPENDITURE ON			
Raising funds	9,845	-	9,845
Charitable activities			
Charitable activities	14,565	-	14,565
Total	<u>24,410</u>	<u>-</u>	<u>24,410</u>
NET INCOME	<u>16,920</u>	<u>31,200</u>	<u>48,120</u>
TOTAL FUNDS CARRIED FORWARD	<u>16,920</u>	<u>31,200</u>	<u>48,120</u>
8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		2022	2021
		£	£
Prepayments		<u>161</u>	<u>-</u>
9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		2022	2021
		£	£
Other creditors		<u>2,359</u>	<u>14,400</u>
10. MOVEMENT IN FUNDS		Net movement in funds	At
	At 1.2.21	£	31.1.22
	£		£
Unrestricted funds			
General fund	16,920	38,185	55,105
Restricted funds			
Head of Education	31,200	12,475	43,675
TOTAL FUNDS	<u>48,120</u>	<u>50,660</u>	<u>98,780</u>

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2022

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	75,589	(37,404)	38,185
Restricted funds			
Head of Education	31,200	(18,725)	12,475
TOTAL FUNDS	<u>106,789</u>	<u>(56,129)</u>	<u>50,660</u>

Comparatives for movement in funds

	Net movement in funds £	At 31.1.21 £
Unrestricted funds		
General fund	16,920	16,920
Restricted funds		
Head of Education	31,200	31,200
TOTAL FUNDS	<u>48,120</u>	<u>48,120</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	41,330	(24,410)	16,920
Restricted funds			
Head of Education	31,200	-	31,200
TOTAL FUNDS	<u>72,530</u>	<u>(24,410)</u>	<u>48,120</u>

The charity received a restricted income grant for the purpose of funding the salary costs of the Head of Education for the charity.

LIFTING LIMITS CIO

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JANUARY 2022**

11. RELATED PARTY DISCLOSURES

Other creditors relates to a loan of £12,000 advanced by the spouse of the CEO of the charity. There was no security or guarantee on the loan and following the year end the loan was waived and donated to the charity.

LIFTING LIMITS CIO
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2022

	Unrestricted funds £	Restricted funds £	year ended 31.1.22 Total funds £	period 27.1.20 to 31.1.21 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	14,016	-	14,016	14,455
Gift aid	3,653	-	3,653	-
Grants	50,960	-	50,960	50,740
Grants - restricted	-	31,200	31,200	-
	<u>68,629</u>	<u>31,200</u>	<u>99,829</u>	<u>65,195</u>
Charitable activities				
School training and programmes	6,880	-	6,880	6,285
Workshops	-	-	-	1,050
Other earned income	80	-	80	-
	<u>6,960</u>	<u>-</u>	<u>6,960</u>	<u>7,335</u>
Total incoming resources	75,589	31,200	106,789	72,530
EXPENDITURE				
Raising donations and legacies				
Funding consultancy	14,076	-	14,076	9,845
Charitable activities				
Wages	12,000	18,346	30,346	-
Pensions	214	379	593	-
Freelance consultancy	5,600	-	5,600	8,096
Workshops & teaching	675	-	675	1,225
Training	55	-	55	100
	<u>18,544</u>	<u>18,725</u>	<u>37,269</u>	<u>9,421</u>
Support costs				
Other				
Insurance	202	-	202	235
IT & Marketing Costs	478	-	478	2,354
Misc office expenses	295	-	295	105
Recruitment	482	-	482	1,370
	<u>1,457</u>	<u>-</u>	<u>1,457</u>	<u>4,064</u>
Governance costs				
Accountancy fees	2,247	-	2,247	-
Carried forward	2,247	-	2,247	-

This page does not form part of the statutory financial statements

LIFTING LIMITS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2022

	Unrestricted funds £	Restricted funds £	year ended 31.1.22 Total funds £	period 27.1.20 to 31.1.21 Total funds £
Governance costs				
Brought forward	2,247	-	2,247	-
Independent examiners fees	<u>1,080</u>	<u>-</u>	<u>1,080</u>	<u>1,080</u>
	<u>3,327</u>	<u>-</u>	<u>3,327</u>	<u>1,080</u>
Total resources expended	<u>37,404</u>	<u>18,725</u>	<u>56,129</u>	<u>24,410</u>
Net income	<u>38,185</u>	<u>12,475</u>	<u>50,660</u>	<u>48,120</u>

This page does not form part of the statutory financial statements

LIFTING LIMITS

England & Wales - Charity number 1187603

Accounts

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD
27 JANUARY 2020 TO 31 JANUARY 2021
FOR
LIFTING LIMITS CIO

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

LIFTING LIMITS CIO

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FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

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LIFTING LIMITS CIO
REPORT OF THE TRUSTEES
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

The trustees present their report with the financial statements of the charity for the period 27 January 2020 to 31 January 2021. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lifting Limits registered as a Charitable Incorporated Organisation after converting from a Community Interest Company (CIC) on 27th January 2020. The Charity continues in the mission to challenge gender stereotyping and promote gender equality, in and through education. The Charity works with schools and educators to provide the training and resources they need to make visible, for challenge and discussion, gender stereotyping which may exist in the school environment, and to equip their pupils to challenge stereotyping and inequalities wherever they may encounter them.

With evidence showing that the limiting effects of stereotyping on children's aspirations, choices, behaviour and sense of 'self' start young, with gendered attitudes ingrained by the age of 10, our focus is at the early years and primary school stages of education.

Our vision is a world in which every child is free to make their own path in life, unconstrained by the limiting effects of gender stereotyping.

Significant activities

Lifting Limits supports schools through our whole school, evidence-based programme. Key components of our programme include:

- 'Gender lens' training for school staff, to raise awareness of the effects of gender stereotyping on children's lives and encourage staff to reflect on their own role and where stereotypes might be perpetuated in their own school
- A 'gender audit' to identify areas of good practice and development
- An extensive package of resources to prompt reflection and discussion, including: 80+ lesson plans across 12 subject areas; resources tailored to the Early Years; workshops and resources for parents and carers; assemblies; discussion cards; book lists and more.

Each lesson is designed to meet dual goals: covering the specific learning objectives as set out in the National Curriculum and also specific gender learning objectives.

These activities help schools to:

- examine the part they play in perpetuating or challenging gender stereotypes
- equip their pupils to demand a more gender-equal world
- better represent women and their achievements throughout the curriculum
- show all genders in non-stereotypical roles
- engage parents and carers in these conversations
- increase staff awareness and confidence in addressing sexism and stereotyping with pupils, colleagues and parents

Public Interest

The Trustees have had regard to the guidance issued by the Charity Commission concerning public benefit. They are satisfied that the information given in this report, particularly regarding the activities undertaken when read in conjunction with the objectives of the charity set out above, demonstrates that the requirements to identify public benefit have been met.

LIFTING LIMITS CIO

REPORT OF THE TRUSTEES FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Lifting Limits successfully tested its whole school programme in a pilot in 5 schools in the London Borough of Camden, throughout the school year 2018-19. Independent evaluation demonstrated success of the pilot in achieving its intended outcomes in relation to impact on school staff, pupils and the school as a whole. Key findings include:

o For school staff:

- Increased staff awareness and confidence in addressing sexism and stereotyping with pupils, colleagues and parents (for example 30% increase in confidence to address sexual harassment and bullying among pupils);
- Increased self-reflection feeding into changes in practice with children.

o For children:

- Greater awareness and acceptance of a more diverse range of roles and possibilities for women and girls, men and boys (for example at the end of the pilot three times as many children in the Early Years perceived football as a same 'for everyone' (rather than 'for boys') and there was a 75% increase in the number of Key Stage 2 boys envisaging they could be a teacher;
- Reduced polarisation between girls and boys.

o Whole school legacy:

- Gender equality promoted and stereotyping reduced across schools;
- Gender awareness embedded in school ethos and approach;
- Parents and carers attending Lifting Limits workshops felt empowered to discuss and challenge gender stereotyping with their children.

The pilot evaluation report is available on www.liftinglimits.org.uk/pilot-evaluation. The report made a number of recommendations to those bodies involved in the content, quality and delivery of children's education and we continue working to progress these recommendations.

Since the end of the pilot we have continued to enrol schools to our programme, with 28 schools currently enrolled. In parallel with schools work, we are developing plans for scaling across networks of schools.

Impact of Covid-19

With lockdown closing schools in March 2020, and disruption to education ongoing throughout the 2020-21 school year, we moved our training online. We are now operating a combination of in-person and online training, which enables us to reach schools outside London sooner than staff capacity would otherwise allow.

FINANCIAL REVIEW

Financial position

During its first period, the charity secured funding from various sources and, after expenses, held a surplus of £48,120.

The principal sources of funds have been grants, donations and contributions, the majority being from grants which totalled £50,740 in the year, alongside some earned income. The majority of income is applied to the learning programme activities with the main costs incurred being salaries and consultants' fees.

General funds are used to subsidise programme activity costs and to expand the Charity's capacity and operations. Restricted income funds are used for a specific charitable purpose as declared by the donor when making the grant (see note 4 to the accounts).

Reserves policy

Due to the recent formation of the charity and the nature of the charity's work, the reserves policy is such that expenditure is incurred as required and reserves are maintained at a level to meet ongoing commitments. The charity does not actively try and maintain surplus reserves but is constantly monitoring its financial position to ensure that there is funding in place to meet the charity's obligations on a day to day basis.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a constitution and constitutes a Charitable Incorporated Organisation (CIO).

LIFTING LIMITS CIO

REPORT OF THE TRUSTEES
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Trustees consider recruitment of new Trustees as the need arises, having regard to the skills, knowledge and experience needed for the effective administration of the Charity. Any Trustee vacancies identified will be published and applications sought from suitably qualified candidates. Lifting Limits is an equal opportunities employer and welcomes applications from all suitably qualified persons. Trustees are appointed (for a term of four years) by resolution of the Trustees.

Organisational structure

The board of trustees administers the charity. They have appointed a CEO that oversees the day to day affairs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187603

Principal address

85 Great Portland Street
London
W1W 7LT

Trustees

M E Yule (appointed 27.1.20)
A A Van Woudenberg (appointed 27.1.20)
F M Miller Smith (appointed 27.1.20)

Independent Examiner

Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

Approved by order of the board of trustees on 18 November 2021 and signed on its behalf by:

F M Miller Smith - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
LIFTING LIMITS CIO

Independent examiner's report to the trustees of Lifting Limits CIO

I report to the charity trustees on my examination of the accounts of Lifting Limits CIO (the Trust) for the period 27 January 2020 to 31 January 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

D Fine FCA
Melinek Fine LLP
Chartered Accountants
First Floor, Winston House
349 Regents Park Road
London
N3 1DH

25 November 2021

LIFTING LIMITS CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies		33,995	31,200	65,195
Charitable activities				
Charitable activities		7,335	-	7,335
		<u> </u>	<u> </u>	<u> </u>
Total		41,330	31,200	72,530
EXPENDITURE ON				
Raising funds		9,845	-	9,845
Charitable activities				
Charitable activities		14,565	-	14,565
		<u> </u>	<u> </u>	<u> </u>
Total		24,410	-	24,410
NET INCOME		<u> </u>	<u> </u>	<u> </u>
		16,920	31,200	48,120
TOTAL FUNDS CARRIED FORWARD		<u> </u>	<u> </u>	<u> </u>
		16,920	31,200	48,120

The notes form part of these financial statements

LIFTING LIMITS CIO

BALANCE SHEET
31 JANUARY 2021

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
CURRENT ASSETS				
Cash at bank		31,320	31,200	62,520
CREDITORS				
Amounts falling due within one year	3	(14,400)	-	(14,400)
NET CURRENT ASSETS		<u>16,920</u>	<u>31,200</u>	<u>48,120</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		16,920	31,200	48,120
NET ASSETS		<u>16,920</u>	<u>31,200</u>	<u>48,120</u>
FUNDS				
Unrestricted funds	4			16,920
Restricted funds				<u>31,200</u>
TOTAL FUNDS				<u>48,120</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18 November 2021 and were signed on its behalf by:

F M Miller Smith - Trustee

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

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 2019)', 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.

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.

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.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 January 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 January 2021.

LIFTING LIMITS CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Other creditors	£ 14,400
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4. MOVEMENT IN FUNDS

	Net movement in funds £	At 31.1.21 £
Unrestricted funds		
General fund	16,920	16,920
Restricted funds		
Head of Education	31,200	31,200
 TOTAL FUNDS	 <u>48,120</u>	 <u>48,120</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	41,330	(24,410)	16,920
Restricted funds			
Head of Education	31,200	-	31,200
 TOTAL FUNDS	 <u>72,530</u>	 <u>(24,410)</u>	 <u>48,120</u>

The charity received a restricted income grant for the purpose of funding the salary costs of the Head of Education for the charity. No salary costs were incurred against the fund in the year.

5. RELATED PARTY DISCLOSURES

Other creditors relates to a loan of £12,000 advanced by the spouse of the CEO of the charity. There was no security or guarantee on the loan and following the year end the loan was waived and donated to the charity.

LIFTING LIMITS CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 27 JANUARY 2020 TO 31 JANUARY 2021

	£
INCOME AND ENDOWMENTS	
Donations and legacies	
Donations	14,455
Grants	<u>50,740</u>
	65,195
Charitable activities	
School training and programmes	6,285
Workshops	<u>1,050</u>
	7,335
Total incoming resources	<u>72,530</u>
EXPENDITURE	
Raising donations and legacies	
Funding consultancy	9,845
Charitable activities	
Freelance consultancy	8,096
Workshops & teaching	1,225
Training	<u>100</u>
	9,421
Support costs	
Other	
Insurance	235
IT & Marketing Costs	2,354
Misc office expenses	105
Recruitment	<u>1,370</u>
	4,064
Governance costs	
Independent examiners fees	<u>1,080</u>
Total resources expended	<u>24,410</u>
Net income	<u><u>48,120</u></u>

This page does not form part of the statutory financial statements