

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

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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

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#### 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](http://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

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#### 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

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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

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

The notes form part of these financial statements

LIFTING LIMITS CIO

BALANCE SHEET  
31 JANUARY 2021

		Unrestricted fund £	Restricted funds £	Total funds £
CURRENT ASSETS	Notes			
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	4			
Unrestricted funds				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

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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
<b>TOTAL FUNDS</b>	<b>48,120</b>	<b>48,120</b>

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
<b>TOTAL FUNDS</b>	<b>72,530</b>	<b>(24,410)</b>	<b>48,120</b>

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

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

This page does not form part of the statutory financial statements