

**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>-</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	3				
Charitable activities		<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>	<u>50,660</u> <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>-</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				
Unrestricted funds				37,904	55,105
Restricted funds				<u>71,007</u>	<u>43,675</u>
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

**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	<u>70,512</u>	30,346
Social security costs	<u>1,376</u>	-
Other pension costs	<u>1,627</u>	593
	<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)	<u>1</u>	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	16,920	31,200	48,120
 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>-</u>	<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
	18,184	160,164	178,348	99,829
Charitable activities				
School training and programmes	200	-	200	6,880
Workshops	250	-	250	-
Other earned income	263	-	263	80
	713	-	713	6,960
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	-
	45,170	102,165	147,335	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	-
	<u>2,573</u>	<u>2,879</u>	<u>5,452</u>	1,457
Governance costs				
Accountancy fees	4,452	-	4,452	2,247
Independent examiners fees	1,494	-	1,494	1,080
	<u>5,946</u>	<u>-</u>	<u>5,946</u>	3,327
Total resources expended	<u>65,114</u>	<u>103,817</u>	<u>168,931</u>	56,129
Net income	<u>(46,217)</u>	<u>56,347</u>	<u>10,130</u>	<u>50,660</u>