LMK (LET ME KNOW)

England & Wales · Charity number 1191149

Details

Other names	LET ME KNOW, LMK
Status	Registered
Legal form	CIO
Registered	2020-09-04
Register	View on the Charity Commission register

Contact

Address	85-87 Bayham Street London NW1 0AG
Phone	0203 916 5291
Email	Info@justletmeknow.org
Website	www.justletmeknow.org

Activities

Objects: 2.1 The objects of the Charity are, for the public benefit:2.1.1 to advance health by educating children and young people, their parents or guardians and those that work with them on the subject of healthy relationships; and2.1.2 to advance education by providing information and training on the topic of healthy relationships, in particular but not exclusively for the benefit of children and young people, their parents or guardians and those that work with them.

Activities: LMK educates young people about healthy and unhealthy relationships to give them the tools to recognise and avoid mental and physical abuse. We offer a Schools Programme, Peer Leaders Programme and Parent Programme.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People

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Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£647,822	£607,090	£343,763	11
2024-08-31	£686,390	£604,242	£303,031	8
2023-08-31	£509,217	£403,061	£220,883	7
2022-08-31	£316,997	£227,512	-	-
2021-08-31	£102,000	£73,000	-	-

Trustees

Name	Role	Appointed
Leon Ward	Chair	2025-03-20
Emma Neillie		2020-09-18
Esther Timson		2024-03-13
Helen Sarah Wolstenholme M.A.Oxon		2020-08-01
Louise Harland		2022-07-04
Mark Corfield		2024-09-25
Nicole Walsh		2024-03-13
Umeeda Nathoo		2022-07-04

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LMK (LET ME KNOW)

England & Wales - Charity number 1191149

Accounts

Building a brighter future, one relationship at a time



LMK
LET ME KNOW

Annual report and accounts 2024-25

Reference and administrative information

for year ended 31 August 2025

Charity name:	LMK (Let Me Know)
Registered number:	1191149
Registered address:	85-87 Bayham Street, London NW1 0AH
Co-Founders:	Kirsten Westlake Saloni Thakrar
Trustees:	Emma Neillie *(Treasurer and Chair of Finance Sub-Committee)* Esther Timson *(Chair of Safeguarding Sub-Committee)* Helen Wolstenholme Keith Morgan *(Equality, Diversity & Inclusion Lead, stepped down 9 July 2025)* Kirsten Westlake *(Co-founder and Chair of Trustees, stepped down 22 January 2025)* Leon Ward *(Chair of Trustees, joined 22 January 2025)* Louise Harland Mark Corfield *(Deputy Chair of Trustees, joined 25th September 2024)* Ndubuisi Uchea *(stepped down 31 August 2025)* Nicole Walsh Sophie Newton *(Chair of Human Resources Sub-Committee, stepped down 19 March 2025)* Umeeda Nathoo *(Marketing & Communications Lead)*
LMK senior team:	Ailish Emmett *(Head of Fundraising and Development)* Deirdre Kehoe *(CEO)* Shelly Khaled *(Programme Lead)*
Youth Advisory Board:	Abigail, Arthur, Asha, Dorsa, Emily, Flourish, Francesca, Jayla, Kiyaan, Louise, Sammi, Sophia, Sophie, and Tabitha
Bank:	CAF Bank Ltd, West Malling, Kent ME19 4JQ
Independent Examiner:	Charles Ssempijja FCA, NfP Accountants Ltd, 3rd Floor,86-90 Paul Street, London, EC2A 4NE

Foreword

A year of change, growth, and purpose



Leon,
Chair of Trustees



Deirdre Kehoe,
Chief Executive Officer

This has been a year of change and growth for LMK, as we continue to thrive in our fifth year. The world around us has felt turbulent and uncertain this year, yet that has only strengthened our resolve and reminded us how vital our work truly is.

In the face of growing challenges — social, digital, and cultural — LMK's mission remains clear: to provide young people with the knowledge and skills to thrive in their relationships, grounded in respect, kindness, and the ability to navigate conflict in positive ways.

This year has brought the importance of that mission into even sharper focus. Across the UK, we've seen:

- A growing recognition of the ongoing harm experienced by women and girls, as we await the government's long-promised strategy to halve Violence Against Women and Girls (VAWG) within the next decade
- The gradual rollout of the Online Safety Act, which is so crucial to protecting young people in the spaces where they spend so much of their time
- New RSHE guidance for schools, expanding education around wellbeing, grooming, AI, deepfakes, misogyny, and personal safety
- And, alarmingly, the rise of hateful and intolerant rhetoric across the country, sometimes accompanied by acts of violence and division.

LMK's work has remained a source of hope and practical change

Through it all, LMK's work has remained a source of hope and practical change.

At the heart of LMK is our belief that diversity is a strength. We recognise and celebrate the visible and invisible differences within our team and the communities we serve. Our commitment to Diversity, Equity, and Inclusion isn't an add-on, it's a guiding

principle. It shapes our culture, our programmes, and our partnerships. We are determined to create spaces of safety, dignity, and belonging for everyone, especially those who face additional barriers due to marginalisation or discrimination.



As we look to the future, we do so with optimism and determination

I am incredibly proud that this year, LMK delivered over 6,600 workshop places for young people and the professionals that support them. Each one represents a conversation that could change, or even save, a life. Our positive impact measures continue to rise, confirming what we see every day: that our work is protecting and empowering young people.

We've grown our team, strengthened our infrastructure, and, under our new three-year strategy, expanded our reach — working in primary schools, universities, online, and through adding our voice to national campaigning.

As we look to the future, we do so with optimism and determination.

We are ready —

- Ready to reach more young people with our preventive education
- Ready to share our learning to influence policy and practice
- Ready to adapt as the challenges young people face evolve
- And ready to stand alongside them, now and always, as they build the happy, healthy relationships, and lives, they deserve.

Leon Ward,
Chair of Trustees

Deirdre Kehoe,
Chief Executive Officer

Contents

6 Why LMK exists

7 A different world is possible

11 Making it happen - the work of LMK

19 Our impact 2024-25

36 Looking forward to 2025-26

38 LMK financial statements

45 The Independent Examiners Report

46 The financial statements

57 Thank you

58 Endnotes



Click on a page in the contents above to jump to the corresponding section of the report.



Click on the icon at the bottom left of each page to jump back to the contents page.



Click a reference number to view the reference details.

Why LMK exists

How young people are experiencing relationships today

Navigating relationships as a young person has never been easy. But young people growing up today are doing so in an increasingly volatile and unsafe world, with online spaces that are saturated with harmful content, and a worrying prevalence of relationship abuse at a staggeringly young age: in 2024, 49% of young people who had been in a romantic relationship in the past year said they had experienced controlling or violent behaviours[1].

The online world is fast-changing and presenting numerous concerning risks for young people: from early exposure to online pornography - said to be impacting attitudes towards women and girls[2], the rise of misogynistic influencers, algorithms that actively promote extreme and sensational content[3], and a changing culture towards sharing of intimate images online, further exacerbated by the rise in AI and deepfakes[4].

But it's not just online where the harm is being done to relationships[5]:

- **Controlling behaviours** are common in young people's relationships, reported by 46% of young people, and include experiences such as having their partner check who they've been talking to on their phone or social media accounts (30%), being afraid to disagree with their partner (27%) or being afraid to break up with them (26%)
- One in three (31%) children in relationships have experienced some form of **physical or sexual violence**
- 20% of children in relationships report being pressured or forced into **sexual activities they did not consent to**.

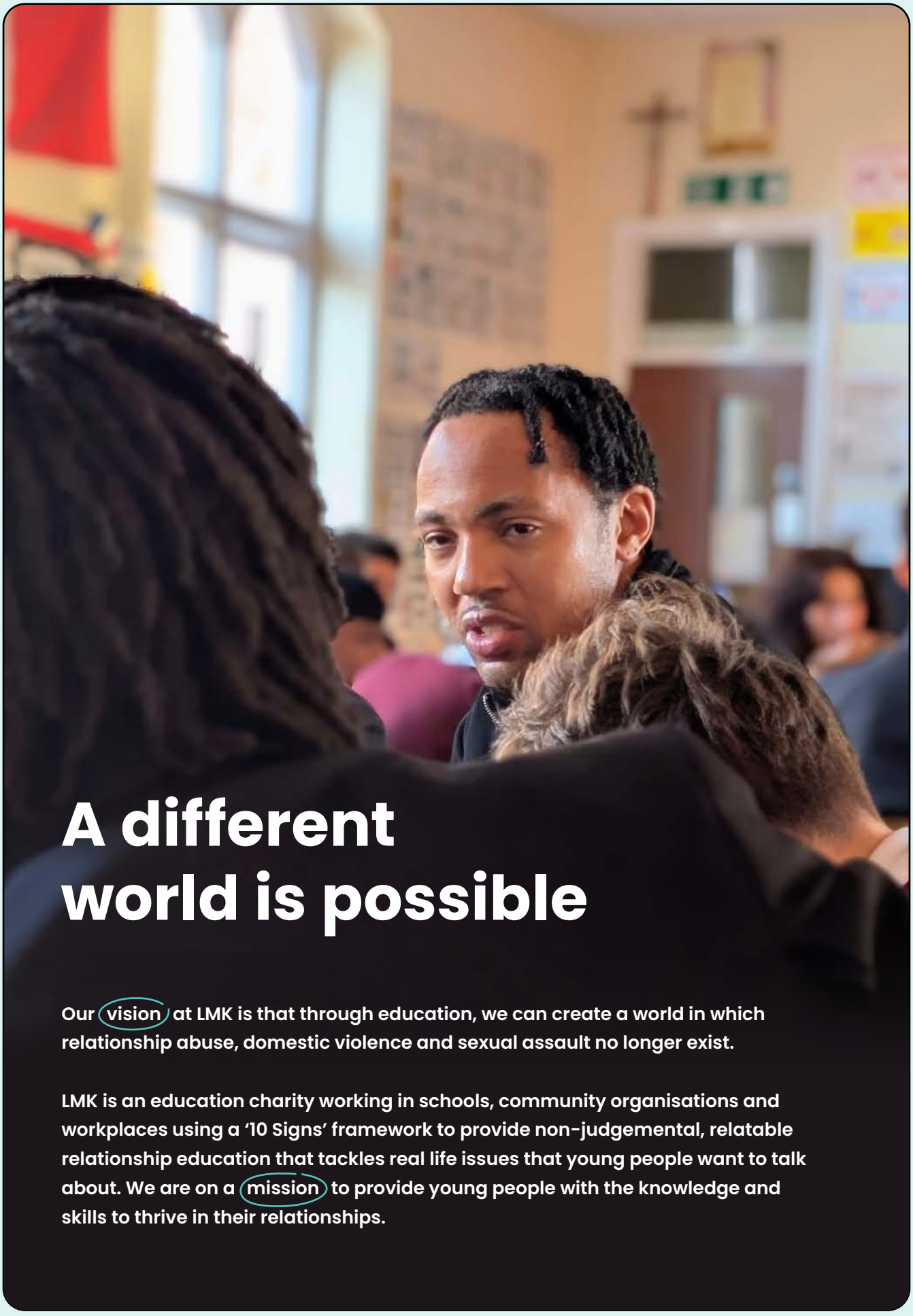


27% of young people reported being **afraid to disagree** with their partner

The impact of the harmful experiences that young people are having in their relationships is far-reaching. Whilst the causes and triggering factors are complex, we cannot ignore that for young people:

- The levels of mental health distress have never been higher. Between April and October 2024 there were 34,793 emergency, very urgent and urgent referrals for under-18s to NHS mental health crisis teams, up roughly 10% from the same period the year before[6]
- The number of young people in the UK who are not in education, employment, or training (NEET) increased to 948,000 in June 2025. This equates to approximately 13.4% of individuals aged 16 to 24[7]
- 13,743 children under 18 were cautioned or sentenced in the year ending March 2023[8]
- Over 118,000 young people aged 16–24 experienced or were at risk of homelessness in 2024.[9]

But it doesn't have to be this way...



A different world is possible

Our vision at LMK is that through education, we can create a world in which relationship abuse, domestic violence and sexual assault no longer exist.

LMK is an education charity working in schools, community organisations and workplaces using a '10 Signs' framework to provide non-judgemental, relatable relationship education that tackles real life issues that young people want to talk about. We are on a mission to provide young people with the knowledge and skills to thrive in their relationships.

Imagine a world where...

...there is widespread knowledge of the '10 Signs' of healthy and unhealthy relationships that allow us all to challenge normalised harmful behaviours.

Quotes from participants of the "Introduction to the 10 signs" explaining one thing they learned from the workshop:

> I liked speaking with my friends about this because **we never speak about relationships**. I learnt the importance of recognising the signs.
> *Male participant, aged 15.*

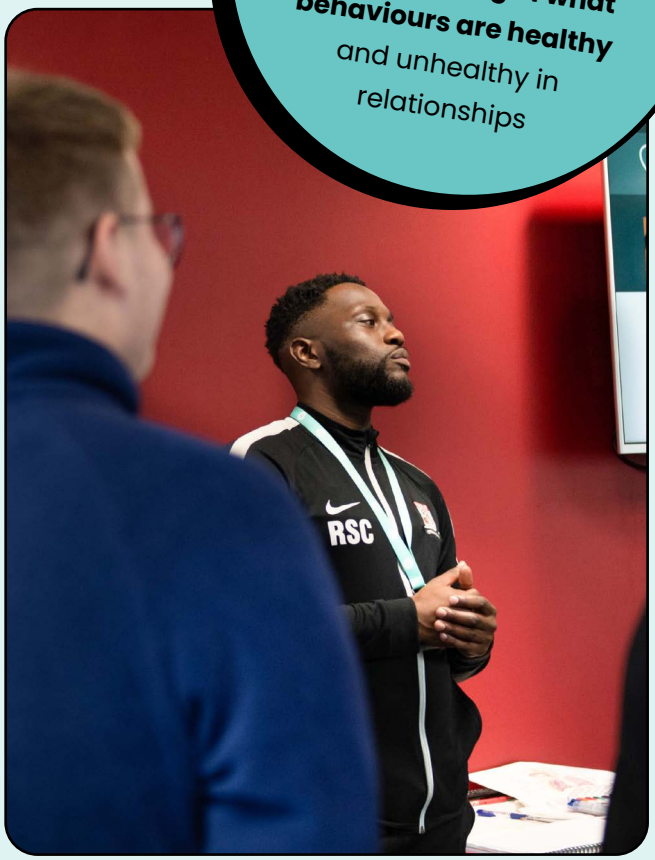
> It is not for your partner to tell you what to wear, **it's your body**.
> *Female participant, aged 13.*

> That I am **responsible for what I am doing on the internet**.
> *Male participant, aged 13.*

> **Checking in and checking on** are very different things.
> *Male participant, aged 13.*

> Deflecting responsibility as it **relates to myself**.
> *Male participant, aged 14.*

3 in 4
young people say LMK's workshop **changed their understanding of what behaviours are healthy** and unhealthy in relationships



> We had a particularly positive conversation with a young man who explained that the session had **completely changed his perception of relationships**.
>
> He had realised that he has historically acted in relationships using some of the negative signs and that he had only seen them used in relationships around him.
> *Day Centre Manager, New Horizons Youth Centre*

A world where...

...sensitive topics are embraced to equip young people to navigate the online world more safely.

81% of young people think their workshop learning will be **useful in their relationships** either now or in future

> Thank you for educating me in this topic, especially because people I know have **very questionable views** when it comes to these topics.
> *Female participant age 15, "Sharing of intimate images" workshop.*

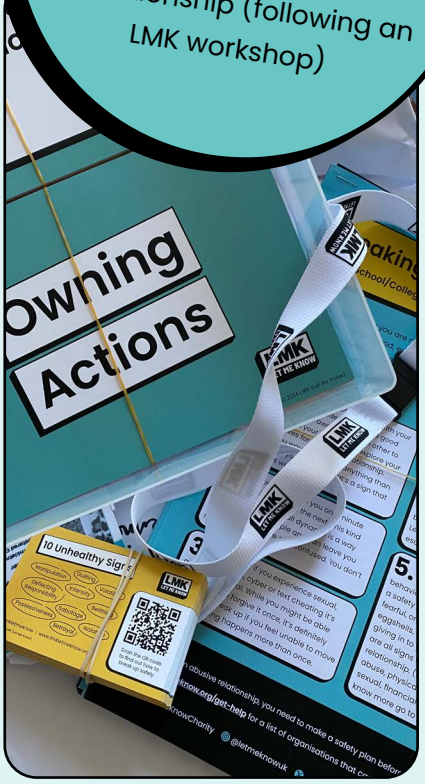
> It helped me to **look at both perspectives** from the scenarios.
> *Male participant age 15, "Sharing of intimate images" workshop.*

A world where...

...young people are empowered to support each other in identifying harmful behaviours and help to prevent abusive relationships before they start.

86% of young people know how to get help if they or a friend experience abuse in a relationship (following an LMK workshop)

> It was like a month or two ago, but I was talking to my friend about... her relationship and she was explaining something that was happening. And she was like "What is that"? And I was able to be like, '**This is... manipulation**.'
> *Let Me Know Youth Advisory Board Member*



Through our work, LMK wants young people to have the confidence to seek for themselves:

- Positive friendships that support mental health and wellbeing
- Healthy romantic relationships with safe boundaries
- Healthy workplace relationships that allow for personal/ professional growth
- Help if they or their friends are in an unsafe and abusive relationship
- Safe homes free from violence and abuse.

A societal approach to protect young people

Addressing the harm being done by unhealthy relationships will take a societal shift:

- A change in how we educate young people so that they feel equipped with the knowledge to recognise and address unhealthy behaviours in themselves and those around them
- A safer online environment where protecting young people from harm is prioritised over everything else
- Fundamental change to address the structural inequalities that put young people at greater risk. This includes addressing the underlying factors that lead to poverty, better services to support those with special educational needs and disabilities, greater inclusivity for those in the LGBTQIA+ community, and a trauma-informed response to those who have had adverse childhood experiences.



LMKs three year strategy 2024-2027 is all about supporting societal change. We have set ourselves three strategic goals:

We aim to be a collaborative ally in the sector

1. **To bring our 10 Signs workshops to more young people, directly and through the adults around them** - We reach young people in schools and community groups, further and higher education settings and workplaces. Our priority is engaging young people that we know are at greater risk of abuse as a perpetrator or victim, tailoring our 10 Signs workshops to meet their needs and reflect their experiences.

2. **To deepen our connection with young people** - We work with staff and young people in education settings and community organisations to create a culture that promotes and encourages healthy relationships.

3. **To be a collaborative ally in the sector, fuelling and enabling meaningful education about relationships -** We widely share our knowledge of how young people are experiencing relationships so that education evolves to reflect the needs of young people. We stand shoulder to shoulder with our friends in the sector, creating a louder voice so that together we can influence educational change.



Making it happen

The work of LMK

LMK is a charity that provides relationship education for 10-24 year olds. We work in schools and community groups, taking a preventative approach to relationship abuse by discussing all types of relationships young people have, including those with friends, family and romantic relationships, and online relationships.

Our trauma-informed, interactive and discussion based workshops, led by talented and highly trained youth workers, our LMK Leaders, encourage young people to rethink their views on healthy and unhealthy relationships based on our 10 Signs framework. These LMK Leaders give young people the language, tools and confidence they need to speak out, seek help and keep themselves and their friends safe.

Our programmes

Our programme for young people

Our aim is to help prevent young people experiencing relationship abuse



Our programme for young people is designed to surface what they already know about the signs of healthy and unhealthy relationships, and to challenge harmful values, beliefs and norms before they take root. By working with all young people, our aim is to help prevent young people experiencing relationship abuse - as a victim or a perpetrator.

We have four workshop modules for young people:

1. **Introduction to the 10 Signs:** This workshop is the foundation of our programme. It helps young people recognise and challenge unhealthy relationship behaviours, both in themselves and others, through the 10 Signs framework. Our LMK Leaders guide open, age-appropriate discussions about healthy signs such as boundaries, independence, and taking responsibility, as well as unhealthy signs like intensity, manipulation, and isolation. Participants also receive practical advice on how to leave an unhealthy relationship and information about specialist organisations that can offer further support.

2. **Delving Deeper:** Building on the 10 Signs workshop, this session invites young people to explore the 10 Signs in greater depth and within different real-life contexts. Using critical thinking and problem-solving approaches, participants choose which signs to focus on, making discussions even more relevant to their own experiences and current challenges.

Experience of an LMK Leader who delivered Introduction to 10 Signs and Delving Deeper to the same group of young people:

After the first session, a young person approached the Leader to share that the workshop had helped them recognise unhealthy behaviours in their romantic relationship. They realised they were experiencing multiple warning signs and, with this new awareness, they made the difficult but empowering decision to end the relationship, using our 'how to break up safely' model.

At the second workshop, the Leader immediately noticed a profound shift in the young person's demeanour. Previously quiet and withdrawn, they arrived at the session beaming with energy, running through the door to share how much better and more in control of their life they felt. They described feeling lighter, clearer, and more confident about this future.

3. **Sharing of Intimate Images:** This workshop helps young people understand what can happen when intimate images are shared and how to protect themselves online. It provides practical guidance on how to stay safe online and empowers participants with strategies to protect their privacy and wellbeing.

> **It was interesting to see the eagerness from some participants to participate in the workshop. A young person mentioned "yes I think this is the perfect topic for our school, especially with what's been happening".**
> *LMK Leader who delivered a Sharing of Intimate Images workshop*

4. **Impact of Pornography:** This session gets young people thinking differently about pornography – what's real, what's not, and how it can shape ideas about sex and relationships. The workshop challenges common myths and have open, honest conversations about how to build healthy, respectful connections in the real world.

> **It was a good experience, gave me more insight into how social media and porn sites can impact you mentally and physically in relationships.**
> *Male participant, Impact of Pornography workshop*

As well as tailoring our workshops to the particular experiences of the young people in the room, we also have specially adapted versions of the workshops that have been co-created with young people to meet the needs of particular groups, such as those in their final year of **primary school**, those in **university**, those with **SEND** and those in **Alternative Provision** settings. Young people's safety is at the forefront of our minds and so our staff are highly trained to spot and quickly respond to safeguarding concerns when they surface in our workshops.



Our programme for youth work professionals

This training is for professionals and volunteers who work with young people. It introduces LMK's 10 Signs framework and supports youth workers to have open, inclusive, and non-judgemental conversations about relationships.

“We have had many external agencies and groups come and deliver but we honestly felt that the leaders that came yesterday were exceptional.”

Assistant Headteacher, Wimbledon College



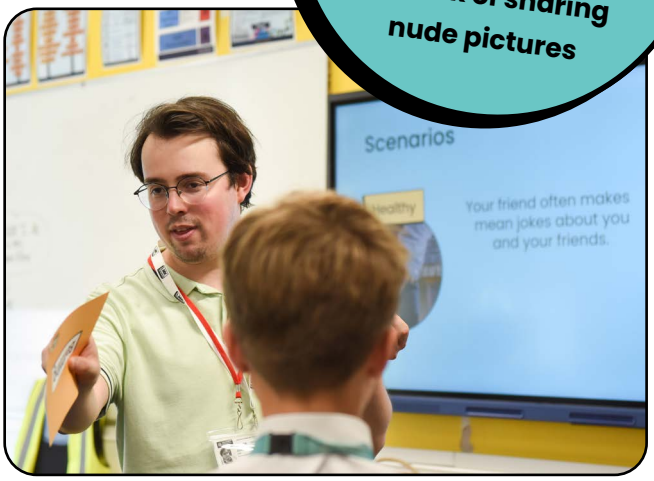
The importance of our work in schools and community groups

Schools

Relationship education has long been part of the RSE curriculum in schools. However we know that young people's experiences vary widely:

- A Youth Endowment Fund (YEF) study published in December 2024[10] found that the most commonly taught topics, **sexual consent and harassment**, have **only reached about half of 13-17-year-olds**, with 55% of young people reporting they received lessons on consent and 43% on harassment. Additionally, only **40% of young people** surveyed said they had received lessons on **how to be in healthy and respectful romantic relationships**.
- In LMK research conducted with young people in 2024, **less than half (45%)** of those surveyed said they had been taught about the **risk of sharing or taking nude pictures** at school. Yet, almost **one in five (18%)** admit to having their **private images used, shared, or shown to people** by a partner or potential partner, without their consent.

In LMK research, only **45%** had been taught about the **risk of sharing nude pictures**



Topics required by the RSE guidance are often absent from the classroom, with young people telling us that these are often the topics which they need to talk about most, e.g. power imbalances, pornography, culture & faith perspectives, LGBTQ+, and healthy relationships.

LMK welcomes the new RSE guidance published by the government in July 2025, due to be implemented in schools from September 2026.

However the new guidance does not come with additional resources for schools in terms of training and support to implement the new topic areas. This is a worrying situation when teachers have said, time and again, that they often lack the time, resources, expertise and confidence to do so in a way that connects with young people. Evidence has shown that RSE lessons, led by external subject experts who are skilled at creating a safe and open environment for young people to fully engage, have the greatest impact[11].

> **I liked the way you kind of challenged students. So not just picking sides, but being brave enough to challenge them so they can give their views.**
> *Teacher, Ark Academy, following a workshop with Year 10 students*

We can also act as a catalyst for change within the wider culture of the school. For example, after observing an LMK workshop in action, 84% of teachers told us that our workshops supported their practice in having conversations about relationships in the classroom.

Community Groups

Certain experiences increase the risk of young people experiencing relationship abuse, including living in poverty, having special educational needs and disabilities (SEND), identifying as LGBTQIA+, or experiencing adverse childhood experiences. Community groups can play an important role in reaching young people who may not have access to a school environment or who, even when they do, do not feel comfortable sharing their experiences within it.

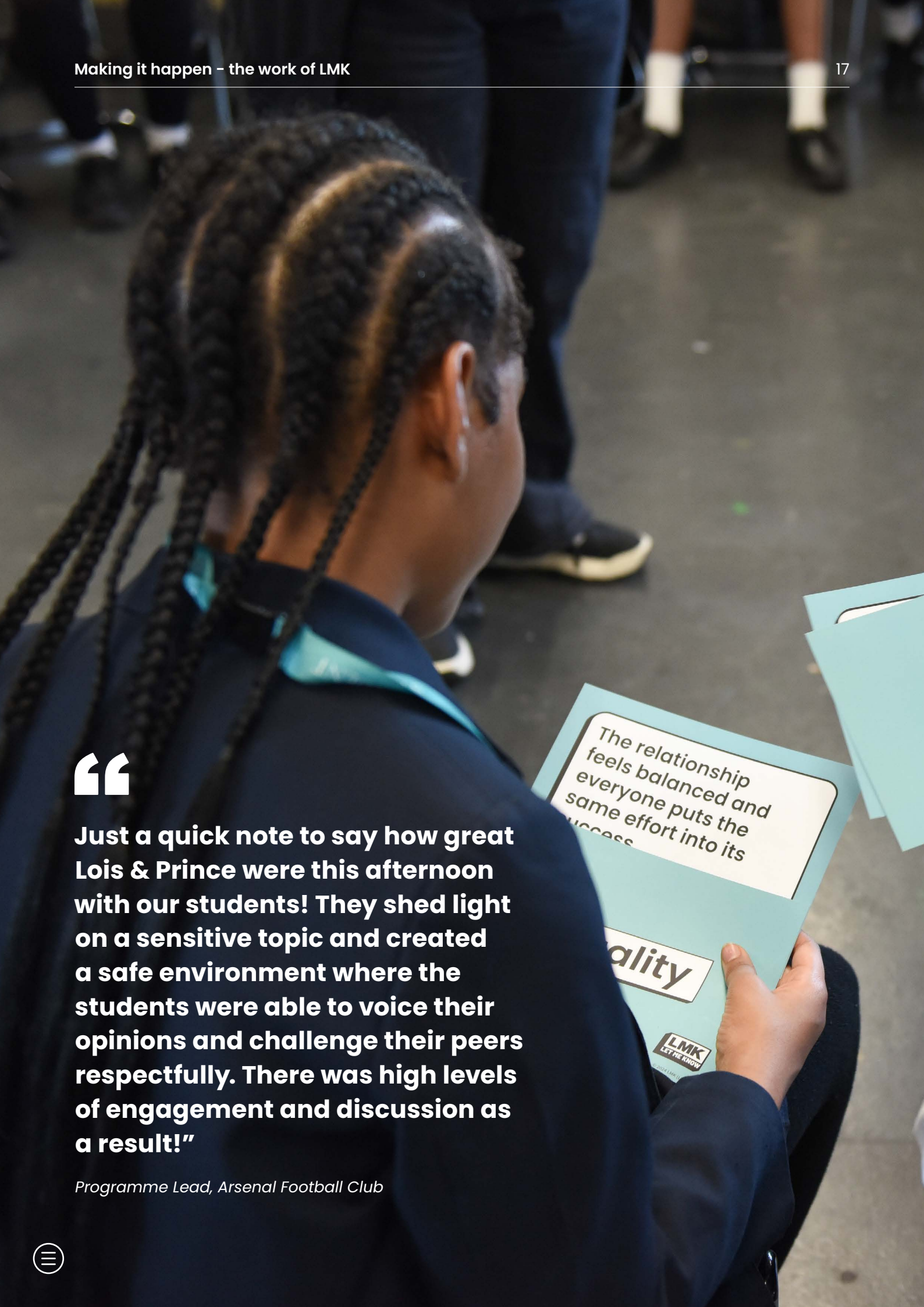
> **"The leader connected with all the young people, and they engaged really well, as they could relate to the life experiences and the choices he made. The scenarios he broke down, like the volatility one, was really powerful and they got it straight away.**
> *Youth worker*

For example, 40% of teenagers attend a youth club at least once a month. But those directly affected by violence are twice as likely to attend: 60% of young victims and 65% of perpetrators of violence attend youth clubs, compared to 31% of those without direct experience[12]. The YEF says that youth clubs are especially effective at engaging those who are more vulnerable to violence. This includes teenagers who have been excluded from school, are supported by social services, have special educational needs, or report involvement in 'gangs'."

Similarly, the YEF found that nearly 1 in 5 young people (18%) lack a trusted adult in their lives. Excluded young people are twice as likely to trust a sports coach and nearly three times as likely to trust a youth worker rather than an adult in a school setting.



Working in community groups, where we often have access to more information about the life experiences of young people, allows LMK to tailor our approach to address the issues that impact young people the most. We also do our best to match the experiences of those in the group with those of our LMK Leaders, allowing an instant connection and deep understanding of the challenges the young people face.



Just a quick note to say how great Lois & Prince were this afternoon with our students! They shed light on a sensitive topic and created a safe environment where the students were able to voice their opinions and challenge their peers respectfully. There was high levels of engagement and discussion as a result!"

Programme Lead, Arsenal Football Club

Keeping our work relevant

The success of LMK hinges on our ability to understand the dynamic and shifting issues that influence young people's attitude towards relationships. We do this in two ways:

Our Youth Advisory Board

LMKs Youth Advisory Board is made up of young people, aged 15-20, who commit to supporting LMK for up to two years. They share their knowledge and understanding, channelling their lived-experience into LMKs workshop content so that the topics we cover, the language we use and the scenarios we discuss feel up to date, relevant and reflective of real-life for young people.



Click to watch Youth Advisory Board members Asha & Emily share their LMK journey on YouTube

Our approach to workshop evaluation and continuous learning

Survey responses are gathered after every single workshop we deliver at LMK, from young people, from the representative of the organisation we're working with (school or community group) and from the LMK Leaders who delivered the workshops. Within days, they are analysed and the learnings are pulled out by our programme development team, who lead a regular cycle of "assess, plan, do, review". All our programmes get a refresh at least once a year, and even more regularly if young people tell us something is missing or isn't working.

All our programmes are refreshed regularly based on survey responses

> **Our ongoing programme development is guided by the data from participant and Youth Leader surveys, as well as input from our Youth Advisory Board. We know how important it is to ensure every voice is heard and every suggestion considered, so our programmes remain relevant, engaging and impactful for the young people we serve.**
> *LMK Programme Lead*



Our impact 2024–25

Strategic goal 1

To bring our 10 Signs workshops to more young people, directly and through the adults around them

We will continue to reach new people in schools and community groups, further education settings and workplaces. Our priority is engaging young people that we know are at greater risk of abuse, tailoring our 10 Signs workshops to meet their needs and reflect their experiences.

What we've achieved in 2024-25

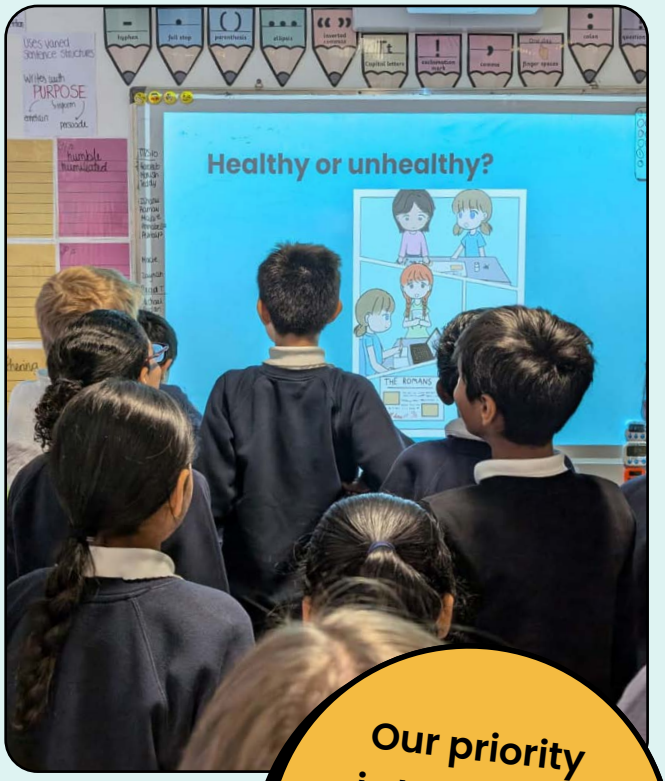
Our reach

Workshop places offered 2024-25

Programme	Places filled
Overall	6,619
Youth places	6,576
CPD for adults	30
Workplace Relationships for adults	13

The organisations we work with

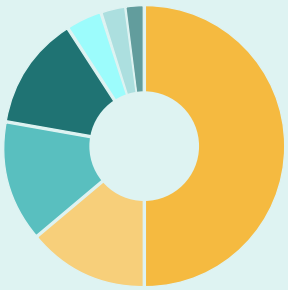
In total, we worked with 50 organisations during the year, 26 schools and 24 community groups.



Our priority is to engage young people that we know are at greater risk

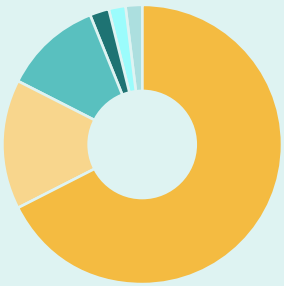
Our programmes for young people

Reach by programme



- **10 Signs** 50.15%
- **Sharing Intimate Images** 14.07%
- **Primary Transition to Secondary School** 13.93%
- **Delving Deeper** 13.12%
- **10 Signs (SEND adapted programme)** 3.69%
- **Impact of Pornography** 3.42%
- **Bespoke workshops** 1.61%

Reach by setting

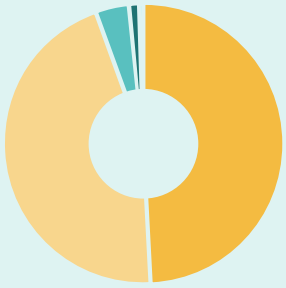


- **Secondary schools and FE colleges** 67.75%
- **Community settings** 14.87%
- **Primary schools** 11.32%
- **Special schools** 2.40%
- **Alternative provision** 1.84%
- **Universities** 1.82%

Our participants

We've set ourselves the goal of ensuring that the young people attending our workshops represent London's diversity.

Youth respondents per gender



- **Female** 49.22%
- **Male** 45.36%
- **I prefer not to answer** 3.95%
- **Non-Binary** 1.04%
- **Other** 0.43%

Youth survey respondents from minoritised communities

	2021 census stats for London:[13]	LMK
White British	36.8%	15.7%
Asian, Black, mixed, or "other" ethnic groups	46.2%	60.6%
White ethnic minorities	17%	14.3%
I prefer not to answer	Nil	9%

Young people at greater risk of relationship abuse

Within our three-year strategy, we have prioritised reaching young people who are more at risk of relationship abuse. Research[14] shows they are young people with SEND, young people who live in poverty, those who have experienced multiple adverse childhood experiences (ACEs) and young people from the LGBTQIA+ community.

Young people with SEND

22.7% of young people who completed LMK's post-workshop surveys had a disability or learning difficulty.

In England, **19.6%** of school pupils have special educational needs.[15]

Young people experiencing poverty

64% of LMK workshop participants in schools where 25% or more young people are entitled to free school meals

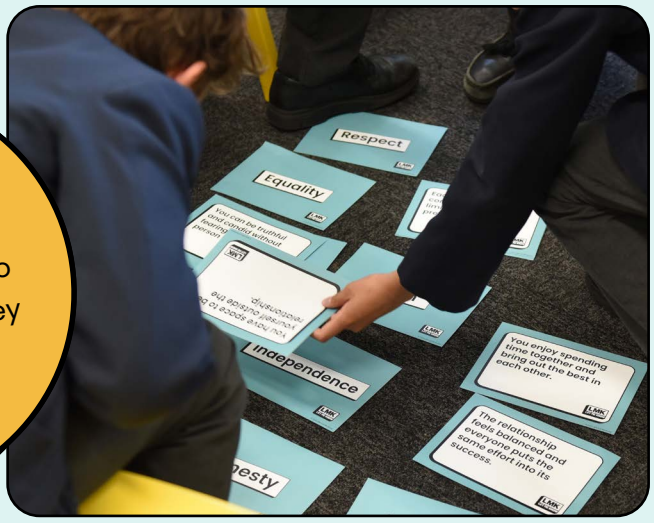
26% of LMK workshop participants in schools where 50% or more young people are entitled to free school meals

According to Trust for London, in 2023-24 **39%** of children aged 10 to 14 and 41% of those aged 15 to 19 live in poverty

> **Clearly delivered with simplicity was really key to this cohort - clear and sort of simple as possible, so there's no wiggle room for misunderstandings or misinterpretations.**
>
> **They all got an understanding at some level of what are healthy and unhealthy relationships.**
>
> *Youth worker, Roots and Shoots*

> **The opportunity to explore and challenge some of the misogynistic views that were at times coming through so strongly in our conversations. Gently planting the seed to offer a different perspective and highlight that some of these beliefs about relationships may not be safe for these young people directly, or those around them. Seeing some young people changing their views over time was our team's greatest achievement.**
>
> *LMK Leader on why they feel LMK workshops are important*

22.7%
of young people who completed our survey had a disability or learning difficulty



Young people who have experienced trauma or Adverse Childhood Experiences (ACEs)

In 2024-25, LMK worked with 357 of the most vulnerable young people - those in alternative provision, young people who were newly arrived immigrants, care experienced young people, young people who were experiencing homelessness and young carers.

It is estimated that almost half of children and young people living in the UK have experienced one or more forms of adversity. The higher the number of adverse experiences, the greater the impact in young people, for example, a young person who has experienced four ACEs is four times more likely to have had underage sex and seven times more likely to have been involved in violence[16].

> **I must say the LMK workshops were fantastic and our young carers enjoyed them... Lois was fantastic and really accommodating to our young carers needs and made the sessions informative but also interactive which they like.**
>
> *Young Carers Lead, Harrow Carers*

Young people who identify as LGBTQIA+

Youth respondents by sexuality

	Percentage of people aged 16 and over in London[17]	Percentage of young people LMK works with
Straight/ Heterosexual	86%	85%
Gay or Lesbian	2%	2%
Bisexual or Pansexual	2%	4%
Other	0.4%	1%
I prefer not to answer	Excluded from data	8%



Strategic Goal 2

To deepen our connection with young people

We will work with staff and young people in education settings and community organisations to create a culture that promotes and encourages healthy relationships, and we will consider other ways for young people to find out more about the healthy and unhealthy relationship signs, beyond our workshops.

What we've achieved in 2024-25

Embedding relationship education into service provision

Of the organisations we worked with, 48% were organisations that LMK had worked with in previous years and 52% were new organisations. This shows a balanced approach between embedding our workshops into organisations whilst also stretching into new settings to ensure we continually reach more young people.

Returning to an organisation year on year allows us to build on young people's learning, reiterating key messages and extending their understanding to new topics and types of relationships. When we return as part of an embedded part of the curriculum in schools (e.g. part of a year 8 RSHE programme), it allows us to reach new students each year, and strengthen the wider culture of the school where others have already had our workshops.



"We are lucky to have lots of partners deliver workshops at the centre but none seem to have the take up as those delivered by Let Me Know. Whether it is on healthy relationships or porn, and no matter how challenging the content, the young people are always animated and engaged. The trainers really know what they are doing.

Chief Executive, New Horizons Youth Centre

Continuous professional development

As part of our workshop delivery, LMK always makes sure there is a staff member from our host organisation in the room when we deliver our workshops. In 2024-25, 85% of those staff members reported that the LMK workshop had supported their practice when it came to talking about healthy and unhealthy relationships with young people. We are pleased that this type of learning is enabling ongoing conversations about healthy and unhealthy relationships, beyond our workshops.

> **Amazing workshop! Very informative and great for both the youth workers and youths to teach the future generation.**
> *Youth Worker observing an LMK workshop, Enact Youth Club*

> **It was really interesting and it helped to strengthen my knowledge of both healthy and unhealthy relationships.**
> *Youth worker observing an LMK workshop, Limehouse Laces*

"Brought the topics to life"

"Insightful"

"Very informative"

"I can see how it would benefit our young people"

"Helped open up further conversation"

"Practical tools to take away"

"Gave me different perspectives"

Staff from St. Christopher's Fellowship following CPD workshop

In addition to shadowing workshops, LMK also offers a CPD programme for professionals who work with young people, helping them develop the skills required to have inclusive, accessible, non-judgemental relationship conversations with young people. In 2024-25, 95% of attendees of our CPD programme said that they felt more confident that they had the right language to talk to young people about their relationships and 100% of attendees said they had a better understanding of the issues facing young people in their relationships.

100% of CPD programme attendees said they had a **better understanding** of the issues facing young people in their relationships

We also offer a workplace relationships programme, helping teams to thrive by providing them with the knowledge and skills to improve their workplace relationships.

> **I just wanted to say thank you for the day today and I think that it will help to have the same language across the majority of my team when they're talking about challenging issues. But also in terms of complementing one another on their positive behaviours. And I think that having the same words and understandings such as respect and kindness and boundaries used across the team removes the ambiguity.**
> *Head of Charities, People's Postcode Lottery, following an LMK Workplace Relationships workshop*

Co-production of new programmes

In 2024-25, we launched two new programmes - one specifically designed to support 10-11 year olds as they prepare to transition to secondary schools (Primary Transitions), and one for university students. We were privileged to work alongside staff and students in these settings, as well as our Youth Advisory Board and our LMK Leaders, to test and pilot the content of each of the programmes before wider roll-out. In addition, we started a pilot of a programme tailored for the needs of young people in Alternative Provision settings, and will continue this pilot into 2025-26.

> **One thing that I have learnt is how important boundaries are. If someone is making me do something, then I'll tell them that I don't feel comfortable doing that and what my needs are.**
> *Primary Transitions programme participant*

> **I've learned the vocabulary to be able to identify "toxic" behaviour and communicate about it.**
> *University programme participant*

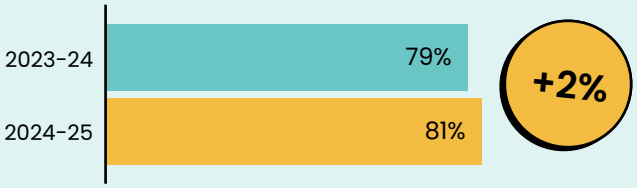
Extending our support of young people beyond our workshops

In April 2025, LMK undertook a poll of 2,000 young people to better understand how they developed their understanding of healthy and unhealthy relationships, beyond any formal learning at school. We found that young people have a strong preference for face-to-face conversations with the adults they trust (often a parent) for advice and guidance. They are distrustful of any online tools and resources relating to relationship advice. LMK is using the insight gained from the survey to develop new resources in 2025-26 to aid these conversations.

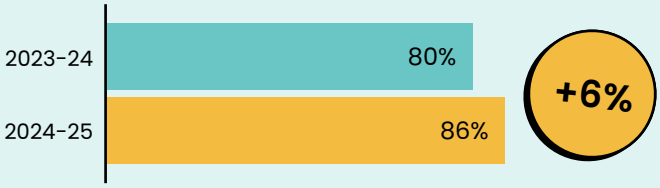
Having an impact

We are very pleased that, having adjusted our delivery based on our learning from post workshop-surveys, our impact statistics have surpassed 2023-24's achievement:

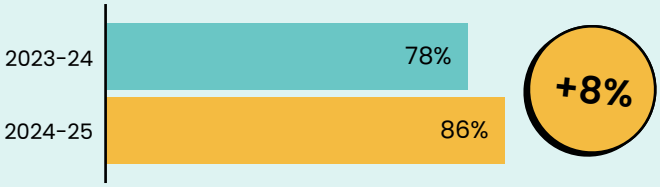
% who think today's workshop will be useful in their relationships either now or in future



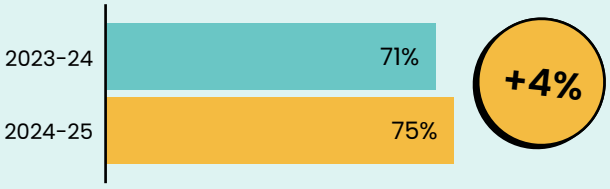
% who know where they can go for help if they or a friend experience abuse in a relationship



% of young people who said their understanding of healthy relationships changed as a result of attending a workshop through a community organisation



% of young people who said their understanding of healthy relationships changed as a result of attending a workshop through a school



For us at LMK, impact is not just about the numbers, it's about the take-aways for young people. Here are some examples of the hundreds of take-aways young people have reported from our workshops:

One thing I will remember from today's workshop:

> **Conflict can be healthy** and is a tool for improving and deepening relationships.
> *Male participant, age 20, 10 Signs Workshop*

> To be **independent is actually a good thing** and having time away from your partner is a good thing.
> *Male participant, age 13, 10 Signs Workshop*

> I will better **understand the role belittling and guilting can play in a relationship**, sewing the seeds of abuse early on.
> *Female participant, age 19, 10 Signs Workshop*

> Today I have learnt that you are allowed and **entitled to withdraw consent**.
> *Female participant, age 19, Delving Deeper Workshop*

> That some things in abusive relationships **are not obvious** such as manipulation...
> *Female participant, age 15, Delving Deeper Workshop*

> How to **identify the signs** of an unhealthy relationship before it poses a risk to my safety.
> *Male participant, age 15, Delving Deeper Workshop*



Impact is not just about the numbers, it's about the take-aways

Strategic Goal 3

To be a collaborative ally in the sector, fuelling and enabling meaningful education about relationships

We will widely share our knowledge of how young people are experiencing relationships to inform how education needs to evolve to reflect the needs of young people. We will stand shoulder to shoulder with our friends in the sector, creating a louder voice together to influence educational change.

Our three-year strategy has sharpened our focus and strengthened the impact of our influencing work this year, driving progress toward policy change that supports more effective and relevant relationship education.



As a small charity, our power lies in our direct connection with young people and our deep understanding of the issues affecting their relationships every day. Through working collaboratively with larger, policy-focused organisations, we have ensured that young people's real experiences and concerns are reflected in policy discussions, and have helped to shape a more responsive and inclusive approach to relationship education.

We will stand shoulder to shoulder with our friends in the sector

Sharing our on-the-ground knowledge

This year we have:

- Contributed to the Domestic Abuse Commissioners evidence gathering process for her report *Victims in their Own Right?*
- Been represented by one of our YAB members at the opening plenary session of the End Violence Against Women (EVAW) annual conference. She shared her thoughts about the impact of social media on our relationships and what a "safe internet" could and should look like.
- Met with White Ribbon to provide evidence for their joint report with the Centre for Protecting Women Online. This makes the case for government investment in VAWG primary prevention and highlights best practice being carried out in the area.

- Met with the Centre for Social Justice to highlight our work and offer our evidence to support their policy development
- Hosted Hackney CVS at an LMK Youth Advisory Board meeting, where young people provided input to help shape a new multi-media resource for 18-20 year olds who are struggling to form new relationships.
- Contributed to the BBC documentary about coercive control in teenage relationships, an issue that was being highlighted through a storyline in the *Waterloo Road* TV series.
- Became a member of Agenda Alliance, a campaigning organisation working to end the cycle of harm so that all women and girls can thrive. This will provide another avenue for LMK to supply our insight and impact data to support a strong and effective advocacy organisation.



Stand shoulder to shoulder with others to improve policy

Our campaigning activity has coalesced around four key policy areas where we believe change is crucial:

1. **The need for a more inclusive and collaborative approach to RSHE in schools, through an updated RSHE curriculum**
   In September 2024, the Government launched a call for evidence inviting people to share their ideas for potential improvements to the curriculum and assessment system in England.

We helped highlight the need for a more inclusive approach to RSHE

The EVAW Coalition invited charities across the sector to work with them to respond to the call for evidence, using the opportunity to assert the need for greater prioritisation of prevention work in schools. The evidence requested was to demonstrate the importance of schools dedicating time to the delivery of RSHE, and the need for increased support for teachers and schools in their provision of this subject.

LMK submitted our workshop evaluation findings and were cited in EVAW's response to show how external agencies such as charities and community leaders can provide useful content for teachers to support their curriculum on RSHE. The submission said that LMK's work '... demonstrates the positive impact external facilitators can have on young people when dealing with sensitive issues such as healthy relationships, safe homes, positive friendships, mental health, and abuse'.

The updated RSHE curriculum was published in July 2025, with an implementation date of September 2026. Developing our programmes to enable schools to deliver the updated curriculum is a priority for LMK for 2025-26.

2. **Extending mandatory RSHE learning to all education settings for 16-18 year-olds**
LMK supported the Make it Mandatory's campaign to get an amendment made to the Children and Wellbeing Bill to make RHSE education mandatory for 16 and 17 year-olds in all education settings. Whilst, frustratingly, the amendment was withdrawn in September 2025, we will continue to support the campaign so that every young person, regardless of where they study, receives high-quality, consistent RSHE to help them navigate relationships, stay safe, and thrive at a key point in their transition to adulthood.

3. **The need for a coherent Violence Against Women and Girls (VAWG) strategy**
LMK is an active member of the End Violence Against Women Network, supporting many activities during the year. In July 2025, we attended the Parliamentary event to launch the EVAW report 'New Paths to Prevention: Engaging More Boys and Men in Ending VAWG'. The event acted as a precursor to a sector-wide response to the anticipated launch of the Government's new VAWG strategy late 2025 or early 2026.

4. **Effective implementation of the Online Safety Act that put the protection of young people at its core**
During the year, LMK endorsed the Online VAWG Network's (led by End Violence Against Women Coalition and Online Safety Act Network) joint response to Ofcom's draft VAWG guidance. This asks for stronger government intervention to prevent online harm, greater transparency and accountability from tech platforms and an upgrade of the guidance to a statutory Code of Practice, to ensure it is enforceable and taken seriously by industry.



LMK stood with colleagues across the sector at the Make It Mandatory and Amnesty Feminist Network Parliamentary event in October

The four pillars of our strategy

1. Be young person centred

Young people's participation continues to be at the heart of how we work at LMK. Our 14-strong Youth Advisory Board (YAB), made up of young people aged 15-20 years, were involved in activities right across LMK in 2024-25. Here are just some examples of how our YAB guided, informed, inputted and led on our work this year:

- **By sharing their experience to keep our workshops topical and relevant for young people:**
  - Updated the scenarios used in workshops to generate discussion about our 10 Signs, making them age-appropriate for different year groups
  - Reviewed the workshop participant surveys and gave their views on how we could improve our wording and inclusivity.

- **By helping with recruitment of key roles:**
  - Part of the selection process for our new Chair of Trustees
  - Sat on a panel to recruit new LMK Leaders who run our workshops
  - Interviewed candidates for our new Youth Participation Manager role
  - Current YAB members helped interview the young people who wanted to join the new cohort of 2025-26.

- **By sharing their experiences with others in the sector:**
  - Part of the youth panel who spoke at the 2024 EVAW conference
  - Wrote and recorded reels for LMK's social media around Black History Month, World Book Day, Mental Health Awareness week, Academic Results Day and also created posts highlighting LMK's 10 Signs.

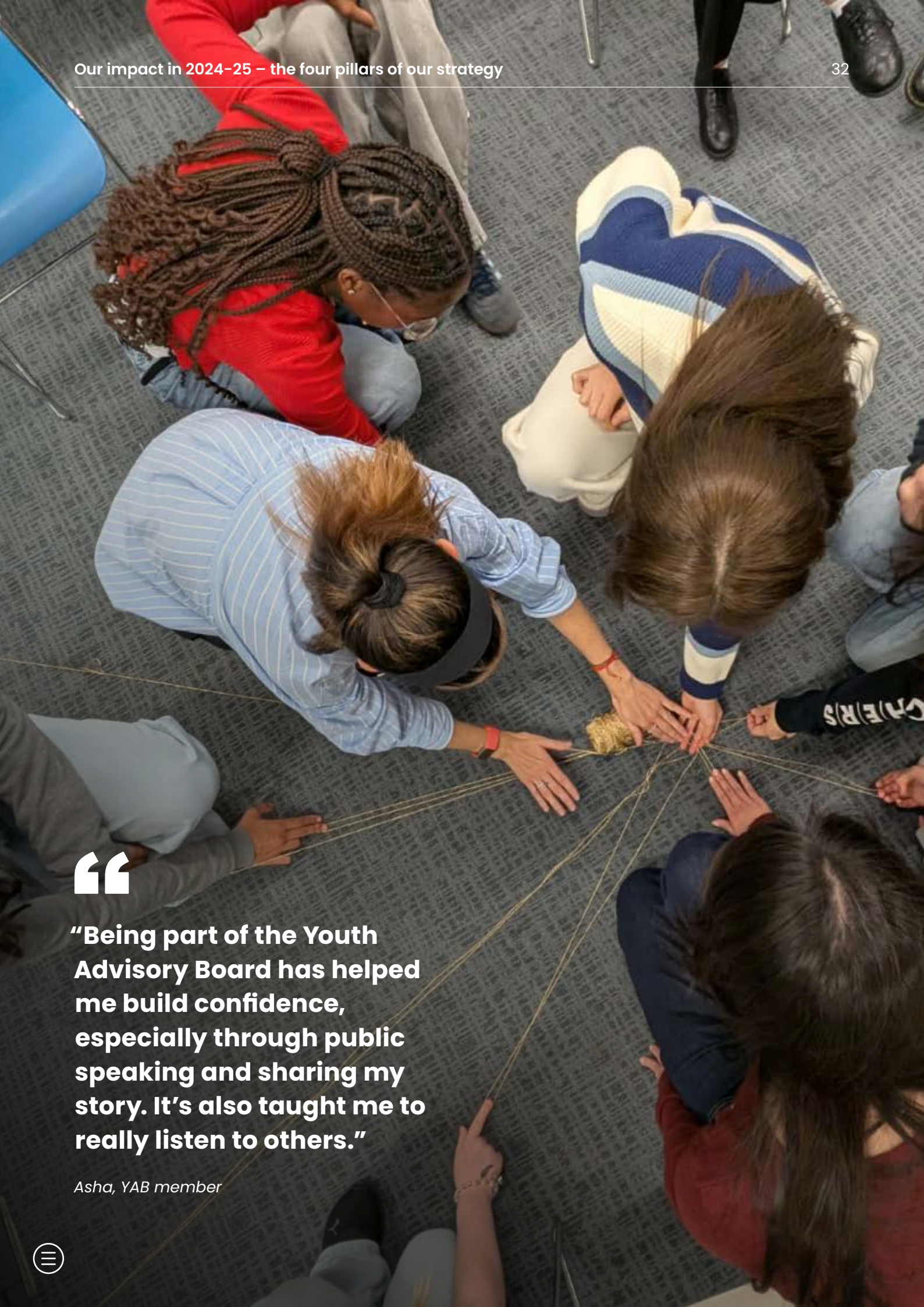


Young people's participation continues to be at the heart of how we work

- **By supporting LMK's fundraising:**
  - Talked to funders about their experiences of being part of LMK
  - Created content to support the Big Give Christmas Challenge.

> **"The general skills being a YAB Member has provided me with are very applicable to everyday life and the world of work. I will also be applying these at University, when I start in September.**
> *Arthur, YAB member*

> **"I think that being a Youth Advisory Board member has made me more empathetic to others and understand that there's different sorts of relationships in life and it's important to see every relationship as valuable.**
> *Flourish, YAB member*



“Being part of the Youth Advisory Board has helped me build confidence, especially through public speaking and sharing my story. It’s also taught me to really listen to others.”

Asha, YAB member

2. Work in partnership with others

Collaboration is one of LMK's values, and we are incredibly grateful to work in partnership with passionate and committed funders who truly believe in LMK's mission. Their support very often goes beyond funding alone; from opening doors and helping increase our networks, to supporting our staff and enhancing our infrastructure, we really appreciate all the support we receive.

Just some examples of this in 2024-25 are:

- Funding and support from The Fore allowed us to secure and implement a new CRM system, transforming our ability to manage our relationships with the schools, community groups, funders, supporters, staff and sector contacts who are so crucial to supporting young people's relationship education. For the first time, in one system, we can track interaction and impact, allowing for better information for decision-making, better reporting to funders, better relationships management and safer data protection procedures.
- Last year, LMK became a partner in the Quintessentially Foundation's Firefly Project. The funding and organisational support we've received as part of this partnership has allowed us access to incredible training for our staff, and enabled us to step up our marketing to raise awareness of LMK's work and reach more young people through our workshops. Crucially, peer learning and support from other FireFly Project partners has enabled us to look at challenges with fresh perspectives, and allowed us to draw on the experiences of others to help make LMK more resilient.



We are so grateful to these, and all our funders (listed at the back of this report), for their support.

3. Continue to evolve and improve our diversity, equity and inclusion practices

At LMK, our commitment to Diversity, Equity, and Inclusion (DEI) is a foundational principle that shapes every aspect of our work. Our approach to DEI goes beyond the legal obligations of the Equality Act (2010); we actively seek to create environments of safety, dignity, and belonging for all, especially for those who face heightened barriers due to marginalisation, discrimination, or exclusion.

LMK's values of kindness, openness, bravery and collaboration embed the fundamental practices of DEI into our culture; from our recruitment and selection processes to our programme development and delivery, and overall governance.

We recognise that DEI work is ever-changing and that we need to continuously evolve and improve our DEI practices to be responsive to the experiences of our staff and the young people we support.



Words that our team used to describe our workplace culture, as part of LMK Team Survey 2025

In 2024-25 we have:

- Started adding image descriptions (ALT Text) and transcription to our social media posts where feasible so that our social media is more accessible to those with visual and auditory impairment
- Withdrawn from social media platform X due to our concerns about its alignment with LMK's values
- Developed or updated a suite of policies to support DEI within LMK as a workplace, including a Code of Conduct, professional boundaries guidance for staff, a new Bullying and Harassment Policy and a suite of policies to support parents who work at LMK
- Asked all those involved with LMK to complete a DEI survey so we have a clear understanding of the diversity within our team, and where we need to do more to increase representation within the charity
- Continued to monitor our culture, undertaking our annual LMK Team Satisfaction Survey to better understand any barriers to engagement and creating an action plan in response to feedback received.

4. Focus on raising our brand awareness

We recognise that a strong brand increases school and community engagement and leads us to more young people.

With our new three-year strategy in place, we took the time this year to really think about our core audiences and how we want to reach them. We are grateful for extra funding which has boosted the resources we can allocate to marketing and communications activity, enabling us to be more strategic in our website development, our approach to social media and in our day-to-day communications activity. As a result, we've seen a 72% growth in our social media followers since Sept 2024, primarily on Instagram and LinkedIn.

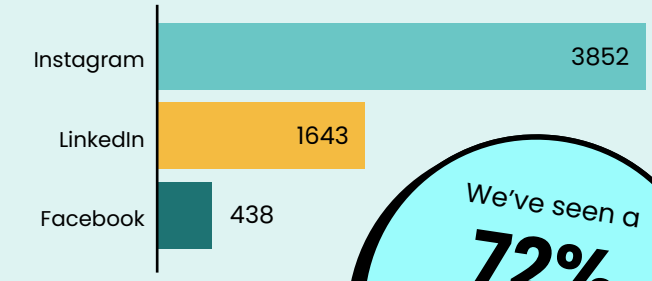
Two highlights from 2024-25 were:

- Having the work of LMK featured in the BBC Waterloo Road documentary about coercive control
- Being invited to speak on the Radio 4 Today Programme about LMKs experience of delivering relationship education to young people and the issues they face.

Follow us:

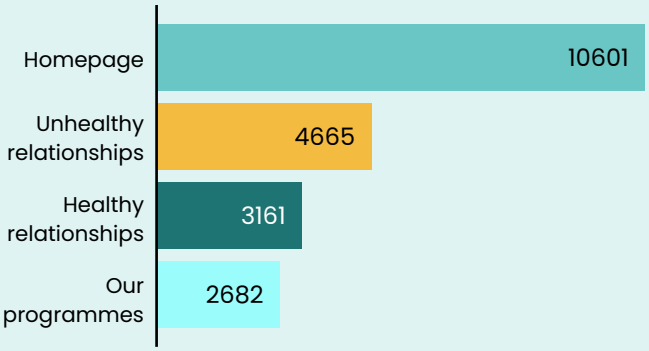
@letmeknowuk
@lmk-letmeknow
@lmkletmeknowcharity

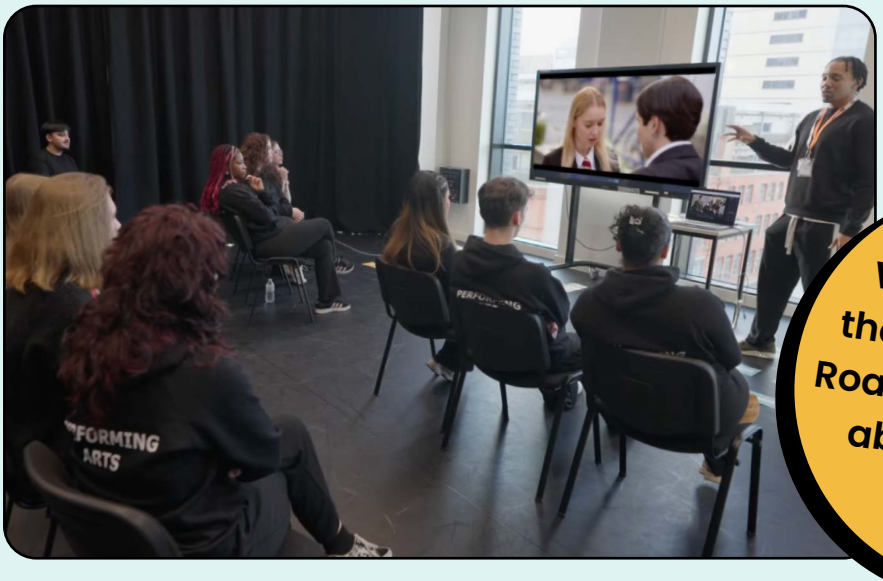
Total followers per social media platform:



We've seen a **72%** growth in our **social media followers** since Sept 2024

Most viewed Webpages in 24-25:





We featured in the BBC Waterloo Road documentary about coercive control



Looking forward to 2025–26

As we step into 2025–26, we do so with hope, determination, and a belief in the power of young people to shape their own futures.

Across the country, more people are recognising the importance of healthy relationships and crucial conversations are happening about the challenges young people face like misogyny, online harm, violence against women and girls, sextortion, and coercive control. We are heartened by the growing focus on prevention and the shared commitment to protecting and empowering young people before harm takes hold.

But awareness and conversation are only the beginning. Now is the moment to turn talk into action, and create real, lasting change.

Guided by our three strategic objectives, here's how LMK will be turning words into impact over the next 12 months:

1. **To reach more young people, directly and through the adults around them**
   - Provide 8,000 workshop places to young people in education settings and community groups, as well as the adults supporting them, to ensure they know the signs of healthy and unhealthy relationships
   - Develop at least two new programme modules to support schools to roll out the revised RSHE curriculum
   - Prioritise those most at risk of relationship abuse, and continue our pilot of the "10 Signs" workshop for those in alternative provision settings.

2. **To deepen our connection with young people**
   - Have regular on-going communication with the schools and community groups that we engage with, providing resources so that the learning about healthy and unhealthy relationships continues beyond our workshop delivery
   - Work with young people to identify and create resources that can be accessed outside of schools and community groups to support conversations about relationships
   - Work with a university or research institution to validate our LMK model and objectively demonstrate our impact.



We will continue to work with young people to ensure that all our work is rooted in their experiences

3. **To be a collaborative ally in the sector, fuelling and enabling meaningful education about relationships**
   - Share our expertise widely to inform recommendations for policy change
   - Take an active role in campaigning to ensure the VAWG strategy is fit for purpose, the Online Safety Act protects young people and that RHSE is made mandatory for those in further education up to the age of 18.

Most importantly of all, we will continue to work with young people to ensure that all our work at LMK is rooted in their experiences, reflects their changing needs and is inclusive of their voice.



LMK financial statements

The Trustees are pleased to share the Annual Report and Financial Statements for the year ending 31 August 2025. Details of the charity's Reference and Administrative Information, found on page 1, form part of this report. The Financial Statements have been prepared in line with legal requirements, the charity's constitution, and the Charities SORP (FRS 102).

Statement of public benefit

Relationship abuse is pervasive in our society. Young people growing up today are doing so in an increasingly volatile and unsafe world. Half of young people in intimate relationships are now reporting controlling or violent behaviours from their partner[18]. Young people online face significant harm, including exposure to violence and explicit content, cyberbullying and online sexual abuse[19]. In England and Wales it is estimated 1 in 4 (26.1%) people aged 16 years and over have experienced domestic abuse since the age of 16 years, (equivalent to 12.6 million people)[20].

Relationship abuse can affect anyone, of any background and can have life-long, devastating effects. Statistics show that you are most likely to experience relationship abuse between the ages of 16 and 19[21]. LMK was created to take a much-needed preventative approach to this complex problem. We help young people thrive in their relationships and prevent them from becoming victims or perpetrators of abuse. In the creation and subsequent governance of LMK, all trustees have had regard to the Charity Commission For England and Wales' public benefit guidance when exercising their powers and duties.



In 2024-25 **86%** of the young people we worked with in community settings said our workshops **changed their understanding** of healthy relationships

Although we are primarily a charity focused on long-term prevention, we know that our workshops have an immediate impact on the lives of the young people we work with. In 2024-25, 86% of the young people we worked with in community settings said our workshops changed their understanding of healthy relationships.

Furthermore, our LMK Leaders regularly deal with disclosures of abuse during our workshops. We escalate any safeguarding concerns to our host organisations within two hours to get the young person the help they need, following up any concerns raised to ensure steps are taken to address the issues raised. It is clear that LMK provides social value far beyond our workshop interventions.

Financial overview

A – INTRODUCTION OF THE TRUSTEES ANNUAL REPORT (TAR) AND ACCOUNTS STATEMENT

The trustees present their annual report and financial statements of the charity for the year ending 31st August 2025. The Reference and administrative information set out on page 1 forms part of this report.

The financial statements outlined below comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 (FRS102).

B – STRUCTURE, GOVERNANCE AND MANAGEMENT

1. Constitution and governing document
LMK is a CIO registered charity (charity number 1191149). We are an education charity with the following charitable objects:

- To advance health by educating children and young people, their parents or guardians and those who work with them, on the subject of healthy relationships; and
- To advance education by providing information and training on the topic of healthy relationships, in particular but not exclusively for the benefit of children and young people, their parents or guardians and those who work with them.

We are governed by our charity constitution.

2. Governing body and delegation of day-to-day management
LMK is governed by a dedicated Board of Trustees which meets quarterly, mainly online, to set our long-term strategic direction and approve the annual business plan and budget.

Our eight Trustees bring a wealth of experience and diverse professional backgrounds to LMK, including finance, human resources, law, safeguarding, gender-based violence, marketing, consumer research, risk management and education. Each Trustee generously volunteers their time and expertise to guide and oversee the charity's work.

In January 2025, Leon Ward was appointed as Chair of Trustees following an open recruitment process. Our former Chair and Co-Founder, Kirsten Westlake, stepped down from the Board at the same time as part of a planned transition, and continues to be an active and valued supporter of LMK.

To ensure effective oversight, the Board delegates specific responsibilities to three sub-committees: Finance, HR, and Safeguarding. Each sub-committee operates under a clear Terms of Reference and reports to the full Board quarterly.

Our CEO, Deirdre Kehoe, leads the day-to-day operations of LMK. Reflecting our collaborative values, Deirdre works closely with the Chair of Trustees between formal meetings to ensure the charity runs smoothly and effectively.

We are deeply grateful to our Trustees who, beyond their formal governance roles, have shared their time and expertise to support LMK's daily activities and strengthen our impact.

3. Method of appointment or election of Board of Trustees

In line with our constitution, all trustee recruitment happens openly, with oversight by our HR Sub-Committee and through an interview process conducted by a range of members of the Board as well as the CEO.

4. Policies adopted for the induction and training of Board of Trustees

At LMK, we are committed to ensuring our Trustees are well-equipped to carry out their governance responsibilities effectively. All new Trustees take part in a comprehensive induction programme designed to familiarise them with LMK's mission, values and operations.

As part of their induction, new Trustees are required to:

- Shadow at least one of our "10 Signs" workshops, to gain first-hand insight into LMK's work in action
- Meet with the Chair, CEO, and key members of the core staff team, to understand our organisational structure and culture
- Review a comprehensive information pack, which includes our strategy, annual plan, budget, and risk registers.

Each Trustee also signs the LMK Trustee Agreement, updated this year, and confirms they have read and understood key organisational policies, including the Safeguarding Policy and Data Protection Policy.

All new Trustees are required to complete the NSPCC Safeguarding Training for Trustees, and are encouraged to identify additional specialist training opportunities to strengthen their governance knowledge and support their role on the Board.

5. Related party relationships

All trustees are required to complete a Conflict of Interest Form and an Automatic Disqualification Form on an annual basis, and there is also a verbal check of any updates on Conflict of Interest before each Board and Committee Meeting.

No charity trustees were paid or received any other benefits from their association with the charity in the year 2024-25. No charity trustee received payment for professional or other services supplied by the charity.

There is one related party relationship known to LMK; Kirsten Westlake, Co-Founder and Chair of our Board of Trustees up to 22 January 2025, is also a trustee of Two Magpies Fund, with decision making influence. LMK received a grant of £100,000 from the Two Magpies Fund in 2024-25.

6. Remuneration policy for key management personnel

In line with our Remuneration Policy, LMK is committed to paying staff fairly and consistently, ensuring we can attract, retain, and support talented people to deliver our charitable objectives.

When setting salaries, LMK seeks to balance three key principles:

- Affordability – offering salaries that are sustainable for the charity while remaining competitive to attract external candidates
- Internal fairness – ensuring roles with greater responsibility are appropriately rewarded
- External parity – aligning salaries with comparable roles across the sector.

In 2024-25, one member of staff earned more than £60,000.

7. Risk management

The Board of Trustees recognises its responsibility for identifying and managing the major risks facing LMK and for ensuring that effective systems are in place to mitigate them.

Risk management is embedded throughout LMK's day-to-day operations. We maintain a series of detailed risk registers covering key areas such as finance, HR, safeguarding, operations, and governance. Significant or emerging risks are escalated to a strategic risk register, enabling the Board to monitor and respond promptly to issues that could impact the delivery of our organisational strategy.

All risk registers are reviewed by the Board of Trustees every six months, while the Finance, HR, and Safeguarding Sub-Committees provide additional oversight and assurance in their respective areas.

We take a risk-based approach to income forecasting, incorporating assessed levels of uncertainty into our financial models to ensure greater resilience. These forecasts are reviewed and approved by the Finance Sub-Committee and the full Board. In addition, the Chair of the Finance Sub-Committee meets monthly with the CEO and Head of Fundraising and Development to review management accounts and address any variances that could increase financial risk.

On a day-to-day basis, LMK conducts risk assessments for all programme activities, tailored for delivery in both face-to-face and online environments, to ensure the safety and integrity of our work.

8. Complaints

LMK is committed to transparency, accountability, and continuous improvement. We monitor and review all complaints, formal and informal, and report them to the Board of Trustees, along with actions taken and lessons learned.

In 2024–25, LMK received and resolved two informal complaints. Both were addressed promptly, and insights gained have informed improvements to our practices and procedures.

Financial review

1. Review of performance and position

Despite a turbulent external fundraising environment, LMK has continued to hold steady in 2024-25, with an annual income of £648,000 (£686,000 in 2023-24). Whilst the amount of pro-bono support has reduced this year (£71,000 in 2023-24, £20,000 in 2024-25), principally due to the completion of our marketing project, we have grown our relationships with trusts and foundations which has led to a £95,000 (20%) increase in income from grant funding, and these strengthened partnerships have also led to a higher proportion of unrestricted income which has provided flexibility to cover core running costs.

Our close management of expenditure has meant that there has only been a marginal increase in costs (+£3,000) in 2024-25, even with 328 (5%) more workshop places being offered in 2024-25, as well as increased staff and national insurance costs and a significant inflationary uplift. These increased costs were offset by lower IT costs in 2024-25 (our new CRM system was purchased in 2023-24) and lower marketing costs in 2024-25.

This year we have further grown our team to ensure we have a resilient organisation with strong foundations for further growth, adding a part-time Programme Co-ordinator (September 2025), two part-time Programme Development Managers in January 2025 and a freelance Marketing Manager (from July 2025) to our staff team.

Our surplus for the year was £41,000. With total unrestricted funds at the end of the year of £130,000 we are comfortably above our minimum reserves requirement of £82,000 (3 months core running costs).

Fundraising compliance
Over the past year, LMK has closely monitored its fundraising activities to ensure full compliance with the Fundraising Regulator's Code of Practice, the Charities Act, and General Data Protection Regulations (GDPR). We complete annual reviews to confirm that all fundraising practices meet the Charity Commission's requirements, including its CC20 guidance. At the start of each financial year, we also review our Fundraising Policy and due diligence processes to ensure they are fit for purpose for the year ahead.

Statement of trustee responsibilities
With support from our external accountant and core staff team, the Trustees have prepared this annual report and the financial statements in accordance with UK law and UK Generally Accepted Accounting Practice (UK GAAP). In doing so, Trustees ensure they:

- Select and apply suitable accounting policies consistently
- Follow the principles and methods set out in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.

2. Reserves policy

As part of approving the 2024–25 budget in July 2024, the Trustees reviewed the charity's reserves and agreed that LMK should hold a minimum of three months' core running costs, equivalent to £82,000, in line with our established Reserves Policy.

The policy ensures sufficient funds are available to cover core running costs, including two months of staff salaries (based on notice periods), three months of fees for LMK leaders (freelancers delivering workshops) and three months' notice period for committed core running expenses.

3. Going concern

Taking into account our reported income for 2024-25, projected income for 2025-26, ongoing risk assessments, and the planned activities outlined in our three-year strategy and upcoming annual plan, we anticipate that LMK will continue to operate sustainably into the foreseeable future.

The Trustees' Annual Report has been approved by the Trustees on 30 January 2026 and signed on their behalf by



Leon Ward,
Chair, LMK

The Independent Examiners Report

CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name Let Me Know (LMK)		
On accounts for the year ended	31 August 2025	**Charity no (if any)**	1191149
Set out on pages	appended (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 August 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 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

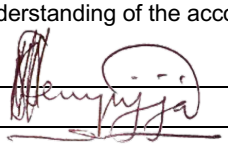
The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:		**Date:**	13 February 2026
Name:	Charles Ssempijja		
Relevant professional qualification(s) or body (if any):	FCA		
Address:	3rd Floor, 86-90 Paul Street London, EC2A 4NE		

The financial statements

LMK (Let Me Know)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2025

	Note	2025 Unrestricted General £	Restricted £	Total £	2024 Unrestricted General £	Restricted £	Total £
Income from:							
Donations and legacies							
Grant Funding		**207,850**	**330,502**	**538,352**	129,800	312,880	442,680
Individual Donations and gift aid		**41,126**	**2,035**	**43,161**	23,831	17,770	41,601
Corporate and Major donor donations		**30,100**	**–**	**30,100**	105,000	12,175	117,175
Donation in kind		**19,900**	**–**	**19,900**	70,984	–	70,984
Charitable activities							
Workshops delivery		**11,322**	**–**	**11,322**	7,584	500	8,084
Other trading activities							
Fundraising Events		**240**	**–**	**240**	643	–	643
Training		**–**	**–**	**–**	3,850	–	3,850
Investments							
Bank Interest		**4,747**	**–**	**4,747**	1,373	–	1,373
Total income		**315,285**	**332,537**	**647,822**	343,065	343,325	686,390
Expenditure on:	3						
Cost of raising funds		**123,471**	**8,551**	**132,022**	156,082	1,296	157,378
Charitable activities							
Workshop delivery		**170,838**	**304,230**	**475,068**	146,160	300,704	446,864
Total expenditure		**294,309**	**312,781**	**607,090**	302,242	302,000	604,242
Net income/(expenditure) for the year		**20,976**	**19,756**	**40,732**	40,823	41,325	82,148
Transfers between funds	11	**(346)**	**346**	**–**	14,229	(14,229)	–
Net movement in funds		**20,630**	**20,102**	**40,732**	55,052	27,096	82,148
Reconciliation of funds:							
Total funds brought forward		**109,555**	**193,476**	**303,031**	54,503	166,380	220,883
Total funds carried forward	11	**130,185**	**213,578**	**343,763**	109,555	193,476	303,031

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

LMK (Let Me Know)

Balance sheet

As at 31 August 2025

	Note	£	2025 £	£	2024 £
Current assets:					
Debtors	8	**50,009**		38,177	
Cash at bank and in hand		**316,340**		282,870	
		366,349		321,047	
Liabilities:					
Creditors: amounts falling due within one year	9	**22,586**		18,016	
Net current assets / (liabilities)			**343,763**		303,031
Total net assets / (liabilities)	10		**343,763**		303,031
The funds of the charity:	11				
Restricted income funds			**213,578**		193,476
Unrestricted income funds:					
General funds		**130,185**		109,555	
Total unrestricted funds			**130,185**		109,555
Total charity funds			**343,763**		303,031

Approved by the trustees on 30/01/26 and signed on their behalf by

E. C. Neillie

Emma Neillie
Treasurer, LMK

Leon Ward
Chair, LMK

LMK (Let Me Know)

Statement of cash flows

For the year ended 31 August 2025

	2025 £	2024 £
Net income / (expenditure) for the reporting period	**40,732**	82,148
(Increase)/decrease in debtors	**(11,832)**	(81,916)
Increase/(decrease) in creditors	**4,570**	3,827
Net cash from/(used in) operating activities	**33,470**	4,059
Change in cash and cash equivalents in the year	33,470	4,059
Cash and cash equivalents at the beginning of the year	282,870	29,358
Cash and cash equivalents at the end of the year	**316,340**	33,417

Analysis of cash and cash equivalents

	At 31 August 2025 £	At 31 August 2024 £
Cash in hand and at bank	316,340	282,870
Total cash and cash equivalents	**316,340**	282,870

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

1 Accounting policies

a) Company information

LMK (Let Me Know) is a charity registered in England with registration number 1191149. Its registered office address is 85-87 Bayham Street, London NW1 0AG

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Update Bulletin 2, and the Charities Act 2011. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. In making this assessment the trustees have considered the impact of the Cost of Living Crisis.

Annual budgets have been revised taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

e) Income

Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants with performance-related conditions are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is allocated to a separate fund unless the donor or terms of the appeal has specified otherwise and instead is treated as an addition to the same fund as the initial donation.

f) Donations of gifts, services and facilities

Donated services (including the time given to the organisation by volunteers) and facilities are included in the SOFA when received at the value of the gift to the charity, provided the value can be measured reliably. Where appropriate, donated services and facilities are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

1 Accounting policies (continued)

g) Interest receivable
Interest on funds held on deposit is included when receivable.

h) Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of offering fellowships, programmens and campaigns and delivering related services undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) 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.

Financial assets
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial Liabilities
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

1 Accounting policies (continued)

l) Significant accounting policies

In the application of the company's accounting policies, the charity is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Donation in kind

During the year, donation in kind of £19,900 (2024: £70,984) was received which included the following.

	2025 £	2024 £
Staff recruitment, welfare and travel	18,000	18,042
Marketing, Fundraising and Research	500	52,942
LMK Leader Training Costs	1,400	-
	19,900	70,984

Of the total donation in kind, £18,000 (2024: £22,966) was received from Kirsten Westlake, a Trustee of LMK who resigned on 22nd January 2025. This donation in kind was towards the recruitment of the Chair of the Board of Trustees (2024: Two trustees).

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

3 Analysis of expenditure

	Charitable activities				
	Cost of raising funds £	Workshops delivery £	Support costs £	**2025 Total £**	2024 Total £
Staff costs (Note 4)	123,471	237,281	50,734	**411,486**	325,568
Staff recruitment, welfare and travel	–	–	20,831	**20,831**	23,928
LMK Leaders Workshop Delivery	–	99,565	–	**99,565**	90,075
LMK Leader Training Costs	–	8,301	–	**8,301**	11,817
Workshop Programmes, Materials and Content	–	8,694	–	**8,694**	9,633
Workshop Venue & Catering	–	1,909	–	**1,909**	1,624
Youth Advisory Board	–	3,577	–	**3,577**	4,613
Other Training Costs	–	804	–	**804**	1,905
Administration Costs	–	–	14,005	**14,005**	12,990
CPD Programme	–	495	–	**495**	2,231
Evaluation	–	–	5,462	**5,462**	11,607
Fundraising event costs	–	–	–	**–**	–
Independent Examiner Fee	–	–	960	**960**	960
Insurance	–	–	1,152	**1,152**	1,112
IT Costs	–	–	15,008	**15,008**	34,511
Legal and Consultancy Fees	–	–	6,290	**6,290**	1,849
Marketing, Fundraising and Research	8,551	–	–	**8,551**	69,819
	132,022	360,626	114,442	607,090	604,242
Support costs	–	114,442	(114,442)	–	–
Total expenditure 2025	132,022	475,068		**607,090**	**604,242**
Total expenditure 2024	157,378	446,864		604,242	

Of the total expenditure, £294,309 was unrestricted (2024: £117,158) and £312,781 was restricted (2024: £455,404).

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

4 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	319,745	263,637
Social security costs	24,659	22,123
Employer's contribution to defined contribution pension schemes	17,413	15,832
Freelance staff and consultants	49,669	23,976
	411,486	325,568

The following number of employees received employee benefits (excluding employer national insurance and pension costs) during the year in bandings of costs greater than £60,000 (2024:One)

	2025 No.	2024 No.
£80,000 - £89,999	1	1

The total employee benefits including employer national insurance and pension contributions of the key management personnel, made up of Chief Executive Officer, Head of Fundraising & Development, Community Engagement Manager and Programme Manager were £241,775 (2024: £229,610).

5 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 No.	2024 No.
Charitable activities	10.2	7.6
	10.2	7.6

6 Related party transactions

No trustees were reimbursed any expenses for travel or subsistence during the year (2024: nil).

No charity trustees were paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Restricted donations of £2025 was received during the year from one trustee to delivery of workshops at Falkner House school (2024:£4924 to cover cost of marketing leaflets).

In aggregate, unrestricted grants and donations of £18,000 (2024:£18,042) were received during the year from two related parties, all of which were donations in kind for the recruitment of the Chairman of the Board of Trustees.

During the year one grant of £100,000 (2024: one grants totalling £100,000) was received from Two Magpies Fund. Kirsten Westlake, Trustee of LMK is also a trustee of Two Magpies Fund with decision making influence. Kirsten resigned as a Trustee of LMK on 22nd January 2025.

There are no other related party transactions to disclose for 2025 (2024: none).

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

7 Taxation

The charitable company is exempt from corporation tax to the extent that all its income is charitable and is applied for charitable purposes.

8 Debtors

	2025	2024
	£	£
Prepayments and accrued income	48,217	38,177
Other debtors	1,792	–
	50,009	38,177

9 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other creditors	2,572	1,906
Accruals	20,014	16,110
	22,586	18,016

10 Analysis of net assets between funds

	General unrestricted	Restricted	Total funds 2024
	£	£	£
Net current assets	130,185	213,578	343,763
Net assets at the end of the year	130,185	213,578	343,763

	General unrestricted	Restricted	Total funds 2023
	£	£	£
Net current assets	109,555	193,476	303,031
Net assets at the start of the year	109,555	193,476	303,031

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

11 Movements in funds

	At 1 September 2024	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 August 2025
	£	£	£	£	£
Restricted funds:					
CRM IT Project	2,514	3,711	(4,688)	66	**1,603**
Delivery - community settings	-	10,036	(10,036)	-	**-**
Delivery - Transitions programme	-	2,035	(2,035)	-	**-**
Delivery - Year 9s	-	11,080	(9,924)	-	**1,156**
Evalution project	1,172	3,857	(5,029)	-	**-**
Funds for YAB	1,879	4,728	(2,276)	-	**4,331**
Leap	3,000	-	(2,328)	-	**672**
Marketing	-	317	(204)	-	**113**
Programme Delivery Salaries	-	25,229	(13,707)	21	**11,543**
Staff and freelancers	127,492	233,489	(196,328)	110	**164,763**
Training	-	1,189	(799)		**390**
Workshops in any borough	54,809	34,866	(62,590)	(9)	**27,076**
Workshops in other boroughs	1,800	2,000	(1,869)	-	**1,931**
Workshops in Westminster	810	-	(968)	158	**-**
Total restricted funds	193,476	332,537	(312,781)	346	**213,578**
Unrestricted funds:					
General funds	109,555	315,285	(294,309)	(346)	**130,185**
Total unrestricted funds	109,555	315,285	(294,309)	(346)	**130,185**
Total funds	303,031	647,822	(607,090)	-	**343,763**

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2025

11 Movements in funds (continued)

	At 1 September 2023	Income & gains	Outgoings & losses	Transfers	At 31 August 2024
	£	£	£	£	£
Restricted funds:					
CRM IT Project	8,430	15,000	(20,916)	–	**2,514**
Funds for YAB	836	4,879	(3,847)	11	**1,879**
Leap	–	3,000	–	–	**3,000**
Marketing	–	5,020	(5,016)	(4)	**–**
Staff and freelancers	104,578	185,962	(163,427)	379	**127,492**
Workshops in any borough	29,468	113,805	(73,849)	(14,615)	**54,809**
Workshops in Camden	3,377	–	(3,377)	–	**–**
Workshops in Camden and Islington	1,400	–	(1,400)	–	**–**
Workshops in Islington	644	–	(644)	–	**–**
Workshops in Kensington & Chelsea	2,000	–	(2,000)	–	**–**
Workshops in other boroughs	–	2,000	(200)	–	**1,800**
Workshops in Wandsworth	1,350	–	(1,350)	–	**–**
Workshops in Westminster	6,104	12,175	(17,469)	–	**810**
					–
Total restricted funds	166,380	343,325	(302,000)	(14,229)	**193,476**
Unrestricted funds:					
General funds	54,503	343,065	(302,242)	14,229	**109,555**
Total unrestricted funds	54,503	343,065	(302,242)	14,229	**109,555**
Total funds	220,883	686,390	(604,242)	–	**303,031**

Transfers include:

Overspent restricted grants transferred from general funds

Transfers from restricted funds to general funds agreed with funders

Thank you

We extend our sincere thanks and appreciation to everyone who contributes to the work of LMK – our valued trustees and Youth Advisory Board Members, dedicated staff, and all the exceptional freelancers, advisors, and funders. Your invaluable insights, unwavering support, profound expertise, and essential funding are greatly appreciated.

Funders

3i Group Plc

BBC Children in Need

City Bridge Foundation

Field Family Trust

Garfield Weston Foundation

Help for Children

Jessica Mather's Trust

John Lyon's Charity

London Community Foundation

London Freemasons

Mohn Westlake Foundation

Mrs Smith and Mount Trust

Phoenix Court Works

Q Charitable Trust

Quintessentially Foundation

Sandra Charitable Trust

Shanly Foundation

Sutton Place Foundation

The Evening Standard

The Fore

The National Lottery Community Foundation

The Pixel Fund

Two Magpies Fund

Endnotes

1 Children, Violence and Vulnerability Report 2024, Youth Endowment Fund, 2024 *back to reference*

2 "Sex is kind of broken now": children and pornography, Children's Commissioner, August 2025 *back to reference*

3 "25% of teenagers who had seen violent content online said social media platforms themselves push violent material through features like 'Newsfeed' and 'For You': Children, Violence & Vulnerability, Youth Endowment Fund, 2024. *back to reference*

4 "In 2023, 98% of 95000 deepfakes online were pornography and 99% of these videos targeted women", cited in LSE Blog 'Gender bias, AI, and deepfakes are promoting misogyny online', January 2025 *back to reference*

5 Children, Violence and Vulnerability Report 2024, Youth Endowment Fund, 2024 *back to reference*

6 Rise in pupils needing severe mental health crisis support, TES, January 2025 *back to reference*

7 Young People not in Education, Employment or Training (NEET), UK August 2025, Office of National Statistics report, August 2025 *back to reference*

8 Youth Justice Statistics: We Must Collaborate, Youth Justice Board for England and Wales, 2022-2023 *back to reference*

9 The National Picture for 2023-24, Centrepoint, 2024 *back to reference*

10 Children, Violence and Vulnerability Report 2024, Youth Endowment Fund, 2024 *back to reference*

11 Relationship violence prevention lessons and activities, Youth Endowment Fund, 2022 *back to reference*

12 Children, Violence & Vulnerability Report,The Youth Endowment Fund, 2024 *back to reference*

13 https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/regional-ethnic-diversity/latest, Regional Ethnic Diversity, Gov UK, 22 Dec 2022 *back to reference*

14 National Institute for Health and Care Excellence(NICE) 2023 Domestic Abuse - What are the Risk Factors?,Safelives (2017) Disabled Survivors Too, Skafida, V. (2023) Poverty, social inequality and domestic abuse: The impact on children. Implications for Social Work Practice. Nuffield (2022) Relationship between poverty and child abuse and neglect, NHS Wales Adverse Childhood Experiences, Galop (2021) Commissioning for Inclusion:Delivering service for LGBT+ survivors of domestic abuse *back to reference*

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18 Children, Violence and Vulnerability Report 2024, Youth Endowment Fund, 2024 *back to reference*

19 Online harm and abuse: statistics briefing, NSPCC, October 2024 *back to reference*

20 Redevelopment of domestic abuse statistics: research update May 2025, Office for National Statistics *back to reference*

21 Office for National Statistics (ONS) *back to reference*

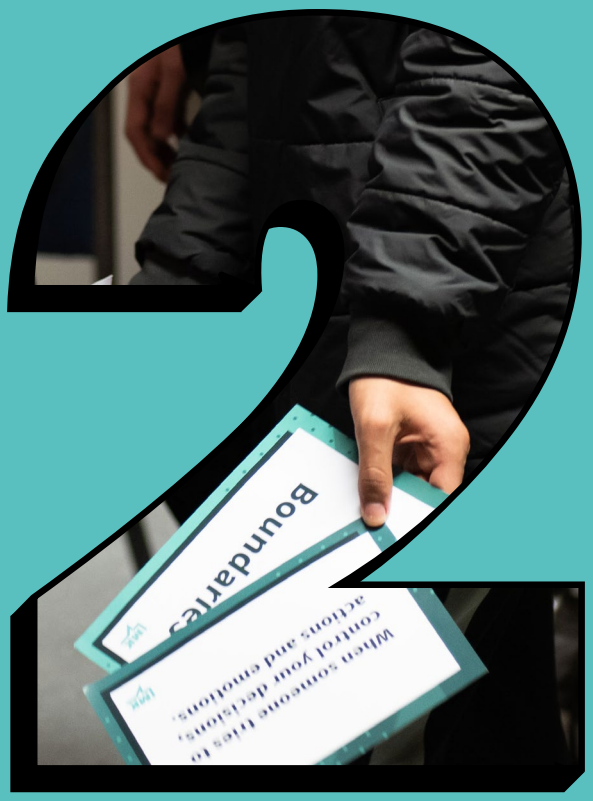
@letmeknowuk
@lmk-letmeknow
@lmkletmeknowcharity

Registered charity number: 1191149

LMK (LET ME KNOW)

England & Wales - Charity number 1191149

Accounts









LMK
LET ME KNOW

Annual Report and Accounts

Reference and administrative information for year ended 31st August 2024

Charity name: LMK Let Me Know

Registered Number: 1191149

Registered Address: 85-87 Bayham Street, London NW1 0AH

Co-Founders: Kirsten Westlake
Saloni Thakrar

Trustees: Emma Nellie *(Treasurer and Chair of Finance Sub-Committee)*
Esther Timson *(Chair of Safeguarding Sub-Committee - joined 13th March 2024)*
Helen Wolstenholme
Keith Morgan *(Equality, Diversity, Inclusion Lead)*
Kirsten Westlake *(Co-founder and Chair of Trustees)*
Louise Harland
Ndubuisi Uchea
Nicole Walsh *(joined 13th March 2024)*
Saloni Thakrar *(Co-founder and Trustee/Chair of Safeguarding Sub-Committee until 19th September 2023)*
Sophie Newton *(Chair of Human Resources Sub-Committee)*
Umeeda Nathoo

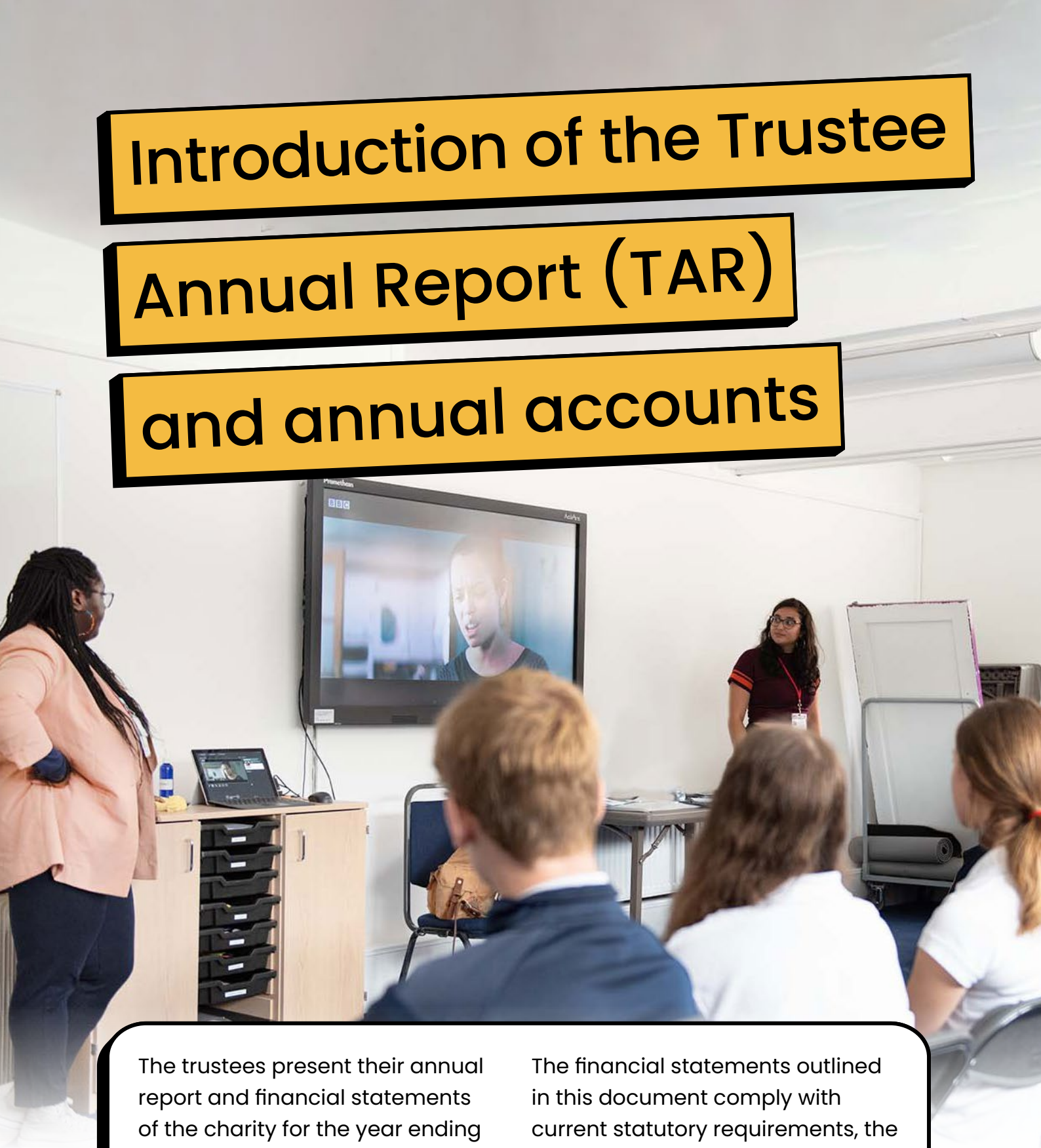
LMK Core Team: Ailish Emmett *(Head of Fundraising and Development)*
Anna Olliffe *(Research and Evaluation Manager)*
Clare Hoddinott *(Internal Operations Manager)*
Deirdre Kehoe *(CEO)*
Rob Hogg Thompson *(Fundraising Manager)*
Rosie Dickenson *(Community Engagement Manager)*
Shelly Khaled *(Programme Manager)*
Shekina Rose *(Marketing & Communications Manager)*

Youth Advisory Board: Almas, Arthur, Asha, Atitiya, Basma, Daria, Dorsa, Grace, Hope, Ice, Issac, Kashi, Kaya, Keenayah, Louise, Mehraveh, Merle, Sophia, and Sophie

Bank: CAF Bank Ltd, West Malling, Kent ME19 4JQ

Independent Examiner: Charles Ssempijja FCA, NfP Accountants Ltd, 3rd Floor, 86-90 Paul Street, London, EC2A 4NE

Introduction of the Trustee Annual Report (TAR) and annual accounts



The trustees present their annual report and financial statements of the charity for the year ending 31st August 2024. The Reference and administrative information set out on page 1 forms part of this report.

The financial statements outlined in this document comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP 2015 (FRS102).

Contents

A Message from LMK's Chair 5

Foreword from LMK's CEO 6

Why is LMK needed? 8

About LMK 11

LMK programmes 14

How many people LMK has reached 18

Measuring impact 24

LMK in education settings 26

LMK in the community 31

Inclusive workshops 36

Training for adults 39

Digital engagement 42

Growing and scaling up 44

Our Youth Advisory Board 48

Collaborating with others 51

What next for LMK 54

Statement of public benefit 56

Structure, governance and management 57

Financial review 61

The Independent Examiners Report 63

The financial statements 65

Thank you 77

Endnotes 79

A Message from LMK's Chair



Kirsten Westlake, Chair of Trustees

The past year has once again seen too many stark reminders of the devastating impact of abuse and violence in relationships. And we know that our efforts, and the hard work of our partners in the sector, has never been more needed. At the same time, we are seeing a welcome increase in public awareness around the pervasiveness of these issues and a new resolve to address the root cause of the problem. It feels like there is genuine appetite for change.

I am proud that over the past year, LMK has been part of that change: offering a proven prevention programme that teaches young people how to recognise abuse, leave unhealthy relationships safely, and view online content (including pornography) critically. Amid the turbulence of global conflicts and economic pressures, the charity has continued to strengthen its programmes and to grow: extending across London, as well as into primary schools and workplaces. We have now worked with over 15,000 young people, and around three quarters of them report that LMK interventions have significantly increased their ability to recognise abusive behaviours.

As you read the following pages, keep in mind that all this has been achieved in only our fourth year of operation – no mean feat! None of this would have been possible without the tireless work of our team and our wider network of volunteers, funders and friends. We are so grateful to them all for standing with us to create a world in which relationship abuse, domestic violence and sexual assault no longer exist and where every young person can thrive in safe, respectful relationships.



Kirsten Westlake

Back to contents

Foreword from LMK's CEO



Deirdre Kehoe, Chief Executive Officer

We are immensely proud of what we have achieved at LMK this year. We are now connected into schools and community groups right across London, with 10 Signs **workshop participation growing by 28% year-on-year**. Our offer for adults - training for youth work professionals and Workplace Relationships Workshops - has further developed and extended to reach new audiences across the UK.

Our passionate and engaged Youth Advisory Board (YAB) and our robust evaluation systems allow us to constantly monitor workshop feedback and gather new insights from young people. This means we can **regularly refresh our workshop content**, ensuring that the topics we talk about are relevant and current for those who participate. Feedback has shown we are having a strong impact:

72% of young people who attended an LMK workshop told us it changed their understanding of healthy relationships

79% of young people said that the LMK workshop would be useful in their future relationships

80% of young people said they knew how to seek help for themselves or a friend after attending a workshop

Our online presence is growing, with a **42% increase in social media followers** this year, while our website is being accessed more than ever before.

Back to contents

One of our highlights of the year was the launch in February 2024 of our **first ever awareness campaign**, **'Know the Signs'**, which enabled us to reach over 15 million people online and over three million through radio. This campaign was underpinned by our poll of 2,000 young people who told us about their experiences within relationships. Seven in ten (71%) respondents, aged 16-25, told us they had already experienced a form of relationship abuse, and this abuse happened across all types of relationships including romantic relationships, in familial connections and in friendships.

Although these results are shocking, they don't come as a surprise to us at LMK. This year we've seen so many alarming reports on the harmful influences that are shaping young people's views of healthy and unhealthy relationships. For example, the National Crime Agency's urgent alert[1] to all schools nationwide asking education professionals to help raise awareness about the rise in "sextortion" of young men aged 14-18, and the UK government labelling violence against women and girls as a national threat[2].

Relationship abuse has a huge impact on young people's mental and physical health, with knock on effects that last their whole lives. And we don't believe enough is being done to prevent it. Our **survey of young people** told us that six in ten young adults have never been taught the signs of a healthy or unhealthy relationship. Relationship education is failing our young people and this is putting their lives at risk.

So it's never been a more important time for LMK to be out there, doing what we do best - delivering non-judgemental, relatable relationship education, tackling real life issues that young people want to talk about so that we can prevent harm before it happens.



We have dedicated much time this year widely collaborating with young people, the organisations who host our workshops, funders, sector supporters and our amazing staff and trustees to create our next **3 year strategy 2024-2027**, launching in September 2024. As we look to the future, we are ambitious and determined in our drive to engage more young people in our preventative work, and to give them the greatest gift possible - that of a happy life.

Deirdre Kehoe.

Deirdre Kehoe

Back to contents

Why is LMK needed?

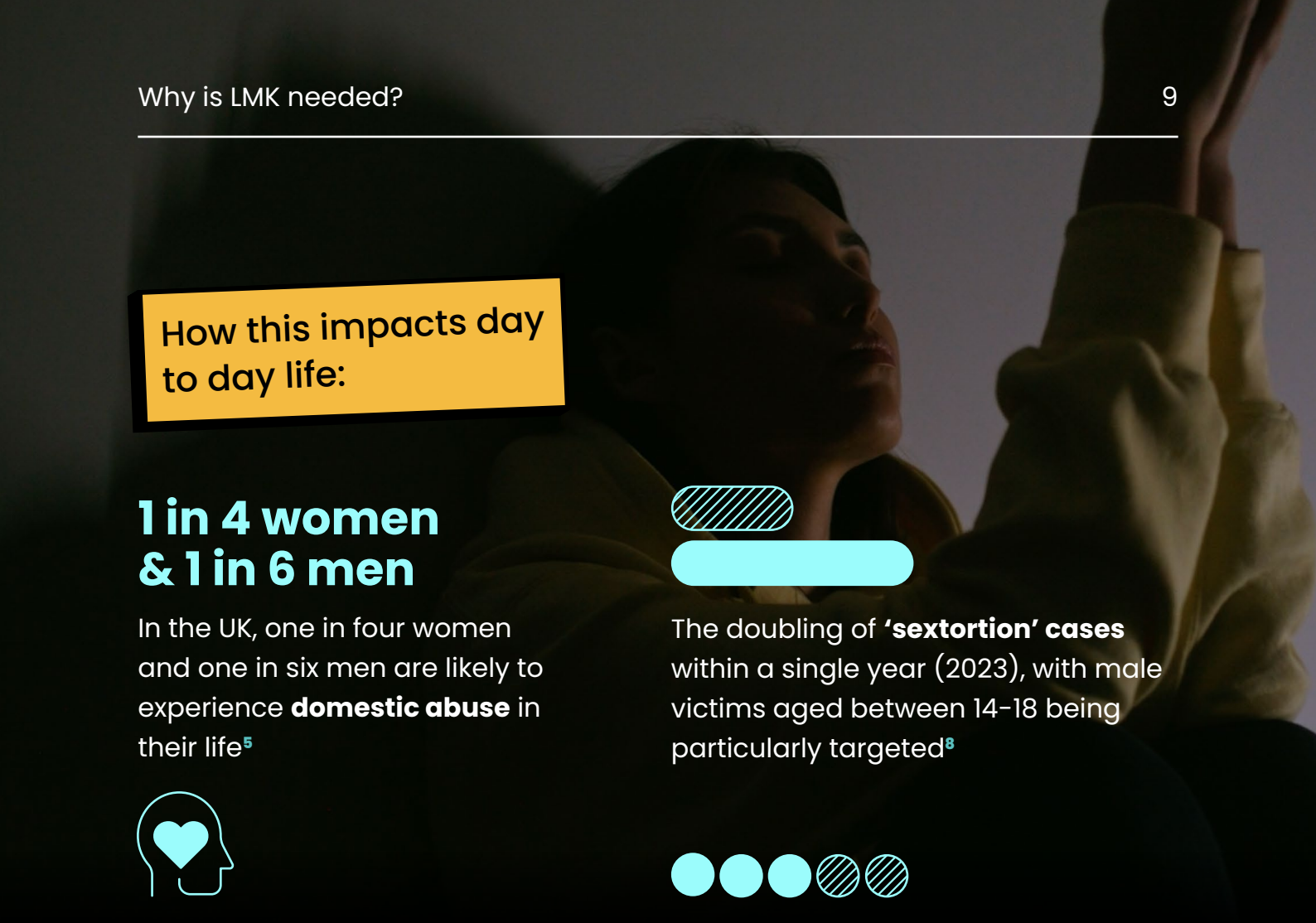


Everyone dreams of a happy and healthy life. The Harvard Study of Adult Development, the longest study ever conducted on the factors that enable human happiness, shows that the single most important aspect of a happy life is the quality of the relationships you have[3].

But for many, knowing what a safe and healthy relationship looks like is not straightforward. Economic circumstances, childhood experiences, support networks and online influences are amongst the many factors that shape our view of what a healthy relationship looks like.

In LMK's poll of 2000 young people aged 16-25 years, taken in January 2024, we found that **60% of young people didn't know the signs of a healthy or unhealthy relationship**[4], whether that be a relationship with family, friends, an intimate relationship or with colleagues.

Back to contents



How this impacts day to day life:

1 in 4 women & 1 in 6 men

In the UK, one in four women and one in six men are likely to experience **domestic abuse** in their life[5]

The doubling of **'sextortion' cases** within a single year (2023), with male victims aged between 14-18 being particularly targeted[8]

Relationship issues being identified as one of the top three factors driving **poor mental health** in women and girls[6]

Three in five women have experienced **bullying and harassment, or sexual harassment**, in the workplace[9]

2 million victims

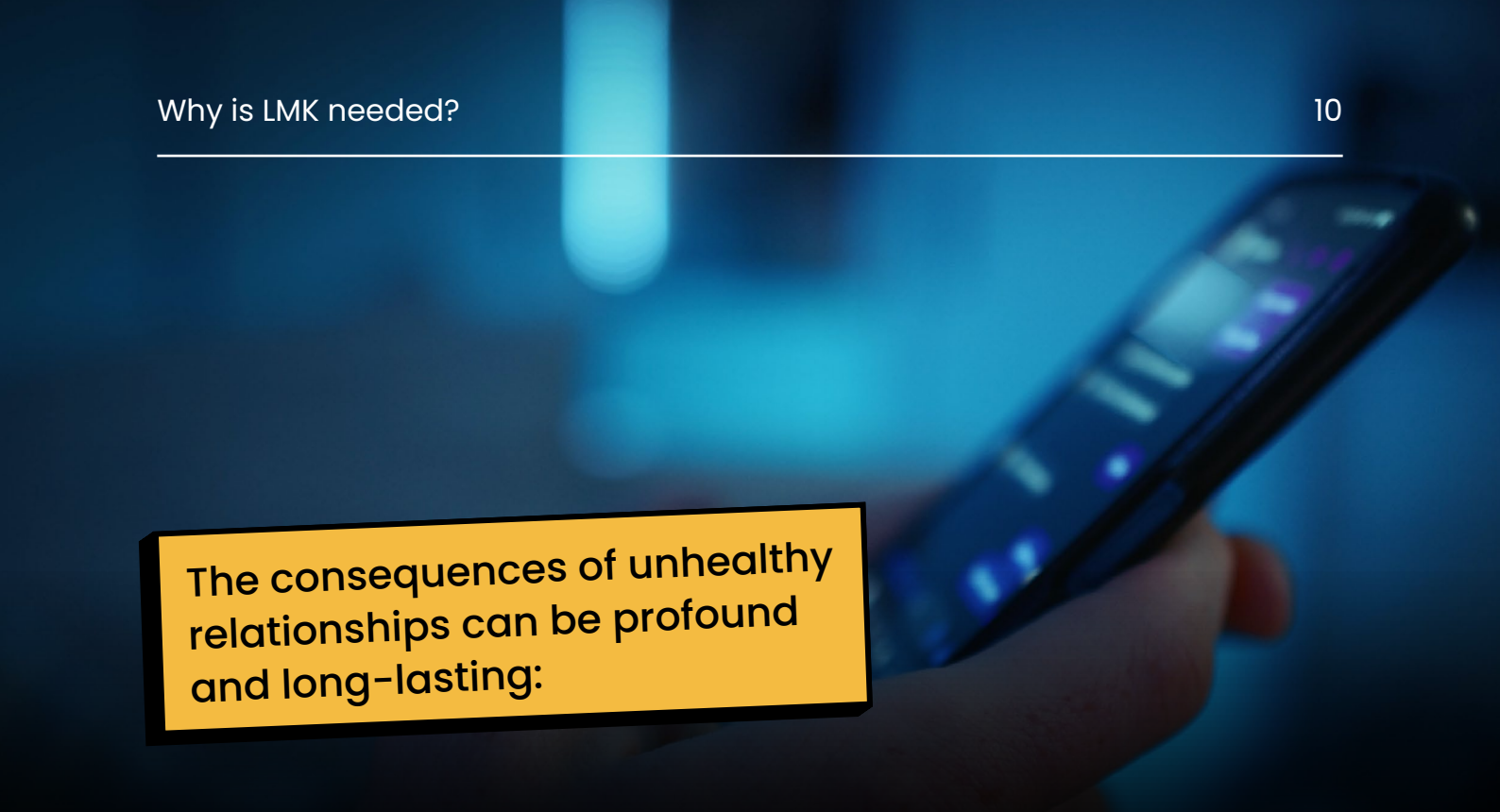
Increasing **incidences of sexual offences and harassment of girls** - one in every 12 women will be a victim of Violence Against Women and Girls (VAWG) every year in England and Wales (2 million victims) and one in 20 adults in England and Wales will be a perpetrator of VAWG every year (2.3 million perpetrators)[7]



Two in five children (41%) aged 11-17 have experienced **verbal abuse** from the adults around them (with parents, carers, teachers, friends' parents, and activity leaders the primary sources), leading to lower self esteem and confidence issues[10]

And relationship abuse starts early in a person's life - you are most likely to experience relationship abuse between the ages of 16 and 19[11].

Back to contents



The consequences of unhealthy relationships can be profound and long-lasting:

2.8x

Children exposed to domestic violence are 2.8 times more likely to obtain **low school grades**[12]

£78 billion

The estimated **social and economic costs** of domestic abuse are £78 billion[16]

30

30 women **attempt suicide** every day as a result of experiencing domestic abuse and every week three women **take their own lives**[13]

2.4x

Girls who have experienced sexual violence are 2.4 times more likely to have committed **self harm** in the past year[17]

Sending and soliciting nudes is becoming "normalised" in UK schools, with most child abuse images ending up online[14]. 73% of **online grooming crimes** in the last 5 years involved Snapchat and Meta platforms (Facebook, Instagram, WhatsApp)[15]

Seven in ten women who experience **harassment at work** do not report it because they believe it would impact negatively on their relationships at work (37%) or on their career prospects (25%)[18]

LMK wants to stop relationship abuse before it starts – but we know you can't see the signs, until you know the signs.

Back to contents

About LMK:

Building happy lives through healthy relationships



LMK is a charity working in education settings, community organisations and workplaces, providing non-judgemental, relatable relationship education, tackling real life issues that young people want to talk about. We want to stop relationship abuse in all its forms; in romantic relationships, within friendships of any age, in familial relationships, in personal connections where there is abuse of power between an adult and child, maltreatment where there is a power imbalance between adults, gender-based abuse and in online activity. **Our focus is on educating young people so that we can prevent abuse before it happens**.

Our **mission** is to provide young people with the knowledge and skills to thrive in their relationships.

LMKs **vision** is that, through education, we can create a world in which relationship abuse, domestic abuse and sexual assault no longer exist.

Back to contents

Through our work, we want young people to be empowered to seek for themselves:

- healthy romantic relationships with safe boundaries
- safe homes free from violence and abuse
- positive friendships that support mental health and wellbeing
- healthy workplace relationships that allow for personal/professional growth
- help if they or their friends are in an unsafe and abusive relationship.

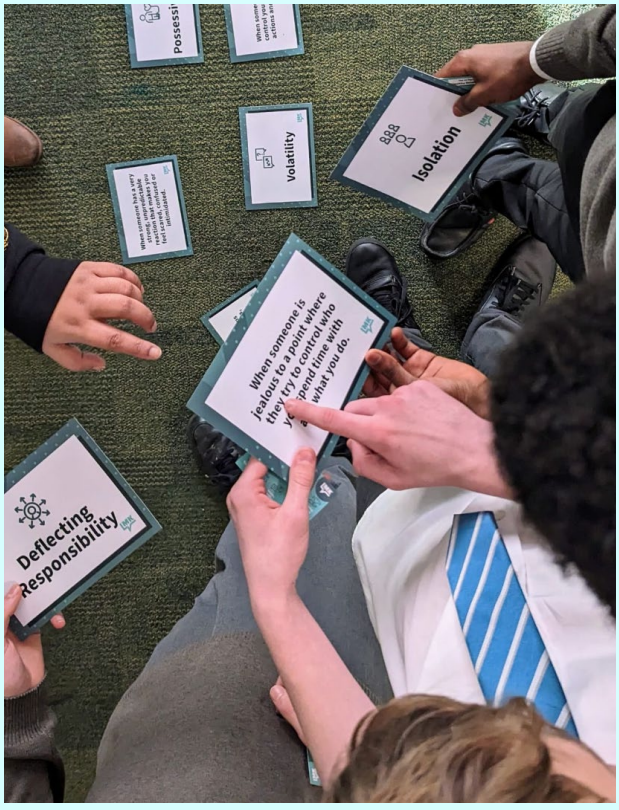
How we do this

At LMK our two greatest and unique strengths are:

- Our easily accessible **'10 Signs' framework** that helps young people to spot and stop unhealthy relationship behaviours in themselves and others, while providing the vocabulary for them to talk about how they experience relationships.
- Our network of **'near-peer' workshop leaders**, a talented and diverse group of youth work professionals from a broad range of backgrounds, who are matched to each delivery session to ensure they can relate to the lived experience of the people in the room, truly making a connection and therefore magnifying their impact.

Why our approach is so important

Relationship & Sex Education (RSE) is part of the National Curriculum in England and Wales. However, teachers often lack the time, resources, expertise and confidence to teach it in a way that connects with young people. In 2022, a National Association of Schoolmasters/Union of Women Teachers (NASUWT) study found that almost half of all secondary school teachers do not feel confident teaching RSE.



Back to contents

Workshops educating young people about healthy and unhealthy relationships are an intervention recognised by the Youth Endowment Fund (YEF)[19] as being effective in reducing teenage violence. The YEF highlights that this intervention is particularly effective when delivered by the right facilitators. YEF say: "This tends to be external facilitators or teachers that feel comfortable discussing complex issues related to relationships, sex and different forms of violence."

Our own feedback from our host organisations support this:

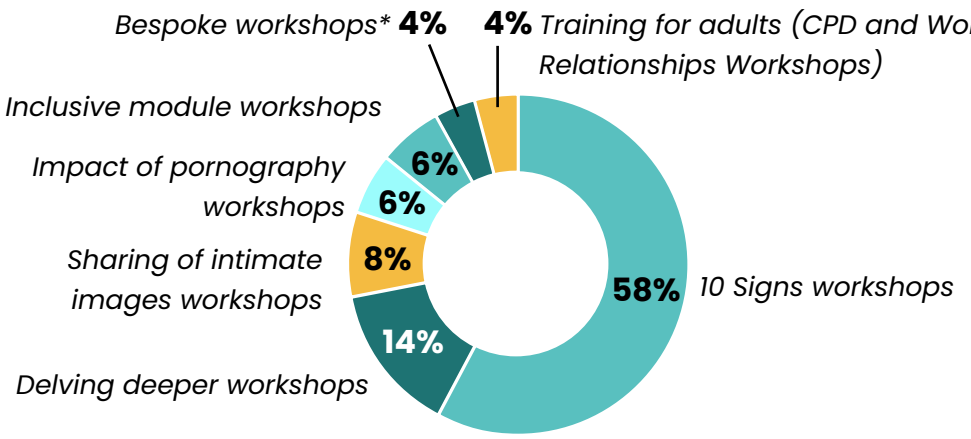
"Thanks so much for the workshops, the group has continued to speak about how much they learned, but also the relationship and trust they established with the facilitators. They really appreciated that their ideas were heard and listened to and that there was plenty of time for discussion and debate. It felt like the space was equal and that everyone was learning from each other - this was due to how the workshops were facilitated and it made it a really inspiring and creative space. The implementation of games and activities kept the workshop engaging and fun.
Participation Manager, Big House



Back to contents

LMK programmes

Workshops LMK delivered in 23-24, type by percentage



*Bespoke modules are tailored to the specific needs of a particular school or community group

Our offer for young people

LMK offers a prevention programme against relationship abuse, domestic abuse and sexual assault that equips young people to have healthy relationships during their teen years, while embedding behaviours and expectations that are carried through into adult life.

We work with young people aged 11-24. All of our workshops for young people are delivered face to face - we think this is critical to achieve a meaningful and lasting connection with young people.

Back to contents

10 Signs workshop
Our 10 Signs workshop is the starting point for our programme. In this workshop we teach young people to spot and stop unhealthy relationship behaviours in themselves and others, using the 10 Signs framework. Our Leaders give young people the tools and confidence they need to speak out, seek help and keep themselves and their friends safe.

Once the 10 Signs is completed, participants can continue to expand and embed their learning through our Continuing the Conversation modules, which can be delivered as stand-alone sessions or put together into a comprehensive, wider programme.

Our **Continuing the Conversation modules** have been created in direct response to young people's most frequent questions:

Sharing of Intimate Images
This workshop gives young people a deeper understanding of the consequences of sharing intimate images and equips them with strategies to protect themselves.

Impact of Pornography
This workshop challenges young people to think about pornography differently, debunks widely held myths and examines how porn really affects them and their relationships.

Delving Deeper
Having learned about the 10 Signs, this workshop offers young people the opportunity to explore the signs in different contexts, applying critical thinking skills and a problem-solving approach. Often, in this workshop the young people in the room will choose the signs they want to explore in more detail, allowing them an opportunity to discuss issues that are most relevant to their situation right now.

Back to contents

Our workshops raise awareness of unhealthy behaviours within relationships that sometimes lead to our participants taking steps to end a personal relationship. Research shows that a person can be most in danger when they are taking steps to leave, or have just left, a toxic relationship[20]. This is why LMK have ensured that young people take away information on how to leave a relationship safely and are signposted to organisations that can support them to do so.

- Read more about our work in education settings
- Read more about our work in the community
- Read more about our Continuing the Conversation modules



Our workshops for young people with SEND

All young people need a space to discuss their relationships. However, young people with special education needs and disabilities (SEND) often miss out on these conversations, even though they can be at greater risk of relationship abuse[21].

Our SEND programme provides an opportunity to have safe, open discussions about relationships in ways tailored to the needs of the participants. Developed with SEND professionals, parents of children with SEND, and young people with lived experience, the workshops can be fully adapted to make sure that the content is tailored to the experiences of people with SEND and individual learning styles.

- Read more about our inclusive workshops

Adapted modules available:

10 Signs

Sharing of intimate images

Impact of pornography

Back to contents

Training for adults

LMK has two training programmes aimed at adults:

1. **Training for youth work professionals** – Designed for professionals working with young people (including adult volunteers), this training course introduces LMK's 10 Signs framework and helps youth workers using it to have an inclusive, accessible, non-judgemental approach to relationship conversations with young people.
2. **Workplace relationships** – LMK knows that having healthy work relationships is critical to both young people's happiness and an organisation's success. Our programme for workplaces is the most recent addition to our programme. Using our 10 Signs framework, we give employees confidence in identifying healthy and unhealthy relationships in the workplace and knowing what steps to take if they are concerned about a colleague's behaviour.

Both of our adult training programmes can be delivered either in-person or online.

Read more about our training for adults in 2023-24



Back to contents

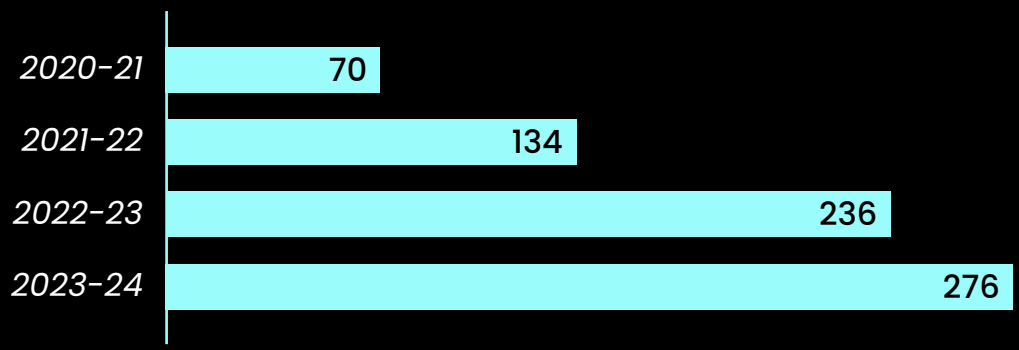
How many people LMK has reached



LMK is a young charity: created in 2020, this is just our fourth year, but already we've worked with **more than 15,000 participants in our workshops**.

In 2023-24, 6,291 people participated in our workshops, an increase of 1,388 on the previous year. This growth has been achieved steadily and sustainably, with a balance of rebookings from organisations who we have worked with in previous years (44%) and delivery to new organisations who have experienced LMK workshops for the first time (56%).

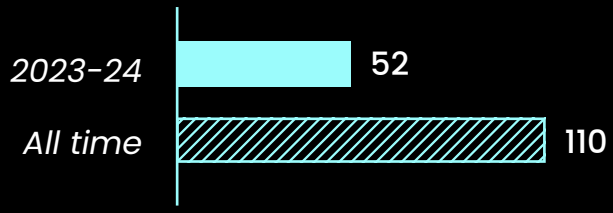
Total number of workshops LMK delivered, by year, since 2020



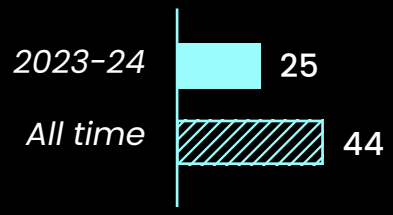
Back to contents

Over the last four years we've maintained a balance of working in education settings and with local community groups who support young people. Whilst the number of community organisations is significantly higher than schools (as it includes community organisations who have come to either a youth workshop or a CPD workshop), we tend to get higher numbers of young people participating in our workshops when they come via their school.

Number of community organisations we've worked with



Number of schools we've worked with





Back to contents

We have achieved our aim of working across London. Since 2020 LMK has delivered workshops in 27 London Boroughs, five of which were new to LMK in 2023-24.

And we've continued to increase the number of organisations who host our workshops, working with ten new education settings and 33 new community organisations in 23-24.

Map of boroughs we worked in during 23-24



Back to contents

The young people LMK works with

It's important to us that the young people attending our workshops represent London's diversity.

Ethnic background

	2021 census stats for London's population	*LMK workshop participants*
White British	**36.8%**	**12.9%**
Asian, Black, mixed, or "other" ethnic groups	**46.2%**	**66.1%**
White ethnic minorities	**17.0%**	**14.8%**

We are especially pleased that we have reached our goal of supporting those who are more vulnerable to relationship abuse - young people with SEND[22], young people who live in poverty[23], those who have experienced multiple adverse childhood experiences (ACEs)[24] and young people from the LGBTQIA+ community[25].

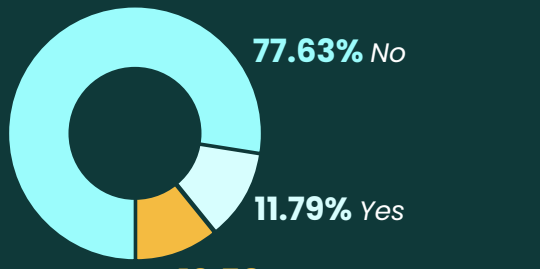


Back to contents

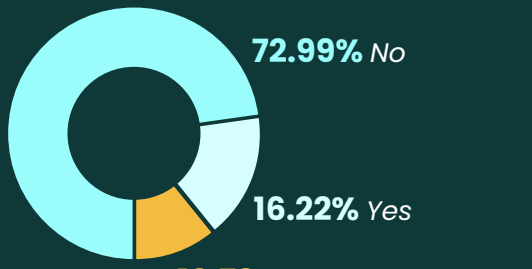
Young people with SEND

The 2021 Census showed that across London, 13.2% of people are Disabled (using the definition under the Equality Act 2010).

LMK workshop participants:
Do you consider yourself to have a disability?



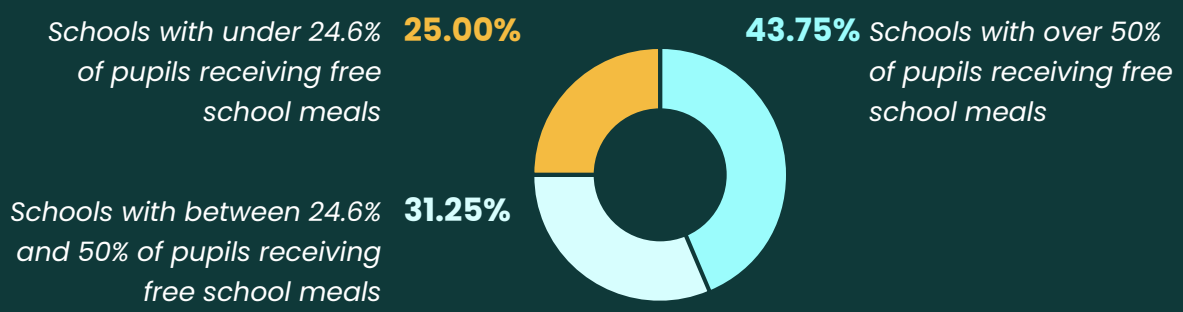
LMK workshop participants:
Do you consider yourself to have a learning difficulty or learning disability?[26]



Young people living in poverty

According to data from the London Datastore, 24% of Londoners were in relative poverty in 2020/21–2022/23 after housing costs were taken into account. In January 2024, 24.6% of state-funded pupils in the UK were eligible for free school meals.

LMK workshop data:
Percentage of individual state schools with children on free school meals



Back to contents

Young people who have experienced trauma or ACEs (Adverse Childhood Experiences)

Due to the prevalence of ACE's, we know many young people who attend our workshops in education settings have had adverse childhood experiences.

Alongside this, at LMK we purposefully work with community groups who provide specific programmes for young people who have encountered trauma and multiple adverse childhood experiences, including survivors of sexual abuse, rape and grooming, homeless youths, refugees and young people who are currently part of the criminal justice system.

This year, through community groups, we worked with 91 young people experiencing homelessness, 10 young people who had experienced relationship abuse, 90 who had left the care system, and 30 young refugees.

LMK workshop data:
Percentage of LMK workshops delivered to vulnerable groups

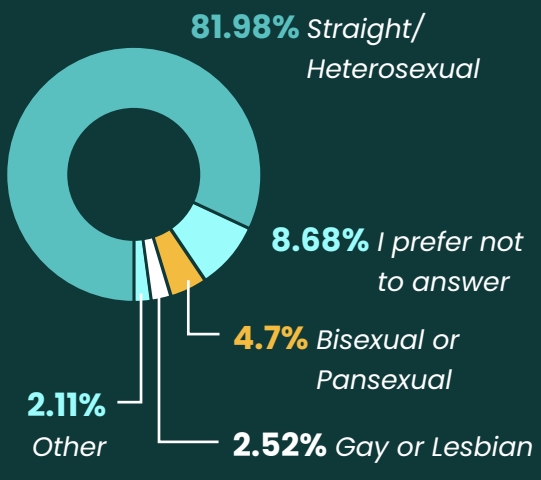


6.99% *Vulnerable groups*

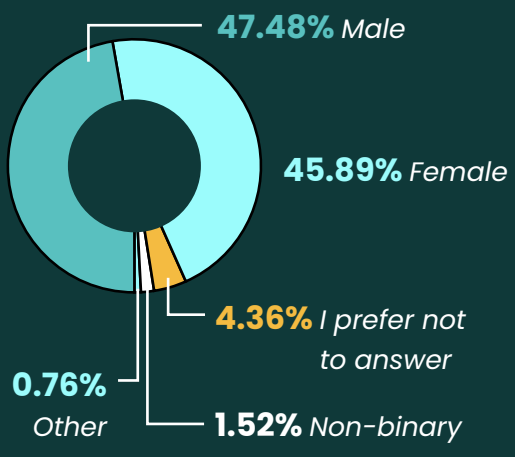
Young people from LGBTQIA+ communities

According to the 2021 census, 4.3% of London residents aged 16 and over identified as LGB+ (gay or lesbian, bisexual, or other sexual orientation).

LMK workshop participants:
Youth survey respondents sexuality



LMK workshop participants:
Youth survey respondents gender



Back to contents

Measuring impact



From the early days of LMK, we embedded rigorous evaluation to ensure we were able to understand our impact and constantly refresh our programmes to keep them relevant for our participants.

What we have achieved so far:

80% of young people know how to seek help for themselves or a friend.

79% of young people believe today's workshop will be useful in their relationships.

72% of young people told us the workshop changed their understanding of healthy relationships.

87% of young people rated their leader as excellent or good.

89% of host organisations feel we supported their practice when talking to young people about sensitive topics.

95% of partners would invite us back to run another workshop.

44% of partners have invited us back to run another workshop.

Back to contents

Measuring longer term impact

We recognise that although the data we collect provides a comprehensive overview of impact on young people in the short term, it gives a limited indication of longer-term impact. In 2023, LMK received funding from Camden Community Impacts Resilience Fund to strengthen our existing evaluation programme, and investigate longitudinal data collection to allow us to better understand the longer term impact of our work.



Through this longitudinal study, we returned to young people who had engaged with LMK's workshops between one and three years previously. Speaking to students at a secondary school where we had delivered a workshop seven months prior, **young people told us they had happier, healthier relationships after an LMK workshop**.

Positive impacts included:

- Young people having the skills to resolve conflict
- Young people recognising negative behaviours in themselves and taking steps to address these
- Young people leaving toxic relationships
- Young people naming and practising key relationship skills such as owning actions.

Here are just some of the real-life scenarios young people told us about:

> **I have started to acknowledge when I am saying something wrong in order to get what I want.**

> **I started to feel like people were taking advantage of me, in terms of my kindness. I've also recently been talking to someone who didn't like when I hung out with certain friends. They often got upset.**

I talked with those people, realised that they had no malicious intentions, and set more boundaries. They also apologised. I brought it up to them, and found out it stemmed from a fear of being abandoned. Instead, we decided to communicate and set healthy boundaries. I'm now able to hang out with anyone without conflict.

This evaluation has supported LMK to identify ways of improving our workshop delivery and impact measurement, which we are putting into action throughout 2024-25.

Back to contents

LMK in education settings



Our work in education settings has never been more important. Although schools are required to deliver an expanded relationships and sex education (RSE) curriculum, our survey of 2000 young people in January 2024[29] showed that:

six in ten young people have never been taught about what makes a healthy or unhealthy relationship

only 35% of young people have received education at school on unwanted sexual contact or abuse

just 37% of young people had been taught about what makes a healthy or unhealthy relationship.

87% of young people believe there should be more education in schools about topics such as relationships, abuse and sexual health.

With so much pressure on our education system, teachers lack the time, resources, expertise and confidence to deliver relationship education in a way that connects with young people. Topics required by the RSE guidance - such as power imbalances, pornography, culture and faith perspectives, LGBTQ+ issues and healthy relationships - are often absent from the classroom, despite young people often telling us that these are topics they most need to talk about.

Back to contents

LMK is working with schools of all kinds to fill this gap in provision. This year LMK has delivered workshops in a whole range of school settings; maintained schools, private schools, faith schools, free schools, sixth form colleges, academies, alternative provision and specialist SEND schools. We have extended our reach from 20 schools and 3,688 young people in 2022-23, to **25 schools and 5163 young people in 2023-24**.

Schools most frequently ask LMK to deliver workshops to years 9, 10 and 12, with these year groups making up 70% of our delivery within education settings.

5163 Number of young people worked with in schools/ colleges

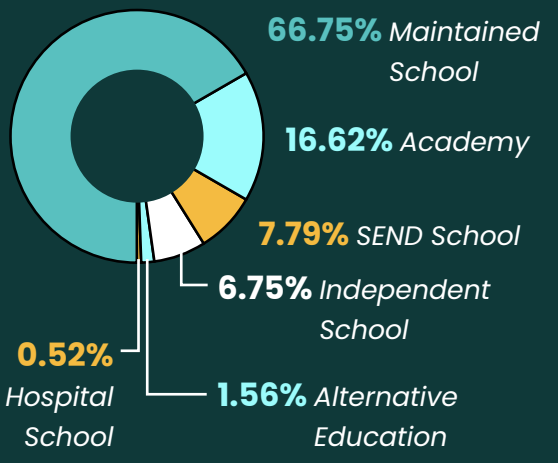
25 Number of schools and colleges worked with

73% Percentage of workshops delivered in school settings

90% of teachers feel more confident and better equipped to have relationship conversations in the classroom after attending an LMK workshop

95% of teachers and youth workers feel more confident approaching conversations on sensitive topics with young people after attending CPD sessions

Graph showing percentages of workshops delivered per type of school



Keeping our content fresh and relevant

LMK strives to keep workshop content fresh and respond to the changing issues affecting young people. This is at the heart of our strategy and one of the ways we ensure the deep level of engagement from workshop participants. It also means that **when our schools book us year after year, the conversations remain relevant**. For example, this year we've added conversations around sextortion and our YAB members have created a brand new video depicting the long-term negative impact of sharing intimate images. We have also updated the film clips we show in workshops to ensure the content is current, fresh and familiar to young people.

Back to contents

For pupils with SEND, we have tailored our workshops to meet specific needs, including using different terminology or replacing reading exercises with discussions and film clips to better engage with those who are visual learners. Here is a reflection from one of our LMK Leaders on our SEND sessions at Leighton College:

> **Our sessions at Leighton College were very impactful this term because we had worked with many of these students last academic year, where we were able to really break down what relationships are and some of the signs of good or tricky relationships.**
>
> **When we returned this year, many of the students remembered a lot of the things we've been saying which was wonderful because we knew from just asking questions that what we had done in the previous year had been impactful. It also enabled us to dig even deeper this year.**
>
> **We were able to have complex conversations around relationships and tricky scenarios and how they might deal with them, and so were able to add even more value to relationship decisions they would need to make.**
>
> **It was great to go back and see many of the same students but also reach some new students as well.**
> ***Penny, LMK Leader***



Back to contents

Supporting staff and students to create a culture that promotes and encourages healthy relationships

We made some important first steps towards extending our support to embed a healthy relationship culture within schools. This included **trialling a peer-led Relationship Ambassador programme** and testing a tailored version of our **10 Signs programme in primary schools**. We intend to continue rolling out both of these new programmes in 2024-25.

How schools experience LMK

We were thrilled to return to Cardinal Vaughan Memorial School, a faith school based in west London, working collaboratively with the staff there to tailor our Continuing the Conversation modules to navigate sensitive topics in a way that aligned with the school's values and LMK's.

> **I just wanted to say a huge thank you to you and the leaders for your work over the last couple of days. It's really brilliant for our pupils to have the opportunity to discuss these sorts of issues in a controlled environment under the expert guidance of your team, so we are really grateful for that. All of the feedback which I've received from staff and pupils has been overwhelmingly positive. So, thank you!**
> ***Extended Curriculum Co-ordinator, Cardinal Vaughan Memorial School***

This was our first year delivering to the Year 12's at Harris Westminster Sixth Form, who were introduced to our 10 Signs Programme.

> **I really liked how confrontational it was, the leaders of the session were brilliant at challenging people's views and getting them to justify why they have it.**
> ***Y12 student, Harris Westminster Sixth Form***

Thomas's Day school has embedded our workshops in their annual delivery plan, and we were so impressed at the continuing commitment of the school to deliver high quality relationship education.

> **Thank you very much to you for organising and to all of the facilitators for engaging the pupils so well. We really look forward to continuing to work with you in the future.**
> ***Teacher, Thomas London Day School***

Back to contents

The head of Bromley Trust Academy worked with us to ensure the scenarios and activities within our 10 Signs workshop, in this alternative provision setting, reflected the real life experience of their pupils. We ensured they had a particular focus on unhealthy relationships which exploit a child's sense of self-worth. We also dialled up the experiential elements of our workshops to ensure it met the learning styles of the pupils participating.

"The feedback from staff and students was great so thank you so much for coming in!
Teacher, Bromley Trust Academy

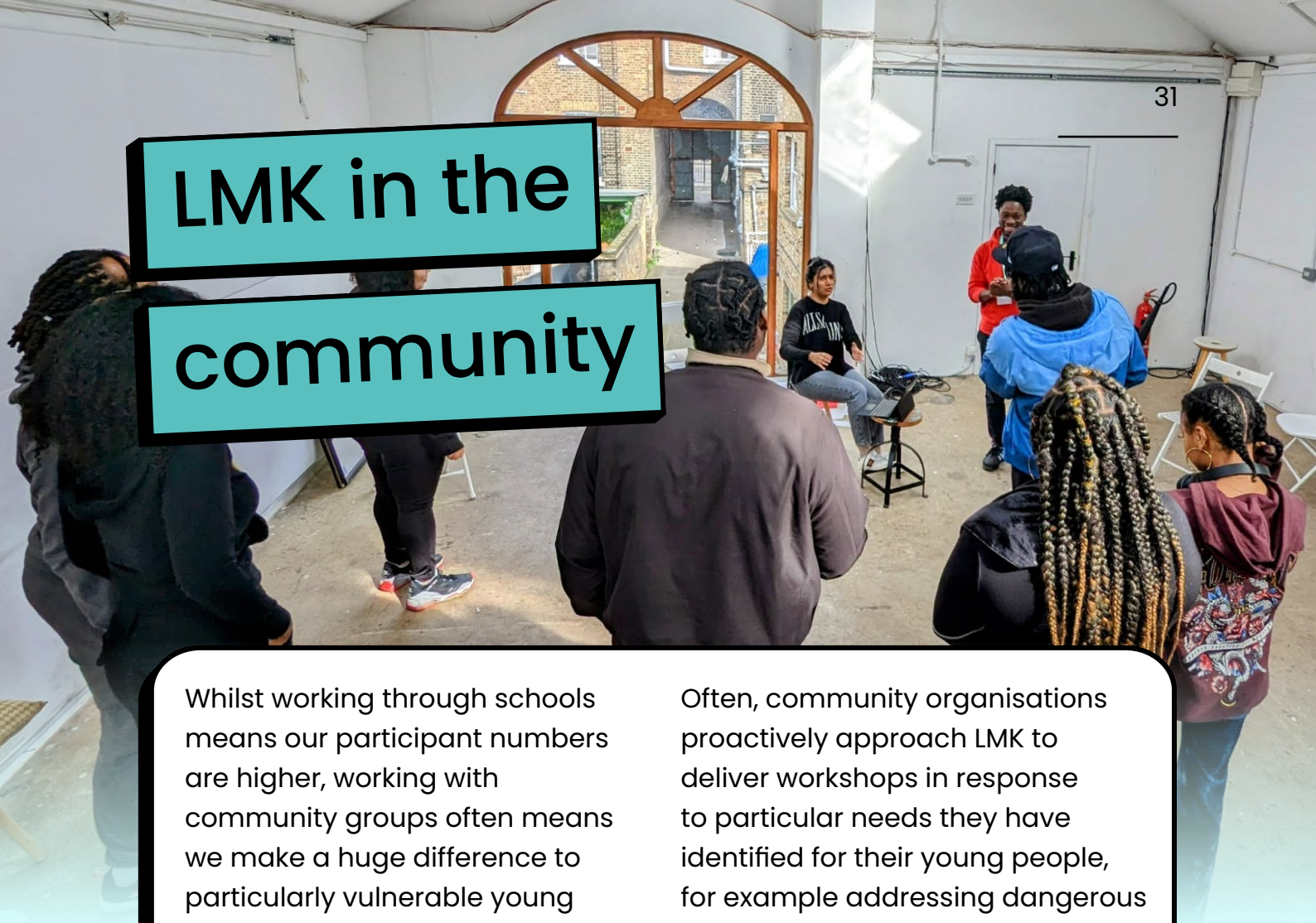
Already a great supporter of our work within their secondary school, the Reach Academy Feltham helped us rework our 10 Signs workshops to make it appropriate for a younger age group and use in their primary school. We are incredibly grateful to the staff and pupils there who provided us with such great insight and feedback which ensured that our delivery had a lasting impact with the Year 5s.

"I've learned that if you are in an unhealthy relationship, you should leave it. And if you are in a healthy relationship, continue it and build it more. I enjoyed that we all worked together and that we built a better relationship in the group.
Year 5, Reach Academy



Back to contents

LMK in the community



Whilst working through schools means our participant numbers are higher, working with community groups often means we make a huge difference to particularly vulnerable young people. In 2023-24, 28% of LMKs workshops were delivered within a community setting, ranging from youth groups to sports clubs and cultural organisations.

Often, community organisations proactively approach LMK to deliver workshops in response to particular needs they have identified for their young people, for example addressing dangerous online behaviour, responding to the expression of worrying misogynistic views, or addressing the harm caused by 'cancel culture'.

28% Percentage of workshops in community settings

1004 Number of young people worked with in community settings

22 Number of community youth organisations worked with

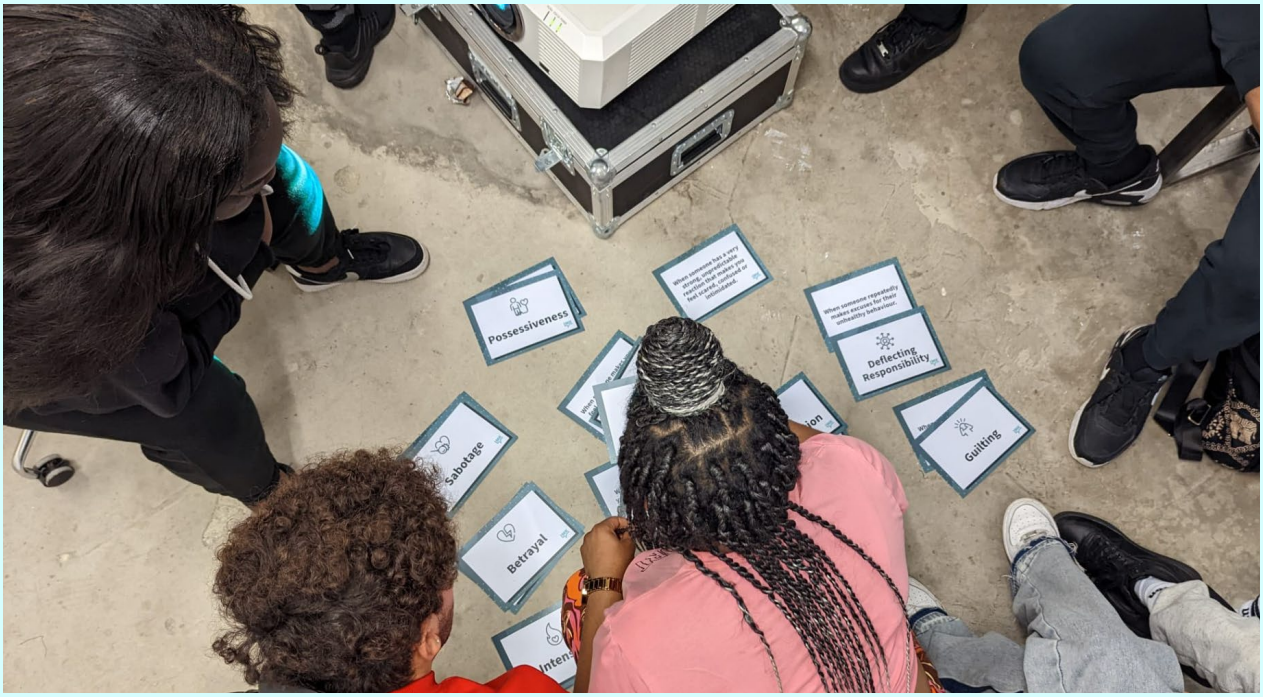
Where we are working with vulnerable groups, such as asylum seekers, young people with previous experience of serious abuse, or young people with other adverse childhood experiences (ACEs), we lower the maximum number of young people within each session, double the number of LMK Leaders who deliver the session, and use a trauma informed lens to ensure that we provide a safe space for participants to engage and for difficult experiences to be explored sensitively and expertly.

Back to contents

This year LMK was happy to be asked back to **The Big House**, an organisation which runs theatre participation programmes to support young people who are leaving care or have touched the criminal justice system. LMK's 10 Signs workshops have been embedded into the induction of each new group, with the language and content being used all the way through their planning and theatre production.

Unfold support young people aged 10 – 25 and women with children aged 5+ in Westminster and the neighbouring boroughs. They also run a specialised programme of support for asylum seekers and refugees. This year, LMK ran two 10 Signs sessions with their young asylum seekers, tailoring our programme to address language and cultural barriers.

> **I just wanted to say a HUGE thank you… for two amazing workshops this week at our Youth Support Groups. You all brought great energy and did a wonderful job of making the sessions engaging, fun and accessible to all the young people.**
>
> **At the end, young people were feeding back to me about how this made them think about dynamics with their friends, family and at their hotels. I think all of them came away learning and reflecting on the topic and I saw a few boys in particular who are normally a little reserved really coming out of their shell to contribute their ideas. A really important topic for the groups, delivered so well by you and your team as always so thank you once again!**
> ***Youth worker, Unfold***



Back to contents

Continuing the conversation



The findings of LMK/One Poll research with 2000 young people earlier this year only reiterates the importance of our work:

- Less than half (45%) of those surveyed said they had been taught about the risk of sharing or taking nude pictures at school. Yet, almost one in five (18%) admit to having their private images used, shared, or shown to people by a partner or potential partner, without their consent.
- Abusive behaviour taking place on social media platforms include: receiving insults, threats or hurtful comments (23%), and receiving an overwhelming amount of messages (22%) from a partner or potential partner. A fifth (19%) also said their partner has controlled their social media content, including which photos they share and what they wear in their posts.
- Almost a third (32%) of young adults said that social media influencers, including Andrew Tate and Jordan B. Peterson, influence their opinions and attitudes towards relationships.

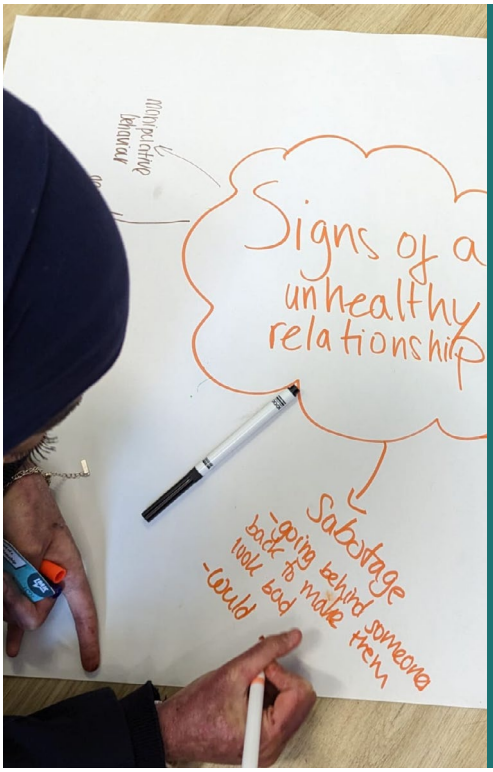
As schools and community groups are ever more alarmed by the impact of this on the behaviour and expectations of the young people they work with, there has been a sharp increase in the uptake of our Continuing the Conversations workshops. These have increased from 11 workshops/210 participants in 2022/23 to 40 workshops/928 participants this year.

Back to contents

In last year's report we talked about the reasons for developing our Continuing the Conversation modules: Sharing of Intimate Images and Impact of Pornography. They were developed in response to the findings of the Ofsted review into sexual abuse in schools, research published by England's Children's Commissioner expressing concern about children's use of pornography, and because of the concerns we had about some views young people commonly expressed within our workshops.

Worryingly, these issues have not improved. For example, the International Policing and Public Protection Research Institute recently highlighted that sending and soliciting nudes is becoming "normalised" in UK schools[27]. We continue to adapt our workshop content to reflect the issues affecting young people, for example, this year we added a greater focus on sextortion in our programmes.

> **I thought that the session that we were given was really useful and insightful... In our age group many people are affected by sextortion it can be really dangerous and I think that's really tragic and really sad. I think the advice was really good as it was teaching us how you can avoid it and where you can get support.**
> ***Y9 student, male, Cardinal Vaughan Memorial School***



Spotlight - Langdon Park

In 2023-24 we partnered with Langdon Park Community School to deliver all four of our youth programme modules to their year 10 students. We worked with the staff at Langdon Park to create a schedule that reinforced their existing PSHE curriculum, spacing out our interventions across the year. Students were highly engaged in the sessions and continuous reinforcement by staff in their classrooms allowed the students to explore the different topics and embed the language of the 10 Signs into their day to day discussions.

Back to contents

Statistics for our CTC workshops

40 Number of CTC workshops delivered in 23-24

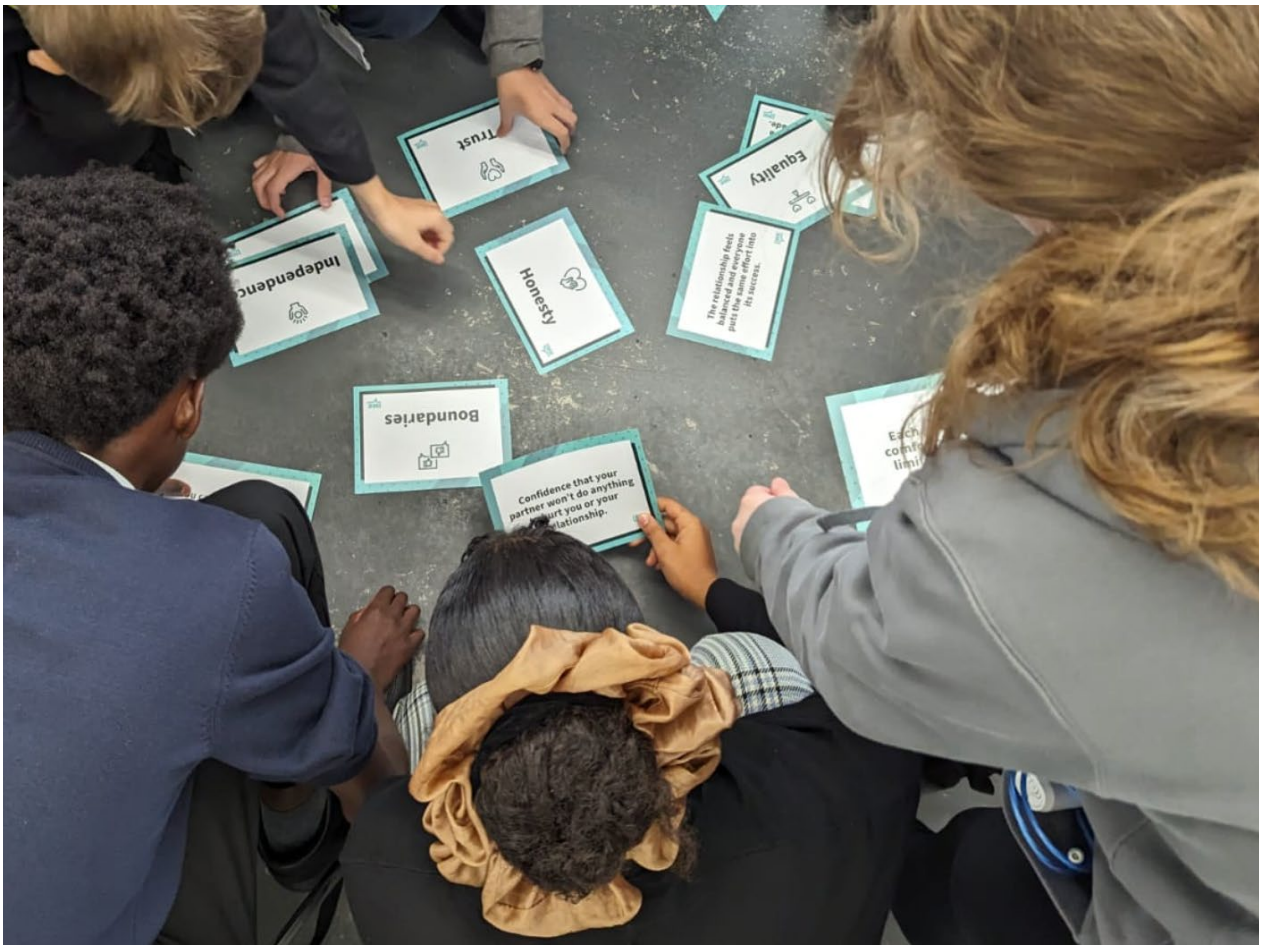
928 Number of young people who have attended a CTC workshop 23-24

67% Agree with the statement 'I learned something about sharing sexual images today that I didn't know before'

77% I know where to get support for myself or a friend if I am worried about intimate image abuse

77% Agree with the statement 'I learnt about the impact using pornography can have on my relationships' with agree or strongly agree

69% I feel confident that I can use the 10 signs to manage situations involving pornography and keep myself safe



Back to contents

Inclusive workshops



Navigating relationships can be especially difficult for young people with special education needs and disabilities (SEND). Research shows that they partake in fewer activities and participate less frequently in relationship education than their peers without a learning disability. They also tend to have fewer friends[28].

This can make young people with SEND particularly vulnerable to risks such as bullying and exploitation

From early in our charity's development, we have provided relationship education specifically designed for young people with SEND.

"In an inclusive setting like Leighton College, it is so important that the workshops that we deliver are young people focused and that we cater to the specific needs of the young people in front of us.

For these sessions, we focussed on a theme that was helpful and relatable, using TV shows the participants were watching and linking these to healthy and unhealthy relationships.
Marcus, LMK Leader

Back to contents

In 2023-24 we delivered our Inclusive Modules to 190 participants across three SEND schools, six community groups, and a hospital school.

16 Number of SEND workshops delivered

190 Number of young people receiving SEND workshops

6% of LMK workshops were to young people with SEND

In 2023-24 we worked with young people with SEND, their teachers, and specialist youth workers to design and trial our evaluation surveys adapted for young people with SEND, so that we can continuously learn and improve our programme. We will continue to work with young people, SEND specialists and our experienced LMK Leaders to iterate our programme content in response to the findings.

65% of young people told us they can use the signs to spot a good relationship

46% of young people told us they can use the signs to spot a tricky relationship

80% of people can name someone who would help them with a tricky relationship

Year 2023/4 saw LMK experiment with the format of our workshops for young people with SEND, based on feedback received from host organisations. For example, we worked with St. Marylebone Bridge School to trial special versions of our Sharing of Intimate Images and Impact of Pornography modules, tailored for young people who are visual learners. We will be rolling out these new modules in 2024-2025

> **It [taught] us what to do when we are in a tricky relationship.**
>
> ***Year 8 student, St Marylebone Bridge School***

We have also learned lessons the hard way - by trying and failing. We learned that we cannot break down our programme into one-hour sessions over a number of weeks, as it doesn't provide enough time to create the safe space required for the young people to fully participate. Furthermore, there is often disruption in young people's schedules, meaning they cannot attend weekly sessions consistently. We also learned that it's particularly challenging to have mixed year groups in our SEND sessions due to the wide variation in learning needs that this brings.

Back to contents



Spotlight - Roots and Shoots

Roots and Shoots provide accessible and positive vocational and educational opportunities for young Londoners with an Education, Health and Care Plan. They have worked with LMK for two years now to deliver our 10 Signs programme to the young people aged 16-24 who they support. In 2023-24 we delivered three of our modules to their young people, with about 30 participants each time. The sessions were specifically tailored to the needs of the group, with modified language, scenarios and activities.

> **We learnt about different relationships like a good relationship and a tricky relationship.**
> ***Participant, Roots and Shoots Study Programme.***

Back to contents

Training for adults



Training for youth work professionals (CPD)

To facilitate ongoing conversations about the 10 Signs of healthy/ unhealthy relationships, LMK developed a training programme for adults who work with young people, helping them use the framework to have an inclusive, accessible, non-judgemental approach to relationship conversations with those they engage with.

In 2023-24 we delivered 10 of these training courses to 124 youth work professionals.

> **It's a situation and topic I've dealt with before, but now I feel much better equipped to have a constructive conversation with a young person about their relationships.**
> ***Senior Manager, Happy Lizzy Event Planning, Westminster***

> **It was helpful to put terminology to abusive experiences and also put a name to healthy behaviours as well.**
> ***Youth Worker, Mary's Youth Club Islington***

Back to contents

Spotlight on Laburnum Boat Club

Laburnum Boat Club is a voluntary organisation based in Hackney that provides opportunities for the personal development of children, young people and their families in the local community, through participation in a range of water-based activities. LMK first delivered workshops directly to the young people involved in the club, we then went on to provide our 'training for youth work professionals' to Laburnum staff who led holiday activities with young people. This ensured that the 10 Signs framework was deeply embedded in the club and staff were equipped to continue the learning after LMK completed their workshops with young people.

10 CPD workshops delivered

124 Professionals trained at CPD workshops

35 Organisations who accessed CPD training

99% of participants learnt the right language to talk to young people about relationships

95% of participants have a better understanding of issues facing young people in their relationships

95% of participants feel more confident approaching conversations about sensitive issues with young people

96% of participants feel better equipped to offer help to a young person experiencing an unhealthy or abusive relationship

Workplace relationships

In 2022-23 we piloted our first Workplace Relationships Workshop and continued to iterate the pilot in 2023-24. This half-day workshop uses our 10 Signs framework to help staff thrive, providing them with the knowledge and skills to improve their workplace relationships.

In this programme, employees learn to:

- Identify healthy and unhealthy behaviours in the workplace
- Practise inclusive and positive conversations
- Learn how to lead and be part of a happy and productive team
- Learn the formal steps for addressing bullying or harassment

Back to contents

We are really pleased with the impact the workshops are having:

95% of participants agreed that they are better able to identify healthy and unhealthy behaviours inside and outside of the workplace

96% agreed that they know where to access help and advice if they or their colleagues experience unhealthy behaviours

96% agreed that the workshop will be useful in current or future relationships, inside or outside of work

> **LMK's workshop was interactive, engaging, and helped our team develop essential skills.**
> ***Training Facilitator, People's Postcode Lottery***



Back to contents



Digital engagement

We have made big strides in strengthening our digital engagement in LMK in 2023-24.

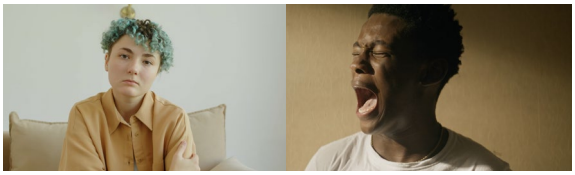
Awareness campaign

One of the highlights of the year for us was the launch of our **first major online campaign**. With the generous, pro bono support of the R Agency and Flight Story, the campaign centred around the creation and launch of a short 'hero' film called Know the Signs, which highlighted some of the 10 unhealthy signs of relationships and raised awareness of LMK's work. We also published the results of a survey of 2000 young people's (16-25) experience of relationship abuse, which was commissioned by LMK/One Poll in January 2024, another first for LMK.

Some results from the research with young people included:

- 87% of young people believe there should be more education in schools about topics such as relationships, abuse and sexual health.
- six in ten young adults have never been taught the signs of a healthy or unhealthy relationship (at school).
- seven in ten (71%) young adults, aged 16-25, have experienced a form of relationship abuse, almost half (47%) say it has happened in the last 12 months.

Our social media campaign and PR push yielded 11 radio interviews, reaching well over 3m people across the UK. Articles in Yahoo! Life and BNN, generated a 520% increase in traffic to our website.



▲ *Stills from the campaign film*

Back to contents

Brand refresh

As part of our preparations for the campaign launch, with input from our YAB, we refreshed LMK's brand to help keep LMK relevant for young people as well as ensuring we have a consistent look and feel across our workshops, website and social media. This included a logo redesign, colour palette refresh and development of a messaging house.



▲ *Old and new logo*

Growing our social media

letmeknowuk
LMKletmeknow
LMKLetMeKnow
LMKLetMeKnowCharity

At a time when the spread of misinformation online is translating into hate-incidents, harmful misogynistic attitudes, racist attacks and damaging beliefs, it's never been more important for LMK to be a trusted source of relevant, high quality digital content via our social media channels. We provide regular posts showing a mixture of our day to day work, commenting on topical events and news and educating people on the 10 Signs of healthy/ unhealthy relationships.

Over the year we grew our social media by 1135 followers, a 41.48% increase for LMK.

Developing our website

As we improve our understanding of our audiences, we have been developing our website to make it easier to navigate. For example, we have added user journeys depending on whether you are a young person or an adult supporting young people. We have also added new content designed to appeal to our audiences, such as blogs on relevant issues including our research on, and response to, the proposed government changes to the RSE curriculum.

Most viewed web pages in 23-24:

- Homepage: 17,000 views
- Unhealthy relationships: 8347 views
- Healthy relationships: 4565 views
- What we do: 3985 views

Back to contents

Growing and scaling up



Coming to the end of our fourth year, LMK has moved from being a start-up charity to an established young charity, and this year we took important steps to ensure that we can continue to grow sustainably in the years ahead.

Our first CEO, Deirdre Kehoe, joined us in August 2023, taking over the reins from our co-founders. Our Co-Founder, Kirsten Westlake, continues to be LMK's Chair of the Board of Trustees, and Saloni Thakrar, our other Co-Founder, stepped down from the Board in July 2023, and remains a close friend of the charity.

With a **new CEO in place**, we took the opportunity to review our processes and systems, and made some important changes to ensure our infrastructure is robust and ready for further growth. We created our next three-year strategy for LMK (2024-2027), a collaborative process that brought together our team, trustees, young people, host organisations, funders and sector supporters to create an ambitious yet realistic plan to grow our support of young people's relationship education.

Back to contents

Ensuring that no harm comes to anyone who comes into contact with LMK is our priority, so we have iterated our **safeguarding** policy and processes to reflect evolving practices. All recruiting managers have undertaken safer recruitment training and all of the core team and freelance staff have completed relevant safeguarding training. For example, our Designated Safeguarding Lead has completed the Level 3 DSL safeguarding training, our workshop leaders have completed Prevent training, and those who deliver our inclusive workshops have completed SEND safeguarding training. We have also updated our Code of Conduct for staff, trustees and volunteers.

Supporting the **wellbeing** of our staff is one of our foundation stones and this year we have reviewed working hours to ensure greater work-life balance, created a remuneration policy, embedded a new system of annual objective setting and review, and continued to offer wellbeing packages that include access to an employee assistance programme and a well-being app.



Back to contents

We are conscious of the **capacity** of our core team as we expand our work. As we grew our reach this year, we made some changes to our team structure. This included extending the hours of some roles such as our Head of Fundraising and Development from 0.6FTE to 1FTE, and adding new posts including a Marketing and Communications Officer and a Programme Co-ordinator.

We have also expanded our team of amazing **workshop Leaders**, growing from 28 freelance youth workers to 35. Our LMK Leaders are a diverse community of "near peers" with a great breadth of representation across religion, ethnicity, sexuality and life experience. They're skilled in facilitating conversations with LGBTQ+ young people, those with special educational needs and disabilities, and other vulnerable groups including young people experiencing homelessness or involved in gangs. Furthermore, approximately 75% have lived experience of relationship abuse. This diversity and lived experience is fundamental to LMK, and means we are uniquely placed to deliver our workshops in a way that young people relate to and can connect with. Our Leaders skilfully facilitate culturally sensitive workshops, along with in-depth discussions on sensitive topics, in a non-judgemental way.



▲ *LMK leaders – click here to find out more about our leaders*

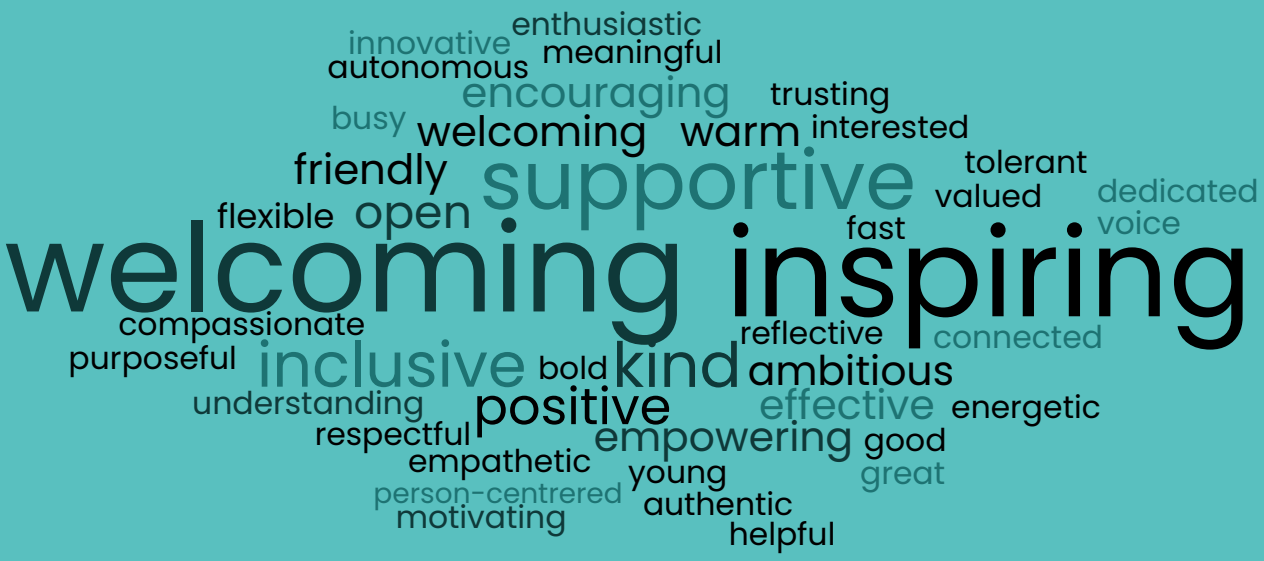
In 2023-24 we supported personal development within the team by **training** up four of our youth workshop Leaders to also deliver our workshops for adults, alongside providing tailored Equality, Diversity and Inclusion (EDI) training for all LMK staff, freelancers and volunteers. Our Chair of Trustees and CEO have completed training around effective charity governance, and

Back to contents

our Programme Manager has led team sessions following his training on preventing staff burnout. All of our core team have personal development plans tailored to their specific aspirations for the future.

In the past few months we have completed our first ever **team survey** to baseline how our YAB members (volunteers), LMK leaders (freelancers) and core team (employees) feel about working at LMK. We were so pleased that our staff reported a resounding agreement that LMK lived and breathed its values of being **kind, open, brave and collaborative**, and 100% of survey respondents said that they would recommend LMK as a place to work.

A word cloud generated by how the team described LMKs workplace culture:



Thanks to funding from The Fore, we have scoped and secured a new **customer relationship management (CRM) system** and are now in the final stages of the build, ready to go live for our new financial year on 1st September 2024. This will allow LMK to streamline our processes, maximise our connections with organisations and create a robust administrative foundation for future growth.

During the year we have moved our IT to a cloud-based Google platform, accessing the charity rate to manage costs. Furthermore, with generous pro bono support from Baringa, we have developed an **IT strategy** for the next three years that enables us to plan a safe and secure IT platform for the future.

Back to contents

Our Youth Advisory Board



LMK's Youth Advisory Board (YAB) is made up of 19 young people aged between 16 and 20, who guide LMK to ensure we reflect the conversations and issues that are relevant for young people in our work.

Often stepping forward to be a YAB member because LMK's relationship education workshops resonated so much with them, these young people are motivated and driven to share their learning and achieve positive change for their peers. They power the work of LMK - the insight and experience that they bring is the starting point of so much of our activity.

Our YAB meets four times a year in person for a half-day, and monthly online for 1.5 hours. We support YAB members to fully participate in LMK work by undertaking a comprehensive induction with them, including a tailored delivery of the 10 Signs workshop to set expectations of how we interact with each other.

We strive to make the experience of our YAB members a positive and beneficial one for them by providing lots of opportunities for personal and professional development. For example, learning how to chair meetings, providing opportunities to attend and speak at networking events, and developing their awareness around EDI which we know they will need as they transition to adult life.

Back to contents

Some of the work they have been involved in for LMK across 2023-2024 includes:

- Contributing to the discussions and **development for our new organisational three-year strategy**, and providing feedback to the Board of Trustees
- Helping **inform our first longitudinal impact study** by keeping monthly reflection diaries
- **Sense-checking the content of our workshops**, making sure our scenarios are a true reflection of the issues young people care about, and even re-creating some videos to ensure they are representative of current conversations
- **Informing our evaluation surveys**, to maximise young people's engagement and completion
- Creating **content for LMK social media channels**, including creating reels for the Big Give and National Share a Story Month
- Sitting on **recruitment panels for key LMK roles**, including recruitment of trustees, LMK Leaders and the core team
- **Sharing their experience with others in the sector** - for example, providing tips for Place 2 Be's Staffroom platform for 10,000 schools professionals on how to have conversations with young people about relationships, sharing their expertise of being a YAB member with Movember, and contributing to conversations with the Childhood Trust
- Helping LMK with our **fundraising** by attending funder meetings to talk about their experience, doing their own community fundraising, and providing content to thank our supporters.



Back to contents



Reflecting on their experience of being an Advisory Board member, our young people said:

> **I think my relationships... have improved exponentially [...] especially with my mum, both of us have learnt to communicate better and I would attribute that to my time here because I have the vocabulary to communicate effectively.**

> **I've really developed my confidence and leadership skills, by chairing meetings and being part of amazing campaigns that serve society.**

> **It's made me realise what I want from a work environment in the future because everyone here is so supportive and actively sets boundaries within work, and [...] tries really hard to make you feel valued as a member of the community and that's something that I'm going to look for in the future.**

> **I've developed communication skills, people skills, the ability to talk in front of a big crowd and overall boosted my confidence.**

Back to contents

Collaborating with others



Collaboration is one of our values at LMK, and this year we have been living that value through our work with other charities and networks who care about providing meaningful and impactful relationship education. Through collaborating with others, we want to bring brilliant relationship education to more young people, both through our collective effort on the ground and by standing together with our friends in the sector, creating a louder voice together to influence educational change.

Brook and the Women and Girls Network Partnership

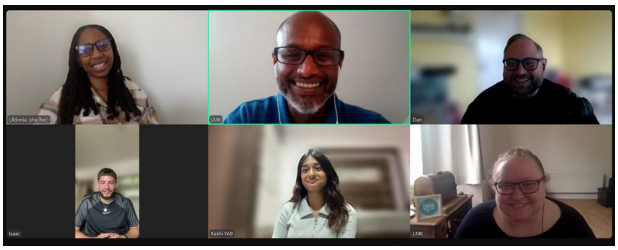
We completed the second year of our three-year partnership with Brook and the Women and Girls Network, delivering 43 10 Signs workshops within community and education settings, as part of the Sexual Violence Education and Training programme. 1,086 young people took part across the boroughs of Brent, Camden, Lambeth, Newham, Southwark, and Tower Hamlets.

We continue to be bowled over by the power of this partnership and the impact it is having on the young people involved.

> **I understood and got a wider perspective on how people can use manipulative tactics in relationships. What I took from [the workshop] was to understand that circumstances had to be put in place to cheat. I learned that not everyone deserves to be judged.**
> ***Male participant, Sexual Violence Education and Training workshop***

Back to contents

Place2Be Staffroom



Place2Be's Staffroom is an online community, where education professionals who have completed the Mental Health Champions Programme can access additional resources and discuss tips and learning with other school staff, trainee teachers and professionals across the UK.

LMK was delighted to collaborate with Place2Be this year to create a video with our YAB members and LMK Leaders. The video featured tips on how to have conversations with young people about relationships, and was shared on Place2Be's platform. This collaboration has allowed LMK to reach a much wider audience across the UK, engaging professionals in our learnings far beyond our immediate service beneficiaries.

> **I really love the video – actually hearing young people's voice & thoughts on the topic makes it that much more impactful.**
> ***Place2Be Rosie to check with Paul***

End Violence Against Women (EVAW) Coalition Prevention Network

As active members of the EVAW Coalition, LMK stands shoulder to shoulder with our friends in the sector, creating a louder voice together to influence the change needed to end violence against women and girls.

Some of the actions we took as EVAW members this year include:

- Signing the EVAW Coalition **letter to OfCom** outlining our concerns about how the Online Safety Act is being implemented
- Providing feedback to the Home Office on the draft resources for schools as part of their **ENOUGH campaign**
- Submitting our response to the **Government consultation on proposed changes to the Relationships, Sex and Health Education (RSHE) guidance**, where we have huge concerns around the proposed changes to delay extremely important conversations about relationships with young people.

Back to contents



▲ *Meeting between our YAB, The Good Side and Movember Foundation*

Evening Standard Show Respect Campaign

We are honoured to be one of 12 organisations to be awarded funding as part of The Evening Standard's Show Respect Campaign, an initiative tackling violence against girls by funding workshops about healthy relationships in schools for year 9 pupils. We attended the launch event in March 2024, where there was a lively discussion about the issues underlying violence against women and girls. We look forward to finding ways to collaborate over the coming year.

Movember

We were pleased to facilitate our young people on our YAB to meet with The Good Side and Movember Foundation to talk about best practice in running successful youth advisory/ outreach programmes. Our young people shared their stories from their time with LMK, so that Movember could learn from their experiences as they crafted their own youth advisory programme. This is just one of the ways LMK is committed to sharing best practice and helping the charity sector improve its understanding of young people's relationships.

Back to contents

What next for LMK



The second half of 2023-24 was an exciting time for LMK as we set our minds to developing our next **three-year strategy**. We were really pleased with the amount of internal and external engagement we achieved as part of our work. This included:

- Over 50 funders, supporters, staff and delivery organisations attended our strategy event in March 2024, contributing to our thinking around a new strategy.
- One-to-one interviews with people across the sector including representatives of the Department of Education, NCVO, other charities within the sector, schools, community groups and government policy influencers.
- Deep engagement from our YAB, Trustees, core team and LMK leaders through surveys, workshops and project working.

As well as adding depth and professional insight to our strategy, this work has extended our contacts across the sector and generated interest from external stakeholders about what LMK does next.

Back to contents

LMK strategic objectives 2024-2027

In July 2024, our Board of Trustees signed off the new strategy, which is effective from 1st September 2024. Our 10 Signs workshops for young people continue to be at the heart of LMKs work, and we are determined not only to reach more people, but also to ensure that we keep our focus on engaging those who are most at risk of relationship abuse.

We will embed our work by expanding the support we provide to young people and the adults around them beyond our workshops, reiterating the learning, providing opportunities for further information and signposting about the signs of healthy and unhealthy relationships.

We will continue to be a collaborative ally in the sector, widely sharing our on-the-ground knowledge of how young people are experiencing relationships with those who campaign and lead on policy change, with the aim of achieving better relationship education for all young people.

We will do these things whilst holding true to our LMK values of being kind, brave, collaborative and open, and will continue to have young people at the very centre of our organisation, shaping our content, sharing their experiences, being LMK ambassadors and helping to govern our charity.



▲ *Strategy document - Click here to view the document*

Back to contents

Statement of public benefit

Domestic violence and relationship abuse have a devastating effect on the lives of around 2.4 million people in the UK each year. It can affect anyone, of any background, and commonly starts as early as teenage relationships. LMK was created to take a much-needed preventative approach to this complex problem. We help young people thrive in their relationships and prevent them from becoming victims or perpetrators of abuse. In the creation and subsequent governance of LMK, all trustees have had regard to the Charity Commission For England and Wales' public benefit guidance when exercising their powers and duties.

Although we are primarily a charity focused on long-term prevention, we know that our workshops have an immediate impact on the lives of the young people we work with. As part of our medium term impact study, workshop participants reported the following changes as a direct result of attending an LMK workshop:

> **I have started to acknowledge when I am saying something wrong in order to get what I want. I plan to stop saying things now that I know it is wrong.**

> **My relationships now are undeniably healthy since I am able to distinguish the difference between toxic conflicts and healthy, respectful ones.**

Furthermore, our LMK Leaders regularly deal with disclosures of abuse during our workshops. We escalate any safeguarding concerns to our host organisations within 2 hours to get the young person the help they need, following up any concerns raised to ensure steps are taken to address the issues raised. It is clear that LMK provides social value far beyond our workshop interventions.

Back to contents

Structure, governance and management

1. Constitution and governing document

LMK is a CIO registered charity (charity number 1191149). We are an education charity with the following charitable objects:

To advance health by educating children and young people, their parents or guardians and those who work with them, on the subject of healthy relationships; and

To advance education by providing information and training on the topic of healthy relationships, in particular but not exclusively for the benefit of children and young people, their parents or guardians and those who work with them.

We are governed by our charity constitution.

2. Governing body and delegation of day-to-day management

LMK's Board of Trustees is the governing body. Meeting quarterly mainly online, the Board determines the charity's long-term strategy and approves the annual business plan and budget.

Currently we have 10 Trustees who bring wide and varied skills and expertise to the governance of LMK, including experts in Finance, HR, law, safeguarding, gender-based violence, marketing, consumer research, EDI and education. Our trustees voluntarily give their time to oversee the work of the charity.

Our Chair of Trustees, Kirsten Westlake, is also a Co-Founder of the charity. Our second Co-Founder, Saloni Thakrar, resigned from the Board in September 2023 although remains a keen supporter of LMK's work.

Specific Board of Trustee responsibilities are delegated to three sub-committees which report back to the Board on a quarterly basis; the Finance Sub-Committee, the HR Sub-Committee and the Safeguarding Sub-Committee. Each sub-committee has a Terms of Reference, with clear responsibilities and legal requirements managed through an

Back to contents

overarching Governance Planner that we introduced this year.

In August 2023, LMK's very first CEO, Deirdre Kehoe, took up her role and now manages the day-to-day activities of the charity. Reflecting the collaborative values of LMK, the CEO and Chair of Trustees work together closely, outside of formal Board of Trustee meetings, to ensure the smooth running of the charity.

We have also been privileged that so many of our trustees have given their time, over and above their governance duties, to provide guidance and expertise in the day-to-day activities of the charity. A particular highlight this year has been working with Umeeda Nathoo to deliver LMKs first marketing campaign.

3. Method of appointment or election of Board of Trustees

In line with our constitution, all trustee recruitment happens openly, with oversight by our HR Sub-Committee and through an interview process conducted by a range of members of the Board as well as the CEO.

This year, our Chair of the Board of Trustees and the CEO undertook NSPCC Safer Recruitment Training, and applied that learning as they looked to recruit new trustees to the Board.

Following a skills audit, in 2023-24 we recruited two new trustees to our Board: Nicole Walsh, a consultant on gender-based violence and violence against women and girls with 15 years experience of working with young people, as well as Esther Timson, a safeguarding expert with experience across domestic violence, victim support, and national and international development, who now Chairs our Safeguarding Sub-Committee.

4. Policies adopted for the induction and training of Board of Trustees

New trustees receive an extensive induction to LMK, which includes a mandatory requirement to shadow at least one of our 10 Signs workshops and introductory meetings with the Chair, CEO and key members of the core staff team. They are also provided with a full information pack about the work of LMK which includes our strategy, annual plan, budget and risk registers.

New trustees are required to sign up to the LMK Trustee Code of Conduct (which has been refreshed this year), as well as confirming that they have read and understood some key LMK policies including our Safeguarding Policy and our Data Protection Policy.

All new trustees are required to undertake the NSPCC Safeguarding

Training for Trustees. As part of their induction, and to support them in their governance role, new trustees are supported to identify specialist training where appropriate.

5. Related party relationships

All trustees are required to complete a Conflict of Interest Form and an Automatic Disqualification Form on an annual basis, and there is also a verbal check of any updates on Conflict of Interest before each Board and Committee Meeting.

No charity trustees were paid or received any other benefits from their association with the charity in the year 2023-24. No charity trustee received payment for professional or other services supplied by the charity.

There is just one related party relationship known to LMK; Kirsten Westlake, Co-Founder and Chair of our Board of Trustees, is also a trustee of Two Magpies Fund, with decision making influence. LMK received a grant of £100k from the Two Magpies Fund in 2023-24.

6. Remuneration policy for key management personnel

This year LMK created a new Remuneration policy, setting out how we seek to remunerate our employees in a fair and consistent manner to attract and keep appropriately qualified staff to lead, manage and support its charitable activities.

When setting salaries at LMK, we strive to balance:

- affordability (determining a reasonable rate we can afford, which allows us to attract external applicants)
- internal fairness (ensuring jobs with more responsibility are paid at a higher rate)
- external parity (market rates)

In 2023-24, one member of staff earned more than £60,000.

7. Risk Management

The Board of Trustees understands that it is responsible for ensuring that the major risks to which LMK is exposed are identified, particularly those related to the operations and finances of the charity, and that they must oversee systems to mitigate those risks.

LMK has risk monitoring processes embedded in it's day-to-day activity:

- A series of individual **risk registers** are kept up to date on a rolling basis, covering key areas such as finance, HR, safeguarding, operational and governance risks. In 2023-24 we created a topline strategic risk register to ensure

Back to contents

that the Board of Trustees could easily access the top risks which could affect the implementation of our organisational strategy. All of our risk registers are reviewed by the Board of Trustees every six months, with some risk registers (HR, Finance, Safeguarding) receiving additional security by the relevant Sub-Committee.

- This year, we have also taken a risk-based approach to our **income forecasting**, building in risk levels on predicted income to allow for greater robustness in our forecasting work. This work is then scrutinised and approved by the Finance Sub-Committee and our Board of Trustees. In addition, our Chair of the Finance Sub-Committee meets with the CEO and Head of Fundraising and Development on a monthly basis to review the latest management accounts and understand any variances that may heighten our financial risk.
- On a day-to-day, operational basis, we have **risk assessments** in place for all our programme activity, tailored for whether this work happens within a face-to-face or online environment. Risk assessments have been reviewed and updated in light of the updated National Youth Agency guidance following the Stockport attack and far-right riots in summer 2024.

8. Complaints

At LMK we track and review all complaints received, whether formal or informal. We provide a report to our Board of Trustees outlining complaints received, actions taken and lessons learned so that we can continuously improve our practice. In 2023-24 we received and resolved 2 formal complaints.

Back to contents

Financial review

1. Review of performance and position

We are pleased to report that LMK has experienced strong and steady income growth over the year. Income for 2023-24 was £686,390, a 35% increase on 2022-23. Our expenditure has increased correspondingly to £604,242. This is due to the costs associated with the increased number of workshops delivered (40 more workshops in 2023-24, reaching 1,388 more participants). We have had an increase in the number of people in our team with the addition of our first CEO and a Fundraising Manager to support our Head of Fundraising and Development. Our CEO took over the operational leadership of the charity from the Co-Founders in August 2023, and investing in our Fundraising Team ensures greater resilience and long term sustainability in our income growth.

Fundraising Compliance

Over the past 12 months, LMK closely monitored our fundraising practices to ensure they are in line with guidelines set out in the Fundraising Regulator's Code of Practice, the Charities Act and General Data Protection Regulations. We complete annual CC20 reviews to ensure all of our fundraising activity is compliant to the Charity Commission requirements. At the beginning of each financial year we complete an annual review of our Fundraising Policy and due diligence processes around fundraising activity.

Statement of trustee responsibilities

With operational support from our external accountant and core team, LMK trustees have prepared the annual report and the financial statements in accordance with the applicable law and United Kingdom (UK) Accounting Standards (UK Generally Accepted Accounting Practice). In preparing these financial statements, the trustees are aware of their requirement to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent.

2. Reserves Policy

As part of Trustee sign off of the 2023-24 budget, in July 2023 they

Back to contents

considered the level of reserves they felt most appropriate for the charity and agreed on a minimum of three months operating costs which equated to £62,000, based on the plans and associated budget for the year ahead. This was in line with the established Reserves Policy of the charity. In the longer term, we aspire to growing reserves towards six months of core running costs.

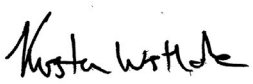
The Reserves policy requires LMK to hold funds to meet core running costs. These equate to the staff costs for two months (based on their notice period), LMK leaders for three months and the costs of giving three month notice on committed expenses.

Throughout 2023-24 our cash flow remained strong and we were successful in securing a higher proportion of unrestricted funding which provided greater flexibility to meet core costs. Unrestricted reserves at the end of the year was £109,555, significantly above our original aim of three months but in line with the Trustees longer term ambition to grow reserves from 3 months of costs to six months of costs.

3. Going Concern

Based on the continued growth in income shown in accounts for 2023-24, our forecasted income for 2024-25, our risk monitoring and the activities we are aspiring towards as laid our in our three-year strategy and annual plan for the year ahead, we expect that LMK will continue to operate for the foreseeable future.

The Trustees' Annual Report has been approved by the Trustees on 22/01/2025 and signed on their behalf by



Kirsten Westlake
Chair, LMK

The Independent Examiners Report

Back to contents

CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name Let Me Know (LMK)		
On accounts for the year ended	31 August 2024	**Charity no (if any)**	1191149
Set out on pages	appended (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 August 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 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:		**Date:**	14 January 2025
Name:	Charles Ssempijja		
Relevant professional qualification(s) or body (if any):	FCA		
Address:	3rd Floor, 86-90 Paul Street London, EC2A 4NE		

Back to contents

The financial statements

Back to contents

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2024

	Note	2024 Unrestricted General £	Restricted £	Total £	2023 Unrestricted General £	Restricted £	Total £
Income from:							
Donations and legacies							
Grant Funding		**129,800**	**312,880**	**442,680**	112,316	314,331	426,647
Individual Donations and gift aid		**23,831**	**17,770**	**41,601**	12,492	25,270	37,762
Corporate Donations		**105,000**	**12,175**	**117,175**	1,362	–	1,362
Donation in kind		**70,984**	**–**	**70,984**	18,910	–	18,910
Charitable activities							
Workshops delivery		**7,584**	**500**	**8,084**	4,250	6,250	10,500
Other trading activities							
Fundraising Events		**643**	**–**	**643**	13,838	–	13,838
Training		**3,850**	**–**	**3,850**			
Investments							
Bank Interest		**1,373**	**–**	**1,373**	198	–	198
Total income		**343,065**	**343,325**	**686,390**	163,366	345,851	509,217
Expenditure on:	3						
Cost of raising funds		**156,082**	**1,296**	**157,378**	64,966	1,296	66,262
Charitable activities							
Workshop delivery		**146,160**	**300,704**	**446,864**	100,359	236,440	336,799
Total expenditure		**302,242**	**302,000**	**604,242**	165,325	237,736	403,061
Net income/(expenditure) for the year		**40,823**	**41,325**	**82,148**	(1,959)	108,115	106,156
Transfers between funds	10	**14,229**	**(14,229)**	–	(72)	72	–
Net movement in funds		**55,052**	**27,096**	**82,148**	(2,031)	108,187	106,156
Reconciliation of funds:							
Total funds brought forward		**54,503**	**166,380**	**220,883**	56,534	58,193	114,727
Total funds carried forward	11	**109,555**	**193,476**	**303,031**	54,503	166,380	220,883

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

Back to contents

Balance sheet

As at 31 August 2024

	Note	£	2024 £	£	2023 £
Current assets:					
Debtors	8	**38,177**		3,237	
Cash at bank and in hand		**282,870**		226,641	
		321,047		229,878	
Liabilities:					
Creditors: amounts falling due within one year	9	**18,016**		8,995	
Net current assets / (liabilities)			**303,031**		220,883
Total net assets / (liabilities)	10		**303,031**		220,883
The funds of the charity:	11				
Restricted income funds			**193,476**		166,380
Unrestricted income funds:					
General funds		**109,555**		54,503	
Total unrestricted funds			**109,555**		54,503
Total charity funds			**303,031**		220,883

Approved by the trustees on 22/01/2025 and signed on their behalf by

E. C. Neillie

Emma Neillie
Treasurer, LMK

Kirsten Westlake

Kirsten Westlake
Chair, LMK

Back to contents

Statement of cash flows

For the year ended 31 August 2024

	2024 £	2023 £
Net income / (expenditure) for the reporting period	**82,148**	106,156
(Increase)/decrease in debtors	**(34,940)**	(81,916)
Increase/(decrease) in creditors	**9,021**	3,827
Net cash from/(used in) operating activities	**56,229**	28,067
Change in cash and cash equivalents in the year	56,229	28,067
Cash and cash equivalents at the beginning of the year	226,641	29,358
Cash and cash equivalents at the end of the year	**282,870**	57,425

Analysis of cash and cash equivalents

	At 31 August 2024 £	At 31 August 2023 £
Cash in hand and at bank	282,870	226,641
Total cash and cash equivalents	**282,870**	226,641

1 Accounting policies

a) Company information

LMK (Let Me Know) is a charity registered in England with registration number 1191149. Its registered office address is 85-87 Bayham Street, London NW1 0AG

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Update Bulletin 2, and the Charities Act 2011. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. In making this assessment the trustees have considered the impact of the Cost of Living Crisis.

Annual budgets have been revised taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

e) Income

Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants with performance-related conditions are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is allocated to a separate fund unless the donor or terms of the appeal has specified otherwise and instead is treated as an addition to the same fund as the initial donation.

f) Donations of gifts, services and facilities

Donated services (including the time given to the organisation by volunteers) and facilities are included in the SOFA when received at the value of the gift to the charity, provided the value can be measured reliably. Where appropriate, donated services and facilities are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

Back to contents

1 Accounting policies (continued)

g) Interest receivable

Interest on funds held on deposit is included when receivable.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of offering fellowships, programmens and campaigns and delivering related services undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) 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.

Financial assets

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial Liabilities

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

Back to contents

1 Accounting policies (continued)

l) Significant accounting policies

In the application of the company's accounting policies, the charity is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Donation in kind

During the year, donation in kind of £70,984 (2023: £18,910) was received which included the following.

	2024	2023
	£	£
Workshop Programmes, Materials and Content	-	1,075
Workshop Venue & Catering	-	1,500
Staff recruitment, welfare and travel	18,042	1,650
Marketing, Fundraising and Research	52,942	2,400
IT Costs	-	3,819
LMK Leader Training Costs	-	529
Legal and Consultancy Fees	-	5,937
Administration and sundry costs	-	2,000
	70,984	18,910

Of the total donation in kind, £22,966 (2023:£10,721) was from two trustees.

3 Analysis of expenditure

	Charitable activities				
	Cost of raising funds £	Workshops delivery £	Support costs £	**2024 Total £**	2023 Total £
Staff costs (Note 4)	87,559	193,917	44,092	**325,568**	205,537
Staff recruitment, welfare and travel	–	–	23,928	**23,928**	32,471
LMK Leaders Workshop Delivery	–	90,075	–	**90,075**	86,446
LMK Leader Training Costs	–	11,817	–	**11,817**	9,557
Workshop Programmes, Materials and Content	–	9,633	–	**9,633**	7,425
Workshop Venue & Catering	–	1,624	–	**1,624**	3,249
Youth Advisory Board	–	4,613	–	**4,613**	2,737
Other Training Costs	–	1,905	–	**1,905**	252
Administration Costs	–	–	12,990	**12,990**	7,178
CPD Programme	–	2,231	–	**2,231**	–
Evaluation	–	–	11,607	**11,607**	1,599
Fundraising event costs	–	–	–	**–**	4,191
Independent Examiner Fee	–	–	960	**960**	600
Insurance	–	–	1,112	**1,112**	1,105
IT Costs	–	–	34,511	**34,511**	18,766
Legal and Consultancy Fees	–	–	1,849	**1,849**	16,240
Marketing, Fundraising and Research	69,819	–	–	**69,819**	5,708
	157,378	315,815	131,049	604,242	403,061
Support costs	–	131,049	(131,049)	–	–
Total expenditure 2024	157,378	446,864		**604,242**	**403,061**
Total expenditure 2023	8,210	219,302		227,512	

Of the total expenditure, £117,158 was unrestricted (2023: £165,325) and £455,404 was restricted (2023: £237,736).

4 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**263,637**	163,005
Social security costs	**22,123**	7,672
Employer's contribution to defined contribution pension schemes	**15,832**	4,038
Freelance staff	**23,976**	30,822
	325,568	205,537

The following number of employees received employee benefits (excluding employer national insurance and pension costs) during the year in bandings of costs greater than £60,000(2023:Nil)

	2024	2023
	No.	No.
£80,000 - £89,999	**1**	-

The total employee benefits including employer national insurance and pension contributions of the key management personnel, made up of Chief Executive Officer, Head of Fundraising & Development, Relationship and Engagement Manager and Programme Manager were £229,610 (2023: £108,918).

In August 2023, LMK appointed its first Chief Executive Officer who has taken over the day to day management of the charity from two of the co-founders.

5 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Charitable activities	**7.6**	6.7
	7.6	**6.7**

6 Related party transactions

No trustees were reimbursed any expenses for travel or subsistence during the year (2023: nil).

No charity trustees were paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Restricted donations of £4924 was received during the year from one trustee to cover costs of marketing leaflets. (2023:nil)

In aggregate, unrestricted grants and donations of £18,042 (2023:£18,910) were received during the year from two related parties all of which all (2023:£1,240) were donation in kind.

During the year one grant of £100,000 (2023: two grants totalling £127,312) was received from Two Magpies Fund. Kirsten Westlake, Trustee of LMK is also a trustee of Two Magpies Fund with decision making influence.

There are no other related party transactions to disclose for 2024 (2023: none).

Back to contents

7 Taxation

The charitable company is exempt from corporation tax to the extent that all its income is charitable and is applied for charitable purposes.

8 Debtors

	2024	2023
	£	£
Prepayments and accrued income	38,177	3,237
	38,177	3,237

9 Creditors: amounts falling due within one year

	2024	2023
	£	£
Taxation and social security	–	1,533
Other creditors	1,906	1,085
Accruals	16,110	6,377
	18,016	8,995

10 Analysis of net assets between funds

	General unrestricted	Restricted	Total funds 2024
	£	£	£
Net current assets	109,555	193,476	303,031
Net assets at the end of the year	109,555	193,476	303,031

	General unrestricted	Restricted	Total funds 2023
	£	£	£
Net current assets	54,503	166,380	220,883
Net assets at the start of the year	54,503	166,380	220,883

11 Movements in funds

	At 1 September 2023	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 August 2024
	£	£	£	£	£
Restricted funds:					
CRM IT Project	8,430	15,000	(20,916)	–	**2,514**
Evalution project	3,848	1,484	(4,160)	–	**1,172**
Funds for YAB	836	4,879	(3,847)	11	**1,879**
Leap	–	3,000	–	–	**3,000**
Marketing	–	5,020	(5,016)	(4)	**–**
Staff and freelancers	104,578	185,962	(163,427)	379	**127,492**
Training	4,345	–	(4,345)	–	**–**
Workshops in any borough	29,468	113,805	(73,849)	(14,615)	**54,809**
Workshops in Camden	3,377	–	(3,377)	–	**–**
Workshops in Camden and Islington	1,400	–	(1,400)	–	**–**
Workshops in Islington	644	–	(644)	–	**–**
Workshops in Kensington & Chelsea	2,000	–	(2,000)	–	**–**
Workshops in other boroughs	–	2,000	(200)	–	**1,800**
Workshops in Wandsworth	1,350	–	(1,350)	–	**–**
Workshops in Westminster	6,104	12,175	(17,469)	–	**810**
Total restricted funds	166,380	343,325	(302,000)	(14,229)	**193,476**
Unrestricted funds:					
General funds	54,503	343,065	(302,242)	14,229	**109,555**
Total unrestricted funds	54,503	343,065	(302,242)	14,229	**109,555**
Total funds	220,883	686,390	(604,242)	–	**303,031**

Back to contents

11 Movements in funds (continued)

	At 1 September 2022	Income & gains	Outgoings & losses	Transfers	At 31 August 2023
	£	£	£	£	£
Restricted funds:					
Community workshops in Southwark	1,500	–	(1,500)	–	–
CRM IT Project	–	15,000	(6,570)	–	**8,430**
Evalution project	–	6,026	(2,178)	–	**3,848**
Funds for External Data Protection Officer	1,827	–	(1,827)	–	–
Funds for YAB	1,774	3,310	(4,315)	67	**836**
Islington - Youth Worker Costs	2,500	–	(2,500)	–	–
IT	1,172	–	(1,172)	–	–
Photography	–			–	–
Recruitment & training leaders	–	10,316	(10,316)	–	–
Social Media and Printing	2,100	–	(2,100)	–	–
Staff and freelancers	16,068	237,292	(148,787)	5	**104,578**
Training	6,533	10,129	(12,317)	–	**4,345**
Workshops in any borough	9,800	47,186	(27,518)	–	**29,468**
Workshops in Bromley	–	2,000	(2,000)		–
Workshops in Camden	6,377		(3,000)		**3,377**
Workshops in Camden and Islington	1,400	–	–	–	**1,400**
Workshops in Islington	–	4,480	(3,836)	–	**644**
Workshops in Kensington & Chelsea	–	2,500	(500)		**2,000**
Workshops in Wandsworth	–	3,750	(2,400)		**1,350**
Workshops in Westminster	7,142	3,862	(4,900)	–	**6,104**
Total restricted funds	58,193	345,851	(237,736)	72	**166,380**
Unrestricted funds:					
General funds	56,534	163,366	(165,325)	(72)	**54,503**
Total unrestricted funds	56,534	163,366	(165,325)	(72)	**54,503**
Total funds	114,727	509,217	(403,061)	–	**220,883**

Transfers include:

Overspent restricted grants transferred from general funds

Transfers from restricted funds to general funds agreed with funders

Thank you

The LMK Family extends beyond our trustees, YAB Members and staff to the many freelancers, advisors and funders who support us to deliver our work in the most impactful way possible. We cannot thank you enough for the insight, support, expertise and funding you provide that allows us to deliver our service to young people and the adults around them.

Advisors and freelancers

Abi Angus
Aleysha Rattray
Alison Longster
Becky Pugh
Connor Moore
Diana Dewing
Lildonia Lawrence
Louise Yalonetzky
Manish Gajria
Rebecca Waclawyj
R-Agency & Flight Create
Rob Sproston
Sam Whitaker
Shruti Soni
Sophie Klein
Warwick Leicester

LMK Leaders

Ameliah Rayn
Anshu Kashyap
Anthony Powell
Dan Curran
Ella Sheltawy
Esri Chippendale
Ivy McIntyre-Baron
Jeremy Lyons
Joseph Winer
Kaine Senkumba
Katie Fotis-Heeney
Lildonia Lawrence
Lois Dunn
Louise Ashwell
Louise Yalonetzky
Lu Wilson
Marcus Walters-Pearce
Nicholas Morgan
Penny Wood
Prince Kwakye
Rebecca Waclawyj
Rhys Shirley-Clarke
Ruin Massia
Ryan Carthy
Saira Kamaly
Sharareh Avazzadeh
Shirin Taherzadeh
Simone Ujah

Back to contents

Funders































Back to contents

Endnotes

1 National Crime Agency, April 2024 *back to reference*

2 Lords Library, June 2023 *back to reference*

3 Harvard Study of Adult Development - established 1938, still ongoing, approx 1300 participants *back to reference*

4 OnePoll Survey of 2000 young people aged 16-24yrs, Jan 2024 *back to reference*

5 Office for National Statistics - Domestic abuse in England and Wales overview: Nov 2022 *back to reference*

6 Royal College of Psychiatrists, March 2024 *back to reference*

7 National Policing Statement 2024 for Violence Against Women and Girls *back to reference*

8 National Crime Agency, April 2024 *back to reference*

9 Trade Union Congress, 2023 *back to reference*

10 Words Matter charity survey, Sept 2023 *back to reference*

11 ONS November 2022 *back to reference*

12 International Journal of Child, Youth and Family Studies (2014) *back to reference*

13 Women and Equality Unit: The Cost of Domestic Violence September 2004 Professor Sylvia Walby (University of Leeds) cost of domestic violence. Women and Equality Unit *back to reference*

14 Research from the International Policing and Public Protection Research Institute (IPPPRI - formerly PIER – Policing Institute for the Eastern Region) part of Anglia Ruskin University *back to reference*

15 NSPCC, 2023 *back to reference*

16 Government Response to Domestic Abuse Commissioner's Report: "A Patchwork of Provision: how to meet the needs of victims and survivors across England and Wales", March 2023 *back to reference*

17 Bentivegna, F and Patalay, P (2022). The impact of sexual violence in mid-adolescence on mental health: a UK population-based longitudinal study. The Lancet Psychiatry: VOLUME 9, ISSUE 11 *back to reference*

18 Trade Union Congress, 2023 *back to reference*

Back to contents

19 Youth Endowment Fund Toolkit: Relationship Violence Prevention Lessons and Activities *back to reference*

20 Femicide Census 2021 *back to reference*

21 Safe Lives, Disability and Domestic Violence, 2016 *back to reference*

22 National Institute for Health and Care Excellence(NICE) 2023 Domestic Abuse - What are the Risk Factors?, Safelives (2017) Disabled Survivors Too *back to reference*

23 Skafida, V. (2023) Poverty, social inequality and domestic abuse: The impact on children. Implications for Social Work Practice. Nuffield (2022) Relationship between poverty and child abuse and neglect *back to reference*

24 NHS Wales Adverse Childhood Experiences *back to reference*

25 Galop (2021) Commissioning for Inclusion:Delivering service for LGBT+ survivors of domestic abuse *back to reference*

26 Derived from survey responses from young people participating in LMK workshops *back to reference*

27 IPPPRI "It's normal these days." Self generated child sexual abuse fieldwork findings report, December 2023 *back to reference*

28 Taheri et al., 2016; Merrells et al., 2018 *back to reference*

29 LMK/One Poll Survey, 2000 young people aged 16-24, Jan 2024 *back to reference*

Registered charity number: 1191149
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LMK (LET ME KNOW)

England & Wales - Charity number 1191149

Accounts



LMK™
Let Me Know

LMK – Let Me Know

Annual Report and Accounts For The Year Ended 31st August 2023.

Administrative information for the year ended 31st August 2023.

Charity name: LMK – Let Me Know

Registered number: 1191149

Registered Address: 85-87 Bayham Street, London, NW1 0AH

Trustees:
Emma Neillie (Treasurer and Chair of Finance Subcommittee)
Helen Wolstenholme
Dr Holan Liang (until 4th July 2023)
Keith Morgan (Equality, Diversity, Inclusion Lead)
Kirsten Westlake (Co-founder and Chair of Trustees)
Louise Harland
Ndubuisi Uchea
Saloni Thakrar (Co-founder and Chair of Safeguarding Subcommittee)
Sam Elsokari (until 10th July 2023)
Sophie Newton (Chair of Human Resources Subcommittee)
Umeeda Nathoo

LMK Team:
Anna Olliffe (Research and Evaluation Manager)
Becky Pugh (Graphic Design)
Charlotte Bradford (Head of Fundraising until October 2022)
Clare Hoddinott (Team Coordinator)
Eleanor Davies Lawley (Professional Development and Participation)
Elinor Dorrell (Head of Fundraising)
Laura Hastie (Social Media Manager)
Melina Alexandrou (Campaigns Manager until March 2023)
Rosamund Dickinson (Relationship and Engagement Manager)
Shelly Khaled (Programme Manager)
Shruti Soni (External Accountant)

Youth Advisory Board:
Anisa
Atitiya
Babi
Blessing (until September 2022)
Eva
Grace
Hope
Ice
Isaac
Izzy
Joshua (until September 2022)
Kashi
Kaya
Keenayah
Kody
Mehraveh
Merle
Miriam (LMK Programme Team intern)
Safia
Saskia
Tilly

Bank: CAF Bank Ltd, West Malling, Kent ME19 4JQ

Independent Examiner: Charles Ssempijja FCA, NfP Accountants Ltd, 3rd Floor, 86-90 Paul Street, London, EC2A 4NE

Contents

Step inside LMK 4
Why is LMK needed? 6
Building happy lives through healthy relationships 8
Considered growth and deeper impact 10
Continuing the Conversation workshops 12
Inclusive workshops 14
Training for professionals 16
Growing and scaling up 18
LMK in collaboration 20
Youth Advisory Board 22
Measuring LMK's impact 26
Statement of public benefit 28
LMK in the community 29
LMK in schools 30
LMK online 32
What next for LMK? 34
Financial review 36
Structure, governance and management 38
The Independent Examiners Report 41
The financial statements 43
Thank you 54

Step inside LMK

You can find out more about LMK's Vision in this short video Inside LMK: vimeo.com/user182687372/insidelmk

Executive Summary

Domestic violence and relationship abuse have a devastating effect on the lives of around **2.4 million people** in the UK each year. This means 1 in 4 women, 1 in 6 men, and 3 in 4 transgender and non-binary people will experience it in their lifetime. You are most likely to experience that abuse between the ages of **16-19 years old**[1].

LMK was created to take a preventative approach to this complex problem, with a mission to educate young people on how to **build positive, healthy relationships, free from abuse**.

Now in our third year, LMK is moving from a start-up to a more established charity. This report demonstrates the high demand for our services, the impact we are having as we change young lives, and the difference we have made to thousands of young people across London in the year from September 2022 to August 2023.

Since LMK began, we have worked with:

9,541 young people | in **483** workshops | working with **112** partners | across **22** London Boroughs

In our first year our priority was creating compelling **10 Signs** workshop content, laying down roots in the communities we support and building strong partnerships with them. In our second year LMK built on this foundation and expanded across London. The 10 Signs, an evidence-based, proven framework developed by Johns Hopkins University, continue to form the core of LMK's services.

In this, our third year, we have continued to grow but have deepened our offering. We have embedded our new **Inclusive Modules** for young people with special educational needs and disabilities (SEND), our workshops on **Pornography and Sharing Explicit Images without Consent** and our **Continuous Professional Development (CPD)** workshops which train other frontline professions to have non-judgemental conversations about healthy and unhealthy relationship behaviours. We have also begun piloting a Workplace Relationships programme and are developing a Whole School Approach methodology. This is also the year that our new **Youth Advisory Board** (YAB) really flourished, becoming the beating heart of the charity; they influence our strategy and materials, role-model the 10 signs, and act as peer mentors to one another and ambassadors for LMK.

Through these programmes in 2022/23, we have reached 4,617 young people and 286 adults across 20 London boroughs. Our work has been characterised by our core value of **collaboration**, as we worked in partnership with 85 amazing schools and community organisations including City Hall, Carshalton Athletic, Mosaic, Brook and Reach Feltham Academy. Through them we have supported teenagers battling everyday concerns about body image, mental health, exam stress and their relationships with friends, family and romantic partners, as well as young people who are care-affected, young offenders, refugees, homeless, and survivors of grooming and sexual abuse.

This year, we have observed several worrying trends that make our work feel all the more urgent.

- A sharp increase in the free expression of **misogynistic views**, which we attribute to the rise in popularity of Andrew Tate. We have heard young men in workshops unashamedly making sexist remarks, believing young women are subservient and should be treated as such. This does not just seem to be about 'pushing boundaries' but rather a dangerous upswell of pent-up emotion where young men see his views as aspirational and 'truth telling'. Our LMK Leaders of all genders challenge these views constructively and without judgement on a daily basis.
- Easy access to extreme **pornography** continues to impact young people, causing unrealistic expectations for their own bodies but also misrepresenting what acts are a 'standard' part of sex to impressionable teenagers wanting to learn. After all, strangulation, hitting and name calling are seen more often in porn than conversations around consent and condoms. Our new modules on Pornography and Sharing Explicit Images without Consent debunk these myths, challenge preconceptions around norms and offer young people practical steps to help them when things go wrong. We are proud that LMK is able to lead the way on having open, honest conversations on topics which many parents, teachers and frontline professionals feel ill equipped to handle.

The effects of the **cost of living crisis** and the **War in Ukraine** mean that funds are understandably being diverted to frontline interventions such as food, clothing and shelter, despite the vital importance of prevention. Like many other charities we have therefore experienced fundraising challenges.[2] Although LMK's overall income has risen by 61%, our success rate for grant applications in particular has fallen. As a result, our pace of growth has been slower than we had hoped, despite entering 9 new boroughs.

Despite this challenging backdrop, we know that LMK workshops continue to make a tangible difference to the lives of young people in London:

Two thirds of young people who attended an LMK workshop told us we had changed their understanding of healthy and unhealthy relationships

84% of young people who attended an LMK workshop knew how to seek help for themselves or a friend in an abusive relationship

This success is thanks to the incredible commitment and skills of the LMK community.

Together we are driving forward vital change that will help reduce levels of domestic violence, relationship abuse and sexual assault. As the charity's first CEO Deirdre Kehoe comes on board in August 2023 and our co-founders Saloni Thakrar and Kirsten Westlake step back, they wanted to express their heartfelt gratitude to everyone who has helped them build LMK: the Programme Team, LMK Leaders, Trustees, YAB Members, Advisors and Funders, as well as the inspiring young people they have had the honour to work with.

Thank you to everyone who has played a part this year and in LMK's journey so far. We are looking forward to seeing what LMK will achieve next.

LMK Board of Trustees

Our programme is based on the '10 Signs,' a framework developed by Johns Hopkins School of Public Health and has been used for over a decade by the One Love Foundation in the US.

10 signs of a healthy relationship		10 signs of an unhealthy relationship	
Equality	Independence	Intensity	Manipulation
Kindness	Boundaries	Sabotage	Possessiveness
Owning Actions	Healthy Conflict	Deflecting Responsibility	Guilting
Fun	Respect	Volatility	Betrayal
Honesty	Trust	Isolation	Belittling

1. (Source: Office National Statistics - Domestic abuse in England and Wales overview: November 2022 and March 2020. Also, The Domestic Abuse Commissioner's blog into Loving Me citing Garthe et al., 2018); 2. Charities Aid Foundation: UK Giving Report 2023

Why is LMK needed?

1 in 4 women **&** **1 in 6** men, **3 in 4** transgender **&** **3 in 4** non-binary people

experience relationship abuse in their lifetime.
You are most likely to become a victim between the ages of 16 – 19 yrs[1]

Relationship Abuse, Sexual Violence and Harassment is a massive problem

7% rise -
the number of police recorded domestic abuse related crimes rose 7.7% to 910,980 in the year ending March 2022 compared to the previous year[3]

798,000
women are raped or sexually assaulted every year. That's
1 in 30
women[2]

Schools aren't always safe places...

80%
of UK school girls have been put under pressure to share sexual images of themselves[5]

1 in 3 girls
think schools wouldn't take reports of sexual harassment seriously[4]

59%
of UK school girls have been videoed or photographed without their consent[5]

Pornography and online Influencers are major contributing factors to the way young people act in relationships...

1 in 4
young men agree with Andrew Tate's misogynistic views on women[6]

Sources:
1. Office for National Statistics - Domestic abuse in England and Wales overview: November 2022 and The Domestic Abuse Commissioner's blog into Loving Me citing Garthe et al., 2018
2. Rape Crisis England and Wales for year ending March 2022
3. The Crime Survey for England and Wales in the year ending March 2022
4. nfpResearch survey of 1,000 young women and 500 young men aged 16 – 18, between 3-14 November 2022
5. Ofsted's review of sexual assault in schools and colleges, June 2021 **https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges**
6. YouGov data of 18-29 year old males from a survey 2,000 people, May 2023

And there are wider ripple effects in society...

£66 Billion
estimated social and economic costs of domestic abuse[7]

1 in 5
children have lived with an adult perpetrating domestic abuse[8]

Children exposed to domestic violence are:

2.8 times
more likely to obtain low school grades

&

1.6 times
more likely to be absent from school[9]

30 women
attempt suicide every day as a result of experiencing domestic abuse and every week three women take their own lives[10]

Some groups are disproportionately impacted...

Victims from BAME communities typically suffer abuse for
1.5 times
longer before receiving help than those who identify as White British or Irish[13]

80%
of trans people have experienced emotional, sexual, or physical abuse from a partner or ex-partner[12]

Disabled women are
twice as likely
to experience domestic abuse

&

twice as likely
to suffer assault and rape[11]

Bisexual women are almost
twice as likely
to be abused as straight women[12]

Sources:
7. The economic and social costs of domestic abuse Research Report 107 Rhys Oliver, Barnaby Alexander, Stephen Roe and Miriam Wlasny January 2019
8. NSPCC: Child abuse and neglect in the UK today, 2019
9. International Journal of Child, Youth and Family Studies (2014) 5(4): 493–587 In Harm's Way: A Special Issue on the Impacts and Costs of Witnessing Intimate Partner Violence. A COMPREHENSIVE REVIEW OF THE LITERATURE ON THE IMPACT OF EXPOSURE TO INTIMATE PARTNER VIOLENCE FOR CHILDREN AND YOUTH. Sibylle Artz, Margaret A. Jackson, Katherine R. Rossiter, Alicia Nijdam-Jones, István Géczy, and Sheila Porteous)
10. Women and Equality Unit: The Cost of Domestic Violence September 2004 Professor Sylvia Walby (University of Leeds) cost of domestic violence. Women and Equality Unit
11. SafeLives report Disabled Survivors Too, March 2017 **https://safelives.org.uk/sites/default/files/resources/Disabled%20Survivors%20Too%20CORRECTED.pdf**
12. Stonewall's Domestic violence and abuse - resources for LGBT people **https://www.stonewall.org.uk/domestic-violence-and-abuse-resources-lgbt-people**
13. Supporting BAME Victims, What the Data Shows by Gemma Penny. **www.safelives.org.uk**

Building happy lives through healthy relationships

Vision:

LMK is committed to creating a world in which domestic violence, relationship abuse and sexual assault no longer exist, and young people are able to build happy lives through healthy relationships. LMK believes this can only be achieved through education.

Mission:

Good relationships shape our health and happiness, but we are taught so little about them. LMK is an education charity on a mission to change that. **We educate young people on how to build positive, healthy relationships, so that they can avoid abuse and thrive in their relationships.** We put the voices and experiences of young people at the heart of our work to ensure that we:

- **Educate** young people on how to build positive, healthy relationships, preventing them from becoming victims or perpetrators of abuse.
- **Empower** young people to advocate for their own happiness, enabling them to speak out, seek help and challenge attitudes which tolerate, condone or conceal abusive behaviours.
- **Elevate** the skills of carers and professionals to help young people navigate relationships and get the support they need and deserve.

Our 'why':

Domestic Violence and Relationship Abuse affects **2.4 million people in the UK each year**. 1-in-4 women and 1-in-6 men will experience an abusive relationship in their lifetime. Many charities exist to support survivors of domestic violence, relationship abuse and sexual assault, but few offer a comprehensive prevention programme to stop the abuse before it begins. LMK was created in 2020 to be part of the solution, taking a much-needed **preventative approach** to this complex problem.

Our objectives: Now in its third year, LMK was created to ensure that:

- Young people understand the differences between healthy and unhealthy relationships and use this knowledge to keep themselves and their friends safe;
- Adults (parents, teachers and community leaders) feel confident supporting young people in their relationships.



We do this through:

Our Education Programme

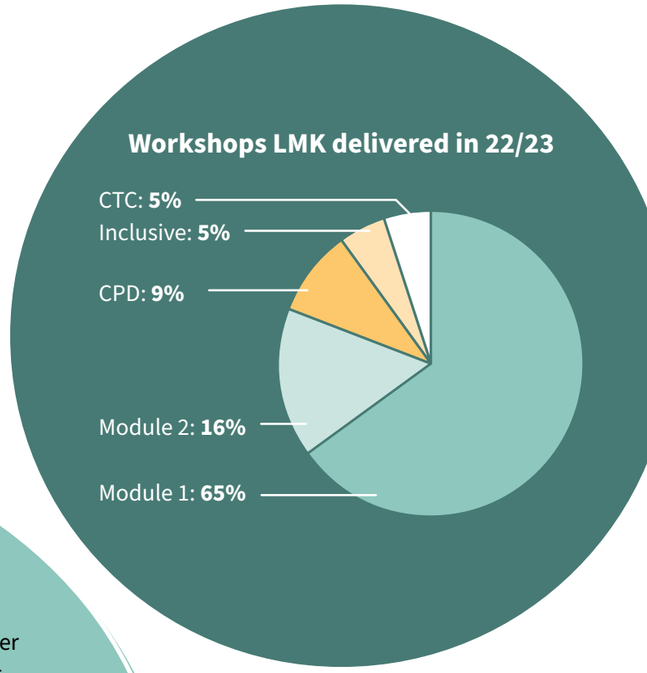
Our core 10 Signs Programme offers free workshops to schools and community organisations. These workshops form a prevention programme where young people are taught to spot and stop unhealthy relationship behaviours both in themselves and others, using the **10 Signs Framework**. Our workshops can be tailored to participants' ages and backgrounds and are for everyone, regardless of their identity or the type of relationship they are in.

- **10 Signs – Module 1:** An introduction to the 10 Signs, embedding the language and key concepts around healthy and unhealthy relationship behaviours, as well as how to leave a relationship safely.
- **10 Signs – Module 2:** A deeper dive into the 10 Signs, encouraging young people to examine them in their own lives and explore how to protect themselves in unhealthy situations. This module includes an expanded safety plan discussion, focussing on how to help a friend leave an unhealthy relationship safely.
- **Inclusive Workshops:** Our 10 Signs Programme is adapted to be accessible and relatable to young people with special educational needs and disabilities (SEND).
- **Continuing the Conversation (CTC):** following requests from young people, we created two specialist workshops focusing on pornography and sharing explicit images without consent.

Our Training Programme

Training other professionals is one way LMK extends the impact of our work. We offer a Continuous Professional Development (CPD) programme titled 'How to Talk to Young People about Healthy and Unhealthy Relationships'. It is a half day training session for professionals working with young people focussing on how to have inclusive, accessible, non-judgemental conversations about relationships that will help prevent future abuse.

All of these workshops enable young people and the adults responsible for their development the chance to explore issues and rehearse scenarios in a non-judgemental, small group environment. They give young people the tools and confidence they need to speak out, seek help and keep themselves and their friends safe.



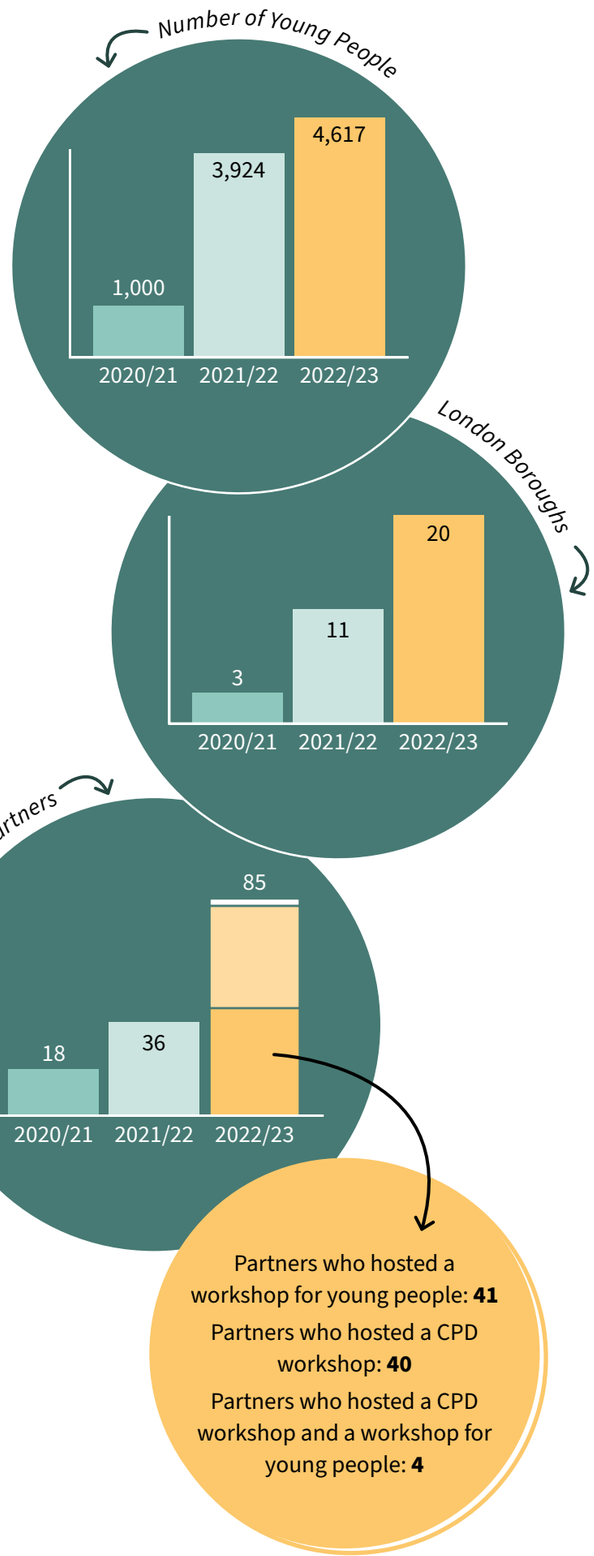
This report presents LMK's achievements during its third year of operation (September 2022 – August 2023). Its creation forms part of the trustees' governance of the charity, informs their design of its strategic direction and helps them ensure LMK's objectives and activities remain focused on achieving LMK's stated public benefit.

Considered growth and deeper impact

Following two years of rapid growth in the number of young people we worked with, in 2022/23 LMK focussed this year on strengthening and increasing our offering. We rolled out **three innovative new workshop programmes and expanded the boroughs we worked in by 82%**, whilst the number and different types of partners we worked with grew by 136%. We consolidated our team and the quality of our core offering, refining our workshop materials and deploying a new evaluation dashboard. We also worked hard to put **young people's voices at the heart of what we do**, growing our Youth Advisory Board, harnessing their skills and putting their recommendations into practice.

We have worked with **4,617 young people this year**, and our programmes now operate in Barking and Dagenham, Barnet, Brent, Bromley, Camden, Croydon, Enfield, Hammersmith and Fulham, Haringey, Hounslow, Islington, Kensington and Chelsea, Lambeth, Lewisham, Newham, Redbridge, Sutton, Tower Hamlets, Wandsworth and Westminster.

Our new partnerships, new programmes, the continued strong work of our team, and the development of our learning and evaluation methods position us well for future growth.



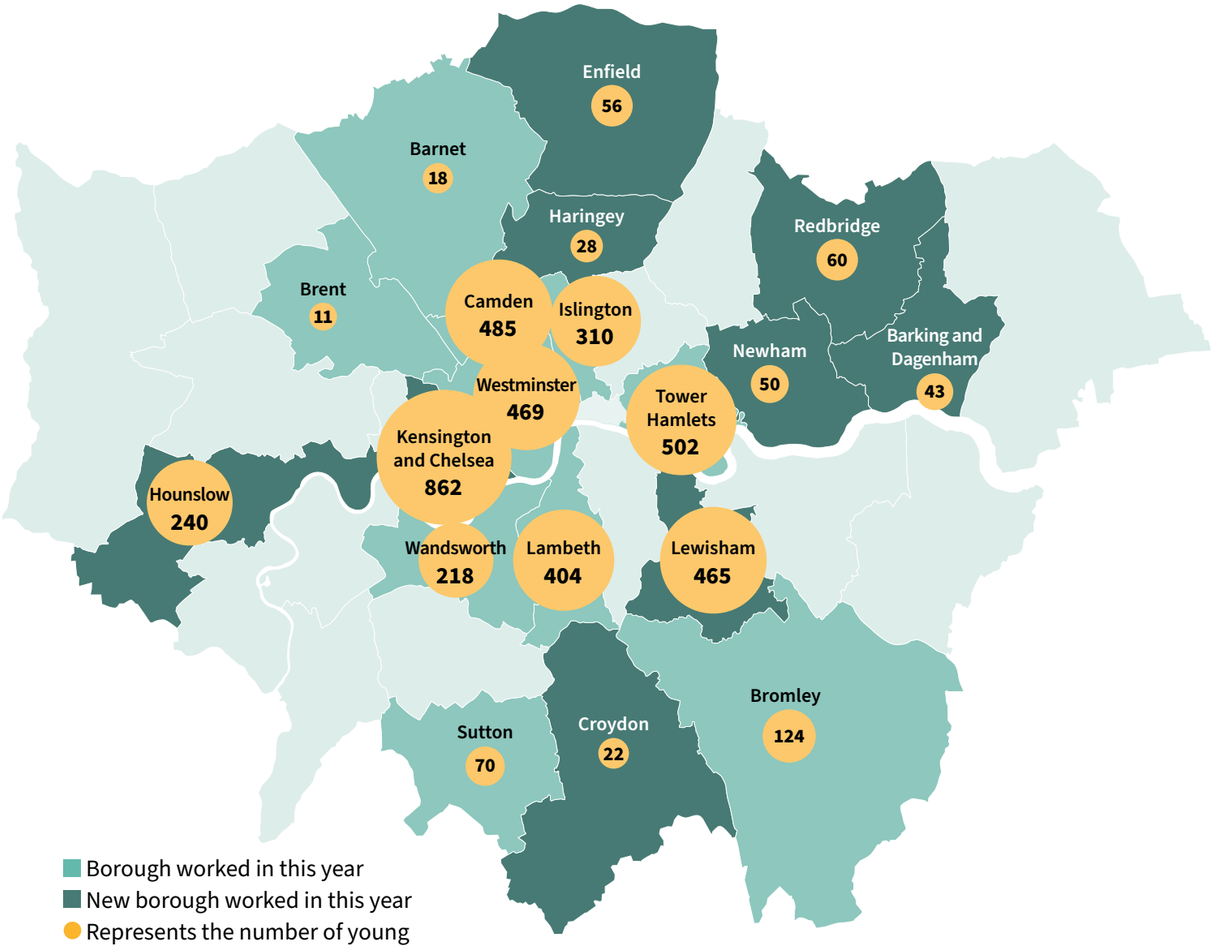
Partners who hosted a workshop for young people: **41**

Partners who hosted a CPD workshop: **40**

Partners who hosted a CPD workshop and a workshop for young people: **4**



Location of young people supported by LMK by borough in 2022/23. LMK worked in 20 boroughs this year, 9 of them were new.



- Borough worked in this year
- New borough worked in this year
- Represents the number of young people worked with

**We also provided CPD workshops to participants from Hammersmith and Fulham and workshops to 180 young people at pan-London events*

"LMK's contribution to Relationship and Sex Education in schools...is critically needed. As Head of Safeguarding at a large comprehensive school, we are seeing more and more issues of unhealthy and coercive relationships, and LMK's work is helping protect countless young people. We have experienced how empowering LMK's workshops are and have seen the positive impact they have on the lives of the young participants, really giving them the skills to choose healthy relationships as they progress through life, which is so important. This is education that young people are not getting anywhere else and the feedback from them was that this was life-changing for them...As someone who has worked in schools for over 15 years and now leads youth work, I can tell you that this work is much needed. And urgently."

Faheem Khan, Founding Director, Future Leaders

Continuing the Conversation workshops

This year we have rolled out two new, specialised modules called 'Continuing the Conversation' around the topics of **Pornography** and **Sharing Explicit Images Without Consent**. This is in direct response to feedback from young workshop participants, provided through our evaluation systems, stating that they needed support to handle these issues in their daily lives.

This need clearly matched worries in the public consciousness at the time following Ofsted's review into sexual abuse in schools and the testimonies collected as part of the Everyone's Invited website in 2021. More recently, England's Children's Commissioner published research expressing concern about children's use of pornography, demonstrating clear links between child-on-child sex abuse (and physical acts of aggression such as strangulation and slapping) and watching pornography.[1] **Young people experience pressure to view hardcore pornography, much of it depicting degrading acts and violence against women**. It is clear that this is having an impact on young people's wellbeing and self-esteem. The average age at which children first view pornography is 13 years old, with a significant proportion of teens saying they first viewed porn as young as 9 years old.

Against this backdrop, LMK's Continuing the Conversation modules are well timed and much needed. LMK's workshop on pornography challenges young people to think about porn differently, **debunks widely held myths** and examines how porn really affects them and their relationships. It takes a realistic look at pornography, explaining why teens shouldn't use it as a 'how to' guide for sex and exploring how the sex and bodies portrayed in porn can often be unrealistic. LMK's workshop on Sharing Explicit Images Without Consent gives young people a deeper understanding of the risks of sharing nudes, equipping them with **practical strategies** to protect themselves and giving them steps to take if an image gets leaked or goes viral.

Uptake of these workshops has been gradual, with 11 workshops delivered to 210 young people this year, the majority through youth group organisations. Early evaluation shows that both young participants and the professionals working with them found the workshops extremely impactful.

1. The Children's Commissioner's Information Sheet: Pornography and Young People 9th May 2023.



"I believe pornography skews the perception of how adult relationships work and don't always revolve around sex. This could affect children's behaviour by potentially only seeing their future partner as objects to attain sex and not individuals that are more than sex."

Male, aged 20, first saw pornography at age 13. Part of the Children's Commissioner's Survey into Pornography and Young People.



Young people from LMK's 'Sharing Explicit Images Without Consent' workshops responding to 'Anything you'd like to share about what you have learnt today?'

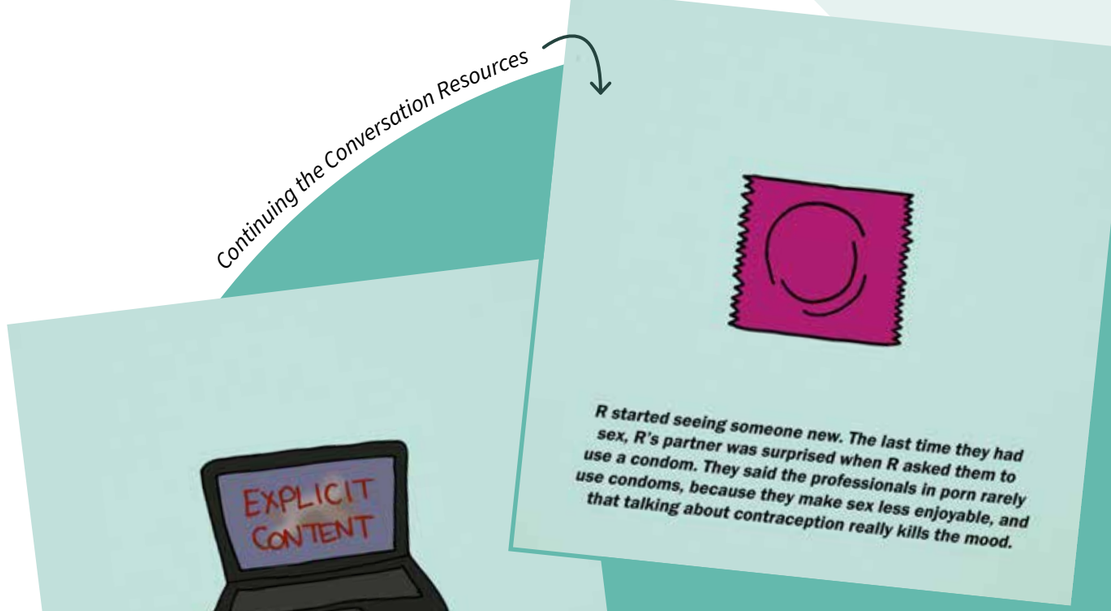
'What to do when your images are being sent out publicly.'

'Consider all consequences before making a big decision such as sharing sexual images and videos.'

'Safety – where to seek help.'

We believe the **slow uptake of these workshops** may be due to the reticence of schools to discuss potentially controversial topics which, although much needed, technically fall outside the scope of the relationships and sex education (RSE) curriculum. We remain convinced that Continuing the Conversation workshops could make a real difference to young people's safety and future wellbeing, and are determined to increase uptake of these workshops in the coming year.

Continuing the Conversation Resources



Inclusive workshops

Relationship abuse has a devastating effect on the lives of around 2.4 million people in the UK each year. But if you are a disabled woman you are **twice as likely to experience domestic abuse, rape and sexual assault**, and disabled people are twice as likely to be living with the perpetrator. Young people with SEND are more likely to become victims of grooming, partner violence and cuckooing and wait on average a year longer before getting help.[1]

Since LMK started, we have worked with 9,541 young people (aged 11-24) across London and 15% tell us they have a special educational need or disability. As a result, LMK adapted its 10 Signs Programme to make Inclusive modules that were specifically accessible and relatable to young people with special educational needs and disabilities (SEND). We are proud to say that the scenarios used in these modules were created by young people with SEND or their carers, to ensure they were recognisable and relevant to their lives.

Helping my son understand that there are healthy and unhealthy relationships is an essential life skill. My son's additional needs have made it harder for him to maintain friendships as he has grown older and as a result, he is desperate to hold onto friends, even when they have become a frenemy. Teaching him 10 signs of a healthy and unhealthy relationship will not only help keep him safe but will empower him to trust his feelings and know that he has a choice about who he allows in his life."

Vicky Whent, LMK's SEND Advisor

This year we began the roll-out of our Inclusive Programme to young people with SEND, not attending mainstream schools. We delivered **11 workshops to 177 young people in specialist SEND schools or community groups**, representing 5% of the workshops LMK has delivered this year. Using adapted materials, with a format and pace that suits their unique demands, our specialist trainers offer tailored workshops to ensure young people with SEND understand the signs of healthy and unhealthy relationships, can recognise what they look like in everyday life or popular media, and know who their trusted adults are so they can seek help.

I think it's very important for them to know boundaries within relationships, especially because they might not necessarily know when to tell when people are taking advantage of them, especially or if they're not being treated in the correct manner. So I think it's quite useful for people with learning difficulties and with social emotional problems… to just get that extra support and extra advice."

Teacher, Langdon Park SEND School

Inclusive resources



1. SafeLives report Disabled Survivors Too, March 2017 **safelives.org.uk/sites/ default/files/resources/Disabled%20 Survivors%20Too%20CORRECTED.pdf**

It was fantastic to see that they were able to use new language… and they were able to actually explain themselves through the new terminology related to relationships. …I think this should be done in high schools because relationships, especially personal relationships, are starting earlier and earlier, and they have to contend with relationships that are also 24/7 online."

JACE Training





Student artwork

Leighton College

We are particularly proud of our work at Leighton College, a special education school in Camden, affiliated with Elfrieda Rathbone. They pride themselves on ensuring young people with learning disabilities have the same opportunities as everyone to fulfil their potential. They chose LMK to work with to help make that vision a reality when it comes to relationships. Two of our LMK Leaders worked with 19 young people (aged 17-21) over 8 weeks, delivering multiple workshops to make sure the 10 Signs were embedded in the young people's thinking and part of their tools for life. The 8 week programme ended in a 'graduation ceremony' where all the young people received LMK certificates and created some fantastic artwork reflecting their learning journey.

It is very special that LMK is working with these kids, especially in the area of relationship education. A lot of parents don't talk about relationships with their children. They don't have access to all the information surrounding healthy and unhealthy relationships. So, a lot of them are sort of left out. Dedicated lessons like these help explain it to them in their own environment and at their own pace."

Teacher, Leighton College

A lot of our kids are vulnerable. The way they process information is different from mainstream kids. Neurotypical kids can talk to each other and immediately grasp and process things, without any major difficulty. Whereas some of these kids in SEND settings have problems processing this information, easily. LMK… explained it in a way our SEND kids would be able to break it down and process it."

Teacher, Leighton College

Training for professionals

21 workshops

286 professionals

44 organisations

This year our CPD programme **"How to Talk to Young People about Healthy and Unhealthy Relationships"** continued to grow thanks to funding from Camden Council's Resilience Fund and the Charles Hayward Foundation. This **half-day professional development workshop helps frontline staff have inclusive, accessible, non-judgemental relationship conversations with young people to help prevent abuse.** We worked with a wide range of partner organisations across secondary schools, domestic abuse organisations, sports groups, therapy groups and statutory organisations to provide training that:

- Covers the 10 signs of healthy and unhealthy relationships and how to spot the signs of domestic abuse or sexual harassment in young people.
- Equips participants with the tools to help young people navigate relationship break ups safely and to handle conversations with young people on topics such as pornography, consent and boundaries.
- Allows participants to better educate the young people they work with on red flags and keeping safe.
- Provides professionals with an opportunity to raise issues they face in this area and to utilise LMK Leaders' expertise.

Next year we will continue to roll out our CPD programme and hope that this will be a growing source of earned income for LMK.

"It gave me a deeper understanding of the definitions of unhealthy and healthy signs in relationships. The examples strengthened this - I now feel confident to complete direct work with young people around this topic"

Regenerate

"The facilitator was really engaging and helpful, asking questions in depth and giving examples too. The Ten Signs was really great as it enabled us a practitioners to use definitions in a child and young person friendly way"

Bromley and Croydon Women's Aid

"Practical learning that really challenged my practice and understanding of the issues covered in the session"

Wac Arts

Notes from a participant





Following an LMK CPD workshop:

95% of participants felt they'd learnt **the right language** to talk to young people about relationships.

95% had a **better understanding** of the issues facing young people in their relationships.

96% felt **more confident** approaching conversations on sensitive issues with young people.

97% were **better equipped** to offer help to a young person experiencing an unhealthy or abusive relationship.

"I liked the pace, the trainer was brilliant and confident, learning about the 10 signs was very helpful, good slides too, very interactive, and lots of opportunities for personal reflection. This was a training that was well worth doing"

Brandon Centre

"Going through the 10 signs and having a label for each I found very useful. We often have conversations with young people around appropriate and inappropriate behaviours within relationships but being able to give them a label makes it straight forward for the young person to understand"

South West Surrey Domestic Abuse outreach

Growing and scaling up

The impact LMK has is driven by the amazing team of people making our vision, to help young people build happy lives through healthy relationships, a reality. Over the last year, **our Programme Team doubled in size** as we hired our first programme manager, first social media manager, first paid evaluation manager and of course, our first CEO. We also successfully recruited an additional **10 experienced, trauma-informed leaders** to support our delivery and meet the growing demand for our programmes.

Last year's annual report acknowledged that, as a start-up, we were largely powered by freelancers. However, this year LMK's team structure has matured in line with a charity moving away from its start-up phase. While all our LMK Leaders remain freelancers to afford them the flexibility that a portfolio career brings, our 8 programme team members are now all part-time or full-time employees. Considerable emphasis was placed on the **HR processes** to support this transition. An HR handbook was also introduced, which inducts staff into LMK, codifies on-boarding processes for new staff and details **training**, **well-being** and **mental health support packages** for our LMK Leaders and wider team members (including free access to BUPA's Employee Assistance Programme and Calm's wellness app).



We have also worked to nourish our **team culture**. Though our workshops always take place in person, our core team works entirely flexibly. As a result, we work hard to maintain team bonds and strong lines of communication. This year we bonded over a baking class as part of an away day at Luminary Social Enterprise Bakery in Camden. We would also like to thank our friends at Phoenix Court and Place2Be for generously allowing use of their beautiful offices for free this year whenever we needed them for face-to-face meetings.



> **"What motivated me to join LMK? My long lasting burning desire to [make] a meaningful impact on future generations… I believe, if I had been given a workshop or a session or had a conversation along these lines twenty years ago, the way I would have entered partnerships, whether with family, friends, a romantic partner, would be very different, and different for the better."**
>
> *Simone, LMK Leader*



Ed Byrne backstage at "LOL Outloud with LMK" at the Comedy Store

Training

As part of our ongoing commitment to our team members' personal development, they have also been given **fully-funded training opportunities** and the chance to learn more about the sector we work in through the following courses:

- Trauma Training: Silver level: 'Developing Trauma Informed Practice' by Partnership for Young London;
- Youth Mental Health First Aid course by Rethink Mental Illness;
- Mental health in the workplace for managers by Rethink Mental Illness;
- Safeguarding training by Brook;
- Managing safer online communities course by the National Society for the Prevention of Cruelty to Children (NSPCC);
- Talk Relationships by the NSPCC;
- Continuing the Conversation training for Leaders by LMK;
- Trans Awareness Training by Gendered Intelligence;
- Tools and methods for measuring your impact by The National Council for Voluntary Organisations (NCVO);
- Better impact reporting by NCVO;
- Safeguarding training by Jace;
- Data protection essentials by NCVO;
- Fundraising Now by Directory of Social Change;
- Proportionate Evaluation workshop by The Fore & New Philanthropy Capital (NPC);
- Implementing Organisational Strategy by Resonance;
- Creating a Dynamic Duo - Relationship between a CEO and Chair, by Acevo;
- General Data Protection Regulation (GDPR) Essentials training by Hope & May.



LMK in collaboration

LMK believes strongly in collaboration. In last year's annual report, we stated our aim to increase collaboration with partners whose goals and values align with our own. This is in keeping with our organisational values around collaboration – striving for impact through partnership.

We were particularly proud to work with Faustine Petron and the team at **Make It Mandatory**, who campaign to make RSE compulsory at key stage 5 and include comprehensive domestic abuse education within this. Faustine was a guest speaker at one of our Youth Advisory Board meetings and spoke as part of the industry panel debate we hosted to mark our second birthday. In return, members of our programme team and Youth Advisory Board were invited to their campaign launch in Oxford. This year, LMK also joined **EVAW's (End Violence Against Women) Coalition Prevention Network**, a 50 strong campaign group of like-minded charities, and signed an open letter to the Secretary of State for Education asking for the needs of children and young people to be included in the proposed review of the RSE statutory guidance. LMK was also part of a multi-agency consultation arranged by the Mayor's Office for Policing and Crime (**MOPAC**) and led a relationships workshop for 200 young people at his **Youth Takeover Day**, organised by the Violence Reduction Unit (**VRU**). As a result of this, LMK's Youth Advisory Board was asked to take part in London's first ever **Hope Hack**.



Faustine Petron at a YAB meeting



LMK at the Make it Mandatory event

LMK's 2nd birthday party





> **"Today we learned about relationships… and I learned a lot. It just really taught me what not to look for in relationships and friendships."**
>
> *Year 9 Pupil, Langdon Park Community School*

Brook and the Women and Girls Network

As part of LMK's partnership with Brook and the Women and Girls Network, this year we delivered 76 Sexual Violence Education and Training Programme workshops across the London boroughs of Brent, Bromley, Camden, Haringey, Islington, Lambeth, Lewisham, Tower Hamlets and Westminster. **Working with 15 partners, we delivered our 10 Signs programme and Inclusive workshops to 1,817 young people**. This was the first year of the three-year partnership which aside from workshop collaboration, saw us contribute to their strategy roundtable, attend regular steering group meetings and enabled us, through their funding, to recruit 10 more LMK Leaders. We are excited to continue our collaboration next year.



> **"I feel like the session was useful at this age because we're in preparation for leaving and kind of going into the big wide world. But we need to be able to have these skills that we've learnt about today to have successful relationships, lasting friendships, relationships with partners, teachers, associates."**
>
> *Year 11 Pupil, Elizabeth Garrett Anderson School*

Youth Advisory Board

LMK's Youth Advisory Board (YAB) has been designed to put youth insight, co-design and thought leadership at the heart of LMK's offering, strengthening our abuse prevention programme and positioning LMK to deliver interventions that are compelling, relatable and relevant to young people's lives.

This year we significantly expanded our YAB and saw it flourish into a central part of LMK. We recruited **19 young people** (aged 16-20 years) who had previously attended LMK workshops or been referred by partner organisations or alumni to be part of the group, challenging them to represent their generation and put their **opinions, passions and voices at the core of LMK's offering**. We are proud to say that they did just that and have become the beating heart of the charity - their energy and insight have proved invaluable over the last 12 months.

The YAB have become involved in all aspects of LMK life, with activity in meetings designed to develop their skills and support LMK under four key pillars: Influence and Leadership, Youth Voice and Participation, Active Stakeholdership, and Mentoring and Support.

Youth Voice and Participation:

Under this pillar YAB members are given the opportunity to **influence LMK and the charity sector**, interacting with our wider stakeholders. They are encouraged to develop, improve or promote direct action campaigns. For example, this year YAB members collaborated with Young K&C and Kensington and Chelsea and Westminster City Councils to produce an awareness-raising video as part of their Young Person's Mental Health Campaign: **We Got U, U Got This**. LMK's YAB worked with a local film student, Tabby, to produce the following video, which touches on various topics such as relationships and loneliness.

Influence and Leadership:

Under this pillar YAB members build their confidence and learn to be **effective and empathetic communicators**, role-modelling the 10 healthy signs. For example, this year YAB members presented at Make It Mandatory's campaign launch to share reflections on Relationship Education, and attended EVAW's Coalition Prevention Network film launch, asking questions of the panel.



"Being able to hear other people's stories and their why was wonderful, and being able to share my own and let people in on why I am at LMK and what experience I have had that brought me here. I was super grateful to be asked to attend and to be a panellist, and my parents and I were extremely proud."

YAB Member



Active Stakeholdership:

Under this pillar YAB members **demonstrate a commitment to LMK's purpose**, co-creating resources and acting as **ambassadors** for LMK's values and the healthy signs in their community. For example, this year YAB members challenged LMK's 3 year strategy and our CPD training plan, resulting in real change to LMK's services and materials. They recommended an increased focus on reaching LGBTQ+ and refugee communities and extended a YAB member's tenure to 2 years. They rewrote our participant survey and CPD marketing pitch to make it more relevant to young people.

Mentoring and Support:

Under this pillar, YAB members work alongside adult professionals in LMK to develop **a growth mindset** receptive to mentoring, enabling them to become effective peer mentors. For example, this year one YAB member became a part-time intern at LMK and joined the LMK delivery team. She observed workshops, provided feedback on sessions and co-produced the YAB strategy. Another completed work experience with our Research & Evaluation Manager, undertaking a large-scale piece of analysis which helped us to identify how young people with protected characteristics are engaging with LMK's work.

Through participation in the YAB, members:

- Increase their abilities in three key areas: communication, leadership and problem solving, which they have been able to practise in a safe and supportive environment.
- Build knowledge, confidence and skills that are transferable and relevant to life in schools, post-secondary pathways, careers, communities and their own relationships.
- Grow the skills they need to become positive role models in their own communities.
- Develop a deep and nuanced understanding of healthy and unhealthy relationships. They can differentiate between the two, challenge preconceptions and ingrained assumptions, and delve deeper into understanding what lies at the root of unhealthy attitudes and behaviours.
- Gain first-hand experience of new people, places, challenges and ideas which they may not have had the opportunity to pursue in other areas of their lives. This increases their confidence, self-belief and opens their eyes to their own abilities.

"It was a completely new experience to me… I think it showed me that it isn't that scary talking to loads of people."

YAB Member

“It really helped me in terms of improving my performance skills when performing in front of an audience which I tend to sometimes shy away from and so speaking in front of the audience helped build my confidence. Overall I really enjoyed the whole experience.”

YAB Member

The YAB members come from right across London, with diverse backgrounds which represent the wider cohort of young people engaging in LMK’s programmes. It is important to us that YAB members are remunerated to ensure their contributions to the charity are recognised and rewarded, and so that everyone, regardless of their background, can take part. We would like to thank SCJohnson and the Arthur Bates Fund for their generous part-funding of LMK’s Youth Advisory Board.

We asked the YAB what had changed for them since joining LMK.

93%
agree that the YAB provides a youth perspective on what LMK does.

79%
agree they have experienced being able to take the lead.

86%
agree they have been able to use their experiences as a young person to improve the services LMK offers to young people.

93%
agree they have worked collaboratively with other YAB members.

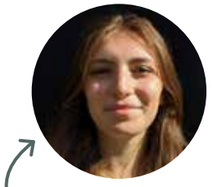
93%
agree they have become more confident in communication.

100%
agree that they now clearly recognise the signs of healthy and unhealthy relationships.

100%
agree that they have learnt more about managing their personal safety in friendships and relationships.







I’m Miriam, I’m 18. As soon as I discovered LMK and looked into its purpose and work, it resonated with me, and I knew this was the opportunity I had been looking for. It perfectly combined my interests in education, working with young people, and my own passion for the cause from personal experience, and wishing I had had this education at school.

...I have learnt so much about the workings of a charity, as well as getting experience of a professional environment. I was welcomed into Engagement and Delivery and Programme Team meetings, which was an incredible opportunity to see the workings behind LMK workshops and other events and responsibilities. Getting to learn from the passionate and hardworking people in these meetings was so valuable, and I can now look forward to approaching meetings in my own professional future with confidence. As a young person, my views were always considered important in these meetings, and I quickly felt very comfortable taking part in discussions about changes and improvements, as LMK is constantly refreshing itself. I got to work with the E&D and CPD departments in researching and building a contact list of schools and universities. I was able to see the end result of the planning in meetings by observing LMK workshops in schools and community groups, and I was so impressed by the LMK leaders, and how the workshops are adapted to each group of young people.

A lot of my work was also with the Youth Advisory Board, both as a member and coordinating behind the scenes, with meetings and other YAB events, contributions and responsibilities. I loved... being able to support other YAB members with fundraising work in their own communities. I chaired one of our monthly meetings, and we now have a different YAB member chairing each month! ...It’s inspiring to see everyone’s confidence grow and their different approaches to leading the team. Every month,...it has been an accomplishment for me to see the YAB grow and have Trustees... get involved with us and prioritise young voices. I’m honoured to be part of such an impressive group of young people and excited to see what we accomplish next.

...The time I have had could not have been better spent. I am proud of the work I have done this year for a cause that means so much to me with such a brilliant team, and can’t wait to follow LMK on its journey.

Miriam, LMK Intern and YAB Member

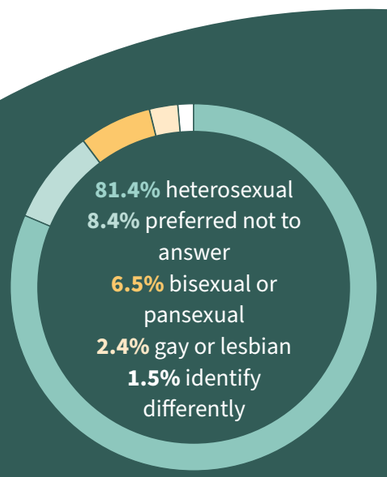
Measuring LMK's impact

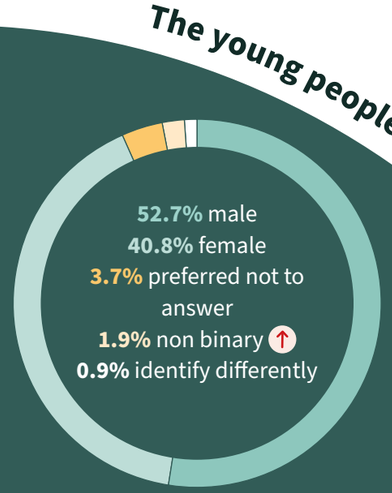
Gathering feedback is an essential part of ensuring LMK delivers effective programmes which contribute to our purpose: educating young people on how to build positive, healthy relationships, so that they can avoid abuse and thrive in their relationships.

Through our **evaluation system** we gather data from our workshop participants, LMK Leaders and partner organisations to track the number of people and types of cohorts working with LMK and to understand the impact of LMK's programmes on them. We assess the change in young people's attitudes, understanding and skills around healthy and unhealthy relationships and how confident they are to seek help for themselves or a friend. We also assess how confident our partner organisations are in supporting young people with relationship issues following an LMK training session.

This year, LMK has created a new evaluation **dashboard** which tracks **organisational key performance indicators (KPIs)** in a clear visual manner. Updating weekly, it ensures that everyone in the charity can have almost real-time information on LMK's progress, improving decision-making and data democracy within the charity.

The young people LMK works with





68% of young people from minoritised communities

36% of schools had over 50% of children on free school meals; 91% of maintained schools we worked with had more children on free school meals than the national average ↑

16% have a learning difficulty ↑

15% have a disability ↑

↑ indicates measure that has increased significantly over the last year

What impact do LMK workshops have?

84%
of young people said they knew how to seek help for themself or a friend.

88%
of young people rate their leader as excellent or good.

81%
of young people believe today's workshop will be useful in their relationships, either right now or in the future.

84%
of partners feel we supported their own practice when talking to young people about sensitive topics.

75%
of young people from community organisations and 65% of young people from schools said LMK had changed their understanding of healthy and unhealthy relationships.

97%
of partners would invite us back to run another workshop and 24% already have.

LMK: The Numbers

Since launching our workshops in Spring 2021, LMK has delivered:

9,541 young people educated through **483** workshops

348 adults educated through **27** workshops

In partnership with **112** schools and community organisations

Across **22** London boroughs

Our work is powered by the efforts of:

31 LMK Leaders

8 staff members

48 Volunteers

Our work was driven by the generosity of:

21 grants

Statement of public benefit

Domestic violence and relationship abuse have a devastating effect on the lives of around 2.4 million people in the UK each year. It can affect anyone, of any background and commonly starts as early as teenage relationships. LMK was created to take a much-needed preventative approach to this complex problem. We help young people thrive in their relationships and prevent them from becoming victims or perpetrators of abuse. In the creation and subsequent governance of LMK, all trustees have had regard to the Charity Commission For England and Wales' public benefit guidance when exercising their powers and duties.

Although we are primarily a charity focused on long-term prevention, we know that our workshops have an immediate impact on the lives of the young people we work with. Through our evaluation systems, **31% of our workshop participants said that LMK had made them acknowledge unhealthy behaviours or mindsets in their current relationships**. Young People also tell us about the changes they are making in their lives as a direct result of attending an LMK workshop:

Furthermore, our LMK Leaders frequently deal with disclosures of abuse during our workshops and escalate these safeguarding cases to get the young person the help they need from other agencies within 24 hours. It is clear that LMK provides a social value far beyond our workshop interventions.

> **“I saw a lot of people… able to come out of their shell and… express their opinions more than usual. I think the topics we were discussing were very beneficial as we were able to… relate them to… our daily lives… There's more awareness around words such as manipulative, possessive and... we were able to differentiate what those things typically are… so they're easier to identify.”**
>
> *Year 11 Pupil, Elizabeth Garrett Anderson School*

> **“Sadly my boyfriend dumped me last night, but since joining LMK and learning about safe and healthy breakups, I’m dealing with it really well! It really helped me to respond to what he was saying in an understanding and non-hostile way. I was able to express my feelings and thoughts as well as he was and it was a kind of dialogue which I didn’t know could happen in breakups, so thank you!”**
>
> *YAB Member*

> **“Before I used to get quite worried when it came to relationships, I was scared whether it was going to end up in an abusive relationship, but I've been highly educated today and I will definitely be using this in the future… It was one of the best workshops I've ever attended.”**
>
> *Year 9 Pupil, Langdon Park Community School*



LMK in the community

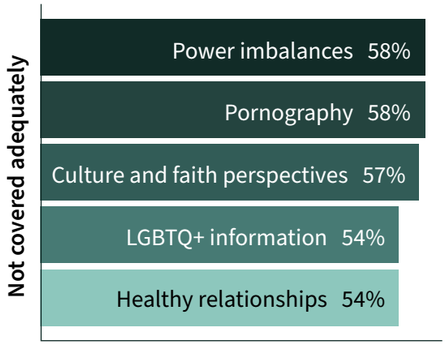
29% of LMK workshops were held in community settings this year, reaching 929 young people through 25 different community groups including sports clubs, girls’ groups, faith groups and council schemes. Although LMK has always worked in areas of high social deprivation and with marginalised groups, this year we began to work with young people who have already undergone trauma or ACEs (Adverse Childhood Experiences.) These included survivors of sexual abuse, rape and grooming,homeless youths, refugees and young people who are currently part of the criminal justice system. Working with these groups required LMK to rethink its workshop formats, including doubling the number of LMK Leaders in the session, preparing more nuanced and sensitive scenarios for discussion and being particularly well prepared for safeguarding disclosures. 8% of all LMK workshops in 2022/23 were delivered to these groups of young people.



> **“The Leader connected with all the young people, and they engaged really well, as they could relate to his life experiences and the choices he had made. The scenarios he broke down, like the volatility one, was really powerful and they got it straight away. People really underestimate the importance of relationships and how young people are affected and influenced by the relationships that they get involved in…”**
>
> *Targeted Intervention Youth Worker, Palace4Life*

LMK in schools

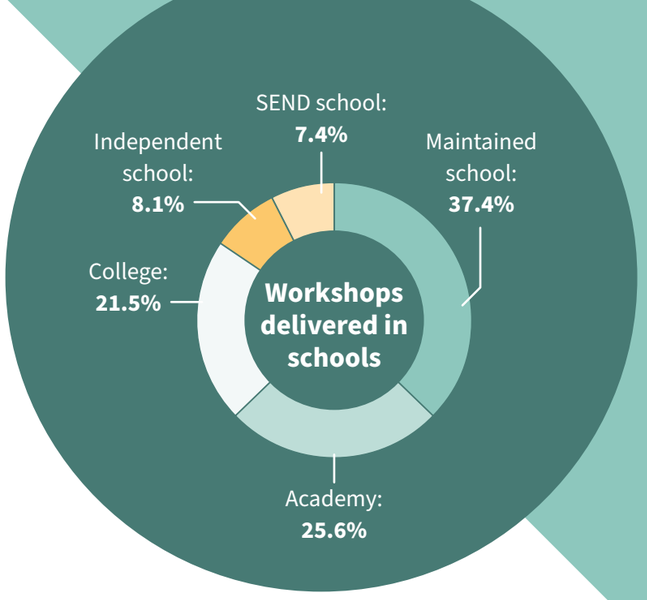
Although schools are now required to deliver an expanded relationships and sex education (RSE) curriculum, teachers often lack the time, resources, expertise and confidence to do so in a way that connects with young people. **Only 40% of school children feel that their RSE provision is good**, while 35% would like more open RSE discussion in schools.[1] Topics required by the RSE guidance are often absent from the classroom, with young people telling us that these are often the topics which they need to talk about most:



LMK is working with schools of all kinds to fill this gap in provision. In 2022/23, we worked with **3,688 young people in 20 schools and colleges**. This year **71% of our workshops were delivered within school settings**.

LMK's impact in schools goes beyond the immediate aftermath of the workshop. Young people want to maintain their involvement with LMK, and five of this year's 19-strong cohort of Youth Advisory Members were inspired to join having attended a workshop in their school.

We also act as a **catalyst for change** within the wider culture of the school. For example, after observing an LMK workshop in action, 84% of teachers told us that they felt more **confident** and better equipped to have relationship conversations in the classroom. This number increased to 96% after attending LMK's CPD programme.



The Deputy Principal of Harris Bermondsey Academy told us how their LMK workshops helped the teaching staff realise what was possible in their school.

> **"The expertise, the delivery and the powerful knowledge from the facilitators … allowed for us to identify what we needed to explore with our students after LMK left. They were able to tap into a different type of dialogue with our students and explore key concepts and issues that we might not have been able to identify because staff would not have known how to explore these concepts in depth."**

And the Head of Pastoral at Haverstock School told us how LMK workshops helped teachers tackle issues they typically would not feel comfortable addressing.

> **"We had some needs in the cohort relating to difficulties with romantic boundaries and things like what clothes are appropriate, what we're comfortable in, what rights the other partner has to say about clothing etc. So, it's actually fantastic that these topics were directly addressed in the workshops. In a way that we just don't have the capacity to do cohort wide within our school. PSHE programmes are great, but teachers aren't always comfortable having those really challenging conversations. So, it's been fantastic to have LMK come in and tackle areas that we just can't."**

1. Young People's RSE Poll 2022, Sex Education Forum (Survey of 1,002 young people, aged 16-17yrs in England, December 2022.)

Reach Academy Feltham – Whole School Approach Pilot

Healthy and unhealthy relationship education is paramount to reducing rates of domestic violence, relationship abuse and sexual assault. And the earlier these conversations are normalised in young people's lives, the better – both at primary school and at home. With this in mind, LMK has long intended to work with younger years.

In April 2023, we began a pilot with Reach Academy Feltham, an all-through state school in Hounslow catering to students from 4 – 18 years, where 44% are eligible for pupil premium funding. The goal of the pilot is to adapt and expand LMK's current model to cater to the school's whole community, making sure that 10 Signs thinking and our prevention programme can be embedded in the mindset of the school's leadership, staff, students and curriculum, as well as parents and carers. We want to ensure that the school feels equipped and confident to continue the momentum and run aspects of the programme after LMK has left.

In the first stage of the pilot, LMK's CPD programme was delivered to 31 teaching staff. In our subsequent evaluation, 100% of survey respondents said the training reflected the needs and identities of the young people they worked with and 100% believed it left them better equipped to support young people experiencing an unhealthy or abusive relationship.

In stage 2, currently scheduled for September 2023, we plan to deliver new modules specifically created for years 5 and 6, and co-designed with Reach Academy Feltham. We are eager to see the impact of these new workshops and hope to continue to work with the school to develop our program for the first time to parents and carers.

> **"I think the role plays give a really great insight into how uncomfortable these conversations can be for practitioners and how difficult it can be to respond appropriately to new information as the situation develops."**
>
> *Teacher, Reach Academy Feltham*

CPD Training to Reach Primary School Staff



LMK online

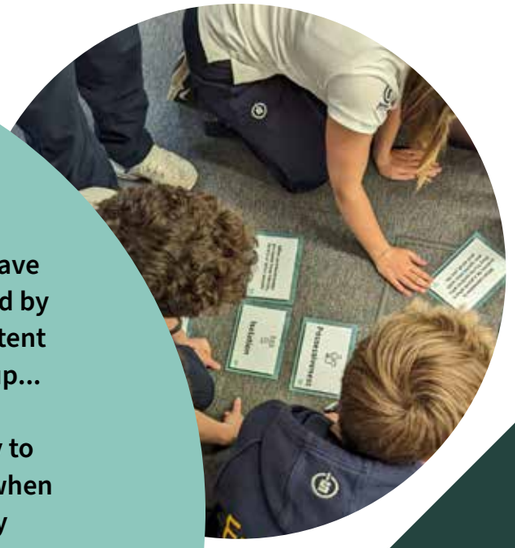
LMK aims to support online the work we do in our workshops: to ensure all young people understand the difference between healthy and unhealthy relationships. This year, we have strengthened our online presence to help make LMK findable, relatable, and impactful for young people, in particular by **creating safe, reliable information in formats that are helpful to them**.

We have amplified young people's voices on our social media channels, creating shareable graphics, short videos and user-generated content. We have formed a social media committee within our Youth Advisory Board, and hosted a **Duke of Edinburgh volunteer**, supporting her to produce content for use online. We have developed joint initiatives with partners, including hosting our first live Q&A session with Brook on the topic of consent, which also became our first blog post (lmkletmeknow.org/blog).

Although our social media following remains comparatively small, our engagement levels are high, suggesting what we are creating is useful and high-quality. We have therefore taken steps to raise our profile, helping more partners and young people find our work. We redesigned our website to **improve user experience** and used donations of advertising credits from Google and Meta to promote our content to target audiences through social media and search engine marketing.

Our Instagram engagement rate is 10%, compared to the charity sector average engagement rate of 1%.

Next year, **digital engagement** will remain an area of focus for LMK. We intend to improve our understanding of LMK's key audiences online, strengthen our brand articulation and make sure LMK's online content reaches the right audiences.

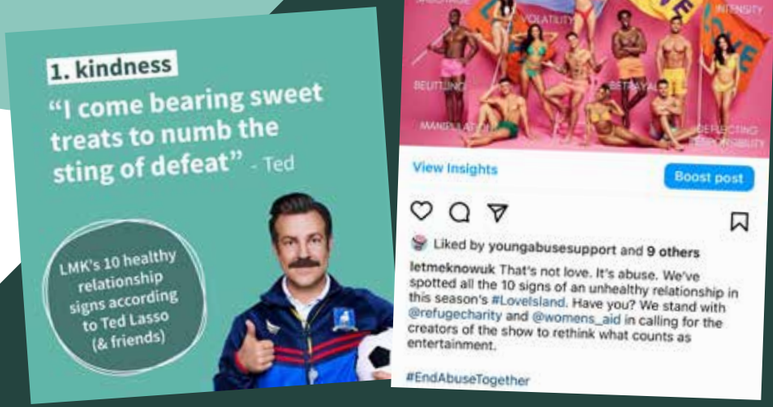


"The workshops that they ran today have been incredible, I am really impressed by the quality of the presentation and the content and how well adapted it is for the year group... And it's really brought out the best in the students. For them to have the opportunity to have this workshop at such a pivotal time when they're so impressionable and face so many different challenges, it's really valuable."

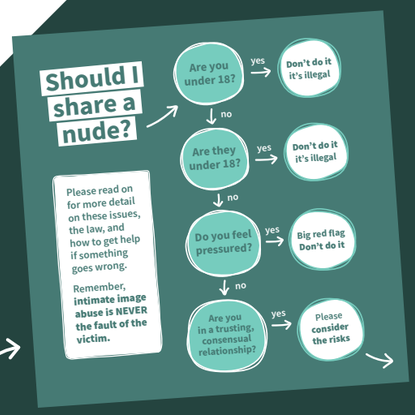
Head of Pastoral, EY Foundation

"It's making me so happy to walk around and see students so engaged in the activities and opening up - I particularly like the quality of discussion around relationships... the myth busting exercises, the role-playing, the willingness of the students to share…I think it's actually been very powerful for the adults in the room too to be reminded of the dynamics of healthy relationships, and what we should expect and how we should value ourselves."

Head of Development and Progression, Elizabeth Garrett Anderson School



We use popular culture as talking points and we counter harmful narratives.



Our information graphics address important topics in digestible formats.



This illustration was produced by our talented Duke of Edinburgh volunteer, Bella, aged 14.

What next for LMK?

As we are in the middle of our strategy cycle, the **four overarching pillars of our strategy** remain unchanged. Over the course of this year, they have come into sharper focus, as we have achieved some goals and gained clarity on what needs to be pursued in others. In the coming year we plan to **expand our reach across London**, so that we can support even more young people to thrive in their relationships and avoid abuse. This growth will necessitate a **parallel expansion in our resources** (funding and team size) which will be underpinned by the creation of **robust systems** to support impactful programmes that create lasting change. Our **first CEO**, Deirdre Kehoe, takes over the leadership of LMK from our founders, in August 2023 and inherits a strategy with one year left to implement. While doing this she will have one eye to the future, designing her own 5 year strategy to take LMK forward, supported by the Board of Trustees.



LMK's first CEO

Deirdre Kehoe joined LMK on 14th August 2023 from YoungMinds (one of the UK's leading charities fighting for children and young people's mental health) where she held the roles of Interim Co-CEO and Director of Training and Services. She has worked in the charity sector for more than 20 years and brings a wealth of experience in leadership roles: delivering impactful services, leading organisational development, and driving charity ambassadorship. Deirdre previously held senior roles in service delivery at Versus Arthritis and Diabetes UK and in fundraising and change management at NSPCC.

Consolidate

The charity will build on the success of the first three years of operation, **strengthening systems and processes, and growing our team**. We will continue to nurture our existing programmes detailed on page 9: The 10 Signs Programme (Modules 1 and 2), our Continuing the Conversation Programme (On Porn and Sharing Explicit images), our Inclusive programme and our CPD training programme. These will inform our future growth plans. We will also work to implement some of the changes planned in the past year: the implementation of our Customer Relationship Management (CRM) system, the development of the website to make better use of Google Analytics, our Google AdSpend Grant and the creation of a blog, as well as the strengthening of our evaluation dashboard as more measurement tools are put in place.

Grow

LMK aims to make its abuse prevention programme accessible to as many young people as possible. With this in mind, we will continue our **needs-based approach** to growth: moving into boroughs and communities where levels of domestic violence, relationship abuse and sexual assault are highest amongst young people. We will pursue 'strategic growth', rather than growth for growth's sake. But, by the end of our fourth year of operation (2023/24), we aspire to be a **pan London organisation** working in all 32 London boroughs.

In the longer term, we intend to develop a **Parent/Carer Programme** which offers advice and practical tips on how to have conversations around sex and relationships with young people. It will be an adaptation of our CPD training programme, but delivered through the lens of a parent or carer trying to help their child. We also plan to develop a **Mentor Programme** as an extension of the YAB programme which more formally trains young people to act as peer educators, working alongside our LMK Leaders. Finally, we will explore new workshop content resulting from the **Workplace Relationships** programme pilot we conducted with First Mile and the Whole School Approach methodology we are developing with Reach Academy Feltham.

Strengthen

LMK will continue to create a firm foundation from which we can grow. The new CRM system we have begun integrating into our processes will contribute to improving efficiencies within LMK and harnessing latent capacity to power our growth plans. However, our ambitious growth goals, effectively doubling the number of boroughs we work in, will only be possible if we **double the capacity of our Engagement and Delivery team**. This will in turn require us to invest in the generally invisible functions that sit behind our workshops (in particular, **strengthening our fundraising team and marketing capabilities)**, as well as exploring possibilities in our business model to unlock earned income through our CPD Programme and paid-for workshops to private schools, large multi-academy trusts and organisations.

Listen

We will continue to hone our programme design and workshop resources in response to participant and partner organisation feedback. This year, thanks to funding from Camden Council's Resilience Fund, we will be able to adapt our **evaluation processes** to make sure our **organisational listening** is even stronger. Specifically, we are exploring creative ways to gather qualitative feedback and monitor the longer term impact of LMK's work on young people's lives. We will continue to listen to the YAB and embed their recommendations in our materials, programme design and delivery style, helping to shape our future growth. In terms of LMK's internal culture, we aim to create a **supportive, diverse environment** where everyone can bring their true selves to work. The appointment of LMK's **EDI Lead** as part of our HR Subcommittee should see greater organisational competency develop in this area.

Financial review

Income and expenditure

In the twelve-month period to 31st August 2023, the charity generated **income of £509,217**, predominantly from grant-making organisations and individuals. Total **expenditure for the year was £403,061**, the majority of which was costs associated with workshop delivery and paying staff and freelancers, including the LMK Leaders who deliver our workshops across 19 London boroughs.

Significant events affecting financial performance

Since last year LMK has made significant changes to its financial processes, ensuring the tighter control and oversight appropriate for a charity maturing from a start-up phase. This year, for the first time, we have worked with an **external accountant**, who prepares monthly management accounts which are reviewed by the LMK programme team and Trustees.

In this financial year we have increased our income by 61% and, while **84% still comes from grants and trusts**, we have begun diversifying our fundraising sources, so that for example this year, 7% of our income came from Individual Giving campaigns.

There have been several fundraising challenges which caused us to re-forecast our projected income halfway through the financial year. The cost-of-living crisis meant that charitable giving has been focussed on support for poverty alleviation causes. As such, the success rate of our Grant and Trust applications fell considerably. We have also had less success than hoped from 'earned income': generating revenue from our CPD programme and from charging (on a sliding scale) private organisations and larger schools for our workshops. We found that budgets were too tight in many organisations to afford additional training this year. **Our earned income this year is therefore 26% higher than last year, and represents 2% of our overall revenue**, with potential for further growth in the future.

There is, however, a great deal to celebrate in terms of income generation and it has been a year of firsts for LMK. We had our first cohort of Duke of Edinburgh volunteers who raised over £3,000 through challenge events and races for LMK. We also took part in the **Big Give Christmas Challenge 2022** for the first time, raising £26,161 in donations from the public as part of a sprint fundraising campaign. We are grateful to the Childhood Trust for championing LMK during that period.

Summary of restricted and unrestricted funds

For the financial year, **unrestricted income amounted to £163,366 and unrestricted expenditure amounted to £165,325, generating an unrestricted deficit of £1,959**.

Big Give, Big Success!

The **Big Give Christmas Challenge 2022** was a golden opportunity for LMK to raise workshop funding for the year ahead. In just 3 hours and 48 minutes we raised £14,470, more than double our original target, and saw a spike in offline donations of £11,000. Our combined total of **£26,161 is 227% more than our original target** and will be enough to fund 1,967 young people through our abuse prevention programme, equivalent to 8 months of workshop costs. This was a hugely gratifying result for such a small team and a new charity. We are particularly pleased that 70% of our donations were from supporters new to LMK. The campaign also led to significant growth in our social media following and engagement, without any online ad spend. We were awarded '**Best Small Charity**' by the Big Give with the judges calling us "**small but mighty!**"

Restricted income amounted to £345,851 and restricted expenditure amounted to £237,736, generating a restricted surplus of £108,115. At the end of the financial year, total funds of the charity carried forward were £106,156, comprising £2,031 unrestricted funds and £108,187 restricted funds.

Risk control, principal risks and uncertainties

The Board of Trustees accepts its responsibilities for ensuring that the major risks to which LMK is exposed are identified, particularly those related to the operations and finances of the charity, and that systems are in place to mitigate those risks. Financial performance is monitored against budget and reviewed alongside management accounts monthly by the Treasurer and, where appropriate, the Finance Subcommittee. Finances and fundraising are a standing item for the Board of Trustees and a summary of LMK's financial position is reviewed by them quarterly as part of that meeting. Our principal financial risk remains the level of income required to pay the core staff needed to support the charity's growth, as well as meet the needs of the increasing number of partner organisations who seek our services. The fundraising team has a clear remit to concentrate on raising unrestricted funding and income for salaries.

By 2025 we had hoped to raise revenues of £1 million, but have since downgraded our income estimates (and corresponding expansion plans) to a more conservative £750,000. We hope to continue to increase the proportion of funding that LMK raises through Partnerships, Community Engagement and Events, as well as Individual Giving. However, we are mindful that the potential impact of the cost-of-living crisis on organisations' Corporate Social Responsibility (CSR) abilities and people's discretionary spending might impact our ability to fundraise.

Reserves policy

The trustees examined the requirements for reserves in light of the main risks to the charity and approved a Reserves Policy which was implemented during the fourth quarter of 2021.

The policy requires LMK to hold funds to meet core running costs, which are the costs of staff and LMK leaders who are responsible for the delivery of workshops, for **three months**. Although our cashflow and restricted income has remained very strong throughout the year, maintaining levels of unrestricted funding continues to be challenging. Core running costs currently amount to £52,713 which is in-line with unrestricted funds held as at 31st August 2023 of £54,503. With that in mind, we will keep our reserves policy at 3 months, with a view to growing towards 6 months of core running costs.

Fundraising compliance

In the twelve-month period to 31st August 2023, LMK paid due regard to its fundraising practices in line with guidelines set out in the Fundraising Regulator's Code of Practice, the Charities Act and General Data Protection Regulation. We continued to abide by our Fundraising and Privacy Policies and have significantly reviewed the language we use on our website around donations to ensure that our Consent, Privacy and Gift Aid statements are clearer.

Statement of trustees' responsibilities

The trustees are responsible for preparing the annual report and the financial statements, in accordance with the applicable law and United Kingdom (UK) Accounting Standards (UK Generally Accepted Accounting Practice). In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent.

Duke of Edinburgh Santa Run Volunteers



Structure, governance and management

LMK is a charitable incorporated organisation (CIO), registered as a charity on 4th September 2020, with the number 1191149. In accordance with LMK's Constitution, the charity has the remit:

- **To provide relationship health education to young people**, so that they are better informed and understand the difference between healthy and unhealthy relationships, with the aim of preventing future relationship abuse.
- **To enhance the skills of those working with young people on relationship health education**, developing relatable, compelling content that can be used in schools across the UK to support the Relationship Sex Education (RSE) curriculum.

It has no subsidiary undertakings and does not form part of a wider network. The 10 Signs, used in our curriculum, have been adapted from a framework created by the One Love Foundation (www.joinonelove.org). We are grateful for their support and the work they continue to pioneer in the United States of America.

Significantly, this year LMK applied to the Charity Commission to make amendments to its objects to extend the scope of its charitable work and beneficiary groups, enabling us to conduct pilots with Reach Academy Feltham (to trial working with primary school aged children and their parents or carers) and our first Workplace Relationship programme with First Mile (to make the 10 Signs relevant to employees and working life). The changes to our objects were approved on 25th May 2023 and now read:

- to advance health by educating children and young people, their parents or guardians and those that work with them on the subject of healthy relationships; and
- to advance education by providing information and training on the topic of healthy relationships, in particular but not exclusively for the benefit of children and young people, their parents or guardians and those that work with them.

Trustees:

Details of the trustees are given on Page 2. All trustees are giving their time voluntarily and receive voting rights, but no benefits from the charity. The Founding Trustees (Holan Liang, Saloni Thakrar, Kirsten Westlake, Helen Wolstenholme) established the charity in 2020, responding to a recognised societal need. Since then, all other trustees have been recruited openly and through an interview process conducted by members of the Board.

Trustees are responsible for making sure LMK achieves its charitable purposes. The Board and its three subcommittees meet quarterly to focus on the topics of Safeguarding, Finance and Fundraising, and HR (including EDI). In 2022/3 all Trustees have attended the requisite number of board meetings, offering guidance, governance and strategic advice as required. Further to this, over the course of the last year, they have either observed a 10 Signs workshop in-person or online, helped induct new LMK Leaders, presented to the Youth Advisory Board or attended fundraising events and team socials on LMK's behalf.

There have been two resignations from the board during this third year (Holan Liang and Sam Elsokari) and we have also inducted 3 new Trustees with specialisms spanning the fields of marketing, evaluation, teaching, governance and the youth sector, to complement the skills of the current board. These trustees have undertaken training from the NSPCC as part of their induction process covering 'Charity Trustees: your futures to safeguard and protect," with one new joiner undertaking additional training in "Managing Safer Online Communities" on behalf of the charity. In the coming year, several of our trustees will come to the end of their term and we anticipate a further round of recruitment to replace their skills and energies.

The Trustees remain ably supported by our voluntary team of **advisors** and have added to their number this year, with experts in the field of **fundraising, inclusion and safeguarding**. Furthermore, several of the volunteers and freelancers who were involved in designing LMK's resources and workshops in the charity's early days have retained their connection with LMK by formally joining the advisory board. The Trustees continue to work with a **Data Protection Practice** and an **Accountant** on a retainer basis to ensure rigorous processes in these areas.

This year, the Board of Trustees has continued to oversee the charity's **risk register**, the execution of the charity's strategy, and iterated the accompanying **KPI system**, as performance continued to exceed expectations in most areas. Through the **Finance subcommittee** they have driven robust stewardship of the charity's finances, including re-forecasting the budget midyear, adjusting spending in line with reduced income expectations as a result of the Cost of Living Crisis. They have also finalised the charity's **fundraising strategy** and ensured a fundraising statement is now on LMK's external website. Through the **Safeguarding subcommittee** LMK has introduced mandatory, annual safeguarding refresher training for all LMK leaders, and doubled the number of LMK leaders present when working with vulnerable groups. They have also reviewed the handling of safeguarding disclosures. Through the **HR subcommittee**, they have overseen the roll out of the HR Handbook (which included a comprehensive wellbeing package), created a Crisis Management Plan and designed the onboarding of the CEO.

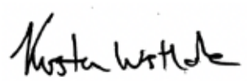
The Board of Trustees has overseen the development of a number of organisational policies and procedures:

- Expenses Policy;
- HR Policies related to: Eye Tests and Jury Service;
- A Service Level Agreement between LMK and its partners;
- List of Authority (Document of Delegated Powers between the Board of Trustees, subcommittees and senior management team);
- Social Media Policy;
- Fundraising Policy (including a statement for the website);
- Updates to LMK's Privacy Policy;
- Updates to LMK's Volunteer Policy;
- An easy-read Privacy Notice for the YAB.

Day to day management:

This year, the co-founders took decisive steps to distance themselves from the operations of the charity, most significantly including the recruitment of **LMK's first CEO**. The co-founders will remain working operationally 2 days a week until the CEO's induction and transition period is complete. However, they will continue to delegate most aspects of the charity's day-to-day management to the programme team outlined on page 2. This year this team has been significantly bolstered by the addition of several key hires, including LMK's first programme manager, first social media manager and first paid evaluation manager. All of these staff were recruited externally via open recruitment processes. In line with NCVO guidance, we review job descriptions and salary levels regularly, to ensure they are up to date, reflect market rates and internal dependencies.

The Trustees' Annual Report has been approved by the Trustees on 20/10/2023 and signed on their behalf by



Kirsten Westlake
Chair, LMK

The Independent Examiners Report

CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name Let Me Know (LMK)		
On accounts for the year ended	31 August 2023	**Charity no (if any)**	1191149
Set out on pages	appended (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 August 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 2011 Act and in carrying out my examination, I have followed the 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 (~~other than that disclosed below *~~) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:		**Date:**	23 October 2023
Name:	Charles Ssempijja		
Relevant professional qualification(s) or body (if any):	FCA		
Address:	3rd Floor, 86-90 Paul Street London, EC2A 4NE		

The financial statements

LMK (Let Me Know)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2023

	Note	2023 Unrestricted General £	Restricted £	Total £	2022 Unrestricted General £	Restricted £	Total £
Income from:							
Donations and legacies							
Grant Funding		**112,316**	**314,331**	**426,647**	136,449	130,662	267,111
Individual Donations and gift aid		**12,492**	**25,270**	**37,762**	15,450	5,427	20,877
Corporate Donations		**1,362**	–	**1,362**	40	4,000	4,040
Donation in kind		**18,910**	**–**	**18,910**	1,240	3,414	4,654
Charitable activities							
Workshops delivery		**4,250**	**6,250**	**10,500**	5,332	3,000	8,332
Other trading activities							
Fundraising Events		**13,838**	–	**13,838**	11,978	–	11,978
Investments							
Bank Interest		**198**	–	**198**	5	–	5
Total income		**163,366**	**345,851**	**509,217**	170,494	146,503	316,997
Expenditure on:	3						
Cost of raising funds		**64,966**	**1,296**	**66,262**	8,030	180	8,210
Charitable activities							
Workshop delivery		**100,359**	**236,440**	**336,799**	102,437	116,865	219,302
Total expenditure		**165,325**	**237,736**	**403,061**	110,467	117,045	227,512
Net income/(expenditure) for the year		**(1,959)**	**108,115**	**106,156**	60,027	29,458	89,485
Transfers between funds	10	**(72)**	**72**	**–**	–	–	–
Net movement in funds		**(2,031)**	**108,187**	**106,156**	60,027	29,458	89,485
Reconciliation of funds:							
Total funds brought forward		**56,534**	**58,193**	**114,727**	(3,493)	28,735	25,242
Total funds carried forward	10	**54,503**	**166,380**	**220,883**	56,534	58,193	114,727

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

LMK (Let Me Know)

Balance sheet

As at 31 August 2023

	Note	£	2023 £	£	2022 £
Current assets:					
Debtors	7	**3,237**		82,620	
Cash at bank and in hand		**226,641**		40,754	
		229,878		123,374	
Liabilities:					
Creditors: amounts falling due within one year	8	**8,995**		8,647	
Net current assets / (liabilities)			**220,883**		114,727
Total net assets / (liabilities)	9		**220,883**		114,727
The funds of the charity:	10				
Restricted income funds			**166,380**		58,193
Unrestricted income funds:					
General funds		**54,503**		56,534	
Total unrestricted funds			**54,503**		56,534
Total charity funds			**220,883**		114,727

Approved by the trustees on 20/10/2023 and signed on their behalf by

Emma Neillie
Treasurer, LMK

Kirsten Westlake
Chair, LMK

LMK (Let Me Know)

Statement of cash flows

For the year ended 31 August 2023

	£	2023 £	£	2022 £
Net income / (expenditure) for the reporting period		**106,156**		89,485
(Increase)/decrease in debtors		**79,383**		(81,916)
Increase/(decrease) in creditors		**348**		3,827
Net cash from/(used in) operating activities		**185,887**		11,396
Change in cash and cash equivalents in the year		185,887		11,396
Cash and cash equivalents at the beginning of the year		40,754		29,358
Cash and cash equivalents at the end of the year		**226,641**		40,754

Analysis of cash and cash equivalents

	At 31 August 2023 £	At 31 August 2022 £
Cash in hand and at bank	226,641	40,754
Total cash and cash equivalents	**226,641**	40,754

1 Accounting policies

a) Company information
LMK (Let Me Know) is a charity registered in England with registration number 1191149. Its registered office address is 85-87 Bayham Street, London NW1 0AG

b) Basis of preparation
The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Update Bulletin 2, and the Charities Act 2011. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity
The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern
The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. In making this assessment the trustees have considered the impact of Covid 19.

Annual budgets have been revised taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

e) Income
Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants with performance-related conditions are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is allocated to a separate fund unless the donor or terms of the appeal has specified otherwise and instead is treated as an addition to the same fund as the initial donation.

f) Donations of gifts, services and facilities
Donated services (including the time given to the organisation by volunteers) and facilities are included in the SOFA when received at the value of the gift to the charity, provided the value can be measured reliably. Where appropriate, donated services and facilities are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

LMK (Let Me Know)

Notes to the financial statements

For the year ended 31 August 2023

1 Accounting policies (continued)

g) Interest receivable
Interest on funds held on deposit is included when receivable.

h) Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of offering fellowships, programmens and campaigns and delivering related services undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) 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.

Financial assets
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial Liabilities
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

1 Accounting policies (continued)

l) Significant accounting policies

In the application of the company's accounting policies, the charity is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Donation in kind

During the year, donation in kind totaling £18,910 was received which included the following.

	2023	2022
	£	£
Workshop Programmes, Materials and Content	1,075	–
Workshop Venue & Catering	1,500	4,654
Staff recruitment, welfare and travel	1,650	–
Marketing, Fundraising and Research	2,400	–
IT Costs	3,819	–
LMK Leader Training Costs	529	–
Legal and Consultancy Fees	5,937	–
Administration and sundry costs	2,000	–
	18,910	4,654

Of the total donation, £10,721 was from two trustees.

3 Analysis of expenditure

		Charitable activities			
	Cost of raising funds	Workshops delivery	Support costs	**2023 Total**	2022 Total
	£	£	£	**£**	£
Staff costs (Note 4)	56,363	124,404	24,770	**205,537**	133,329
Staff recruitment, welfare and travel	–	–	32,471	**32,471**	–
LMK Leaders Workshop Delivery	–	86,446	–	**86,446**	44,290
LMK Leader Training Costs	–	9,557	–	**9,557**	4,125
Workshop Programmes, Materials and Content	–	7,425	–	**7,425**	5,251
Workshop Venue & Catering	–	3,249	–	**3,249**	5,834
Youth Advisory Board	–	2,737	–	**2,737**	5,252
Other Training Costs	–	252	–	**252**	8,240
Marketing, Fundraising and Research	5,708	–	–	**5,708**	8,210
Fundraising event costs	4,191	–	–	**4,191**	–
Independent Examiner Fee	–	–	600	**600**	1,140
Insurance	–	–	1,105	**1,105**	488
Memberships and Subscriptions	–	–		**–**	975
Legal and Consultancy Fees	–	–	16,240	**16,240**	3,455
Administration Costs	–	–	7,178	**7,178**	2,713
Evaluation	–	–	1,599	**1,599**	–
IT Costs	–	–	18,766	**18,766**	4,210
	66,262	234,070	102,729	**403,061**	227,512
Support costs	–	102,729	(102,729)	–	–
Total expenditure 2023	66,262	336,799		**403,061**	**227,512**
Total expenditure 2022	8,210	219,302		227,512	

Of the total expenditure, £165,325 was unrestricted (2022: £110,467) and £237,736 was restricted (2022: £117,045).

3 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	**163,005**	54,248
Social security costs	**7,672**	–
Employer's contribution to defined contribution pension schemes	**4,038**	1,404
Freelance staff	**30,822**	77,677
	205,537	133,329

No employee earned more than £60,000 during the year (2022: nil).

The total employee benefits including pension contributions of the key management personnel, made up of Head of Fundraising, Relationship and Engagement Manager and Interim Programme Manager were £xxx (2022: £62,341).

In August 2023, LMK appointed its first Chief Executive Officer who has taken over the day to day management of the charity from two of the co-founders, who will remain Trustees.

4 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023	2022
	No.	No.
Charitable activities	**6.7**	2.5
	6.7	**2.5**

5 Related party transactions

No trustees were reimbursed any expenses for travel or subsistence during the year (2022: nil).

No charity trustees were paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

In aggregate, unrestricted grants and donations of £18,910 (2022:£3,240) were received during the year from two related parties all of which (2022: £1,240) were donation in kind.

IN 2022, a restricted donation of £5,427 was received during the year from Saloni Thakrar (Trustee) to be used towards training and cost of data protection consultant. In addition, a donation in kind of food boxes and food vouchers worth £3,414 was also received, which was restricted to LMK leaders attending Professional Development Training, contributing to the delivery of workshops, and the members of the Youth Advisory Board.

During the year two separate grants totalling £127,312 were received from Two Magpies Fund. Kirsten Westlake, Trustee of LMK is also a trustee of Two Magpies Fund with decision making influence.

There are no other related party transactions to disclose for 2021 (2022: none).

6 Taxation

The charitable company is exempt from corporation tax to the extent that all its income is charitable and is applied for charitable purposes.

7 Debtors

	2023	2022
	£	£
Prepayments and accrued income	**3,237**	82,620
	3,237	82,620

8 Creditors: amounts falling due within one year

	2023	2022
	£	£
Taxation and social security	**1,533**	426
Other creditors	**1,085**	–
Accruals	**6,377**	8,221
	8,995	8,647

9 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	**Total funds 2023 £**
Net current assets	54,503	–	166,380	**220,883**
Net assets at the end of the year	**54,503**	**–**	**166,380**	220,883

	General unrestricted £	Designated £	Restricted £	**Total funds 2022 £**
Net current assets	56,534	–	58,193	**114,727**
Net assets at the start of the year	**56,534**	**–**	**58,193**	114,727

10 Movements in funds

	At 1 September 2022	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 August 2023
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	9,800	47,186	(27,518)	–	**29,468**
Workshops in Camden	6,377	–	(3,000)	–	**3,377**
Workshops in Westminster	7,142	3,862	(4,900)	–	**6,104**
Workshops in Islington	–	4,480	(3,836)	–	**644**
Workshops in Camden and Islington	1,400	–	–	–	**1,400**
Community workshops in Southwark	1,500	–	(1,500)	–	**–**
Workshops in Bromley	–	2,000	(2,000)	–	**–**
Workshops in Wandsworth	–	3,750	(2,400)	–	**1,350**
Workshops in Kensington & Chelsea	–	2,500	(500)	–	**2,000**
Training	6,533	10,129	(12,317)	–	**4,345**
Social Media and Printing	2,100	–	(2,100)	–	**–**
Relationship Manager, Programme Manager	8,806	–	(8,806)	–	**–**
CPD Programme and CPD Manager Salary	7,262	–	(4,911)	–	**2,351**
Funds for YAB	1,774	3,310	(4,315)	67	**836**
Islington - Youth Worker Costs	2,500	–	(2,500)	–	**–**
Funds for External Data Protection Officer	1,827	–	(1,827)		**–**
IT	1,172	–	(1,172)	–	**–**
Evalution project	–	6,026	(2,178)	–	**3,848**
Recruitment & training leaders	–	10,316	(10,316)	–	**–**
CRM IT Project	–	15,000	(6,570)	–	**8,430**
Staff and freelancers	–	237,292	(135,070)	5	**102,227**
Total restricted funds	58,193	345,851	(237,736)	72	**166,380**
Unrestricted funds:					
General funds	56,534	163,366	(165,325)	(72)	**54,503**
Total unrestricted funds	56,534	163,366	(165,325)	(72)	**54,503**
Total funds	114,727	509,217	(403,061)	–	**220,883**

10 Movements in funds (continued)

	At 1 September 2021	Income & gains	Outgoings & losses	Transfers	At 31 August 2022
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	–	9,800	–	–	**9,800**
Workshops in Camden	7,900	777	(2,300)		**6,377**
Workshops in Westminster	9,125	4,402	(6,385)	–	**7,142**
Workshops in Islington	2,000	–	(2,000)	–	**–**
Workshops in Hackney	–	1,500	(1,500)	–	**–**
Workshops in Camden and Islington	–	3,750	(2,350)	–	**1,400**
Community workshops in Southwark	–	1,500	–	–	**1,500**
HAF Camden Summer Prog	–	2,130	(2,130)		**–**
Training	1,408	8,810	(5,485)	1,800	**6,533**
Social Media and Printing	–	2,100	–	–	**2,100**
Relationship Manager, Programme Manager	–	21,030	(12,224)	–	**8,806**
CPD Programme and CPD Manager Salary	–	11,560	(4,298)	–	**7,262**
Funds for YAB	–	4,000	(2,226)	–	**1,774**
Islington - Youth Worker Costs	–	2,500	–	–	**2,500**
Funds for External Data Protection Officer	–	1,827	–	–	**1,827**
Safeguarding Consultation	350	–	(350)	–	**–**
Photography	180	–	(180)	–	**–**
IT	1,172	–	–	–	**1,172**
Workshops/Social media campaigns on pornography and revenge	6,600	–	(4,800)	(1,800)	**–**
Southwark Workshops - domestic violence	–	1,000	(1,000)	–	**–**
Fundraising staff costs -Charlotte/Donna	–	8,112	(8,112)	–	**–**
Camden and Islington Food	–	450	(450)	–	**–**
LMK Workshop any Borough	–	9,020	(9,020)	–	**–**
Donation in kind - food boxes	–	3,414	(3,414)	–	**–**
Staff and freelancers	–	48,821	(48,821)	–	**–**
Total restricted funds	28,735	146,503	(117,045)	–	**58,193**
Unrestricted funds:					
General funds	(3,493)	170,494	(110,467)	–	**56,534**
Total unrestricted funds	(3,493)	170,494	(110,467)	–	**56,534**
Total funds	25,242	316,997	(227,512)	–	**114,727**

Thank you

It's been a very busy year and we could not have achieved so much without our supporters.

From the funders who have helped us grow, to the advisors, associates and freelancers who have helped us to develop our thinking and materials, as well as strengthened our fundraising; from our partner organisations who make sure we deliver our workshops where they are needed most, to our LMK Leaders who turn ideas into impactful, relatable, inspiring workshops which change lives. Thank you so much for supporting us as we help young people build happy lives through healthy relationships.

Advisors and Freelancers:

Abi Angus
Abigail Ing
Alison Longster
Connor Moore
Florinda Libreros
Helen Forde
Linda Kelly
Louise Yalonetzky
Matilda Browne
Melody Powell
Neil Chandarana
Patrick Ryan
Philippa Ross
Rebecca Waclawyj
Rob Sproston
Robyn Mc Hale
Sam Amour
Sarah Bigler
Sarah Teng
Shazia Hussain
Skye Knight
Sophie Richardson
Tyler Fox
Vicki Whent
Warwick Leicester

LMK Leaders:

Ameliah Rayn
Anna Wild
Anshu Kashyap
Anthony Powell
Ayo Awotona
Dan Curran
Daniel Obadiaru (until January 2023)
Ella Sheltawy
Ems Chippendale
Fabienne Crocket (until January 2023)
Ivy McIntyre-Baron
James Bower (until January 2023)
Jeremy Lyons
Joseph Winer
Justin Hitchman (until May 2023)
Kaine Senkumba
Katie Fotis-Heeney
Lerato Islam (until January 2023)
Lildonia Lawrence
Lois Dunn
Louise Ashwell
Louise Yalonetzky
Lu Wilson
Marcus Walters-Pearce
Nicholas Morgan
Nina Dei
Penny Wood
Prince Kwakye
Rebecca Waclawyj
Rhys Shirley-Clarke
Ruin Massia
Ryan Carty
Saira Kamaly
Serena Sawyerr
Sharareh Avazzadeh
Shirin Taherzadeh
Simone Ujah
Zeinab Elbatoul Sbaiti

Funders:

BigGive
brook
Camden
Canary Wharf Group
The Charles S French Charitable Trust
The Cherry Family Foundation
Gallus Trust
islington giving
John Lyon's Charity
the Mohn Westlake foundation
Mrs Smith & Mount Trust
Octavia
People's Postcode Lottery
Postcode Society Trust
SC Johnson
POhWER
The Childhood Trust
THE FORE
Westminster Brighter Futures Fund
The Vintners' Company
Two Magpies
Young K&C

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Registered charity number: 1191149
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LMK (LET ME KNOW)

England & Wales - Charity number 1191149

Accounts

LMK – Let Me Know

Annual Report and Accounts
2021 – 2022



Administrative information for the year 2021/2022

Charity name:	LMK – Let Me Know
Registered number:	1191149
Registered Address:	85-87 Bayham Street, London, NW1 0AH
Trustees:	Emma Neillie (Treasurer and Chair of Finance Subcommittee) Helen Wolstenholme Dr Holan Liang Kirsten Westlake (Co-founder and Chair of Trustees) Ndubuisi Uchea Saloni Thakrar (Co-founder and Chair of Safeguarding Subcommittee) Sam Elsokari Sophie Newton
Youth Advisory Board:	Alicia Jarman Babi Molnar Blessing Manueno Grace Stimpson Isaac Tossio Joshua Borode Mehraveh Ghiyasvand Merle In der Riehen
LMK Team:	Abigail Ing (Education) Becky Pugh (Graphic Design) Charlotte Bradford (Head of Fundraising) Clare Hoddinott (Team Coordinator) Eleanor Davies Lawley (Professional Development and Participation) Elena Dimitrova (Social Media) Louise Harland (Evaluation Manager) Melina Alexandrou (Campaigns) Melissa McCleery (Social Media) Nimita Patel (Finance) Rosamund Dickinson (Relationship and Engagement Manager) Sarah Bigler (Youth Advisory Board) Sharareh Avazzadeh (Interim Programme Manager) Sophie Richardson (Programme Support Consultant)
Bank:	CAF Bank Ltd, West Malling, Kent ME19 4JQ
Independent Examiner:	Accountability Europe Ltd, Omnibus Workspace, 39-41 North Road, London, N7 9DP

Contents

Executive Summary 4

Why is LMK needed? 6

LMK: Building happy lives through healthy relationships 8

10 signs of a healthy and unhealthy relationship 9

LMK: Growing Broader and Deeper 10

LMK in numbers 14

LMK Leaders 16

We asked Young People in our workshops, “What’s the one thing from today that you’ll remember most?” 18

LMK’s Youth Advisory Board (YAB) 20

YAB… In their own words… 22

Statement of public benefit 24

LMK’s Impact: Making a Difference 26

Our ambitions for the future… 28

Financial Review 30

Structure, governance and management 32

Thank you 34

Accounts 37

Welcome to LMK

Executive Summary

Domestic violence and relationship abuse have a devastating effect on the lives of around 2.3 million people in the UK each year. They can affect anyone, of any background and commonly start during teenage relationships. LMK was created to take a **preventative approach** to these complex problems.

We launched the charity in September 2020, just after the Covid-19 pandemic hit, with a mission to educate young people on how to build positive, healthy relationships, free from abuse. Now in our second year, we have shown that LMK is an organisation capable of achieving ambitious goals and **changing young lives**. This report shows the high demand for our services and the difference we have made to thousands of young people across London.

In our first year our priority was creating compelling workshop content, laying down roots in the communities we support and building strong partnerships with them. In our second year LMK has built on this foundation, flourished and **expanded across London**. Collaborating with partners from Arsenal Foundation to Ark Global Academy, we have tripled the number of young people we work with, the number of London boroughs we operate in and the number of youth workers we have recruited and trained to deliver our workshops.

3924 young people

11 London boroughs

28 LMK leaders

LMK has also deepened its offering through listening to the people we work with. We have built on our core **10 Signs programme** to develop new workshops in response to feedback from our partner organisations and the young people we support. We have created a **Youth Advisory Board** and introduced a **CPD programme**, training adults working with children to have accessible, non-judgemental conversations about relationships to help prevent abuse. We have launched our **Inclusive Modules**, tailoring our core workshops to make them more accessible and relatable to the lives of young people with special educational needs and disabilities. And we have created **Continuing the Conversation** workshops, exploring issues affecting young people such as pornography and sharing explicit images without consent.

Through this work, LMK is making a **positive impact** on the lives of the diverse young people we work with, changing attitudes and promoting skills around relationships, supporting them to acknowledge unhealthy behaviours in their current situations, and empowering them to grow in confidence to help themselves and those around them. This decreases levels of abuse, helping people to recognise and prevent abusive behaviours in themselves and others.

Behind the scenes we have been supporting LMK's impact by putting in place the robust systems and processes a growing charity needs. We have stepped up our fundraising efforts, tripling our income to enable us to **strengthen** LMK and keep pace with demand for our services.

In this report you will see the comments of some of the young people and partner organisations LMK has worked with over the past year, deepening their understanding of healthy and unhealthy relationship behaviours and making a difference to their happiness.

Despite this success, there are still huge **challenges** all around us. The wide-ranging impact of the Covid pandemic continues to bear down on young people's mental health. Calls to the national domestic abuse helpline remain at a record high. The cost-of-living crisis is set to take a devastating toll on people's relationships, increasing pressures that exacerbate unhealthy behaviours. LMK will be needed more than ever.

74%
of young people said they'd learned something about relationships that they'd not heard before

84%
of young people said they knew how to seek help for themselves or a friend

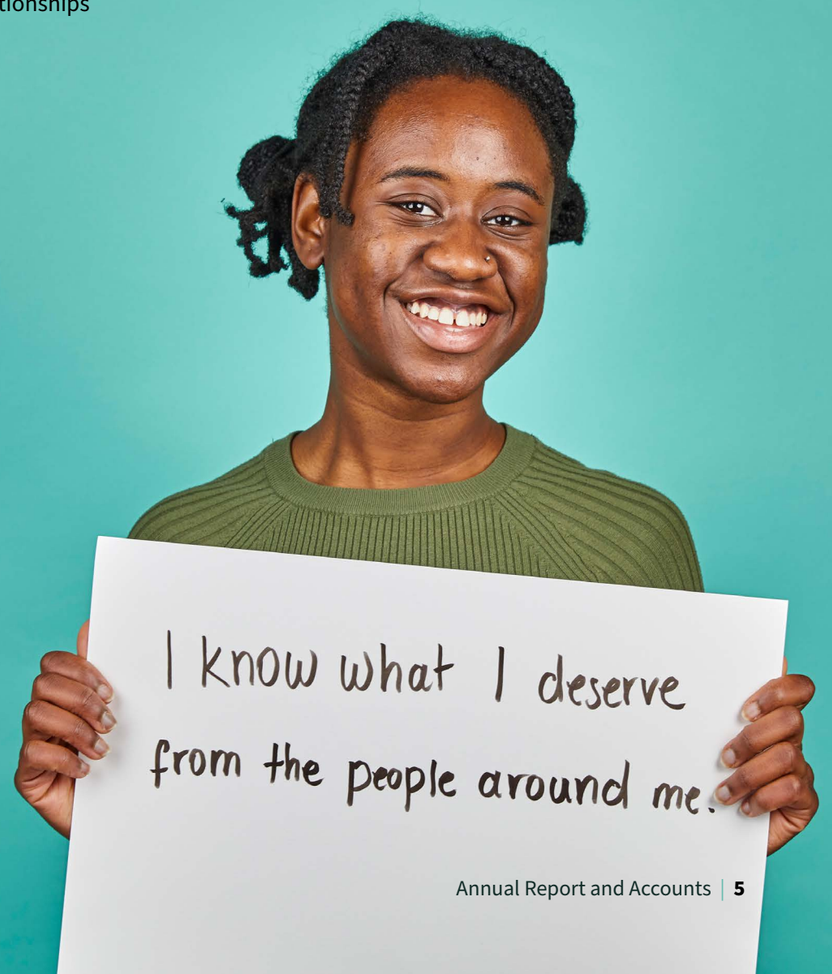
77%
of young people said LMK had changed their understanding of healthy and unhealthy relationships

87%
of young people said they found our workshops helpful for their current relationships

Without doubt, we have only achieved what we have this year due to the incredible passion and skills of the LMK community: our committed team, our near-peer, relatable leaders, our diverse partner organisations, our generous supporters and the inspiring young people we have had the honour of supporting this year. Their unwavering dedication to ensuring young people thrive in their relationships has meant we have been welcomed into new communities and developed programmes which challenge attitudes and change mindsets. Together we are beginning to drive forward vital change that will help reduce levels of domestic violence, relationship abuse and sexual assault.

Thank you to everyone who has played a part this year. We are looking forward to seeing what LMK can achieve in 2023.

LMK Board of Trustees



Why is LMK needed?

Domestic Violence and Relationship Abuse affect 2.3 million people in the UK each year, causing long-term physical, psychological and social consequences. These include poor mental health, substance abuse, self-harm, suicidal ideation and educational disengagement, the burden of which is felt not just by individuals, but by society as a whole.

While Domestic Violence and Relationship Abuse disproportionately impact women and girls, we know that if you are from a minoritised community, in a same sex relationship or are trans or disabled, the likelihood of abuse is dramatically increased and you will face additional barriers to reporting incidents and getting help.

Although many organisations exist to support the survivors of Domestic Violence and Relationship Abuse, few offer a comprehensive prevention programme to stop the abuse before it begins. LMK is a UK-based charity led by survivors, parents and activists. Created to be part of the solution to this complex problem, LMK offers a prevention programme through which young people are taught how to build positive, healthy relationships that are free from abuse.

Relationship abuse can affect anyone...

75% of teenage females **&** **50%** of teenage males experience emotional partner violence[2]

59% of UK school girls have been videoed or photographed without their consent[4]

80% of UK school girls have been put under pressure to share sexual images of themselves[4]

Only **1 in 5** 16-17 year olds can tell if a relationship is abusive[1]

1 in 4 teenage females **&** **1 in 5** teenage males experience physical partner violence[2]

On average **2 women** a week in England and Wales are killed by a current or former partner[3]

But some groups are disproportionately impacted...



Almost a third of disabled victims (31%) were living with the perpetrator of the abuse compared to 18% for non-disabled victims[5]

2x Disabled women are **twice as likely** to experience domestic abuse and are also twice as likely to suffer assault and rape[5]

80% of trans people have experienced emotional, sexual, or physical abuse from a partner or ex-partner[6]

86% of African and/or Caribbean heritage women in the UK have survived domestic or sexual abuse, or have a family member who has[7]

Victims from BAME communities typically suffer abuse for **1.5 times** longer before getting help than those who identify as White British or Irish[9]

Bisexual women are almost **twice as likely** to be abused as straight women[6]

The ripples spread through society...

There are an estimated **130,000** children and young people living with high-risk domestic abuse[12]

21 per cent of homeless young people had to leave home for their own safety because of violence at home[11]

Over half the women in prison report having suffered domestic violence with **53% of women** reporting having experienced emotional, physical or sexual abuse as a child.[8]

18% of the prison population have been convicted of sexual offences[10]

Sources:
1. Sex Education Forum 2019 Poll of Young People (aged 16-17 yrs)
2. Knowledge Networks 2011 College Dating Violence and Abuse Poll
3. **https://refuge.org.uk/what-is-domestic-abuse/about-domestic-abuse/**
4. Ofsted's review of sexual assault in schools and colleges, June 2021 **https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges**
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11. ComRes (2015) Centrepoint leaving home survey. Quoted in Preventing family breakdown and youth homelessness. CentrePoint 2016
12. CAADA (2012) A place of greater safety **www.safelives.org.uk/sites/default/files/resources/A_Place_of_greater_safety.pdf** Quoted in Families under pressure: Preventing family breakdown and youth homelessness. CentrePoint 2016

LMK: Building happy lives through healthy relationships

Good relationships shape our health and happiness, but we are taught so little about them. LMK is an education charity on a mission to change that. We educate young people on how to build positive, healthy relationships, so that they can avoid abuse and thrive in their relationships. Now in its second year, LMK was created to ensure:

- Young people understand the differences between healthy and unhealthy relationships and use this knowledge to keep themselves and their friends safe
- Adults (parents, teachers and community leaders) feel confident supporting young people in their relationships

We do this through:

- **Our Education Programme:** We offer 10 Signs workshops to schools and community organisations, exploring the 10 signs of healthy and unhealthy relationship behaviours. Young People (aged 11-24 years) are taught to spot and stop unhealthy relationship behaviours in themselves and others, using the 10 Sign Framework. Our workshops can be tailored to participants' ages and backgrounds and are for everyone, regardless of their identity or the type of relationship they are in.
- **Our Training Programme:** We offer a professional development programme, 'How to Talk to Young People about Healthy and Unhealthy Relationships', to give anyone working with young people the skills required to have inclusive, accessible, non-judgemental conversations with young people about relationships.

Through our work we:

- **Educate** young people on how to build positive, healthy relationships, preventing them from becoming victims or perpetrators of abuse.
- **Empower** young people to advocate for their own happiness, enabling them to speak out, seek help and challenge attitudes which tolerate, condone or conceal abusive behaviours.
- **Elevate** the skills of carers and professionals to help young people navigate relationships and get the support they need and deserve.

We are confident that, in the long term, LMK's education and abuse prevention programmes will reduce the incidence of relationship abuse and domestic violence. As the name 'Let Me Know' suggests, we have more immediate ambitions to be a catalyst for change. We want to encourage young people to talk to each other about relationships and offer support, whether it's a conversation establishing consent within a romantic relationship, setting boundaries within a friendship or asking for help from a trusted adult when things go wrong. With this in mind, our programme has been designed to shape young people's attitudes towards behaviours within relationships, build resilience and contribute to stronger cohesion in communities.

This report presents LMK's achievements during its second year of operation (September 2021 – August 2022). Its creation forms part of the trustees' governance of the charity, informs their design of its strategic direction and helps them ensure LMK's objectives and activities remain focused on achieving LMK's stated public benefit.



10 signs of a healthy relationship


Trust


Equality


Independence


Kindness


Owning Actions


Boundaries


Respect


Intensity


Healthy Conflict


Fun


Manipulation


Sabotage


Honesty


Guilting


Deflecting Responsibility


Possessiveness


Isolation


Belittling


Volatility


Betrayal

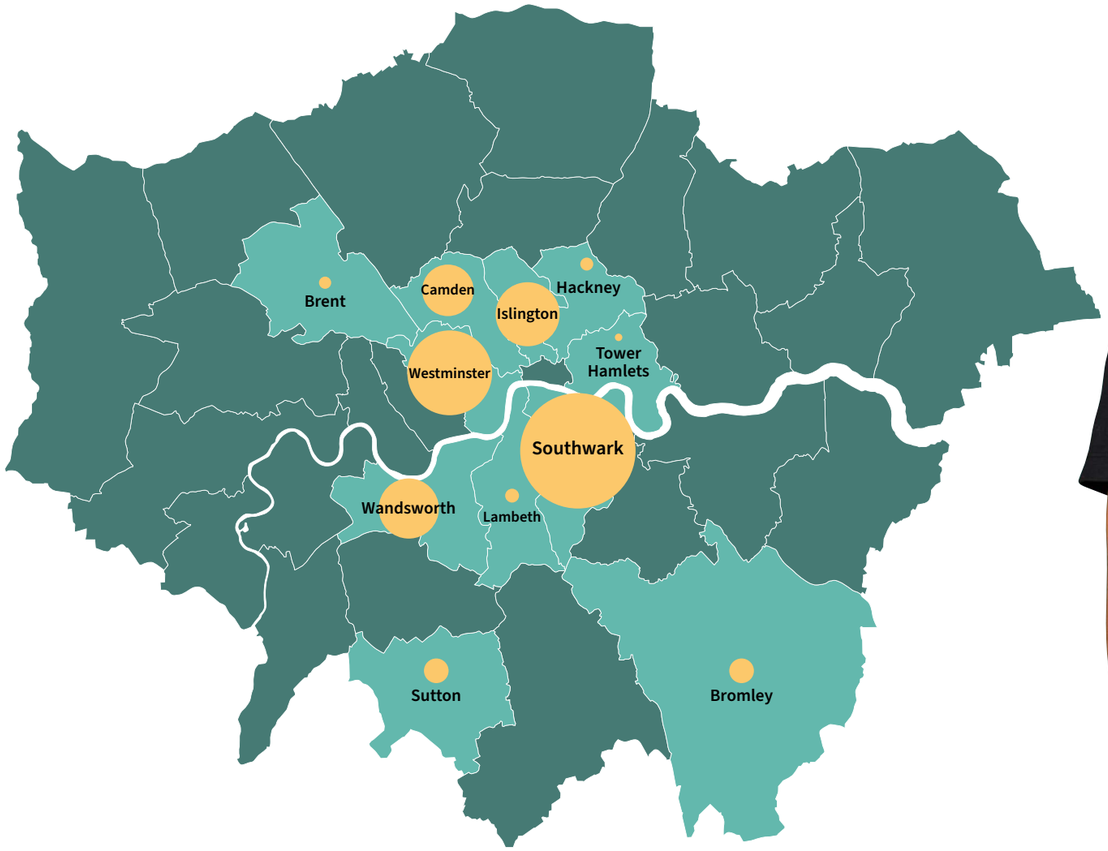
10 signs of an unhealthy relationship

LMK: Growing Broader and Deeper

LMK has grown rapidly in our first two years. We have educated nearly 4,000 young people across 11 London boroughs, and our programmes now operate in Camden, Islington, Westminster, Wandsworth, Sutton, Hackney, Brent, Bromley, Lambeth, Tower Hamlets and Southwark. In our last annual report we said that, as well as growing, we would listen to our evaluation findings and make changes to our workshops and programmes accordingly. As a result, we have adapted our existing offering and launched new services.

Our core **10 Signs Programme** offers free workshops to schools and community organisations. These workshops form a prevention programme where young people are taught to spot and stop unhealthy relationship behaviours in themselves and others, using the 10 Signs Framework. This comprises two modules. The first offers an introduction to the 10 Signs whilst the second is a deeper dive into the issues surrounding each one, including safely planning to leave an abusive relationship. These workshops enable young people to explore issues and rehearse scenarios in a non-judgemental, small-group environment. They give young people the tools and confidence they need to speak out, seek help and keep themselves and their friends safe.

Location of young people supported by LMK



CPD programme

Throughout our first year of operation, partner organisations told LMK that we left them feeling better equipped to approach relationship conversations with the young people in their care. Encouraged by this, we developed "**How to Talk to Young People about Healthy and Unhealthy Relationships**", a half-day professional development workshop for frontline staff. This interactive and motivational half-day course helps adults working with children to have inclusive, accessible, non-judgemental relationship conversations with young people to help prevent abuse. We have so far worked with 62 professionals in 6 organisations. With funding from Camden Council's Community Impact Funding we are now able to offer this training for free to organisations in Camden.



Impact of our CPD programme

88%
LMK training gave them a better understanding of issues facing young people in relationships

92%
LMK training increased their confidence to approach conversations on sensitive issues with young people

88%
LMK training made them better equipped to offer help to a young person experiencing an unhealthy or abusive relationship

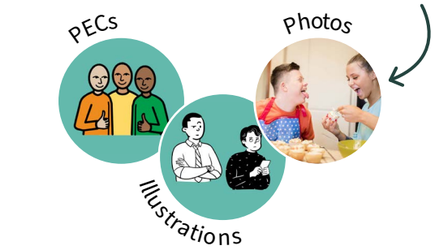
Inclusive Modules

In 2021/22 we have also developed Inclusive Modules, so that the 10 Signs Programme can be delivered to neurodiverse young people and teenagers with special educational needs or disabilities (SEND). Disabled women are twice as likely to experience domestic abuse, while disabled victims of all genders are almost twice as likely to be living with the perpetrator and three times as likely to experience abuse from multiple people. SEND young people are more likely to become victims of grooming, mate crime and cuckooing, and wait on average a year longer before seeking help to escape their situation.[13] Following a pilot at Marylebone Bridge School and work with Parent Advocates and young disabled people, we adapted our workshops, resources and evaluation methods so that they are more accessible and more relevant to the lives of young people with additional needs. We currently have a waiting list of organisations asking for these workshops.

Our partner organisations know their young people best. Our Inclusive Modules have been specially designed so that we can adapt to the needs of the young people they work with.

They can choose:

- Which signs to learn about – as many or as few as they like
- What vocabulary suits their learners
- The relationship contexts most relevant for their young people
- Their preferred communication format





Vicki Whent, Trainer, Coach, SEND Parent and LMK Advisor

"So many children with SEND struggle to maintain friendships and relationships because of the challenges of their additional needs and disabilities. Many will try to keep a relationship going even when it is not a healthy one because they are vulnerable, trusting and lack the confidence to speak out when they feel unhappy or uncomfortable. Teaching children 10 signs of healthy and unhealthy relationships will empower them to trust their feelings and recognise that they have a choice about who they allow in their lives."

13. SafeLives report Disabled Survivors Too, March 2017 https://safelives.org.uk/sites/default/files/resources/Disabled%20Survivors%20Too%20CORRECTED.pdf

Continuing the Conversation Modules

Over the past year we have gathered feedback from the young participants in our workshops about what topics they would like to explore further. Clear trends emerged which reflected concerns in the public consciousness around sexual violence and sexual assault in schools, as recorded in 2021 by testimonials on the Everyone's Invited website and by Ofsted's Review of Sexual Assault in Schools and Colleges. We therefore developed two new and more specialised Continuing the Conversation workshops around the topics of Pornography and Sharing Explicit Images Without Consent, which are due to launch in September 2022.

They told us and we listened. After experiencing our 10 Signs workshops, young people told us they want to keep these conversations going. So we've done just that.

Our new '**Continuing the Conversation**' modules dive deeper into the issues affecting young people today; issues which they have told us they want to know about.

Porn

Challenging young people to think about pornography differently, this workshop debunks widely held myths and examines how porn really affects them and their relationships.

Sharing of Sexual Images

This workshop gives young people a deeper understanding of the consequences of sharing sexual images and equips them with strategies to protect themselves.



LMK in numbers

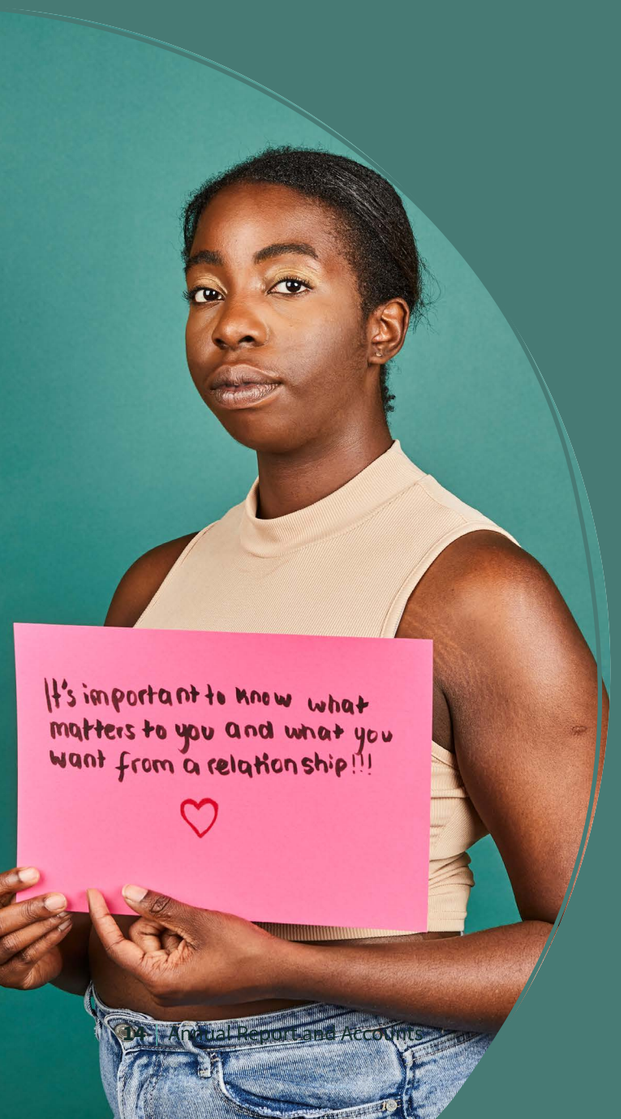
Since launching our workshops in Spring 2021, LMK has delivered:

3,924
young people educated through 204 workshops

In partnership with
36
schools and community organisations

7,848
hours of RSE

Across
11
London boroughs



Our work is driven by the efforts of:

28
LMK Leaders

4
Staff Members

32
Volunteers

Our work has happened thanks to the generosity of:

20
grants from foundations and trusts

Behind the numbers

The impact LMK makes is in no small part down to the **incredible team of LMK Leaders**; diverse, 'near-peer' experts in facilitation, who offer relatable advice and support in small groups to young people who are at a stage in their development where they are solidifying their perceptions of what a relationship should look like. These skills not only empower and equip young people to have healthy relationships during their teen years, they also embed behaviours and expectations which are carried through to adult life.

Over the past year our team of LMK Leaders has grown. We have successfully recruited an additional **18 experienced, trauma-informed leaders** to support our delivery and meet the growing demand for our 10 Signs programme. Most recently, our recruitment focused on hiring Leaders who are skilled in facilitating conversations with **LGBTQ+ teens and young people with special educational needs and disabilities**. This recruitment tripled the size of the LMK Leader team.

Considerable investment was therefore put into developing and formalising our onboarding processes. Our new starter induction includes DBS checks, mandatory safeguarding training, five days of induction into the charity and the Leaders' role, and facilitation training, including shadowing existing LMK Leaders and the opportunity to practice workshop delivery with an external trainer.

Our programme team has also grown. It has been strengthened with the inclusion of a **Head of Fundraising, Project Coordinator, Campaigns Manager and Professional Development and Participation Manager**. In our last annual report, we said that we would underpin this growth with wellbeing and mental health support programmes. As a result, we have created an HR package to induct new staff into the organisation and provide professional development opportunities and wellbeing support. Although this is due to be rolled out in 2023, specific elements have already been incorporated into LMK's working life, including reflective practice sessions for LMK Leaders and mental health first aid training for line managers. We have also given all team members regular, fully-funded training opportunities and the chance to learn more about the sector we work in.



LMK Team Training

Recent sessions have included:

- 'Tech Abuse and Young People' by Refuge
- 'Responding to Young People's Lived Experience of Sexual Violence' by RASASC
- 'Gangs and Youth Violence,' through e-Learning
- 'Contextual Safeguarding and Youth Violence' by QCCA
- 'The SexFactor' by the Chailey Heritage Foundation
- 'Working with Trauma' by AVA
- 'LGBTQ+ Awareness and Inclusion" by the Kite Trust

LMK Leaders

LMK Workshops are led by our team of inspiring Leaders. They use their creativity, empathy and energy to tailor discussions to young participants' needs, interests and backgrounds.



"Since joining LMK, I have been really impressed with the ethos and values of the organisation which prioritises well-being and creates an environment of collaboration and shared leadership."

"There is a genuine awareness of the need for resilience with the work LMK Leaders do and much put in place to support this. My overall experience as a new LMK Leader, is of a supportive organisation that cares about their staff - allowing us to be our authentic selves and equipping us to best deliver our crucial message to all our varied audiences."



"As a working Mum of two under-5's, I am continuously grateful for LMK's kindness and openness to let me work in a way that suits me and my family. They've been incredibly supportive when I've needed to focus on my mental health, which has helped me be better at home and in my work."

"It is exciting to be a part of the team and to see the impact of our work with young people - whose enthusiasm, reflection and engagement never fails to impress me, I'm constantly learning and growing, personally and professionally."

Our values

Our staff designed our values, based on what they felt LMK's culture stood for.
By listening to staff feedback, we will ensure we remain true to these roots.

Kind

We put kindness first

We put kindness first. We act with compassion and understanding. We role model the 10 Signs of a healthy relationship.

Brave

We act bravely

We act bravely and aren't afraid to be bold. We're changing something big and we're courageous in our approach.

Collaborative

We behave collaboratively

We behave collaboratively and support one another. We value teamwork and strive for impact through partnership.

Open

We are open

We are open. We represent a diverse society and value difference. We are inclusive, accessible, and non-judgemental.

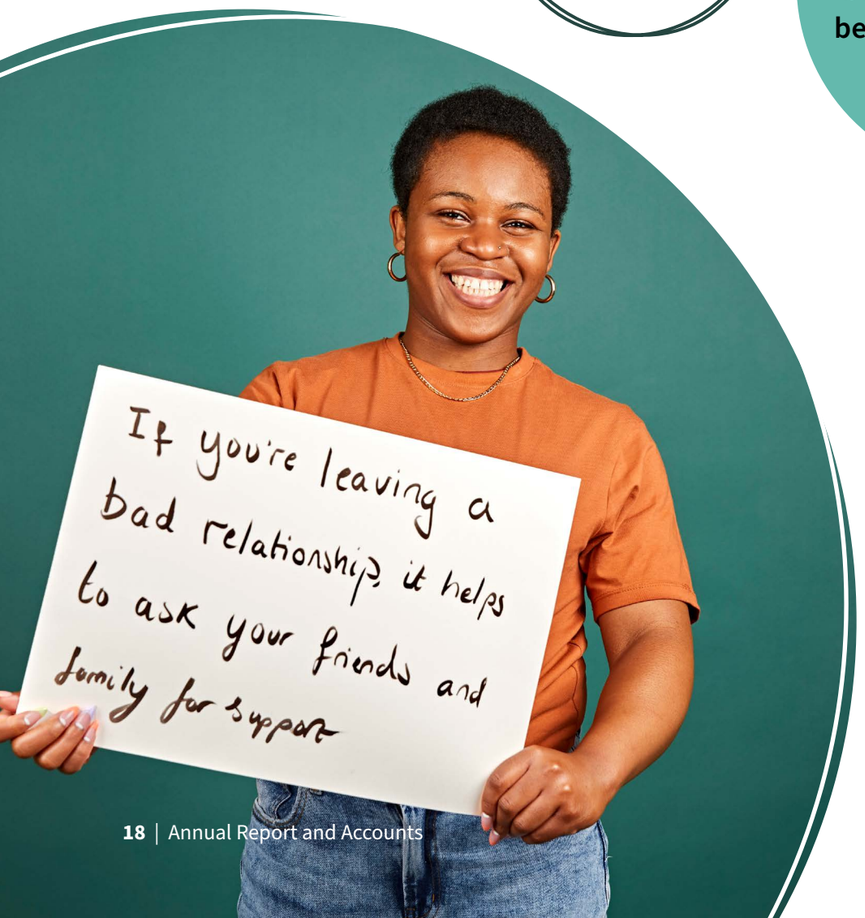
We asked Young People in our workshops, “What’s the one thing from today that you’ll remember most?”

I learnt you shouldn’t stay with someone if you think you’re in an unhealthy relationship”

“You should feel comfortable with setting boundaries with your partner and feel secure”

“How to speak up when you are in trouble”

“About volatility and how wrong it is, because you shouldn’t be walking on eggshells in a relationship”



“Owning up can be painful but helps in the future.”

“I care about my friend too much to not do anything.”

That healthy relationships don’t necessarily have to be exactly equal, just balanced enough so that the power dynamic shifts from person to person equally.”

“That deflecting responsibility is a form of manipulation.”

“I realised you can try and control too much when you are insecure”

After today’s session, I know where to go if I or a friend are in an unhealthy relationship.”

“Boundaries are not selfish to set”

“That emotional abuse can have just as damaging effects on someone’s well-being as physical abuse”

“Stopping your partner from seeing someone they’re close with is unhealthy”.

“The differences between being possessive and protective”

“I learnt how to help a friend in an abusive relationship”

“Having a mental health issue doesn’t give you the right to be abusive.”

No-one should be forced to do things in relationships to please their partner.”

LMK's Youth Advisory Board (YAB)

Young people have always been central to LMK's mission through our charitable objectives, our pilot and our continuous evaluation processes. We believe that by putting their opinions, interests, and voices at the heart of our offering, we will ensure our work has real impact where it is needed most and remains both relevant and relatable to a younger generation.

The creation of LMK's first Youth Advisory Board (YAB) in January 2022 was a first step in formalising young people's involvement in LMK's strategic direction and co-creation of materials. We recruited eight young people (aged 16-19 years) who had previously attended LMK workshops to become the first members of the YAB. We are proud to say that they come from right across London, with diverse backgrounds which represent the wider cohort of young people engaging in LMK's 10 Signs programme.

Over the course of the next year, the YAB will help co-design our curriculum and materials, provide youth insight into our programmes and advocate for healthy relationships within their own communities, acting as ambassadors for LMK. So far, they have engaged in a range of hands-on projects: helping us develop 'green flag' scenarios for use in our workshops, suggesting adaptations to our evaluation process and creating video content for social media.



Green flag scenarios designed by the Youth Advisory Board.



The Benefits of Joining the YAB

The YAB will strengthen LMK's abuse prevention programme, positioning the charity to deliver compelling interventions which teach young people to spot and stop the warning signs of abuse in themselves and others. Through LMK, YAB members will:

- build the knowledge, confidence and skills that are transferable and relevant to life in schools, post-secondary pathways, communities and their own relationships.
- increase their abilities in three key areas: communication, leadership and problem solving.
- grow the skills to become positive role models around healthy relationships in their own communities.
- develop a deep and nuanced understanding of healthy and unhealthy relationships. They will be able to differentiate between the two, challenge preconceptions and ingrained assumptions, and delve deeper to understand what can lie at the root of unhealthy attitudes and behaviours.

It was important to us that YAB members were remunerated to ensure their contributions to the charity were recognised and rewarded, and so that everyone, regardless of background, could apply for the role. We would like to thank SC Johnson for their generous part-funding of LMK's inaugural Youth Advisory Board.

YAB... In their own words...



Why did you want to join LMK's YAB?

"To open new doors and gain knowledge that I didn't have access to before."

"I wanted to become part of the team because I wanted to improve my understanding of relationships."

"I want to be a peer leader in the future and help people my own age."

"It allows me to actively engage and promote a topic of great personal importance to me, while also gaining skills and knowledge that will help me in my future endeavours."

Why is LMK important?

"LMK teaches young people to be safe, healthy and gives them the skills to build strong relationships."

"LMK is filling a huge gap in the current curriculum nationwide which ensures young people are better equipped for life."

"It's nice to accept everyone who needs help and this organisation does exactly that."

"It doesn't matter how old we are, because everyone, at every age, needs help."

"By looking to educate and equip individuals with knowledge of how to ensure relationships are healthy, LMK is addressing the very root of a lot of problems facing our society."

"I feel that young people are not taught enough about relationships."

What's the biggest thing you wish you'd been told about relationships earlier in your life?

"Intensity doesn't necessarily mean you have a stronger bond – jealousy does not equal love."

"Communication is key."

"Relationships and the people who we know, make up our personality, so we should care about who we choose."

"They have to be mutual – not one-sided."

"That there are people who will love and accept you as you are; look for these people with patience instead of trying to force something or tolerate less than you deserve."

Statement of public benefit

Domestic violence and relationship abuse have a devastating effect on the lives of around 2.3million people in the UK each year. It can affect anyone, of any background and commonly starts as early as teenage relationships. LMK was created to take a much-needed preventative approach to this complex problem, working with young people to teach them how to build positive, healthy relationships that are free from abuse.

LMK in Schools

Although schools are now required to deliver an expanded Relationships and Sex Education (RSE) curriculum, teachers often lack the time, resources, expertise and confidence to do so in a way that connects with young people. LMK has responded to this need, working with 3,299 children across 17 different schools.

LMK in Community Settings

1 in 6 of the young people LMK works with are from youth groups, charities and partner organisations that serve hard-to-engage groups in community settings, including pupils in Pupil Referral Units, asylum seekers, homeless young people and domestic violence survivors, as well as underserved people like LGBTQ+ youth. LMK has worked with 625 young people across 19 different community settings.

Through both types of workshops, young people are taught to spot and stop unhealthy relationship behaviours in themselves and others. We give young people the tools and confidence they need to speak out, seek help and keep themselves and their friends safe. We regularly engage with pre-perpetrator behaviour in our workshops without judgement, challenging attitudes and changing mindsets to help reduce levels of perpetration, as well as victimisation.

Harris Academy Bermondsey

"You really did provide an invaluable experience for our students; allowing them to have a safe space to be able to talk about issues relevant to them, and giving them food for thought… some went as far as preparing questions [in advance for your repeat visit], which is a testimony to how safe you made them feel."



Eltham College

"Let Me Know workshops were engaging and relevant for the needs of our students. The LMK leaders ensured that the focus of the workshop was based around the areas… that the students identified, and provided a balance between celebrating the positive aspects of healthy relationships, whilst recognising the warning signs of unhealthy relationships. The discussion that was prompted by the use of video scenarios demonstrated the deep thinking that the workshop had encouraged, and students were able to share how their beliefs and viewpoints had been impacted by the content of the workshop. By encouraging open discussion in a safe and understanding environment, the workshop leaders ensured that the entire group were engaged and focused throughout the whole of the 2 hour session."

Prospex Youth Group

"LMK… captured what… our young people needed in terms of relationship education… LMK gave us some fantastic sessions for our girls group and came back later for some sessions with our older mixed group, which was definitely needed… The trainers were professional yet relatable to the young people we work with, which made the session click a lot easier. Thank you LMK - we are excited for our next group of young people to move up so that we can have you back in."



LMK's Impact: Making a Difference

Gathering feedback is an essential part of ensuring LMK delivers effective programmes which contribute to our purpose: educating young people on how to build positive, healthy relationships, so that they can avoid abuse and thrive in their relationships. Through our evaluation system we gather data from our workshop participants, LMK Leaders and partner organisations to understand the impact of LMK's workshops. We assess the change in young people's attitudes, understanding and skills around healthy and unhealthy relationships and how confident they are to seek help for themselves or a friend. We also assess how confident our partner organisations are in supporting young people with relationship issues following an LMK visit.

Who does LMK work with?



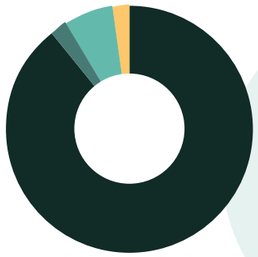
72%
of our workshop participants are from minoritised communities



46% female
49% male
1% non-binary
2% have a different gender identity



25%
of the schools we work with have more than 50% of their pupils on Free School Meals



84% straight
2% Gay or Lesbian
6% Bisexual
2% Identified differently





6%
told us they had a disability



11%
told us they had a learning difficulty

What impact do LMK workshops have?

74%
of young people said they'd learned something about relationships that they'd not heard before

77%
of young people said LMK had changed their understanding of healthy and unhealthy relationships

84%
of young people said they knew how to seek help for themselves or a friend

87%
of young people said they found our workshops helpful for their current relationships

92%
of young people rated their LMK Leader as excellent and or good

56%
of young people acknowledged unhealthy behaviours or mindsets in their current relationships

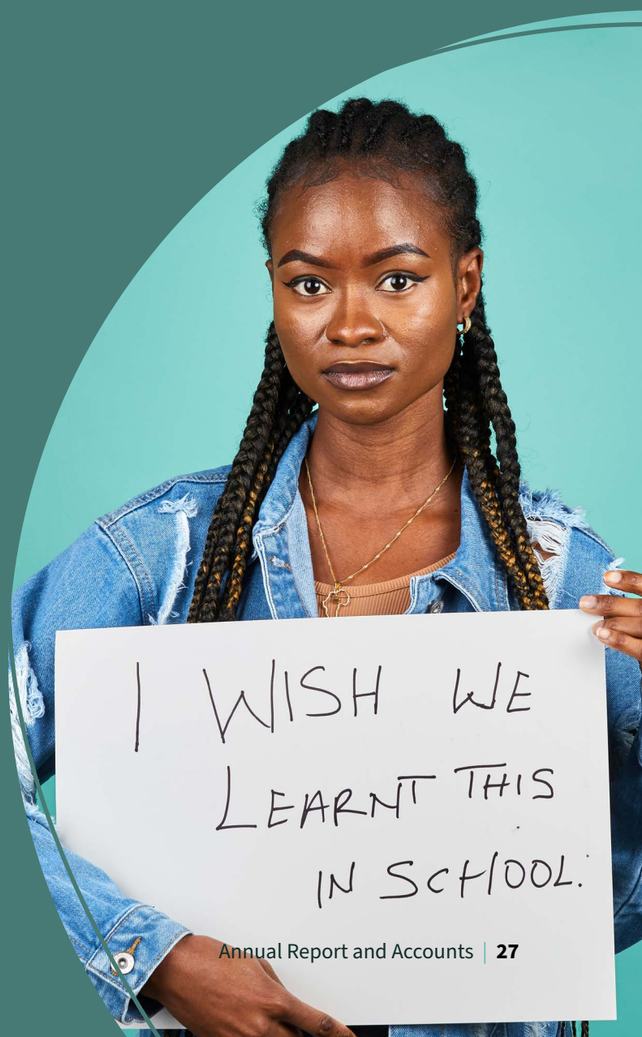
77%
of young people would recommend an LMK workshop to a friend

What do our partners say after observing an LMK workshop?

96%
said they would invite LMK back and 45% already have

83%
said they felt better equipped to support their young people

Source: LMK evaluation - post workshop surveys, information from participants.



Our ambitions for the future...

In the coming year we plan to expand our reach across London, so that we can support even more young people to thrive in their relationships and avoid abuse. This growth will be underpinned by the creation of robust systems and scalable processes which are necessary to support a thriving team, as well as impactful programmes that create lasting change.

Consolidate

The charity will build on the success of our first two years of operation, strengthening systems and processes, and growing our team. To date, LMK has largely been staffed by freelancers, allowing the greatest possible flexibility. However, we have started to move towards a mixed model with some key staff working as part-time or full-time employees.

We will continue to refine our programme with a focus on nurturing and iterating the new programmes we launched in 2021/2 – in particular the 'Continuing the Conversation' modules and our Inclusive Workshops.

Growth

We will continue our needs-based approach to growth – moving into boroughs and communities where levels of domestic violence, relationship abuse and sexual assault are highest amongst young people. In this way, we aim to significantly expand our reach across London, so that by the end of year 3 (2022/3) we will have doubled the number of boroughs we work in. We also intend to increase collaboration with sector partners whose goals and values align with our own. Our newly formed partnership with Brook and the Women and Girls Network will help us achieve this aim, through a Sexual Violence Education and Training Programme delivered across the London boroughs of Barnet, Camden, Islington, Lambeth, Lewisham, Southwark and Tower Hamlets. We will also deepen relationships with existing partner organisations which deliver our 10 Signs and Continuing the Conversation Programmes to new cohorts of young people, as well as offering our professional development training to their staff. We look forward to rolling out our Parent/Carer Programme which is still under development, and expect to welcome our second group of young people onto the YAB.





Strengthen

In the coming year we will finalise our HR handbook which codifies on-boarding processes for new staff, as well as training, well-being and mental health support packages for our LMK Leaders and wider team members. We will strengthen our IT and Finance processes with the adoption of a CRM system and expand our core team to strengthen these essential functions, with the appointment of specialist staff. This 'behind the scenes' investment will create solid foundations from which the charity can grow, in particular aiding the smooth on-boarding of new partner organisations which will in turn drive our expansion.

Listen

We will continue to hone our offering and workshop resources in response to participant evaluation and partner organisation feedback. We will continue to develop modules under the 'Continuing the Conversation' umbrella, responding to the issues young people tell us they want to discuss. Furthermore, we will listen to our team and create a collaborative environment where everyone feels empowered to contribute ideas. We will continue to invest in and take care of everyone that works for LMK and aim to create a supportive, diverse environment where everyone can bring their true selves to work.

Westbourne Park Family Centre

"LMK have facilitated discussion and learning with our young people that we would not have otherwise engaged with, adding real added value to the service we offer… LMK staff have been enthusiastic, knowledgeable and engaging with our youth group ensuring high levels of participation."

Financial Review

Income and expenditure

In the twelve-month period to 31st August 2022, the charity generated income of £316,997, predominantly from grant-making organisations and individuals. Total expenditure for the year was £227,512, the majority of which was costs associated with workshop delivery and paying staff and freelancers, including the LMK Leaders who deliver our workshops across 10 London boroughs.

Significant events affecting financial performance

Since last year, LMK has made significant changes to its financial processes, ensuring the tighter control and oversight appropriate for a charity maturing from a start-up phase.

LMK has registered with the Fundraising Regulator and has established a Finance Subcommittee, which meets quarterly and has clear terms of reference. We have appointed an external accountant to manage our day-to-day finances and we are fully compliant with our Reserves Policy.

In this financial year we have tripled our income and, while 84% still comes from grants and trusts, we have begun to diversify our fundraising sources. There is a great deal to celebrate in terms of income generation and it has been a year of firsts for LMK. We have secured our first multi-year funding, first statutory funding and first pan-London funding – the details of which can be found in our accounts at the back of this report. We have also begun to work with corporate partners and are grateful to SC Johnson for their generous funding of our Youth Advisory Board. 4% of our income came from events and 3% was generated through income from our CPD programme and from charging (on a sliding scale) private organisations and larger schools for our workshops.

In our last report we highlighted the need to hire a dedicated fundraising team to help generate sustainable income to match our rapid pace of growth. We have hired a Head of Fundraising (May 2022) and a freelance Campaigns Manager (February 2022) to achieve this goal.

Summary of restricted and unrestricted funds

For the financial year, unrestricted income amounted to £170,494 and unrestricted expenditure amounted to £110,467, generating an unrestricted surplus of £60,027. This is in accordance with our Reserves Policy and represents more than 3 months of the charity's core running costs.

For the financial year, restricted income amounted to £146,503 and restricted expenditure amounted to £117,045, generating a restricted surplus of £29,458.

At the end of the financial year, total funds of the charity carried forward were £114,727 comprising £56,534 unrestricted funds and £58,193 restricted funds.

Risk control, principal risks and uncertainties

The Board of Trustees accepts its responsibilities for ensuring that the major risks to which LMK is exposed are identified, particularly those related to the operations and finances of the charity, and that systems are in place to mitigate those risks. Financial performance is monitored against budget and reviewed alongside management information monthly. Finances and fundraising are a standing item for the Board of Trustees and a summary of LMK's financial position is reviewed by them quarterly as part of that meeting.

Our principal financial risk relates to the level of income required to pay the core staff needed to support the charity's growth, as well as meet the needs of the increasing number of partner organisations who seek our services. The fundraising team has a clear remit to concentrate on raising unrestricted funding and income for salaries. By 2025, we hope to have revenues of £1million and to have increased the proportion of funding that LMK raises through Partnerships, Community Engagement and Events, as well as Individual Giving. However, we are mindful that the potential impact of the cost of living crisis on people's discretionary spending might impact our ability to fundraise.

Reserves policy

The trustees examined the requirements for reserves in light of the main risks to the charity and approved a Reserves Policy which was implemented during the fourth quarter of 2021. The policy requires LMK to hold funds to meet core running costs for three months. The policy will be continually reviewed with a view to maintaining six to twelve months of core running costs as LMK becomes more established.

Fundraising compliance

In the twelve-month period to 31st August 2022, LMK paid due regard to its fundraising practices in line with guidelines set out in the Fundraising Regulator's Code of Practice, the Charities Act and General Data Protection Regulation. We continued to abide by our Fundraising and Privacy Policies and have significantly reviewed the language we use on our website around donations to ensure that our Consent, Privacy and Gift Aid statements are clearer.

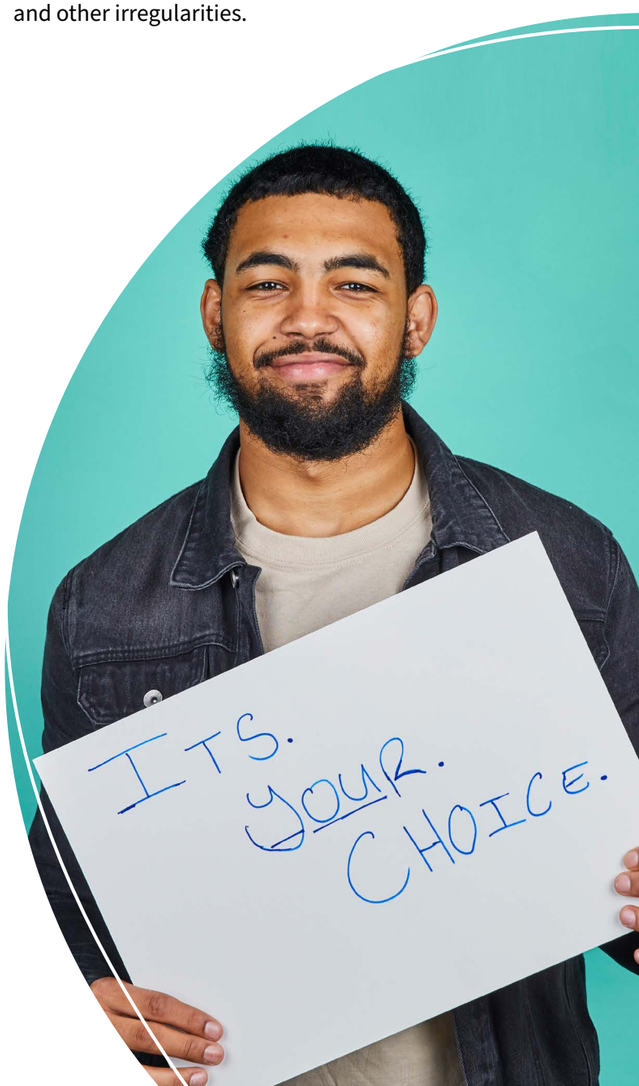
Statement of trustees' responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with the applicable law and United Kingdom (UK) Accounting Standards (UK Generally Accepted Accounting Practice). In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charity will continue in operation

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity, incoming resources and the application of those resources for that period.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.



Structure, governance and management

Incorporation:

LMK is a charitable incorporated organisation (CIO), registered as a charity on 4th September 2020, with the number 1191149. The organisation has the remit:

- To provide relationship health education to young people, so that they are better informed and understand the difference between healthy and unhealthy relationships, with the aim of preventing future relationship abuse.
- To enhance the skills of those working with young people on relationship health education, developing relatable, compelling content that can be used in schools across the UK to support the Relationship Sex Education (RSE) curriculum.

It has no subsidiary undertakings and does not form part of a wider network. The 10 Signs, used in our curriculum, have been adapted from a framework created by the One Love Foundation (**www.joinonelove.org**), with whom we have an agreement. We are grateful for their support and the work they continue to pioneer in the United States of America.

Trustees:

Details of the trustees are given on Page 2. All trustees are giving their time voluntarily and receive voting rights, but no benefits from the charity. The Founding Trustees (Holan Liang, Saloni Thakrar, Kirsten Westlake, Helen Wolstenholme) established the charity in 2020, responding to a recognised societal need. Since then, all other trustees have been recruited openly and through an interview process conducted by members of the Board.

Trustees are responsible for making sure LMK achieves its charitable purposes. The Board and its subcommittees meet quarterly. In 2021/2 all Trustees have attended the requisite number of board meetings, offering guidance, governance and strategic advice as required. Further to this, over the course of the last year, they have either observed a 10 Signs workshop in-person or online, helped induct new LMK Leaders, presented to the Youth Advisory Board or attended fundraising events and team socials on LMK's behalf.

There have been no resignations from the board during this second year and we have also recruited 3 new Trustees with experience in the fields of marketing, evaluation, governance and the youth sector to complement the skills of the current board. They will start officially in September 2022. In the coming year we hope to recruit a Trustee with IT experience, but in the meantime have secured relevant support through our team of advisors. We have also appointed a data protection officer for the charity to commence in September 2022.

Having devised LMK's vision, mission and values, the board of Trustees is currently finalising LMK's Strategy - establishing the main elements of a 5 year plan and an accompanying Key Performance Indicator (KPI) system.

In the past year they have formalised processes around the Finance and Safeguarding Subcommittees and introduced an HR Subcommittee. They have also overseen LMK's Risk Register and developed an increased number organisational policies and procedures:

- Equal opportunity policy
- Disciplinary policy
- Grievance policy
- Absence policy
- Health and safety policy
- Whistleblowing policy
- Probation policy
- Finance policy
- Fundraising policy



"I was impressed…one of the LMK leaders went out of their way… to offer guidance to a pupil that was seeking advice on how to navigate a difficult relationship. They definitely went the extra mile to ensure all the pupil's questions were answered."

Emanual School

- Children and vulnerable adult safeguarding policy
- Trustee code of conduct statement
- LMK and Employee Privacy policy
- Complaints policy
- Trustee declaration of interest
- Volunteer policy
- Reserves policy
- Covid Risk Assessment
- Safeguarding Subcommittee Terms of Reference
- Finance Subcommittee Terms of Reference

Day to day management:

As LMK is a new charity, the co-founders are still operational while delegating some aspects of the charity's day-to-day running to the Programme Manager, Fundraising Manager, Relationship Manager, Professional Development and Participation Manager, Team Coordinator and Evaluation Manager as detailed on Page 2.

It is intended that a Director will be appointed to lead the charity, at which point the co-founders will step back to a governance and oversight role.

Remuneration policy:

The pay of all our staff is benchmarked against other charities of a similar size to LMK.

Thank you

We could not have achieved so much in only our second year without our supporters.

From the funders who have helped us grow, to the advisors and associates who have helped us develop our thinking and materials; from our partner organisations who make sure we deliver our workshops where they are needed most, to our LMK Leaders who turn ideas into impactful, relatable, inspiring workshops which change lives.

Thank you so much for supporting us as we help young people build happy lives through healthy relationships.

Advisors and Associates:

Abi Angus
Alison Longster
Benjamin Yeoh
Daniel Bobroff
Florinda Libreros
Linda Kelly
Matilda Browne
Melody Powell
Neil Chandarana
Patrick Ryan
Philippa Ross
Rebecca Waclawyj
Sarah Teng
Shazia Hussain
Skye Knight
Suzanne Lee
Teresa Rigley
Tyler Fox
Vicki Whent

LMK Leaders:

Ameliah Rayn
Anna Wild
Anshu Kashyap
Anthony Powell
Ayo Awotona
Dan Curran
Daniel Obadiaru
Ella Sheltawy
Fabienne Crocket
Ivy McIntyre-Baron
James Bower
Joseph Winer
Justin Hitchman
Lerato Islam
Lildonia Lawrence
Louise Ashwell
Louise Yalonetzky
Nicholas Morgan
Nina Dei
Penny Wood
Prince Kwakye
Rebecca Waclawyj
Rhys Shirley-Clarke
Ruin Massia
Ryan Carty
Saira Kamaly
Sharareh Avazzadeh
Simone Ujah

Funders:

The Arsenal Foundation
AVIVA Community Fund
Better Bankside
brook
Camden
Charles Hayward Foundation
Derwent London
Garfield Weston Foundation
The Hale Trust
Jaspar Foundation
Leathersellers' Company Charitable Fund
the Mohn Westlake foundation
SC Johnson — A family company at work for a better world
St James's Place Charitable Foundation
St Olave's Foundation Fund
Proudly supported by the Westminster Brighter Futures Fund
Westminster Foundation
Young Camden Foundation

Accounts



LMK (Let Me Know)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2022

	Note	Unrestricted General £	Restricted £	2022 Total £	Unrestricted General £	Restricted £	2021 Total £
Income from:							
Grant Funding		**136,449**	**130,662**	**267,111**	44,000	51,572	95,572
Individual Donations and gift aid		**15,450**	**5,427**	**20,877**	5,233	1,529	6,762
Corporate Donations		**40**	**4,000**	**4,040**	80	–	80
Fundraising Events		**11,978**	**–**	**11,978**	–	–	–
Workshops		**3,682**	**3,000**	**6,682**	–	–	–
CPD		**1,650**	**–**	**1,650**	–	–	–
Donation in kind - food boxes		**1,240**	**3,414**	**4,654**	–	–	–
Bank Interest		**5**	**–**	**5**	–	–	–
Total income		**170,494**	**146,503**	**316,997**	49,313	53,101	102,414
Expenditure on:							
Staff costs (Note 2)		**56,333**	**76,996**	**133,329**	11,281	–	11,281
LMK Leaders Workshop Delivery		**17,329**	**26,961**	**44,290**	4,275	20,800	25,075
LMK Leader Training Costs		**3,000**	**1,125**	**4,125**	8,475	1,000	9,475
Workshop Programmes, Materials and Content		**5,251**	**–**	**5,251**	13,530	–	13,530
Workshop Venue & Catering		**1,387**	**4,447**	**5,834**	–	–	–
Youth Advisory Board		**3,026**	**2,226**	**5,252**	–	–	–
Other Training Costs & DBS checks		**3,480**	**4,760**	**8,240**	619	967	1,586
Marketing, Fundraising and Research		**8,030**	**180**	**8,210**	7,315	320	7,635
Independent Examiner Fee		**1,140**	**–**	**1,140**	–	–	–
Insurance		**488**	**–**	**488**	–	429	429
Memberships and Subscriptions		**975**	**–**	**975**	–	–	–
Legal and Consultancy Fees		**3,105**	**350**	**3,455**	2,384	–	2,384
Administration and sundry costs		**2,713**	**–**	**2,713**	1,277	–	1,277
IT Costs		**4,210**	**–**	**4,210**	3,650	850	4,500
Total expenditure		**110,467**	**117,045**	**227,512**	52,806	24,366	77,172
Net income/(expenditure) for the year		**60,027**	**29,458**	**89,485**	(3,493)	28,735	25,242
Transfers between funds		**–**	**–**	**–**	–	–	–
Net movement in funds		**60,027**	**29,458**	**89,485**	(3,493)	28,735	25,242
Reconciliation of funds:							
Total funds brought forward		**(3,493)**	**28,735**	**25,242**	–	–	–
Total funds carried forward	9	**56,534**	**58,193**	**114,727**	(3,493)	28,735	25,242

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.
Movements in funds are disclosed in Note 9 to the financial statements.

LMK (Let Me Know)

Balance sheet

As at 31 August 2022

	Note	£	2022 £	£	2021 £
Current assets:					
Debtors	6	**82,620**		704	
Cash at bank and in hand		**40,754**		29,358	
		123,374		30,062	
Liabilities:					
Creditors: amounts falling due within one year	7	**8,647**		4,820	
Net current assets / (liabilities)			**114,727**		25,242
Total net assets / (liabilities)	8		**114,727**		25,242
The funds of the charity:	9				
Restricted income funds			**58,193**		28,735
Unrestricted income funds:					
General funds		**56,534**		(3,493)	
Total unrestricted funds			**56,534**		(3,493)
Total charity funds			**114,727**		25,242

Approved by the trustees on 4.11.22 and signed on their behalf by

E. C. Nellie ..... – Trustee

1 Accounting policies

a) Company information
LMK (Let Me Know) is a charity registered in England with registration number 1191149. Its registered office address is 85-87 Bayham Street, London NW1 0AG

b) Basis of preparation
The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Update Bulletin 2, and the Charities Act 2011. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity
The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern
The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. In making this assessment the trustees have considered the impact of Covid 19.

Annual budgets have been revised taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

e) Income
Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants with performance-related conditions are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is allocated to a separate fund unless the donor or terms of the appeal has specified otherwise and instead is treated as an addition to the same fund as the initial donation.

f) Donations of gifts, services and facilities
Donated services (including the time given to the organisation by volunteers) and facilities are included in the SOFA when received at the value of the gift to the charity, provided the value can be measured reliably. Where appropriate, donated services and facilities are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

g) Interest receivable
Interest on funds held on deposit is included when receivable.

1 Accounting policies (continued)

h) Fund accounting
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
Expenditure on charitable activities includes the costs of offering fellowships, programmens and campaigns and delivering related services undertaken to further the purposes of the charity and their associated support costs.
Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) 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.

Financial assets
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial Liabilities
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

l) Significant accounting policies
In the application of the company's accounting policies, the charity is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	**54,248**	8,024
Social security costs	**–**	–
Employer's contribution to defined contribution pension schemes	**1,404**	301
Freelance staff	**77,677**	2,956
	133,329	11,281

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including pension contributions of the key management personnel, made up of Head of Fundraising, Relationship and Engagement Manager and Interim Programme Manager were £62,341.

Two trustees currently take part is the day to day management of the charity and will continue to do so until a Chief Executive Office is appointed in 2023.

3 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Charitable activities	**2.5**	0.4
	2.5	4.0

4 Related party transactions

No trustees were reimbursed any expenses for travel or subsistence during the year (2021: nil).

No charity trustees were paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

In aggregate, unrestricted grants and donations of £3,240 (2021:£43,000) were received during the year from two related parties of which £1,240 was donation in kind.

A restricted donation of £5,427 was received during the year from Saloni Thankrar (Trustee) to be used towards training and cost of data protection consultant. In addition, a donation in kind of food boxes and food vouchers worth £3,414 was also received, which was restricted to LMK leaders attending Professional Development Training, contributing to the delivery of workshops, and the members of the Youth Advisory Board.

There are no other related party transactions to disclose for 2021 (2020: none).

5 Taxation

The charitable company is exempt from corporation tax to the extent that all its income is charitable and is applied for charitable purposes.

6 Debtors

	2022 £	2021 £
Prepayments and accrued income	**82,620**	704
	82,620	704

7 Creditors: amounts falling due within one year

	2022 £	2021 £
Taxation and social security	**426**	–
Accruals	**8,221**	4,820
	8,647	4,820

8 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds 2022 £
Tangible fixed assets	–	–	–	**–**
Net current assets	56,534	–	58,193	**114,727**
Net assets at the end of the year	**56,534**	**–**	**58,193**	**114,727**

	General unrestricted £	Designated £	Restricted £	Total funds 2021 £
Tangible fixed assets	–	–	–	**–**
Net current assets	(3,493)	–	28,735	**25,242**
Net assets at the start of the year	**(3,493)**	**–**	**28,735**	**25,242**

9 Movements in funds

	At 1 September 2021	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 August 2022
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	–	9,800	–	–	**9,800**
Workshops in Camden	7,900	777	(2,300)		**6,377**
Workshops in Westminster	9,125	4,402	(6,385)	–	**7,142**
Workshops in Islington	2,000	–	(2,000)	–	**–**
Workshops in Hackney	–	1,500	(1,500)	–	**–**
Workshops in Camden and Islington	–	3,750	(2,350)	–	**1,400**
Community workshops in Southwark	–	1,500	–	–	**1,500**
HAF Camden Summer Prog	–	2,130	(2,130)		**–**
Sport at the Heart Workshop	–	–	–	–	**–**
Training	1,408	8,810	(5,485)	1,800	**6,533**
Social Media and Printing	–	2,100	–	–	**2,100**
Relationship Manager, Programme Manager	–	21,030	(12,224)	–	**8,806**
CPD Programme and CPD Manager Salary	–	11,560	(4,298)	–	**7,262**
Funds for YAB	–	4,000	(2,226)	–	**1,774**
Islington - Youth Worker Costs	–	2,500	–	–	**2,500**
Funds for External Data Protection Officer	–	1,827	–	–	**1,827**
Safeguarding Consultation	350	–	(350)	–	**–**
Photography	180	–	(180)	–	**–**
IT	1,172	–	–	–	**1,172**
Workshops/Social media campaigns on pornography and revenge	6,600	–	(4,800)	(1,800)	**–**
Southwark Workshops - domestic violence and relationship abuse prevention	–	1,000	(1,000)	–	**–**
Fundraising staff costs -Charlotte/Donna	–	8,112	(8,112)	–	**–**
Camden and Islington Food	–	450	(450)	–	**–**
LMK Workshop any Borough	–	9,020	(9,020)	–	**–**
Donation in kind - food boxes	–	3,414	(3,414)	–	**–**
Staff and freelancers	–	48,821	(48,821)	–	**–**
Total restricted funds	28,735	146,503	(117,045)	–	**58,193**
Unrestricted funds:					
General funds	(3,493)	170,494	(110,467)	–	**56,534**
Total unrestricted funds	(3,493)	170,494	(110,467)	–	**56,534**
Total funds	25,242	316,997	(227,512)	–	**114,727**

9 Movements in funds (continued)

	At 1 September 2020	Income & gains	Outgoings & losses	Transfers	At 31 August 2021
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	–	1,000	(1,000)	–	**–**
Workshops in Camden	–	10,500	(2,600)	–	**7,900**
Workshops in Westminster	–	15,325	(6,200)	–	**9,125**
Workshops in Islington	–	8,000	(6,000)	–	**2,000**
HAF Camden Summer Prog	–	4,000	(4,000)	–	**–**
Sport at the Heart Workshop	–	400	(400)	–	**–**
Training	–	3,375	(1,967)	–	**1,408**
Safeguarding Consultation	–	350	–	–	**350**
Photography	–	180	–	–	**180**
IT	–	2,022	(850)	–	**1,172**
Workshops/Social media campaigns on pornography and revenge	–	6,600	–	–	**6,600**
Total restricted funds	–	51,752	(23,017)	–	**28,735**
Unrestricted funds:					
General funds	–	49,313	(52,806)	–	**(3,493)**
Total unrestricted funds	–	49,313	(52,806)	–	**(3,493)**
Total funds	–	101,065	(75,823)	–	**25,242**

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	LMK (Let Me Know)		
On accounts for the year ended	31.08.2022	**Charity no (if any)**	1191149
Set out on pages	36 - 43		

I report to the trustees on my examination of the accounts of the above charity for the year ended 31/08/2022.

Responsibilities and basis of report

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW.

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

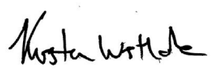
- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or

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.

Signed:		**Date:**	08/11/2022
Name:	Aamer Shehzad		
Relevant professional qualification(s) or body (if any):	FCCA FCA		
Address:	Accountability Europe Ltd Omnibus Workspace, 39-41 North Road London, N7 9DP		

Independent examiner's report

The Trustees' Annual Report has been approved by the Trustees and signed on their behalf by



Kirsten Westlake, Chair

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Registered charity number: 1191149
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LMK (Let Me Know)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 August 2022

	Note	Unrestricted General £	Restricted £	2022 Total £	Unrestricted General £	Restricted £	2021 Total £
Income from:							
Grant Funding		**136,449**	**130,662**	**267,111**	44,000	51,572	95,572
Individual Donations and gift aid		**15,450**	**5,427**	**20,877**	5,233	1,529	6,762
Corporate Donations		**40**	**4,000**	**4,040**	80	–	80
Fundraising Events		**11,978**	**–**	**11,978**	–	–	–
Workshops		**3,682**	**3,000**	**6,682**	–	–	–
CPD		**1,650**	**–**	**1,650**	–	–	–
Donation in kind – food boxes		**1,240**	**3,414**	**4,654**	–	–	–
Bank Interest		**5**	**–**	**5**	–	–	–
Total income		**170,494**	**146,503**	**316,997**	49,313	53,101	102,414
Expenditure on:							
Staff costs (Note 2)		**56,333**	**76,996**	**133,329**	11,281	–	11,281
LMK Leaders Workshop Delivery		**17,329**	**26,961**	**44,290**	4,275	20,800	25,075
LMK Leader Training Costs		**3,000**	**1,125**	**4,125**	8,475	1,000	9,475
Workshop Programmes, Materials and Content		**5,251**	**–**	**5,251**	13,530	–	13,530
Workshop Venue & Catering		**1,387**	**4,447**	**5,834**	–	–	–
Youth Advisory Board		**3,026**	**2,226**	**5,252**	–	–	–
Other Training Costs & DBS checks		**3,480**	**4,760**	**8,240**	619	967	1,586
Marketing, Fundraising and Research		**8,030**	**180**	**8,210**	7,315	320	7,635
Independent Examiner Fee		**1,140**	**–**	**1,140**	–	–	–
Insurance		**488**	–	**488**	–	429	429
Memberships and Subscriptions		**975**	**–**	**975**	–	–	–
Legal and Consultancy Fees		**3,105**	**350**	**3,455**	2,384	–	2,384
Administration and sundry costs		**2,713**	**–**	**2,713**	1,277	–	1,277
IT Costs		**4,210**	–	**4,210**	3,650	850	4,500
Total expenditure		**110,467**	**117,045**	**227,512**	52,806	24,366	77,172
Net income/(expenditure) for the year		**60,027**	**29,458**	**89,485**	(3,493)	28,735	25,242
Transfers between funds		**–**	**–**	**–**	–	–	–
Net movement in funds		**60,027**	**29,458**	**89,485**	(3,493)	28,735	25,242
Reconciliation of funds:							
Total funds brought forward		**(3,493)**	**28,735**	**25,242**	–	–	–
Total funds carried forward	9	**56,534**	**58,193**	**114,727**	(3,493)	28,735	25,242

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 9 to the financial statements.

LMK (Let Me Know)

Balance sheet

As at 31 August 2022

	Note	£	2022 £	£	2021 £
Current assets:					
Debtors	6	**82,620**		704	
Cash at bank and in hand		**40,754**		29,358	
		123,374		30,062	
Liabilities:					
Creditors: amounts falling due within one year	7	**8,647**		4,820	
Net current assets / (liabilities)			**114,727**		25,242
Total net assets / (liabilities)	8		**114,727**		25,242
The funds of the charity:	9				
Restricted income funds			**58,193**		28,735
Unrestricted income funds:					
General funds		**56,534**		(3,493)	
Total unrestricted funds			**56,534**		(3,493)
Total charity funds			**114,727**		25,242

Approved by the trustees on 4.11.22 and signed on their behalf by

E. C. Nellie ..... - Trustee

1 Accounting policies

a) Company information

LMK (Let Me Know) is a charity registered in England with registration number 1191149. Its registered office address is 85-87 Bayham Street, London NW1 0AG

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Update Bulletin 2, and the Charities Act 2011. The accounts are presented in GBP rounded to £1, which is the functional currency of the charity.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. In making this assessment the trustees have considered the impact of Covid 19.

Annual budgets have been revised taking this into account with prudent figures for both income and expenditure. The charity holds significant reserves and has liquid assets in the form of cash held in short term deposits.

For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

e) Income

Income, including from Government and other grants, whether 'capital' or 'income', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants with performance-related conditions are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is allocated to a separate fund unless the donor or terms of the appeal has specified otherwise and instead is treated as an addition to the same fund as the initial donation.

f) Donations of gifts, services and facilities

Donated services (including the time given to the organisation by volunteers) and facilities are included in the SOFA when received at the value of the gift to the charity, provided the value can be measured reliably. Where appropriate, donated services and facilities are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

g) Interest receivable

Interest on funds held on deposit is included when receivable.

1 Accounting policies (continued)

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose. Expenditure on charitable activities includes the costs of offering fellowships, programmens and campaigns and delivering related services undertaken to further the purposes of the charity and their associated support costs.
Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) 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.

Financial assets

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial Liabilities

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

l) Significant accounting policies

In the application of the company's accounting policies, the charity is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the financial statements in a future period.

2 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**54,248**	8,024
Social security costs	**-**	-
Employer's contribution to defined contribution pension schemes	**1,404**	301
Freelance staff	**77,677**	2,956
	133,329	11,281

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including pension contributions of the key management personnel, made up of Head of Fundraising, Relationship and Engagement Manager and Interim Programme Manager were £62,341.

Two trustees currently take part is the day to day management of the charity and will continue to do so until a Chief Executive Office is appointed in 2023.

3 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022	2021
	No.	No.
Charitable activities	**2.5**	0.4
	2.5	4.0

4 Related party transactions

No trustees were reimbursed any expenses for travel or subsistence during the year (2021: nil).

No charity trustees were paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

In aggregate, unrestricted grants and donations of £3,240 (2021:£43,000) were received during the year from two related parties of which £1,240 was donation in kind.

A restricted donation of £5,427 was received during the year from Saloni Thankrar (Trustee) to be used towards training and cost of data protection consultant. In addition, a donation in kind of food boxes and food vouchers worth £3,414 was also received, which was restricted to LMK leaders attending Professional Development Training, contributing to the delivery of workshops, and the members of the Youth Advisory Board.

There are no other related party transactions to disclose for 2021 (2020: none).

5 Taxation

The charitable company is exempt from corporation tax to the extent that all its income is charitable and is applied for charitable purposes.

6 Debtors

	2022	2021
	£	£
Prepayments and accrued income	**82,620**	704
	82,620	704

7 Creditors: amounts falling due within one year

	2022	2021
	£	£
Taxation and social security	**426**	–
Accruals	**8,221**	4,820
	8,647	4,820

8 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds 2022 £
Tangible fixed assets	–	–	–	**–**
Net current assets	56,534	–	58,193	**114,727**
Net assets at the end of the year	**56,534**	**–**	**58,193**	**114,727**

	General unrestricted £	Designated £	Restricted £	Total funds 2021 £
Tangible fixed assets	–	–	–	**–**
Net current assets	(3,493)	–	28,735	**25,242**
Net assets at the start of the year	**(3,493)**	**–**	**28,735**	**25,242**

9 Movements in funds

	At 1 September 2021	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 August 2022
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	–	9,800	–	–	**9,800**
Workshops in Camden	7,900	777	(2,300)		**6,377**
Workshops in Westminster	9,125	4,402	(6,385)	–	**7,142**
Workshops in Islington	2,000	–	(2,000)	–	**–**
Workshops in Hackney	–	1,500	(1,500)	–	**–**
Workshops in Camden and Islington	–	3,750	(2,350)	–	**1,400**
Community workshops in Southwark	–	1,500	–	–	**1,500**
HAF Camden Summer Prog	–	2,130	(2,130)		**–**
Sport at the Heart Workshop	–	–	–	–	**–**
Training	1,408	8,810	(5,485)	1,800	**6,533**
Social Media and Printing	–	2,100	–	–	**2,100**
Relationship Manager, Programme Manager	–	21,030	(12,224)	–	**8,806**
CPD Programme and CPD Manager Salary	–	11,560	(4,298)	–	**7,262**
Funds for YAB	–	4,000	(2,226)	–	**1,774**
Islington - Youth Worker Costs	–	2,500	–	–	**2,500**
Funds for External Data Protection Officer	–	1,827	–	–	**1,827**
Safeguarding Consultation	350	–	(350)	–	**–**
Photography	180	–	(180)	–	**–**
IT	1,172	–	–	–	**1,172**
Workshops/Social media campaigns on pornography and revenge	6,600	–	(4,800)	(1,800)	**–**
Southwark Workshops - domestic violence and relationship abuse prevention	–	1,000	(1,000)	–	**–**
Fundraising staff costs -Charlotte/Donna	–	8,112	(8,112)	–	**–**
Camden and Islington Food	–	450	(450)	–	**–**
LMK Workshop any Borough	–	9,020	(9,020)	–	**–**
Donation in kind - food boxes	–	3,414	(3,414)	–	**–**
Staff and freelancers	–	48,821	(48,821)	–	**–**
Total restricted funds	28,735	146,503	(117,045)	–	**58,193**
Unrestricted funds:					
General funds	(3,493)	170,494	(110,467)	–	**56,534**
Total unrestricted funds	(3,493)	170,494	(110,467)	–	**56,534**
Total funds	25,242	316,997	(227,512)	–	**114,727**

9 Movements in funds (continued)

	At 1 September 2020	Income & gains	Outgoings & losses	Transfers	At 31 August 2021
	£	£	£	£	£
Restricted funds:					
Workshops in any borough	–	1,000	(1,000)	–	**–**
Workshops in Camden	–	10,500	(2,600)	–	**7,900**
Workshops in Westminster	–	15,325	(6,200)	–	**9,125**
Workshops in Islington	–	8,000	(6,000)	–	**2,000**
HAF Camden Summer Prog	–	4,000	(4,000)	–	**–**
Sport at the Heart Workshop	–	400	(400)	–	**–**
Training	–	3,375	(1,967)	–	**1,408**
Safeguarding Consultation	–	350	–	–	**350**
Photography	–	180	–	–	**180**
IT	–	2,022	(850)	–	**1,172**
Workshops/Social media campaigns on pornography and revenge	–	6,600	–	–	**6,600**
Total restricted funds	–	51,752	(23,017)	–	**28,735**
Unrestricted funds:					
General funds	–	49,313	(52,806)	–	**(3,493)**
Total unrestricted funds	–	49,313	(52,806)	–	**(3,493)**
Total funds	–	101,065	(75,823)	–	**25,242**

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	LMK (Let Me Know)		
On accounts for the year ended	31.08.2022	**Charity no (if any)**	1191149
Set out on pages	36 - 43		

I report to the trustees on my examination of the accounts of the above charity for the year ended 31/08/2022.

Responsibilities and basis of report

As the charity's trustees, 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 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or

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.

Signed:		**Date:**	08/11/2022
Name:	Aamer Shehzad		
Relevant professional qualification(s) or body (if any):	FCCA FCA		
Address:	Accountability Europe Ltd Omnibus Workspace, 39-41 North Road London, N7 9DP		

Independent examiner's report

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	LMK (Let Me Know)		
On accounts for the year ended	31.08.2022	**Charity no (if any)**	1191149
Set out on pages	36 - 43		

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- the accounting records were not kept in accordance with section 130 of the Charities Act; or
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Signed:		**Date:**	08/11/2022
Name:	Aamer Shehzad		
Relevant professional qualification(s) or body (if any):	FCCA FCA		
Address:	Accountability Europe Ltd Omnibus Workspace, 39-41 North Road London, N7 9DP		

Independent examiner's report

LMK (LET ME KNOW)

England & Wales - Charity number 1191149

Accounts



LMK – Let Me Know

Annual Report and Accounts
2020 – 2021

Administrative information for the year 2020/2021

Charity name:	LMK – Let Me Know
Registered number:	1191149
Registered Address:	85-87 Bayham Street, London, NW1 0AH
Trustees:	Sam Elsokari Dr Holan Liang Emma Neillie (Treasurer) Sophie Newton Saloni Thakrar (Co-founder) Ndubuisi Uchea Kirsten Westlake (Co-founder and Chair of Trustees) Helen Wolstenholme
Key Management Personnel:	Indie Gordon (Programme Manager until July 2021) Sharareh Avazzadeh (Interim Programme Manager) Rosamund Dickinson (Relationship Manager) Louise Harland (Evaluation Manager)
Bank:	CAF Bank Ltd, West Malling, Kent ME19 4JQ
Independent Examiner:	Paul O'Brien (ICPA), DragonFly Accounting & Financial Management Ltd., 52 High Street, Cottenham, Cambs, CB24 8SA

Contents

Executive Summary 4

Why is LMK needed? 6

LMK: Building happy lives through healthy relationships 8

LMK in numbers 10

Our LMK Leaders 11

Statement of public benefit 12

Making a difference 14

LMK Leaders… in their own words 16

Our ambitions for the future… 18

Financial Review 20

Structure, governance and management 22

Thank you 24

Accounts 25

Executive Summary

We launched LMK in September 2020, with a clear mission to educate young people on how to build positive, healthy relationships, free from abuse. Despite having more than a year of research and development behind us, we knew our first full year in operation would be packed: building a team, trialling our content, developing partnerships and rolling out LMK workshops across three London boroughs. We are immensely proud of what we have achieved in our first year.

While the Covid-19 pandemic added its own unforeseen challenges (delaying our first in-person workshop till April 2021 and requiring us to modify our programmes so they were suitable for online delivery), it also served to underline the need for our charity. Teachers and youth leaders told us just how detrimental lockdowns had been to young people's mental health and relationships with family members, friends and partners, while domestic violence helplines reported a sharp rise in requests for help. 2021 was also the year in which the prevalence of sexual violence and relationship abuse in schools made itself felt in the public debate. The Everyone's Invited website recorded over 50,000 anonymous survivor testimonies in a matter of months, drawing media attention to sexual abuse and rape culture in schools, and to the fact that these problems are entwined with how young people think about relationships and consent. Ofsted's recent review of sexual abuse in schools and colleges put these same issues firmly on the educational policy radar. Both Everyone's Invited and Ofsted highlighted the need for better education to address the problems, underlining the urgency of LMK's offering.

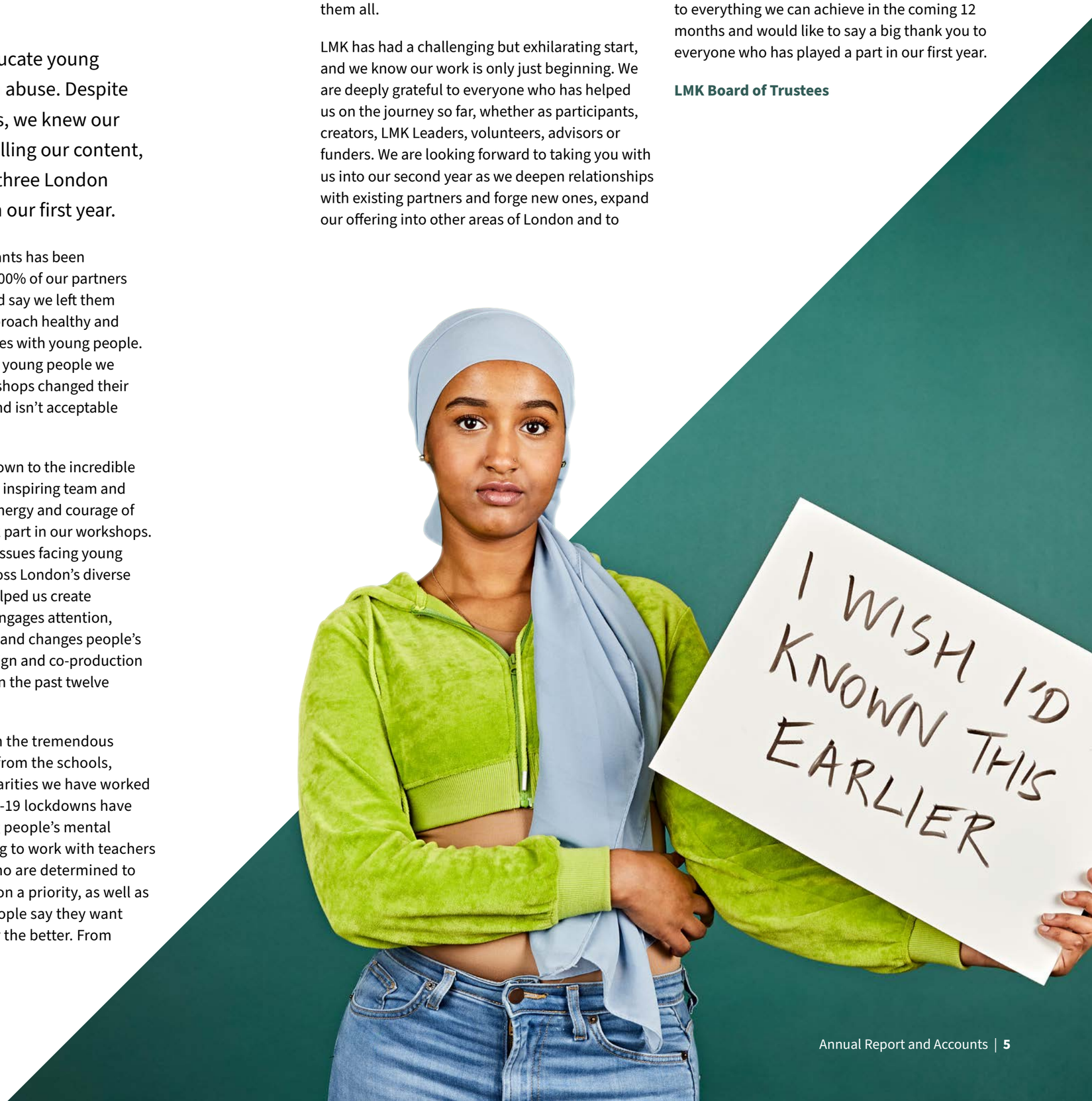
Against this backdrop, LMK engaged almost 1,000 young people in relationship workshops in the five months after lockdown restrictions eased. We worked in partnership with 18 organisations across London to facilitate 70 workshops (equivalent to 140 hours of relationship education), well in advance of our predicted targets. Feedback from partners and participants has been overwhelmingly positive. 100% of our partners want to invite LMK back and say we left them feeling better prepared to broach healthy and unhealthy relationship issues with young people. More than two thirds of the young people we worked with say LMK workshops changed their understanding of what is and isn't acceptable within a relationship.

Our success so far comes down to the incredible skills and experience of our inspiring team and volunteers, as well as the energy and courage of the young people who took part in our workshops. Their insights into the real issues facing young people in relationships across London's diverse and varied communities helped us create programme material that engages attention, challenges preconceptions and changes people's minds. This spirit of co-design and co-production has been vital to our work in the past twelve months.

Just as important has been the tremendous engagement we have had from the schools, community groups and charities we have worked with. At a time when Covid-19 lockdowns have put real pressure on young people's mental health, it has been inspiring to work with teachers and community leaders who are determined to make relationship education a priority, as well as hearing so many young people say they want to change relationships for the better. From organisations such as Solace Women's Aid to UCL Academy, it has been a privilege to work with them all.

LMK has had a challenging but exhilarating start, and we know our work is only just beginning. We are deeply grateful to everyone who has helped us on the journey so far, whether as participants, creators, LMK Leaders, volunteers, advisors or funders. We are looking forward to taking you with us into our second year as we deepen relationships with existing partners and forge new ones, expand our offering into other areas of London and to different age groups, and develop our Parent and Mentor programmes. We are looking forward to everything we can achieve in the coming 12 months and would like to say a big thank you to everyone who has played a part in our first year.

LMK Board of Trustees



Why is LMK needed?

Relationship abuse is widespread, and the problem starts younger than most people realise. It is linked to poor mental health, substance abuse, self-harm, suicidal ideation and educational disengagement.

While numerous charities support survivors of relationship abuse, few exist to prevent abuse in the first place. Although relationship and sex education is now mandatory in secondary schools, teachers do not always feel fully equipped to have effective conversations on this sensitive subject. At the same time, young people themselves often prefer to learn from near-peer experts rather than teachers.

LMK offers an effective prevention programme where young people can discuss issues and practise scenarios with our LMK Leaders - diverse, relatable youth workers who are embedded in under-served and vulnerable communities.



40% of 16-17 year old females have not received information on consent[1]

75% of teenage females and 50% of teenage males experience emotional partner violence[3]



Only 1 in 5 16-17 year olds can tell if a relationship is abusive[1]



There was a **27% rise** in the number of women killed in a domestic homicide in 2020[2]

On average **2 women a week** in England and Wales are killed by a current or former partner[4]



58% of young people don't know how to help a friend at risk of abuse[3]

Sources:
1. Sex Education Forum 2019 Poll of Young People (aged 16-17 yrs)
2. ONS Homicide Statistics for 2020 **https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/yearendingdecember2020**
3. Knowledge Networks 2011 College Dating Violence and Abuse Poll
4. **https://www.refuge.org.uk/our-work/forms-of-violence-and-abuse/domestic-violence/domestic-violence-the-facts/**

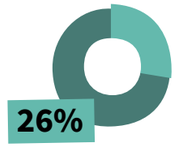
1 in 4 teenage females and 1 in 5 teenage males experience physical partner violence[3]

Young people want support in understanding what is and isn't okay in their relationships... where the line is between a healthy or unhealthy relationship[6]



People in same sex relationships are just as likely to experience domestic abuse as women in heterosexual relationships **– roughly 1 in 4**[7]

Victims from BAME communities typically suffer abuse for **1.5 times longer** before getting help than those who identify as White British or Irish[9]



26% of sexual assault victims are under 18[8]



18% of the prison population have been convicted of sexual offences[10]



21 per cent of homeless young people had to leave home for their own safety because of violence at home[12]

Disabled women are **twice as likely** to experience domestic abuse and are also twice as likely to suffer assault and rape[11]

Bisexual women are almost **twice as likely** to be abused as straight women[5]

There are an estimated **130,000 children and young people** living with high-risk domestic abuse[13]

Sources:
5. **https://www.stonewall.org.uk/domestic-violence-and-abuse-resources-lgbt-people**
6. Safelives, "My Story Matters: Understanding young people's perceptions of abuse in their romantic relationships", 2021
7. **http://www.endthefear.co.uk/same-sex-domestic-abuse/**
8. London MOPAC Violence Against Women and Girls Evidence and Insight report 2019
9. Supporting BAME Victims, What the Data Shows by Gemma Penny. **www.safelives.org.uk**
10. Prisons overview data from **justice.gov.uk**
11. SafeLives (2017) Disabled survivors too: Disabled people and domestic abuse.
12. ComRes (2015) Centrepoint leaving home survey. Quoted in Preventing family breakdown and youth homelessness. CentrePoint 2016
13. CAADA (2012) A place of greater safety **www.safelives.org.uk/sites/default/files/resources/A_Place_of_greater_safety.pdf** Quoted in Families under pressure: Preventing family breakdown and youth homelessness. Centre-Point 2016

LMK: Building happy lives through healthy relationships

Good relationships shape our health and happiness, but we are taught so little about them. LMK (Let Me Know) is an education charity on a mission to change that. We educate young people on how to build positive, healthy relationships, free from abuse.

We do this by providing free workshops to young people (aged 11-24 years) in schools, charities, youth groups and community organisations, exploring the 10 signs of healthy and unhealthy relationship behaviours. We equip young people to spot warning signs of abuse and give them tools and confidence to speak out, seek help and keep both themselves and their friends safe. Our workshops can be tailored to participants' ages and backgrounds and are for everyone – regardless of their identity or the type of relationship they are in.

Through our work we:

- Educate young people about healthy and unhealthy relationship behaviours, giving them the tools to recognise and avoid abuse
- Empower young people to take action when they feel unsafe or when they are worried about a friend or family member
- Challenge taboos around speaking about relationships and abuse
- Support young people to get their voices heard, influence their peers and become ambassadors in their communities
- Inspire young people to start honest and important conversations

We are confident that, in the long term, LMK's education programme will reduce incidences of relationship abuse and domestic violence. But as the name 'Let Me Know' suggests, we have more immediate ambitions to be a catalyst for change. We want to encourage young people to talk to each other about relationships and offer support – whether it's a conversation establishing consent within a romantic relationship, setting boundaries within a friendship or asking for help from a trusted adult when things go wrong. With this in mind, our programme has been designed to shape young people's attitudes to and behaviours within relationships, build mental health resilience and contribute to stronger cohesion in communities.

This report presents LMK's achievements during its first year of operation (September 2020 – August 2021), against the background of the ongoing Covid-19 pandemic. It will inform the trustees' governance of the charity, their design of its strategic direction and help them ensure LMK's aims, objectives and activities remain focused on achieving its stated public benefit.



10 signs of a healthy relationship


Trust


Equality


Independence


Kindness


Owning Actions


Boundaries


Respect


Intensity


Healthy Conflict


Fun


Manipulation


Sabotage


Honesty


Guilting


Deflecting Responsibility


Possessiveness


Isolation


Belittling


Volatility


Betrayal

10 signs of an unhealthy relationship

LMK in numbers

Since launching our workshops in Spring 2021, LMK has delivered:

70 workshops to 1,000 young people

2,100 hours of RSE

In partnership with 18 schools and community organisations

Across 3 London boroughs

Our work is driven by the efforts of:

18 LMK Leaders

9 Team Members

18 Volunteers

Our work has happened thanks to the generosity of:

19 grants from foundations and trusts

Behind the numbers

LMK is working with local communities to bring our workshops to young people who need them most. From the beginning, we have made it our mission to serve hard-to-engage groups, including excluded pupils in PRUs, asylum seekers, homeless young people, domestic violence survivors and underserved people like LGBTQ+ youth. We have built strong community links in the boroughs we serve, seeking to connect with young people in the spaces and settings that are familiar and safe for them, be that a sports club, an arts project, in cultural or faith groups, or in their schools.

Over the course of our 10 Signs workshops, young people:

- are introduced to signs of healthy and unhealthy relationship behaviours,
- are given space to delve deeper into issues that resonate with their experiences, and plan and practise how to deal with relationship issues safely,
- collaborate on a creative response that carries the message about healthy relationships out into their communities.

Our LMK Leaders



LMK Workshops are led by our team of inspiring Leaders. They use their creativity, empathy and energy to tailor discussions to young participants' needs, interests and backgrounds.

Statement of public benefit

Our partners, advisors and trustees tell us our work is desperately needed. Schools are mandated to deliver an expanded Relationships and Sex Education (RSE) curriculum, yet can lack the time, resources and expertise to do so in a way that connects with young people. Covid-19 has piled additional pressures and responsibilities onto schools, cut young people off from sources of support in their communities, and put enormous strain on young people's relationships. LMK offers relationship education that connects and empowers young people, at a time when they, their families and their communities need support.

"Covid-19 has really hampered delivering relationship education; it's been hard to schedule everything in smaller groups and to reach all the different year groups. At the same time, it [Covid-19] has had a negative impact on young people's relationships. The students weren't seeing each other, so everything happened online, and we weren't seeing them either, so had no idea what was going on. The workshop allowed us to have much-needed discussions in an open environment."
Teacher, Westminster Academy

"Since the workshop, I've seen them using what they learned in real life. They'll come to me and tell me something happened, and how they responded - they know better now what they should accept and what they shouldn't. It's really opened their eyes.

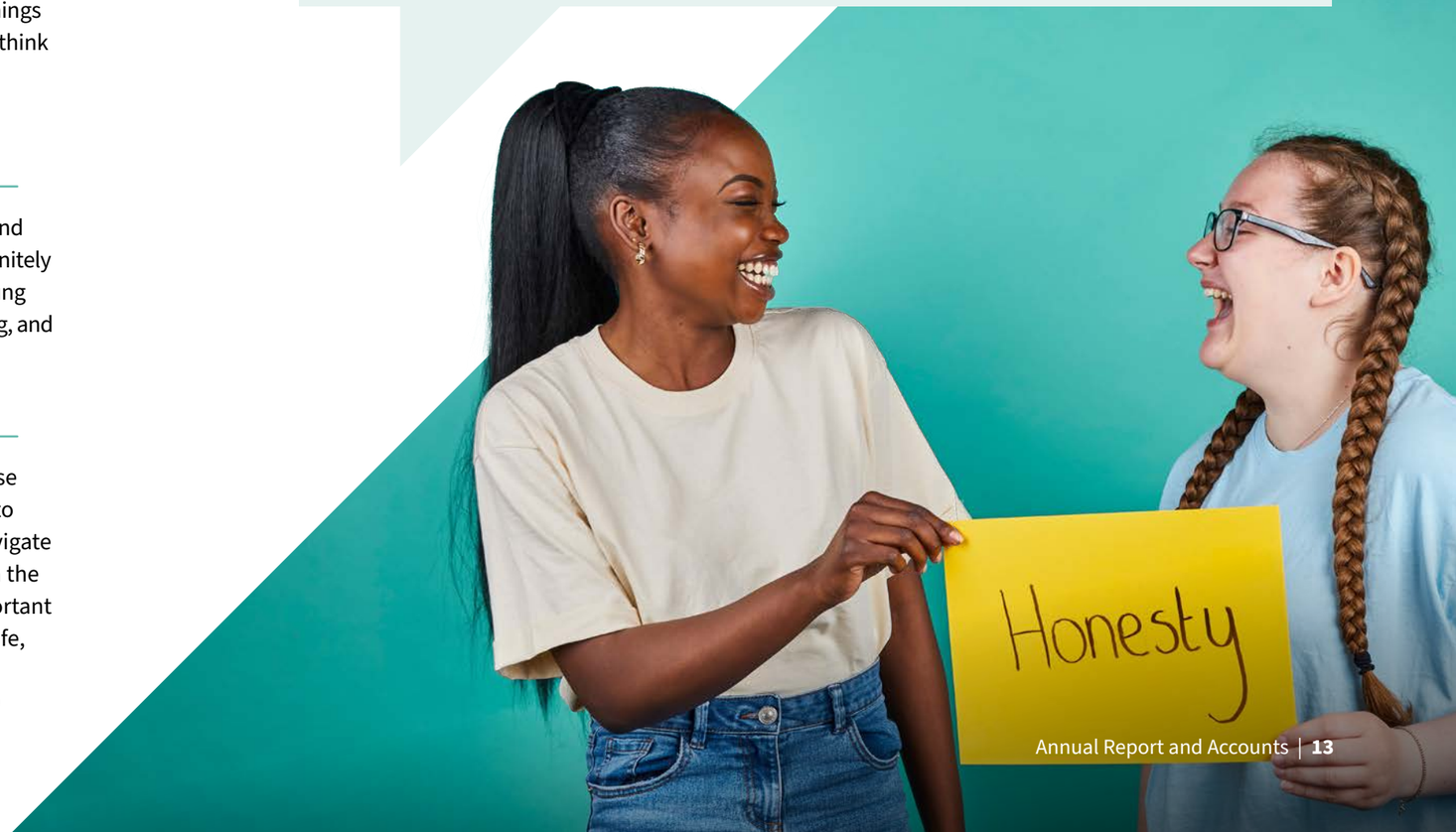
The delivery was everything. They [the Leader] managed the group so well, they totally captured their interest. It was wonderful having someone who was hip and fun and who could relate their own life experience. It one hundred percent makes a difference when the young people can ask questions about their own experiences and how they came through them, rather than a teacher reading something out of a textbook."
Teacher, St Mary Magdalene Academy

"A lot of young people we work with have had very difficult relationships throughout their lives. Lots have trust issues, which hold them back from forming the positive friendships or connections that would support them in their lives. At school, they might have learned the more scientific facts about sex, but they're still confused about what is and isn't acceptable in a relationship – that's a huge gap. I really hope these workshops mean our young people can recognise the red flags, and spot things early on before they get out of hand. I'd like to think they'll know how to help their friends better."
Community Partner, Islington Young People, One Housing

"I know the girls really enjoyed the workshops and the staff did too. As we can all agree, this is definitely something all young people, especially our young girls need educating on. You are all truly amazing, and your hard work has not gone unnoticed."
Teacher, Elizabeth Garrett Anderson School

"The work LMK does is really important because it gives young people information they need to make informed decisions about how they navigate the relationships in their life, both now and in the future. Relationship education is always important - young people need access to tools to stay safe, healthy and happy."
Abi Angus, The Centre for Education and Youth

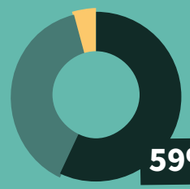
It covered content I was unsure about… I learnt a new term today – Volatility… **A very interesting take on learning about relationships, better than your usual text books…** These unhealthy signs are not just applicable in intimate relationships, I have seen patterns of it in all my other relationships… **It was very good, well delivered and a very important topic…** Now I know I am not crazy… **I think I've gained knowledge that is very useful for later relationships…** I learned about issues that aren't taught to me enough… **It was really helpful and made me more aware for future relationships, what to avoid and also what to point out…** I know what manipulation means, but today I have finally understood what it feels like to be manipulated… **I liked the way LMK talked about the signs and went into detail that normally people wouldn't talk about. Not all professionals would talk about stuff like that and educate us…** You shouldn't stay with someone if you think you're in an unhealthy relationship… **I learned what a healthy relationship looks like…** The workshop was very direct and there was lots of discussion and interaction… **I felt more welcome and able to participate than usual.**



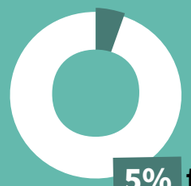
Making a difference

So far we have served
1,000 young people

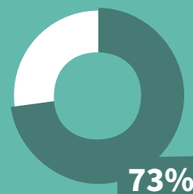
In partnership with
18 schools and community organisations



59% female,
37% male,
4% non-binary



5% told us they had a disability or a learning difficulty



73% from BAME or MENA backgrounds



100% of young people
said they were satisfied with their LMK experience and had found the workshop enjoyable or useful



100% of schools and youth organisations
said they'd invite LMK back to do more workshops



92% of young people
of young people recommend their friends take part in a workshop if they have the chance



100% of teachers and community educators
said LMK workshops left them feeling better equipped to support young people with relationship issues

Source: LMK evaluation - pre and post workshop surveys, information from participants.

Through our evaluation system, we work to understand how LMK workshops impact young people's attitudes, knowledge and behaviour with regards to healthy and unhealthy relationships. We gather input from young people, LMK Leaders and staff at our partner organisations to look for evidence of changes in four outcome areas:



Young people recognise behaviours that make a relationship healthy, and those that make relationships unhealthy, unhappy and abusive.



After attending LMK workshops, **two thirds** of young participants said we had changed their understanding of what behaviours are healthy and unhealthy in relationships.

> **These healthy signs are so important. It makes me realize what I should expect from people around me."**

Young people feel comfortable discussing their relationships without shame, fear or stigma.



After LMK workshops, **three quarters** of young people say they think it is ok to open up about their relationships if they need support or advice.

> **I learned you should be able to speak freely..."**

Young people know how to access resources and get help when they experience relationship problems.



After LMK workshops, the number of young people who said they'd seek help with a relationship problem **doubled**.

> **I have a better understanding and will remember what to do."**

Young people know how to help a friend who is experiencing relationship problems.



After taking part in LMK workshops, **more than half** of young people said they would know how to help a friend going through relationship problems.

> **It was really helpful and made me more aware for future relationships, what to avoid and also what to point out..."**

Source: LMK evaluation - pre and post workshop surveys, information from participants.

LMK Leaders... in their own words

Why are you an LMK Leader?

> The place where I grew up, and the circumstances I grew up in, have taught me a lot about the impact of negative relationships. I've seen the impact negative relationships had on a lot of people I'm surrounded by, and on myself, and I want to help young people by pointing out the signs I never had pointed out to me."

> We are trying to teach each child what they deserve and how to act, and giving them resources. I wish that when I was 11 and my father was abusing me, someone would have told me that was unhealthy, that someone would have come and rescued me."

> It's really important to know the dark side, but very little gets shown of what's good. Where are the role models? How do we know how to have a healthy relationship? What does trust mean? What does fun mean in a relationship? What does good feel like? What's unique is that LMK shows young people not only what to look out for, but what to look for instead."

Why does relationship education matter?

> We don't live in isolation – even to build a sense of yourself, you need to do so in relation to other people. We never get given a roadmap for life. We need to learn how to communicate, how to negotiate."

> Our entire lives depend on our relationships – we communicate every day, we come into contact with others every day – yet we live in a world where we don't know what's healthy and what's unhealthy anymore."

> In gang and drug culture, young people are conditioned to see romantic relationships in a certain, unhealthy way; young women get dragged into things and feel they have to be loyal to their partners, and young men have to be seen as strong, and seek to prove this through the way they treat their partners. We need to confront this by having conversations and exposing young people to what's going on, so they can recognise unhealthy behaviours for what they are."

> At this age, there are so many influencing factors, online and offline, and it's so easy for young people to be influenced by those who are older, and who might lead them astray, down a path that is not healthy for them. I can have conversations now to help these young people, because I appreciate what they're going through, and I've been there myself."

What about your LMK experience has made the greatest impression on you so far?

> No matter what level people are at, in terms of their life experience, their academic level, or their background, all the scenarios resonate. I see them contemplating what's said, taking it in, and having reflective moments. You see a change in their language, even in the look on their face — you see that they've been prompted to think."

> LMK workshops allow for conversation and discussion and create space and time where opinions can shift. There is diversity of thought, young people face up to differences and opinions are respected. We take a back seat, not focusing on correcting behaviours, but giving young people freedom to explore."

> LMK is reaching out to the most under-represented, marginalised and vulnerable young people in society, to people who think violence might be normal, where a slap might be considered common – and saying to them no, that's not common and it's not right."

> I was really pleased by the level of maturity I saw from young people when it came to having a conversation, and the level of depth they were able to go into. People say it's hard to reach these young people, but they want to talk and seek advice, they just need the right mechanism to do so."

> LMK's a start-up where everyone learns from everyone else. Everyone I've encountered is so open to learn and change, to unlearn their prejudices and face their inhibitions, and I feel sure the organisation will be more impactful as a result."

Our ambitions for the future...

LMK will continue working to bring information and support to as many young people as possible, helping them to develop positive, healthy relationships that are free from abuse.

Consolidate

The charity will build on the foundations laid during our first year in operation, strengthening systems and processes, growing our team, refining our curriculum and honing our workshop offering in response to programme evaluation and feedback.

Grow

We aim to significantly expand our reach across London, with particular focus on building links with partner organisations based in, or working with, vulnerable communities, as well as those working in mainstream education. We will develop partnerships beyond our existing boroughs (Camden, Islington and Westminster), while deepening relationships with existing partners and offering workshops to a broader age range. We look forward to rolling out our Parent and Mentor Programmes, which have been in development for the last year.

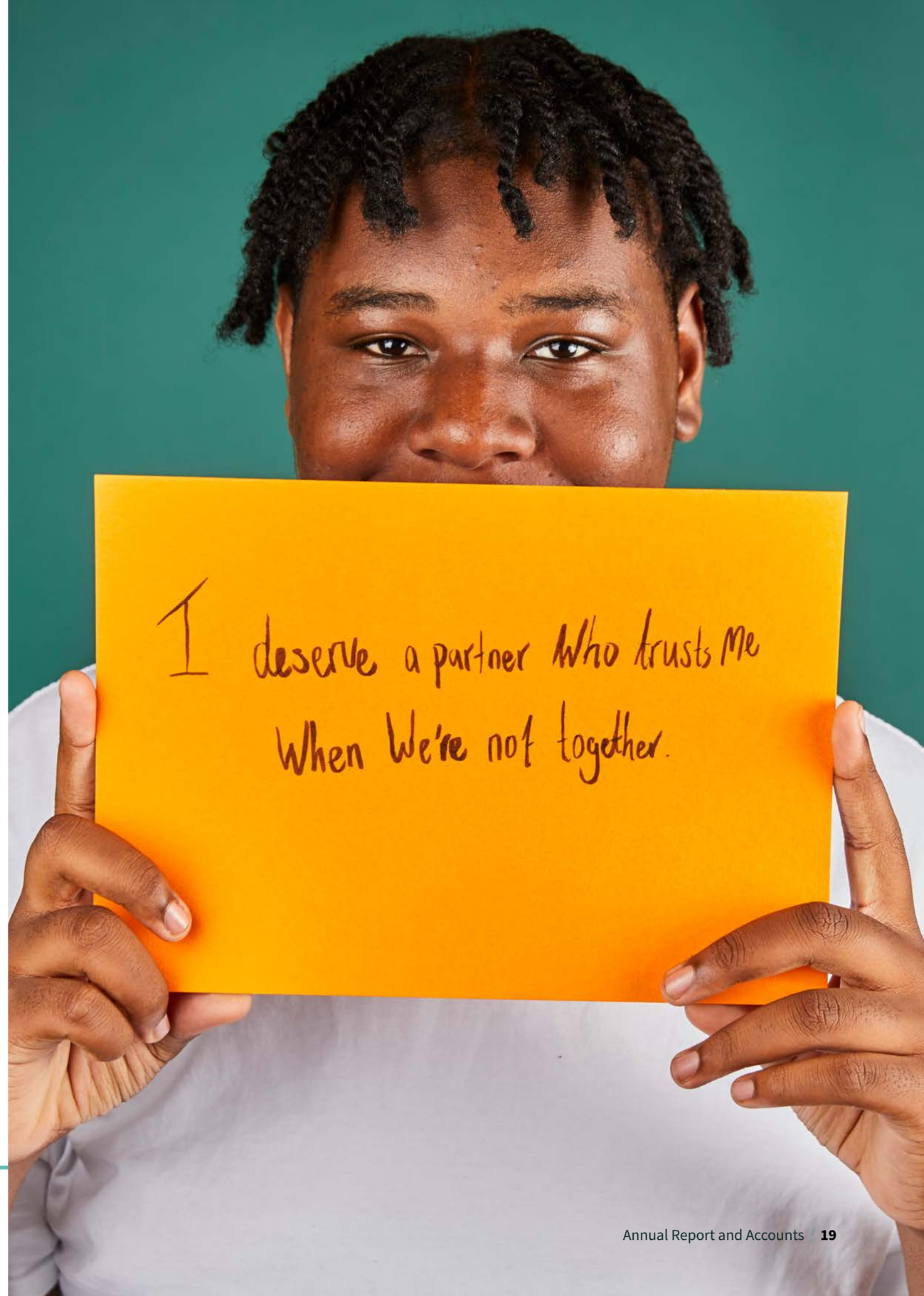
Strengthen

Key to these future plans is maintaining a strong organisation with robust systems, capable of delivering impactful relationship education in a responsible, inclusive way. LMK will continue to invest in and support our people and processes.

In the coming year, we will focus on developing a well-being and mental health support programme for our LMK Leaders, as well as continuing to provide excellent training and personal development opportunities. We will strengthen our IT and Finance processes with the roll out of a CRM system and expand our core team to strengthen these essential functions. This 'behind the scenes' investment will create solid foundations from which the charity can grow, in particular aiding the smooth on-boarding of new partner organisations which will in turn drive our expansion.

Listen

At board level, LMK will recruit a trustee with technology expertise as well as strengthening our HR, Finance and Safeguarding subcommittees. We will also establish a youth advisory board to complement the charity's existing governance and advisory structure. This steering group will play a key role in curriculum and content development, ensuring LMK materials remain relatable and relevant to the young people we work with. They will advocate for issues and approaches foremost in young people's minds and help keep the existing board current. The board will also undertake a strategy review to establish the main elements of a 3 to 5 year action plan for LMK and an accompanying Key Performance Indicator system.



Financial Review

Income and expenditure

In the twelve-month period to 31st August 2021, the charity generated income of £102,014, predominantly from grant-making organisations and individuals. Total expenditure for the year was £72,656, the majority of which was costs associated with developing the LMK core curriculum and paying freelance staff, including LMK Leaders who deliver our workshops across Camden, Islington and Westminster.

Significant events affecting financial performance

The Covid-19 pandemic and associated lockdowns had a significant impact on all aspects of LMK's operations. Firstly, it increased the need for our services. Disruption, isolation and insecurity caused by lockdown put further stress on young people's relationships, increasing unhealthy behaviours and violence in the home.

> **"Staff are very mindful of huge increases in violence and abuse in lockdown. Now youth are back in school and talking about it, and teachers aren't always sure how to react or support that young person."**
>
> *Reach Feltham Academy*

Secondly, it delayed our ability to launch in-person workshops. Although we pivoted to create a virtual curriculum using online delivery platforms, the clear preference of our partner organisations was to wait until face-to-face workshops could resume. The resulting six-month delay in roll-out had a knock-on effect on our ability to conduct evaluation, prove our 'impact' and therefore raise funds. Although we ended the financial year having exceeded our initial targets (delivering workshops to almost 1,000 children), the year was uneven, with most activity in the months immediately preceding year end.

Summary of restricted and unrestricted funds

For the financial year, unrestricted income amounted to £49,313 and unrestricted expenditure amounted to £49,890, generating an unrestricted deficit of £577.

For the financial year, restricted income amounted to £52,701 and restricted expenditure amounted to £22,766, generating a restricted surplus of £29,935.

At the end of the financial year, total cash funds of the charity were £29,358, comprising £577 unrestricted cash credit and £29,935 restricted cash funds.

Risk control, principal risks and uncertainties

The Board of Trustees accepts its responsibilities for ensuring that the major risks to which LMK is exposed are identified, particularly those related to the operations and finances of the charity, and that systems are in place to mitigate those risks. Financial performance is monitored against budget and reviewed alongside management information monthly. Finances and fundraising are a standing item for the Board of Trustees and a summary of LMK's financial position is reviewed by them quarterly as part of that meeting.

Our principal financial risk relates to the imbalance of restricted and unrestricted funding and our ability to sustain the level of income we need to support the increasing number of partner organisations who seek our services. Importantly, our future plans include the recruitment of a dedicated fundraising officer with a remit to concentrate on unrestricted funding, as well as grants for salaries.

Reserves policy

The trustees have examined the requirements for reserves in light of the main risks to the charity and have approved a Reserves Policy that will be implemented during the fourth quarter of 2021. The policy requires LMK to hold funds to meet core running costs for three months. The policy will be continually reviewed with a view to maintaining six to twelve months of core running costs as LMK becomes more established.

Fundraising compliance

In the twelve-month period to 31st August 2021, LMK paid due regard to its fundraising practices in line with guidelines set out in the Fundraising Regulator's Code of Practice, the Charities Act and General Data Protection Regulation. We developed Fundraising and Privacy Policies, both of which were agreed at the LMK Board of Trustees meeting in November 2020 and will be reviewed annually.

Statement of trustees' responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with the applicable law and United Kingdom (UK) Accounting Standards (UK Generally Accepted Accounting Practice). In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of incoming resources and application of resources of the charity for that period.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.



Structure, governance and management

Incorporation:

LMK is a charitable incorporated organisation (CIO), registered as a charity on 4th September 2020, with the number 1191149. The organisation has the remit:

- To provide relationship health education to young people, so that they are better informed and understand the difference between healthy and unhealthy relationships, with the aim of preventing future relationship abuse.
- To enhance the skills of those working with young people on relationship health education, developing relatable, compelling content that can be used in schools across the UK to support the Relationship Sex Education (RSE) curriculum.

It has no subsidiary undertakings and does not form part of a wider network. The 10 Signs, used in our curriculum, have been adapted from a framework created by the One Love Foundation (**www.joinonelove.org**,) with whom we have a limited licensing agreement. We are grateful for their support and the work they continue to pioneer in the United States of America.

Trustees:

Details of the trustees are given on Page 2. All trustees are giving their time voluntarily and receive voting rights, but no benefits from the charity. The Founding Trustees (Holan Liang, Saloni Thakrar, Kirsten Westlake, Helen Wolstenholme) established the charity in 2020, responding to a recognised societal need. Since then, all other trustees have been recruited openly via advertisement and through an interview process conducted by members of the Board.

They have been briefed by the Founding Trustees and have received an induction on the duties and responsibilities of the Board. All trustees are invited to attend an in-person workshop and some have been able to do so. Covid-19 restrictions have largely prohibited this face-to-face engagement this year, a situation we hope to rectify in the coming months. The trustees have, however, played a role onboarding wider team members into the charity as part of online induction days. The trustees are responsible for making sure LMK achieves its charitable purposes. Specifically, they set LMK's strategic direction, vision, mission, values and budget, as well as approving the organisation's policies. To date, these include:

- Equal opportunity policy
- Disciplinary policy
- Grievance policy
- Absence policy
- Health and safety policy
- Whistleblowing policy
- Probation policy
- Finance policy
- Fundraising policy
- Children and vulnerable adult safeguarding policy
- Trustee code of conduct statement
- Privacy policy
- Complaints policy
- Trustee declaration of interest
- Reserves policy

Day to day management:

As LMK is a new charity, the co-founders are still operational while delegating some aspects of the charity's day-to-day running to the Programme Manager, Relationship Manager and Evaluation Manager as detailed on Page 2.

It is intended that a Director will be appointed to lead the charity, at which point the co-founders will step back to a more traditional governance and oversight role. The Trustee Board meets quarterly, while the HR, Finance and Safeguarding sub-committees (working groups) meet as required, although this process will become more formalised over the coming year. There have been no resignations from the board during this first year.

Related parties:

While LMK has a number of partner organisations, the charity considers that there are no related party relationships to be disclosed, nor were there any related party transactions.

Remuneration policy:

The pay of all our staff is benchmarked against other charities of a similar size to LMK.



Kind

We act kindly

We put kindness first and act with compassion and understanding. We role model the 10 signs of a healthy relationship.

Bold

We think boldly

We're changing something big and we're courageous in our approach.

Collaborative

We behave supportively

We support each other. We value teamwork and strive for impact through partnership.

Open

We value difference

We represent a diverse society. We are inclusive, accessible and open-minded.

Thank you

We could not have achieved so much in our first year, and particularly in such challenging times, without our supporters. From the funders who have helped us launch our programme, to the advisors and associates who have helped us develop our thinking and our materials. From our partner organisations, who make sure we deliver our workshops where they are needed most, to our LMK Leaders who turn ideas on a page into impactful, relatable, inspiring workshops that change lives.

Thank you so much for supporting us as we help young people build happy lives through healthy relationships.

Funders:

Arnold Clark Community Fund

Jaspar Foundation

Camden Giving

London Community Response Fund

Funded by City of Westminster Charitable Trust

Tesco Community Grants

Two Magpies

Comic Relief

Westminster Foundation

Community Fund

Imperial Health Charity

Young Camden Foundation

Islington

Cripplegate Foundation Helping since 1500

The Woodward Charitable Trust

Advisors and Associates:

Abi Angus
Sarah Bigler
Daniel Bobroff
Matilda Browne
Neil Chandarana
Elena Dimitrova
Tyler Fox
Clare Hoddinott
Helen Hughes
Shazia Hussain
Abigail Ing
Linda Kelly
Skye Knight
Florinda Libreros
Alison Longster
Melissa McCleery
Nimita Patel
Becky Pugh
Sophie Richardson
Teresa Rigley
Philippa Ross
Patrick Ryan
Domizia Salusest
Lamis Serroukh
Beenish Shaikh
Sarah Teng

LMK Leaders:

Anna Wild
Fabienne Crocket
Ryan Carty
Sharareh Avazzadeh
Ivy McIntyre Baran
Ayo Awotona
Dan Curran
Saira Kamaly
Rhys Shirley-Clarke
Rebecca Waclawyj
Ameliah Rayn
Nina Dei
Daniel Obadiaru
Jospeh Winer
Lerato Islam
Anshu Kashyap
Ruin Massia
Justin Hitchman

Accounts

CHARITY COMMISSION FOR ENGLAND AND WALES

LMK (Let Me Know)			1191149	CC16a
Receipts and Payments Accounts				
For the period from	04/09/2020	To	31/08/2021	

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grant Funding	44,000	51,172	-	95,172	-
Coprorate Donations	80	-	-	80	-
Individual Donations	5,233	1,529	-	6,762	-
Sub total *(Gross income for AR)*	49,313	52,701	-	102,014	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	49,313	52,701	-	102,014	-
A3 Payments					
LMK Leaders Workshop Delivery	4,275	15,800	-	20,075	-
LMK Leader Training Costs	7,725	1,000	-	8,725	
Other Training Costs	619	967	-	1,586	-
Workshop Programmes, Materials and Content	13,530	-	-	13,530	-
Staff and Payroll Costs	9,115		-	9,115	-
Marketing and Research	7,315	320	-	7,635	-
Legal Fees	2,384	-	-	2,384	-
Information Technology Costs	3,650	850	-	4,500	-
Administration Costs	1,208	-	-	1,208	-
Bank Account Fees	69	-	-	69	-
Insurance Costs	-	429	-	429	-
Eat Club Event	-	3,400	-	3,400	-
Sub total	49,890	22,766	-	72,656	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	49,890	22,766	-	72,656	-
Net of receipts/(payments)	- 577	29,935	-	29,358	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 577	29,935	-	29,358	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Funds for workshops in Camden	-	7,900	-
	Funds for workshops in Westminster	-	9,125	-
	Funds for workshops in Islington	-	2,000	-
	Funds for HAF Camden Summer Programme	-	1,200	-
	Funds for Training	-	1,408	-
	Funds for Safeguarding Consultation	-	350	-
	Funds for Photography	-	180	-
	Funds for Information Technology	-	1,172	-
	Funds for workshops / social media campaigns on pornography and revenge	-	6,600	-
	Unrestricted Funds	- 577	-	-
	Total cash funds	- 577	29,935	-

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
E. Neillie	Emma Neillie	02/09/2021

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of: Charity Name: LMK (Let Me Know)

On accounts for the year ended: 31st August 2021 | **Charity no (if any)**: 1191149

Set out on pages: 1 & 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 /08 / 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 2011 Act and in carrying out my examination, I have followed the 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed: Paul O'Brien **Date:** 02/09/2021

Name: Paul O'Brien

Relevant professional qualification(s) or body (if any):

Address: 52 High Street, Cottenham, Cambs, CB24 8SA

Section B Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/a

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