

# LMK – Let Me Know

Annual Report and Accounts  
2021 – 2022



Administrative information for the year 2021/2022

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# 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.



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



**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



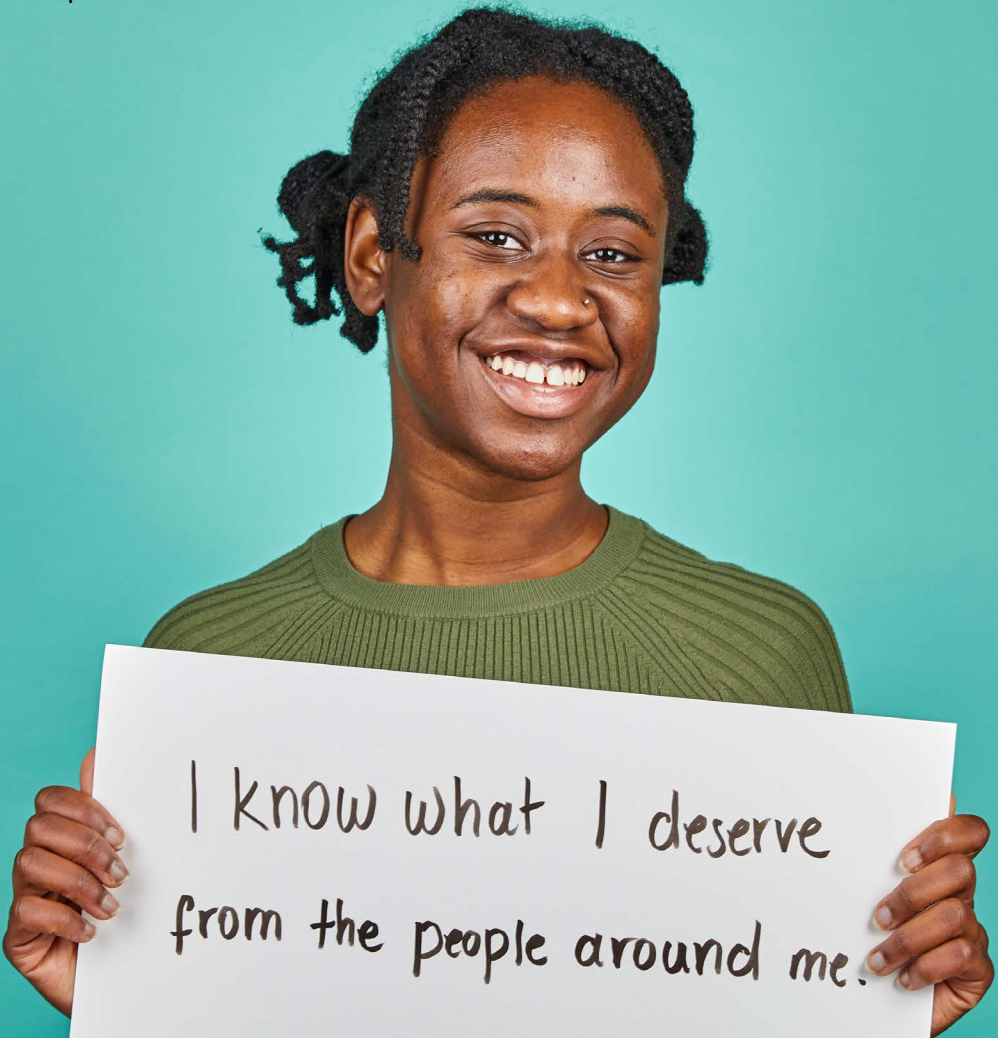
**87%**  
of young people said they found our workshops helpful for their current relationships

take a devastating toll on people's relationships, increasing pressures that exacerbate unhealthy behaviours. LMK will be needed more than ever.

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.

But some groups are disproportionately impacted...



non-disabled victims

disabled victims

## Almost a third

of disabled victims (31%) were living with the perpetrator of the abuse compared to 18% for non-disabled victims<sup>5</sup>

2x

Disabled women are

## twice as likely

to experience domestic abuse and are also twice as likely to suffer assault and rape<sup>5</sup>

## 80%

of trans people have experienced emotional, sexual, or physical abuse from a partner or ex-partner<sup>6</sup>

## 86%

of African and/or Caribbean heritage women in the UK have survived domestic or sexual abuse, or have a family member who has<sup>7</sup>

Victims from BAME communities typically suffer abuse for

## 1.5 times

longer before getting help than those who identify as White British or Irish<sup>9</sup>

Bisexual women are almost

## twice as likely

to be abused as straight women<sup>6</sup>

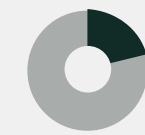
## The ripples spread through society...



There are an estimated

## 130,000

children and young people living with high-risk domestic abuse<sup>12</sup>



## 21 per cent

of homeless young people had to leave home for their own safety because of violence at home<sup>11</sup>



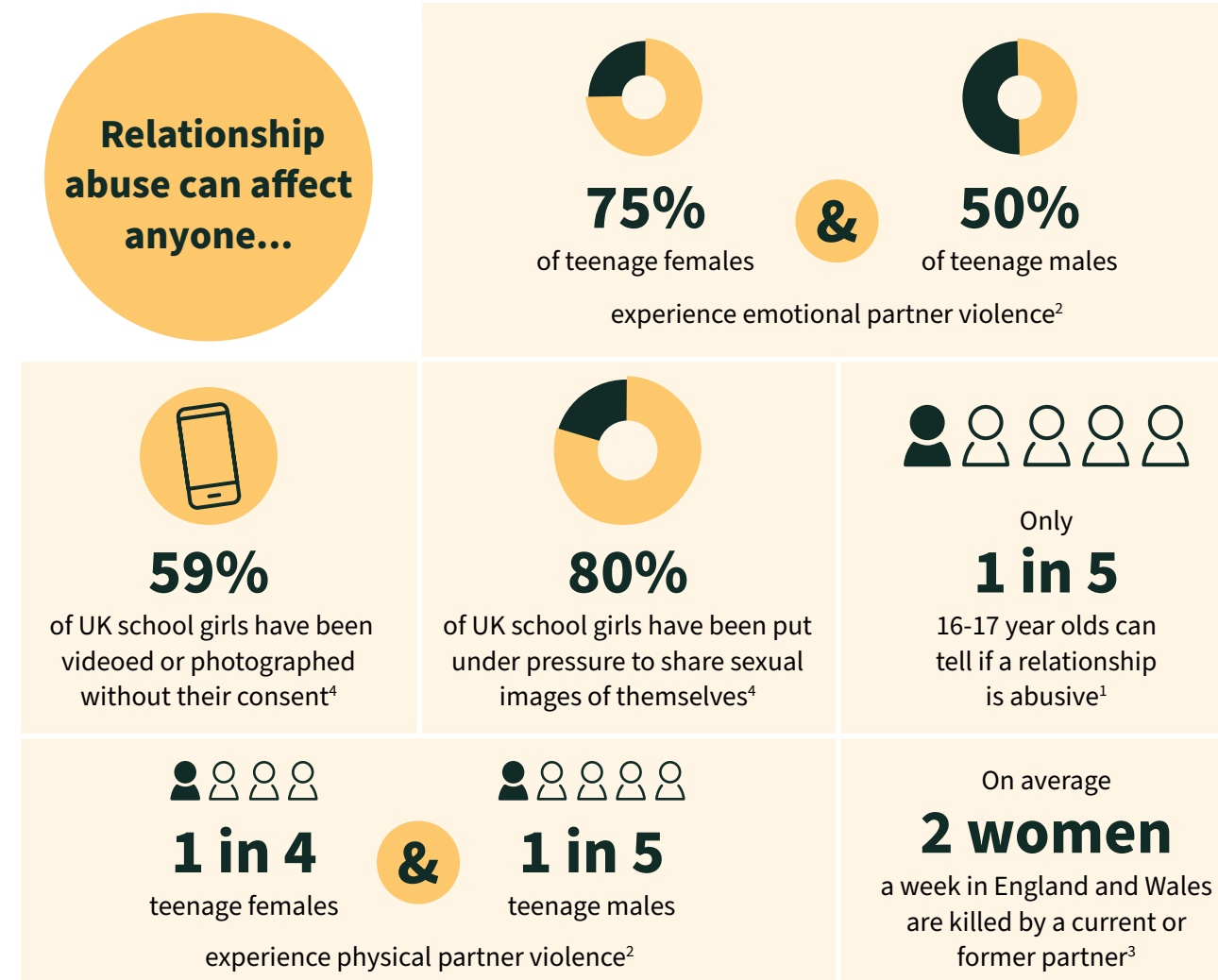
Over half the women in prison report having suffered domestic violence with

## 53% of women

reporting having experienced emotional, physical or sexual abuse as a child.<sup>8</sup>

## 18%

of the prison population have been convicted of sexual offences<sup>10</sup>



### 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>

5. SafeLives report Disabled Survivors Too, March 2017 <https://safelives.org.uk/sites/default/files/resources/Disabled%20Survivors%20Too%20CORRECTED.pdf>
6. Stonewall's Domestic violence and abuse - resources for LGBT people <https://www.stonewall.org.uk/domestic-violence-and-abuse-resources-lgbt-people>

### Sources:

7. SistahSpace research for Valerie's Law, 26th July 2021 Ngozi Fulani BBC Radio 4 Womens Hour
8. Prison Reform Trust. Project: Women In Prison, 2020
9. Supporting BAME Victims, What the Data Shows by Gemma Penny. [www.safelives.org.uk](http://www.safelives.org.uk)
10. Offender Management Statistics Bulletin, September 2021: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1028696/OMSQ\\_Q2\\_2021.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1028696/OMSQ_Q2_2021.pdf)

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](http://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.

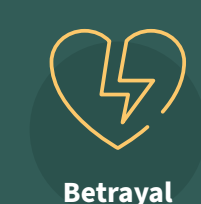
- **Empower** young people to advocate for their own happiness, enabling them to speak out, seek help and challenge attitudes which tolerate, condone or conceal abusive behaviours.
- **Elevate** the skills of carers and professionals to help young people navigate relationships and get the support they 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



## 10 signs of an unhealthy relationship



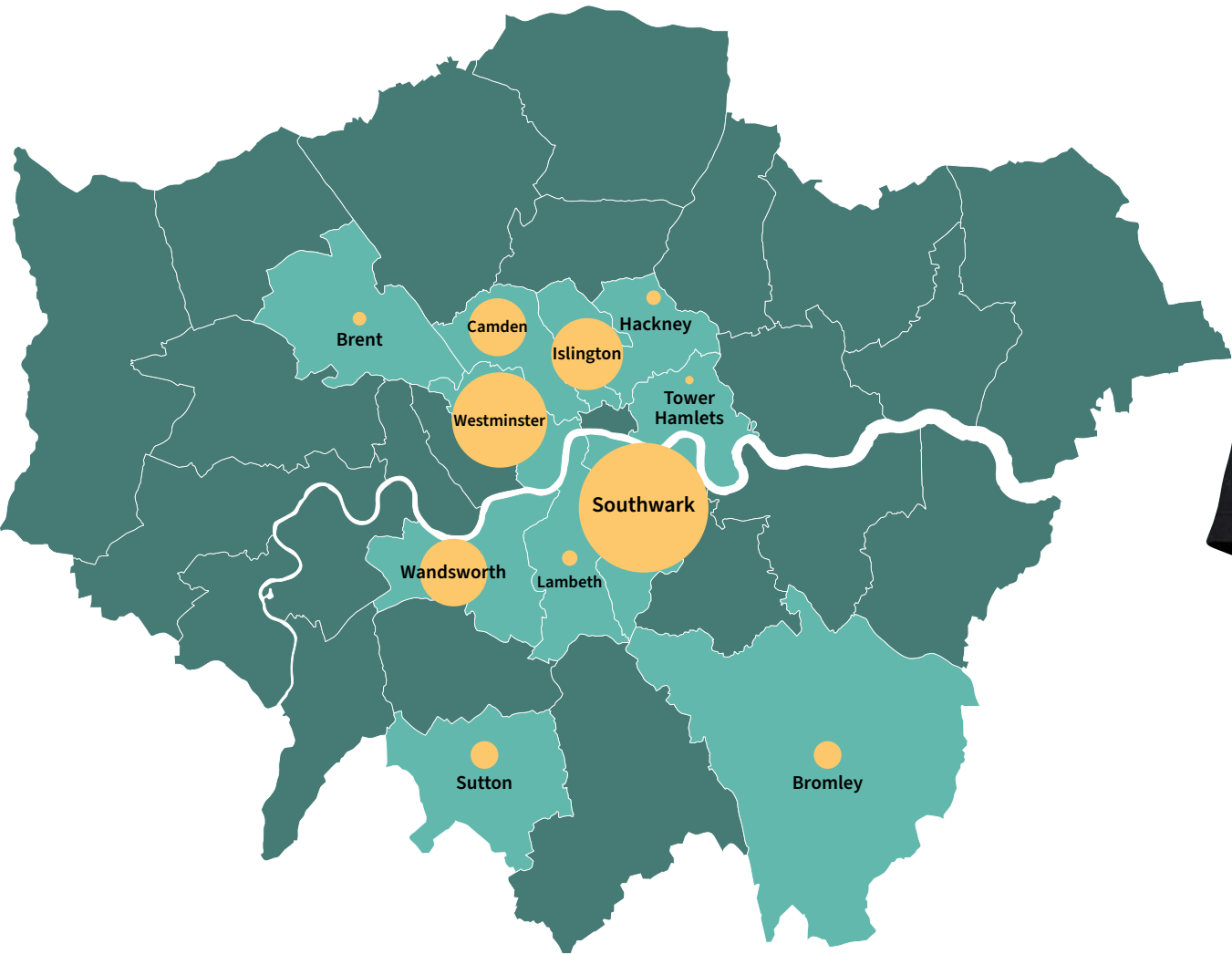
# LMK: Growing Broader and Deeper

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.<sup>13</sup> 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.

### 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.

### 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.





# 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

It's important to know what  
matters to you and what you  
want from a relationship!!!





# 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.”

“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.”

“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.”

## 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”

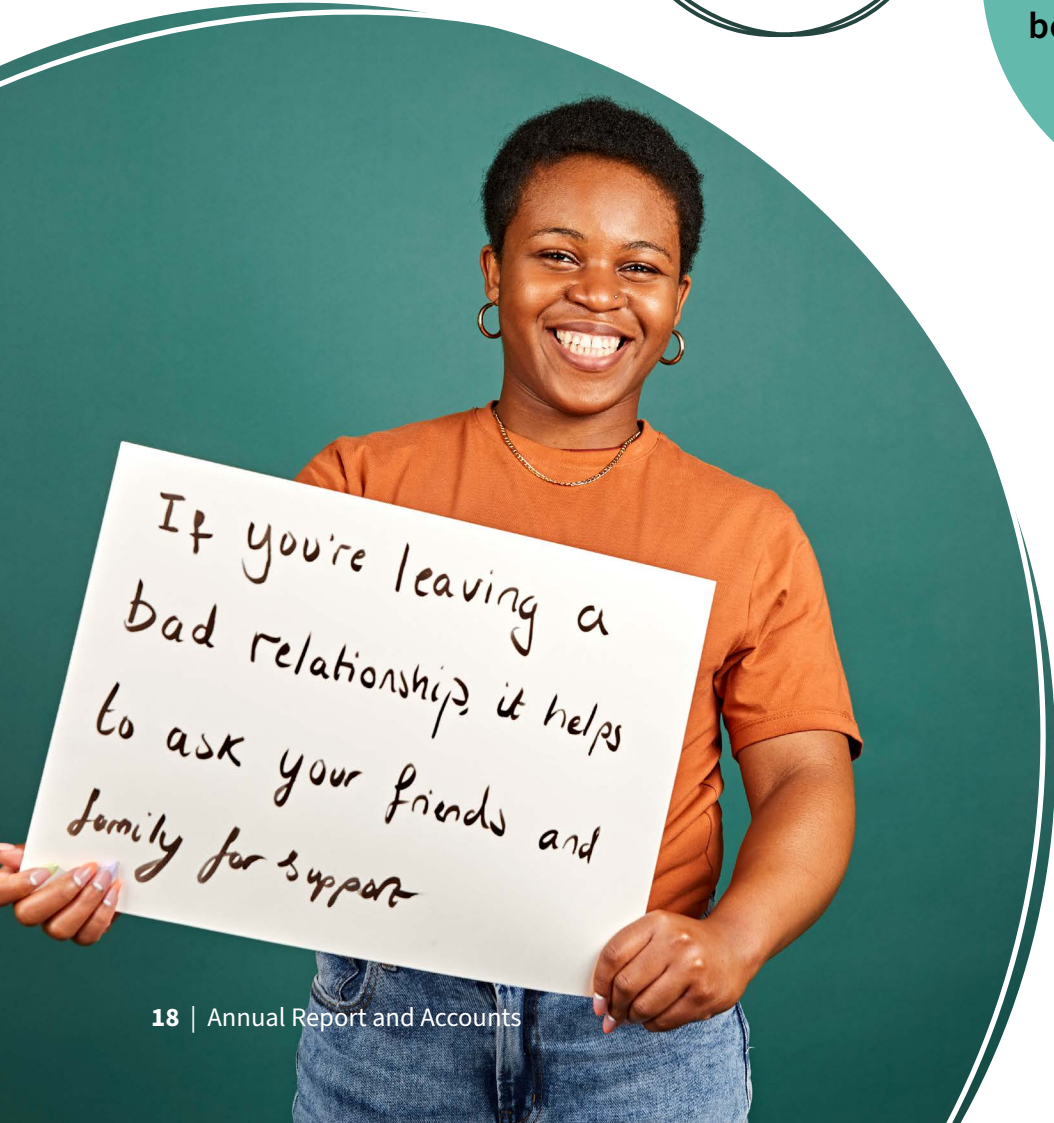
“You should feel comfortable with setting boundaries with your partner and feel secure”

“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.”



After today’s session, I know where to go if I or a friend are in an unhealthy relationship.”

“I realised you can try and control too much when you are insecure”

“Boundaries are not selfish to set”

“Stopping your partner from seeing someone they’re close with is unhealthy”.

“The differences between being possessive and protective”

“That emotional abuse can have just as damaging effects on someone’s well-being as physical abuse”

“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...

Members of the 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 did you want to join LMK’s YAB?**



“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.”**

**Why is LMK important?**



“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.”

**What’s the biggest thing you wish you’d been told about relationships earlier in your life?**



# 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.

"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."

Eltham College

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."



Prospex Youth Group

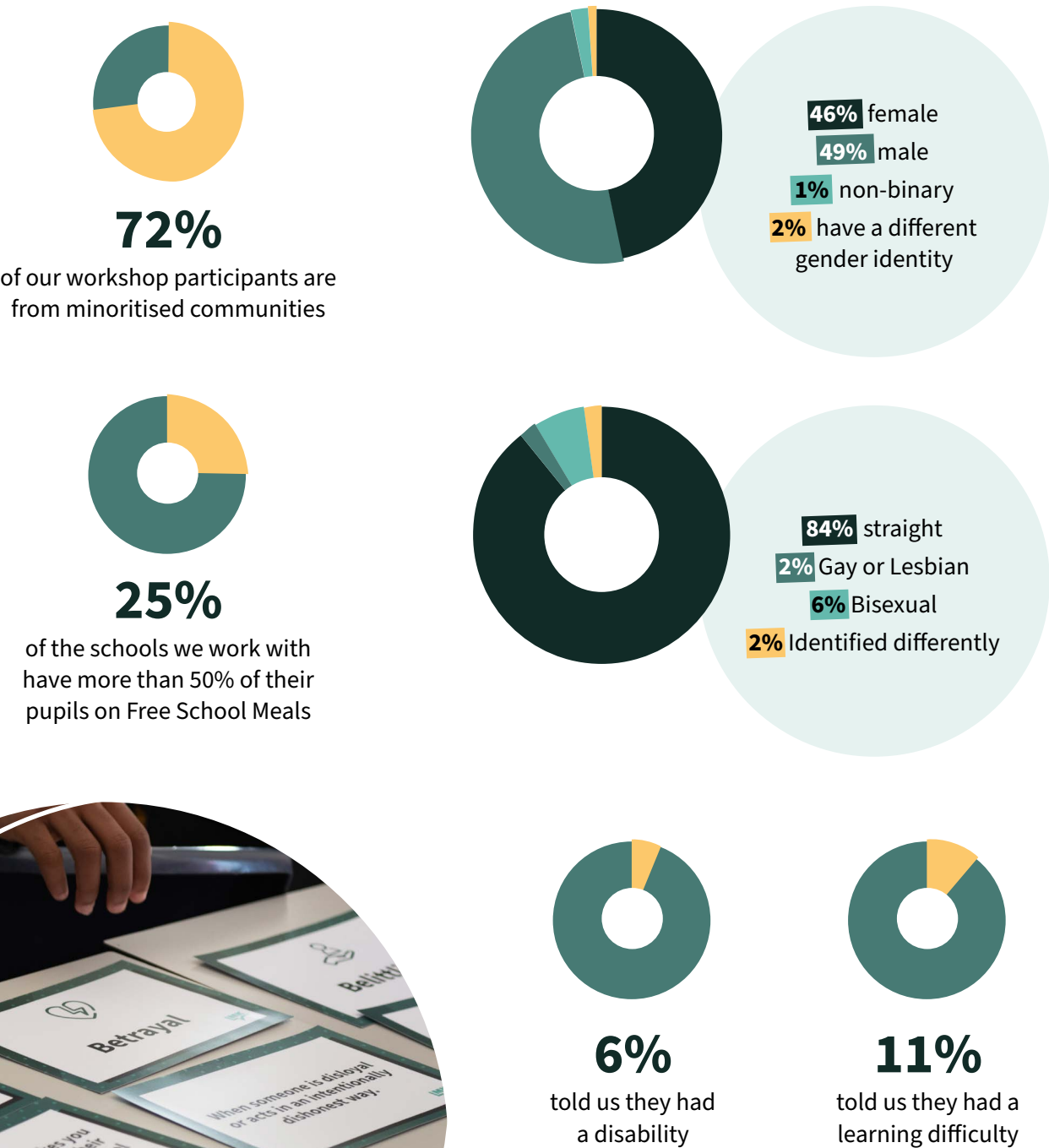
"LMK... captured what... our young people needed in terms of relationship education... LMK gave us some fantastic sessions for our girls group and came back later for some sessions with our older mixed group, which was definitely needed... The trainers were professional yet relatable to the young people 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."



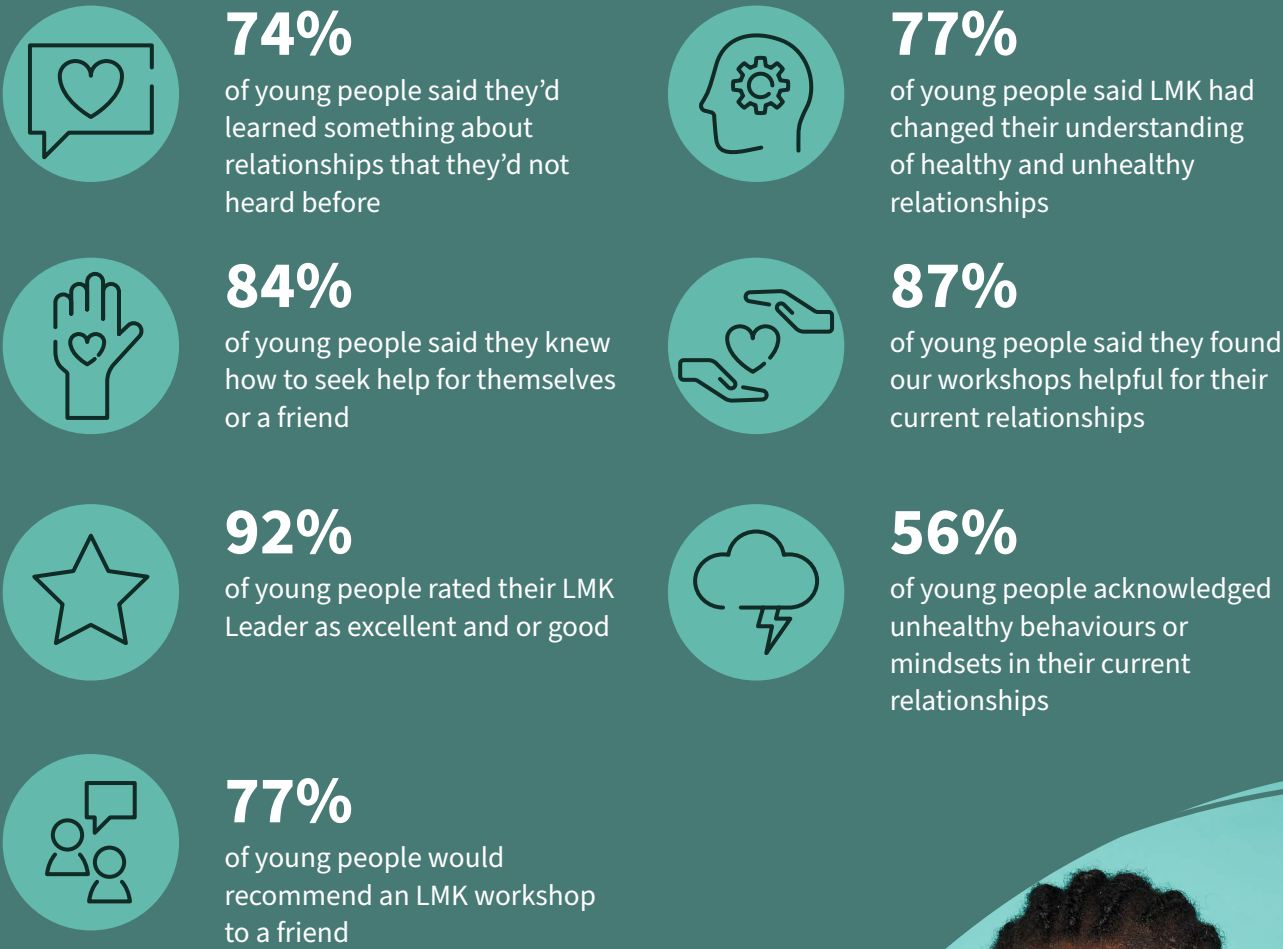
# LMK's Impact: Making a Difference

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.

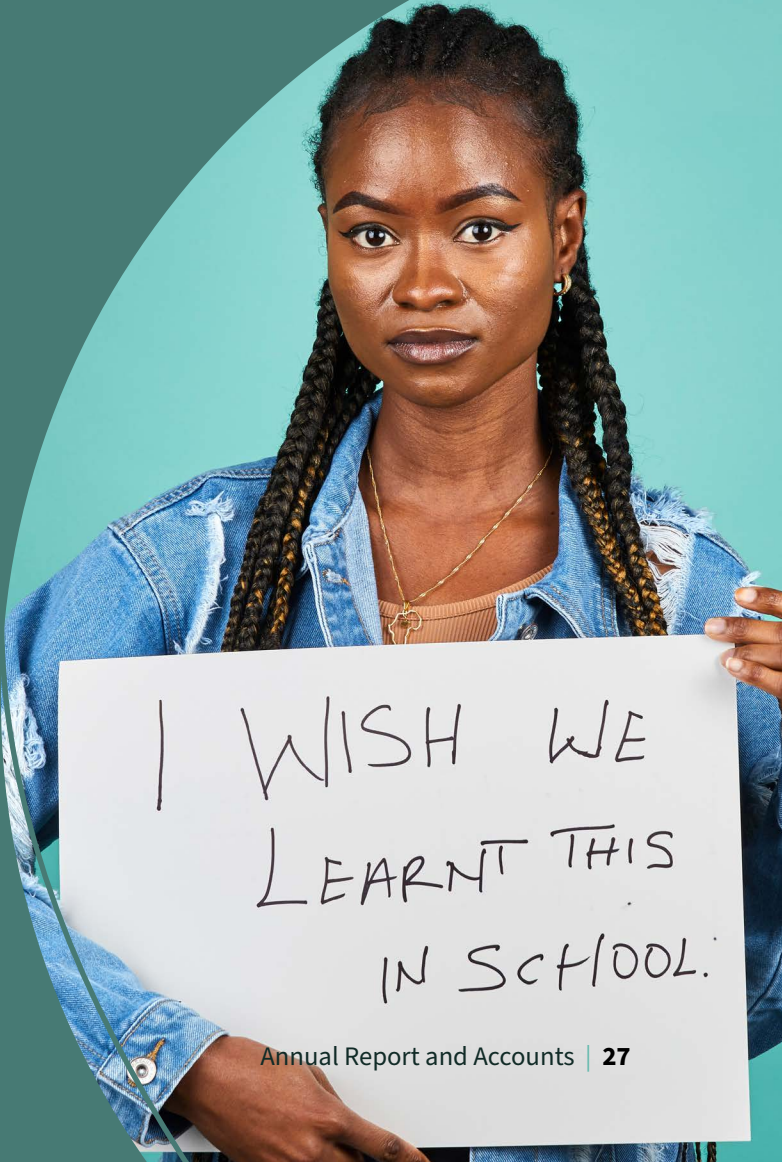
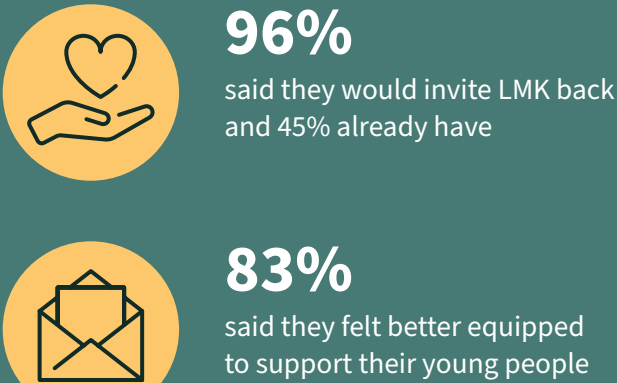
## Who does LMK work with?



## What impact do LMK workshops have?



## What do our partners say after observing an LMK workshop?





# 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 31<sup>st</sup> 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 31<sup>st</sup> 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

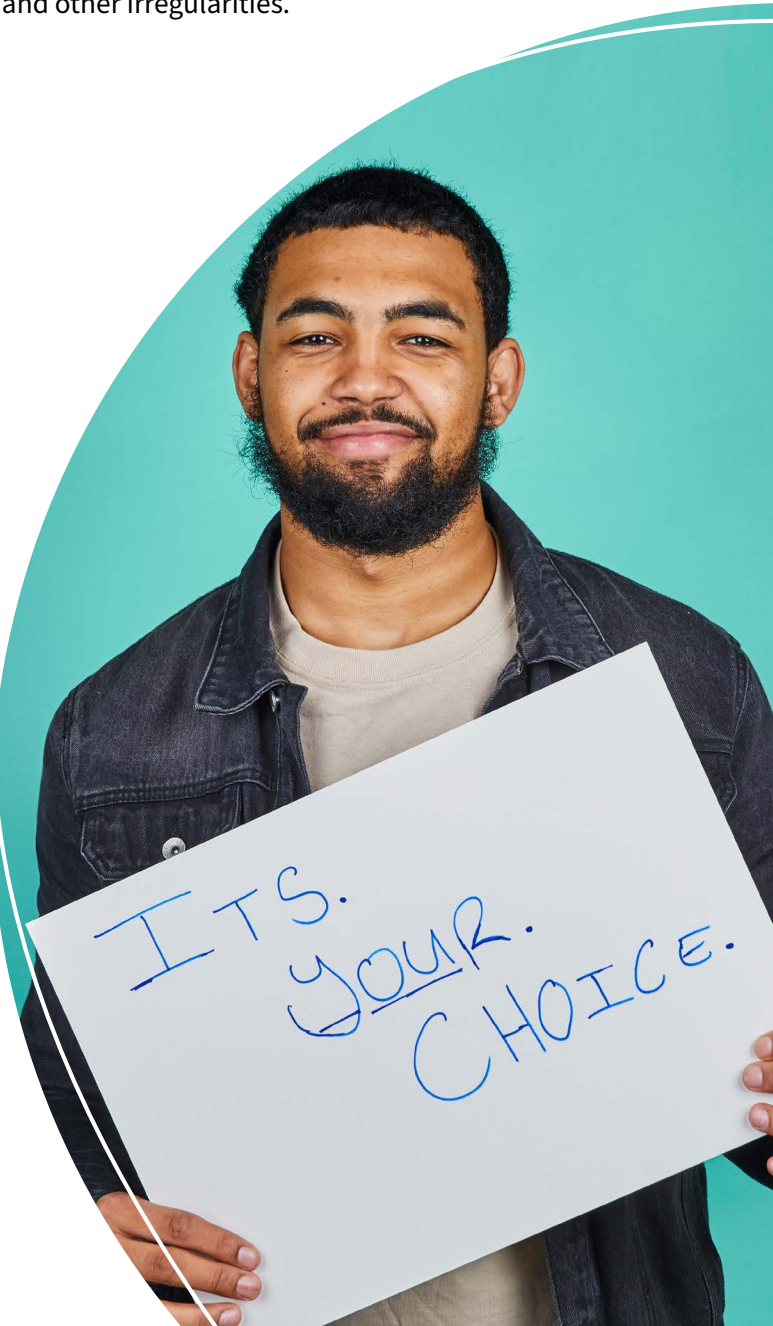
The trustees are responsible for preparing the annual report and the financial statements in accordance with the applicable law and United Kingdom (UK) Accounting Standards (UK Generally Accepted Accounting Practice). In preparing these financial statements, the trustees are required to:

- 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 4<sup>th</sup> 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](http://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."

Emanuel 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:





# Accounts





**LMK (Let Me Know)**
**Statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 August 2022**

	2022			2021		
	Unrestricted General	Restricted	Total	Unrestricted General	Restricted	Total
Note	£	£	£	£	£	£
<b>Income from:</b>						
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	-	-	-
<b>Total income</b>	<b>170,494</b>	<b>146,503</b>	<b>316,997</b>	<b>49,313</b>	<b>53,101</b>	<b>102,414</b>
<b>Expenditure on:</b>						
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
<b>Total expenditure</b>	<b>110,467</b>	<b>117,045</b>	<b>227,512</b>	<b>52,806</b>	<b>24,366</b>	<b>77,172</b>
<b>Net income/(expenditure) for the year</b>	<b>60,027</b>	<b>29,458</b>	<b>89,485</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>
Transfers between funds	-	-	-	-	-	-
<b>Net movement in funds</b>	<b>60,027</b>	<b>29,458</b>	<b>89,485</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	(3,493)	28,735	25,242	-	-	-
<b>Total funds carried forward</b>	<b>9 56,534</b>	<b>58,193</b>	<b>114,727</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>

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 £
<b>Current assets:</b>					
Debtors	6	82,620		704	
Cash at bank and in hand		40,754		29,358	
		<u>123,374</u>		<u>30,062</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	7	8,647		4,820	
<b>Net current assets / (liabilities)</b>			<u>114,727</u>		<u>25,242</u>
<b>Total net assets / (liabilities)</b>	8		<u>114,727</u>		<u>25,242</u>
<b>The funds of the charity:</b>	9				
Restricted income funds			58,193		28,735
Unrestricted income funds:					
General funds		56,534		(3,493)	
<b>Total unrestricted funds</b>			<u>56,534</u>		<u>(3,493)</u>
<b>Total charity funds</b>			<u>114,727</u>		<u>25,242</u>

Approved by the trustees on 4.11.22 and signed on their behalf by

E. C. Weillie – Trustee



Notes to the financial statements

For the year ended 31 August 2022

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.

Notes to the financial statements

For the year ended 31 August 2022

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.

Notes to the financial statements

For the year ended 31 August 2022

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
	<u>133,329</u>	<u>11,281</u>

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
	<u>2.5</u>	<u>4.0</u>

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.

Notes to the financial statements

For the year ended 31 August 2022

6 Debtors

	2022 £	2021 £
Prepayments and accrued income	82,620	704
	<u>82,620</u>	<u>704</u>

7 Creditors: amounts falling due within one year

	2022 £	2021 £
Taxation and social security Accruals	426 8,221	- 4,820
	<u>8,647</u>	<u>4,820</u>

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	<u>56,534</u>	<u>-</u>	<u>58,193</u>	<u>114,727</u>

	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	<u>(3,493)</u>	<u>-</u>	<u>28,735</u>	<u>25,242</u>



## Notes to the financial statements

For the year ended 31 August 2022

## 9 Movements in funds

	At 1 September 2021 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 August 2022 £
<b>Restricted funds:</b>					
Workshops in any borough	-	9,800	-	-	<b>9,800</b>
Workshops in Camden	7,900	777	(2,300)	-	<b>6,377</b>
Workshops in Westminster	9,125	4,402	(6,385)	-	<b>7,142</b>
Workshops in Islington	2,000	-	(2,000)	-	-
Workshops in Hackney	-	1,500	(1,500)	-	-
Workshops in Camden and Islington	-	3,750	(2,350)	-	<b>1,400</b>
Community workshops in Southwark	-	1,500	-	-	<b>1,500</b>
HAF Camden Summer Prog	-	2,130	(2,130)	-	-
Sport at the Heart Workshop	-	-	-	-	-
Training	1,408	8,810	(5,485)	1,800	<b>6,533</b>
Social Media and Printing	-	2,100	-	-	<b>2,100</b>
Relationship Manager, Programme Manager	-	21,030	(12,224)	-	<b>8,806</b>
CPD Programme and CPD Manager Salary	-	11,560	(4,298)	-	<b>7,262</b>
Funds for YAB	-	4,000	(2,226)	-	<b>1,774</b>
Islington – Youth Worker Costs	-	2,500	-	-	<b>2,500</b>
Funds for External Data Protection Officer	-	1,827	-	-	<b>1,827</b>
Safeguarding Consultation	350	-	(350)	-	-
Photography	180	-	(180)	-	-
IT	1,172	-	-	-	<b>1,172</b>
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)	-	-
<b>Total restricted funds</b>	<b>28,735</b>	<b>146,503</b>	<b>(117,045)</b>	<b>-</b>	<b>58,193</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>(3,493)</b>	<b>170,494</b>	<b>(110,467)</b>	<b>-</b>	<b>56,534</b>
<b>Total unrestricted funds</b>	<b>(3,493)</b>	<b>170,494</b>	<b>(110,467)</b>	<b>-</b>	<b>56,534</b>
<b>Total funds</b>	<b>25,242</b>	<b>316,997</b>	<b>(227,512)</b>	<b>-</b>	<b>114,727</b>

## Notes to the financial statements

For the year ended 31 August 2022

## 9 Movements in funds (continued)

	At 1 September 2020 £	Income & gains £	Outgoings & losses £	Transfers £	At 31 August 2021 £
<b>Restricted funds:</b>					
Workshops in any borough	-	1,000	(1,000)	-	-
Workshops in Camden	-	10,500	(2,600)	-	<b>7,900</b>
Workshops in Westminster	-	15,325	(6,200)	-	<b>9,125</b>
Workshops in Islington	-	8,000	(6,000)	-	<b>2,000</b>
HAF Camden Summer Prog	-	4,000	(4,000)	-	-
Sport at the Heart Workshop	-	400	(400)	-	-
Training	-	3,375	(1,967)	-	<b>1,408</b>
Safeguarding Consultation	-	350	-	-	<b>350</b>
Photography	-	180	-	-	<b>180</b>
IT	-	2,022	(850)	-	<b>1,172</b>
Workshops/Social media campaigns on pornography and revenge	-	6,600	-	-	<b>6,600</b>
<b>Total restricted funds</b>	<b>-</b>	<b>51,752</b>	<b>(23,017)</b>	<b>-</b>	<b>28,735</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>-</b>	<b>49,313</b>	<b>(52,806)</b>	<b>-</b>	<b>(3,493)</b>
<b>Total unrestricted funds</b>	<b>-</b>	<b>49,313</b>	<b>(52,806)</b>	<b>-</b>	<b>(3,493)</b>
<b>Total funds</b>	<b>-</b>	<b>101,065</b>	<b>(75,823)</b>	<b>-</b>	<b>25,242</b>

**Section A Independent Examiner's Report**

<b>Report to the trustees/ members of</b>	LMK (Let Me Know)		
<b>On accounts for the year ended</b>	31.08.2022	<b>Charity no (if any)</b>	1191149
<b>Set out on pages</b>	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

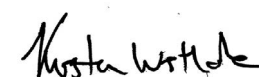
**Relevant professional qualification(s) or body (if any):**

FCCA FCA

**Address:**

Accountability Europe Ltd  
Omnibus Workspace, 39-41 North Road  
London, N7 9DP

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



**Kirsten Westlake, Chair**



[www.LMKLetMeKnow.org](http://www.LMKLetMeKnow.org)



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@LMKLetMeKnowCharity



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@LMKletmeknow

Registered charity number: 1191149  
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**Statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 August 2022**

		2022			2021	
	Unrestricted General Note £	Restricted £	Total £	Unrestricted General £	Restricted £	Total £
<b>Income from:</b>						
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	-	-	-
<b>Total income</b>	<b>170,494</b>	<b>146,503</b>	<b>316,997</b>	<b>49,313</b>	<b>53,101</b>	<b>102,414</b>
<b>Expenditure on:</b>						
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
<b>Total expenditure</b>	<b>110,467</b>	<b>117,045</b>	<b>227,512</b>	<b>52,806</b>	<b>24,366</b>	<b>77,172</b>
<b>Net income/(expenditure) for the year</b>	<b>60,027</b>	<b>29,458</b>	<b>89,485</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>
Transfers between funds	-	-	-	-	-	-
<b>Net movement in funds</b>	<b>60,027</b>	<b>29,458</b>	<b>89,485</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	(3,493)	28,735	25,242	-	-	-
<b>Total funds carried forward</b>	9 <b>56,534</b>	<b>58,193</b>	<b>114,727</b>	<b>(3,493)</b>	<b>28,735</b>	<b>25,242</b>

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.



## Balance sheet

As at 31 August 2022

	Note	£	2022 £	£	2021 £
<b>Current assets:</b>					
Debtors	6	82,620		704	
Cash at bank and in hand		40,754		29,358	
		<u>123,374</u>		<u>30,062</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	7	8,647		4,820	
		<u>8,647</u>		<u>4,820</u>	
<b>Net current assets / (liabilities)</b>			<u>114,727</u>		<u>25,242</u>
<b>Total net assets / (liabilities)</b>	8		<u>114,727</u>		<u>25,242</u>
<b>The funds of the charity:</b>					
Restricted income funds	9		58,193		28,735
Unrestricted income funds:					
General funds		56,534		(3,493)	
		<u>56,534</u>		<u>(3,493)</u>	
<b>Total unrestricted funds</b>			<u>56,534</u>		<u>(3,493)</u>
<b>Total charity funds</b>			<u>114,727</u>		<u>25,242</u>

Approved by the trustees on 4.11.22 and signed on their behalf by

E. C. Heilke

- 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.



Notes to the financial statements

For the year ended 31 August 2022

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**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
	<b>133,329</b>	<b>11,281</b>

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 in 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
	<b>2.5</b>	<b>4.0</b>

## 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.



Notes to the financial statements

For the year ended 31 August 2022

6 Debtors

	2022 £	2021 £
Prepayments and accrued income	82,620	704
	<b>82,620</b>	<b>704</b>

7 Creditors: amounts falling due within one year

	2022 £	2021 £
Taxation and social security	426	–
Accruals	8,221	4,820
	<b>8,647</b>	<b>4,820</b>

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
<b>Net assets at the end of the year</b>	<b>56,534</b>	<b>–</b>	<b>58,193</b>	<b>114,727</b>

	General unrestricted £	Designated £	Restricted £	Total funds 2021 £
Tangible fixed assets	–	–	–	–
Net current assets	(3,493)	–	28,735	25,242
<b>Net assets at the start of the year</b>	<b>(3,493)</b>	<b>–</b>	<b>28,735</b>	<b>25,242</b>

9 Movements in funds

	At 1 September 2021 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 August 2022 £
<b>Restricted funds:</b>					
Workshops in any borough	-	9,800	-	-	<b>9,800</b>
Workshops in Camden	7,900	777	(2,300)	-	<b>6,377</b>
Workshops in Westminster	9,125	4,402	(6,385)	-	<b>7,142</b>
Workshops in Islington	2,000	-	(2,000)	-	-
Workshops in Hackney	-	1,500	(1,500)	-	-
Workshops in Camden and Islington	-	3,750	(2,350)	-	<b>1,400</b>
Community workshops in Southwark	-	1,500	-	-	<b>1,500</b>
HAF Camden Summer Prog	-	2,130	(2,130)	-	-
Sport at the Heart Workshop	-	-	-	-	-
Training	1,408	8,810	(5,485)	1,800	<b>6,533</b>
Social Media and Printing	-	2,100	-	-	<b>2,100</b>
Relationship Manager, Programme Manager	-	21,030	(12,224)	-	<b>8,806</b>
CPD Programme and CPD Manager Salary	-	11,560	(4,298)	-	<b>7,262</b>
Funds for YAB	-	4,000	(2,226)	-	<b>1,774</b>
Islington – Youth Worker Costs	-	2,500	-	-	<b>2,500</b>
Funds for External Data Protection Officer	-	1,827	-	-	<b>1,827</b>
Safeguarding Consultation	350	-	(350)	-	-
Photography	180	-	(180)	-	-
IT	1,172	-	-	-	<b>1,172</b>
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)	-	-
<b>Total restricted funds</b>	<b>28,735</b>	<b>146,503</b>	<b>(117,045)</b>	<b>-</b>	<b>58,193</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>(3,493)</b>	<b>170,494</b>	<b>(110,467)</b>	<b>-</b>	<b>56,534</b>
<b>Total unrestricted funds</b>	<b>(3,493)</b>	<b>170,494</b>	<b>(110,467)</b>	<b>-</b>	<b>56,534</b>
<b>Total funds</b>	<b>25,242</b>	<b>316,997</b>	<b>(227,512)</b>	<b>-</b>	<b>114,727</b>



9 Movements in funds (continued)

	At 1 September 2020 £	Income & gains £	Outgoings & losses £	Transfers £	At 31 August 2021 £
<b>Restricted funds:</b>					
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
<b>Total restricted funds</b>	–	51,752	(23,017)	–	28,735
<b>Unrestricted funds:</b>					
<i>General funds</i>	–	49,313	(52,806)	–	(3,493)
<b>Total unrestricted funds</b>	–	49,313	(52,806)	–	(3,493)
<b>Total funds</b>	–	101,065	(75,823)	–	25,242



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





Section A

Independent Examiner's Report

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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