

**Building a brighter future,
one relationship at a time**



**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

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.



Deirdre Kehoe,
Chief Executive Officer

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.



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

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 behaviours¹.

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 girls², the rise of misogynistic influencers, algorithms that actively promote extreme and sensational content³, and a changing culture towards sharing of intimate images online, further exacerbated by the rise in AI and deepfakes⁴.

But it's not just online where the harm is being done to relationships⁵:

- **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**.

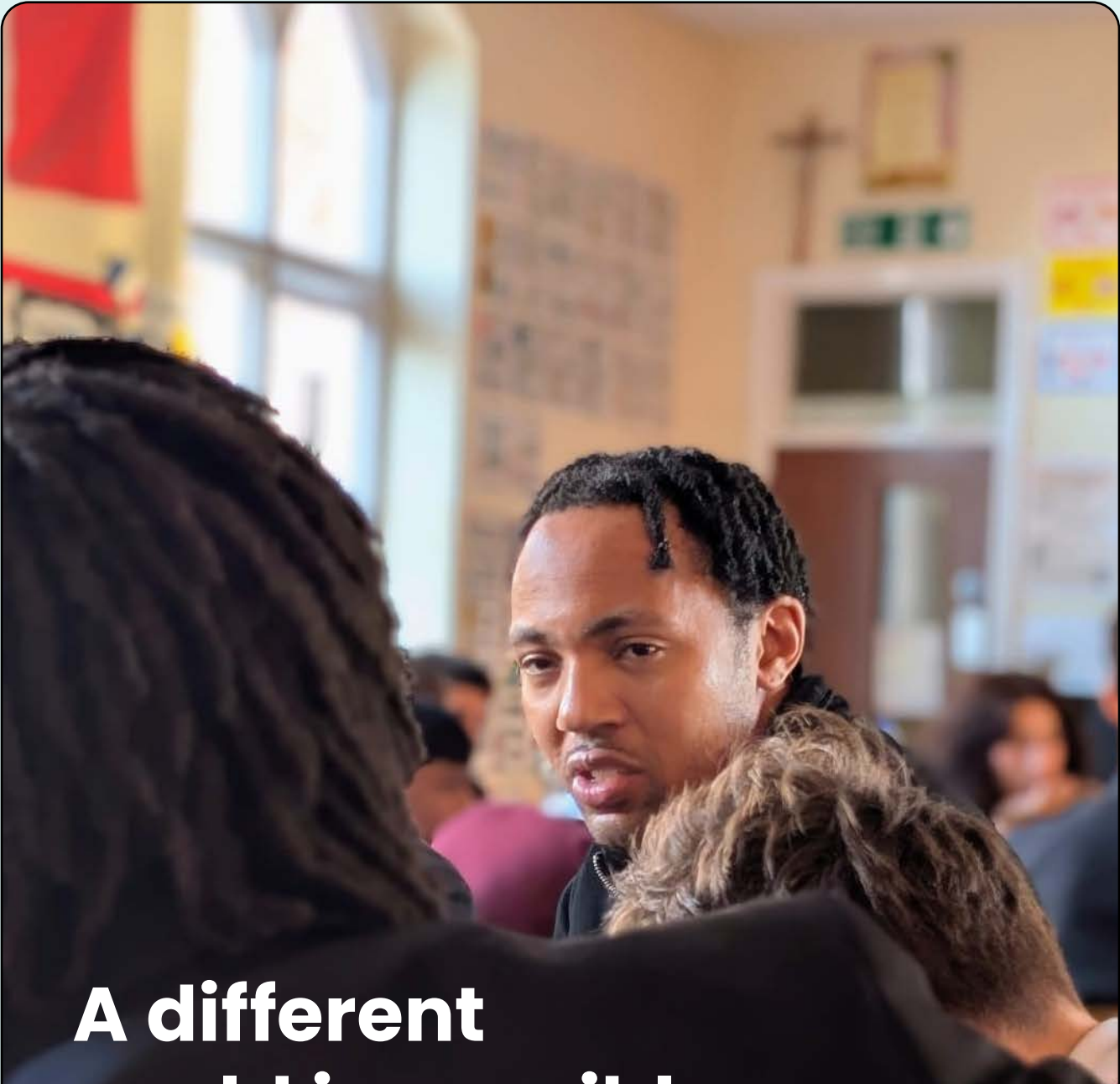


The impact of the harmful experiences that young people are having in their relationships is far-reaching. Whilst the causes and triggering factors are complex, we cannot ignore that for young people:

- 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 before⁶
- 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 24⁷
- 13,743 children under 18 were cautioned or sentenced in the year ending March 2023⁸
- 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.

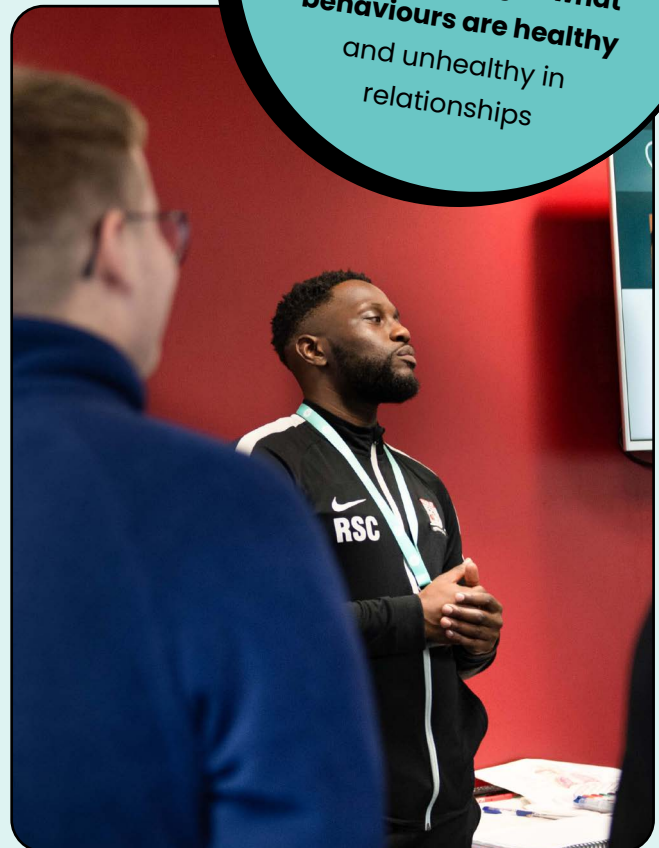
Male participant, aged 13.

“ 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.

“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.

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

A world where...

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

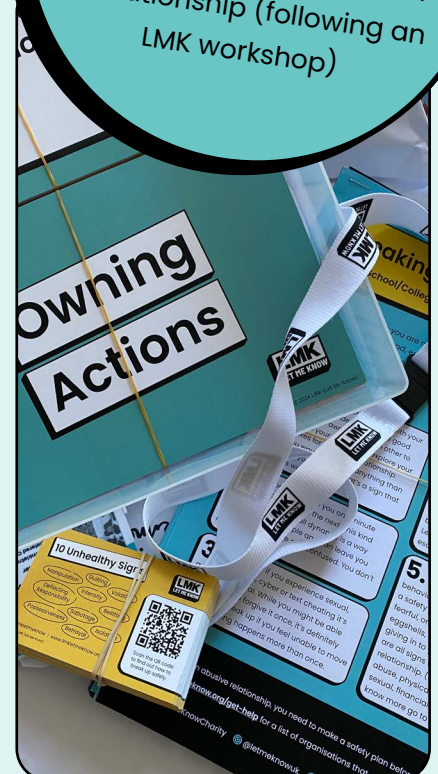
“It was like a month or two ago, but I was talking to my friend about... her relationship and she was explaining something that was happening. And she was like “What is that”? And I was able to be like, **‘This is... manipulation.’**

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.

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



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:

- 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.



**We aim to be
a collaborative
ally in the
sector**



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 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.

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.

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.

“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

“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

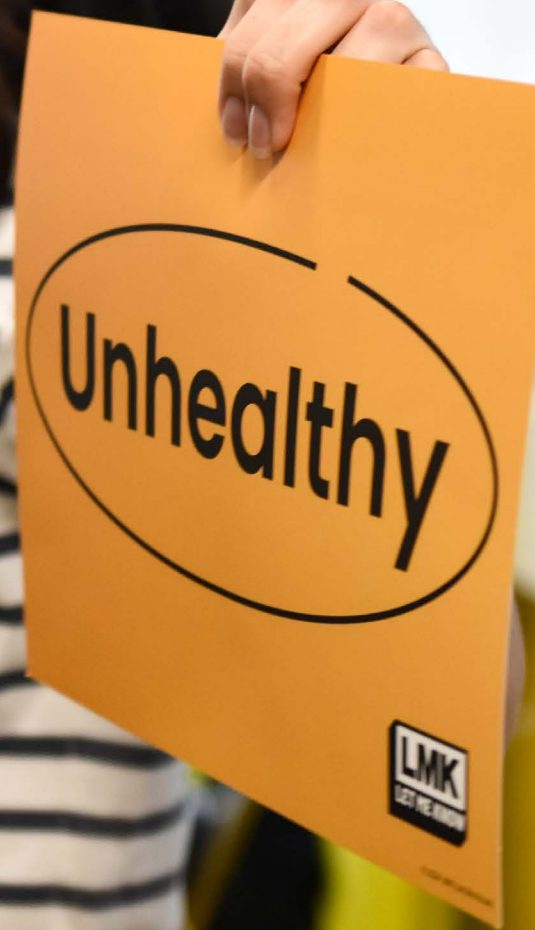


Our workshops have been co-created with young people

“

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 2024¹⁰ 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.

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 impact¹¹.

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



“ 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.

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 experience¹². 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.

“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

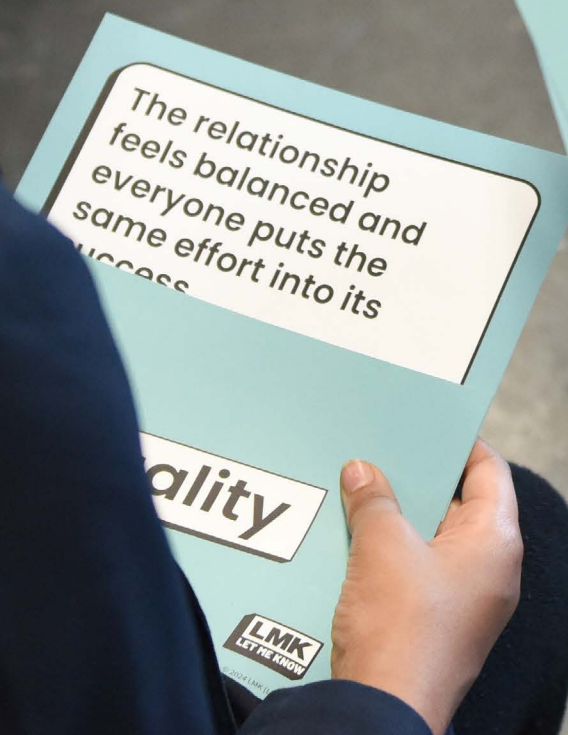


The YEF found nearly
1 in 5
young people (18%)
lack a trusted adult in
their lives

“

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

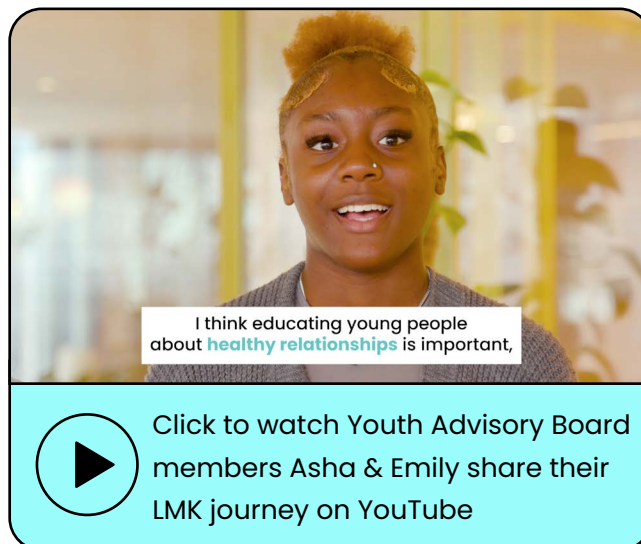


Keeping our work relevant

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:

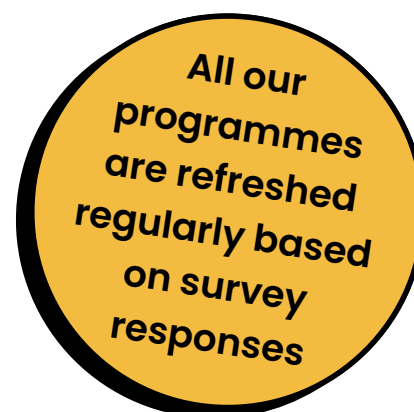
Our Youth Advisory Board

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.



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.



“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

A photograph showing the back of a person with long blonde hair holding a yellow sign with the word 'Manipulation' written on it. In the background, another person is sitting on a blue stool. The scene appears to be indoors with a wooden floor.

Manipulation

**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

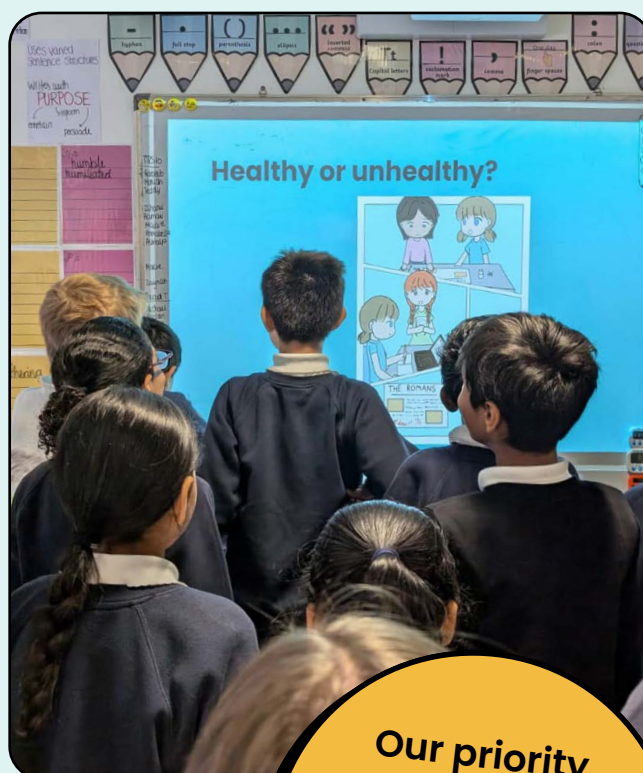
Our reach

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

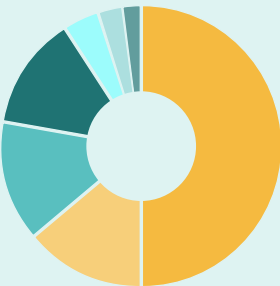
In total, we worked with 50 organisations during the year, 26 schools and 24 community groups.



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

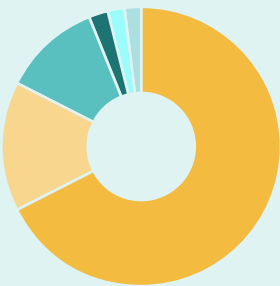
Our programmes for young people

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

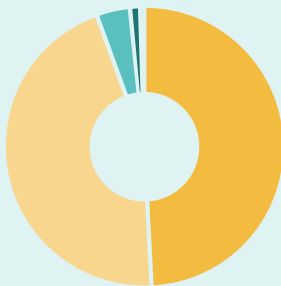


Secondary schools and FE colleges	67.75%
Community settings	14.87%
Primary schools	11.32%
Special schools	2.40%
Alternative provision	1.84%
Universities	1.82%

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. Research¹⁴ 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.

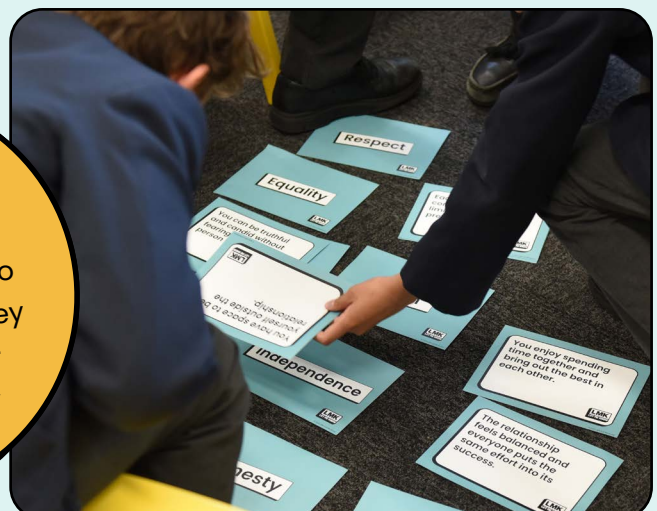
Youth worker, Roots and Shoots

“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 violence¹⁶.



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

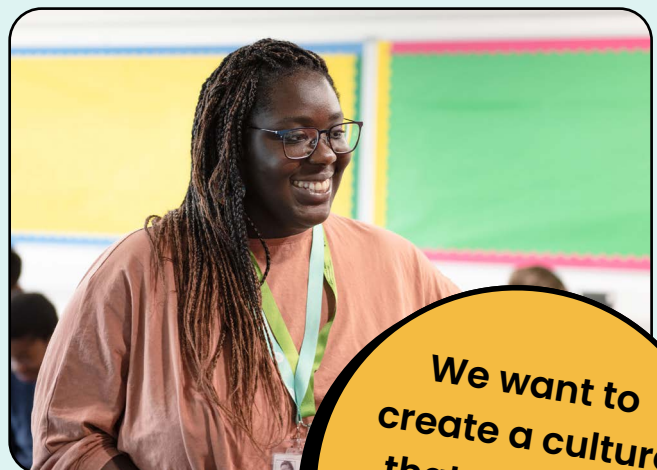
We will work with staff and young people in education settings and community organisations to create a culture that promotes and encourages healthy relationships, and we will consider other ways for young people to find out more about the healthy and unhealthy relationship signs, beyond our workshops.

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 want to create a culture that promotes healthy relationships

“ 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

“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

“Brought the topics to life”

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

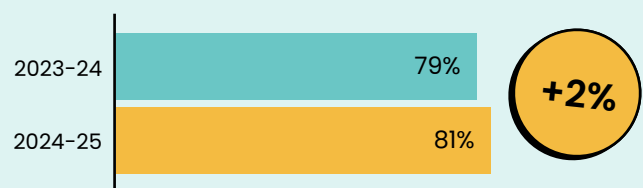
Extending our support of young people beyond our workshops

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.

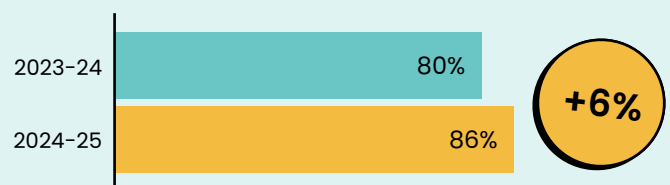
Having an impact

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:

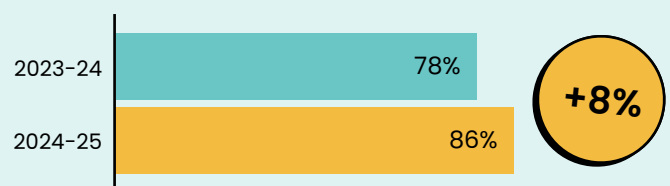
% who think today’s workshop will be useful in their relationships either now or in future



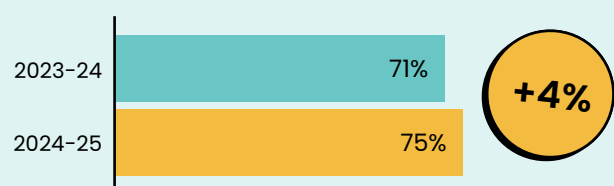
% who know where they can go for help if they or a friend experience abuse in a relationship



% 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 guilt** 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

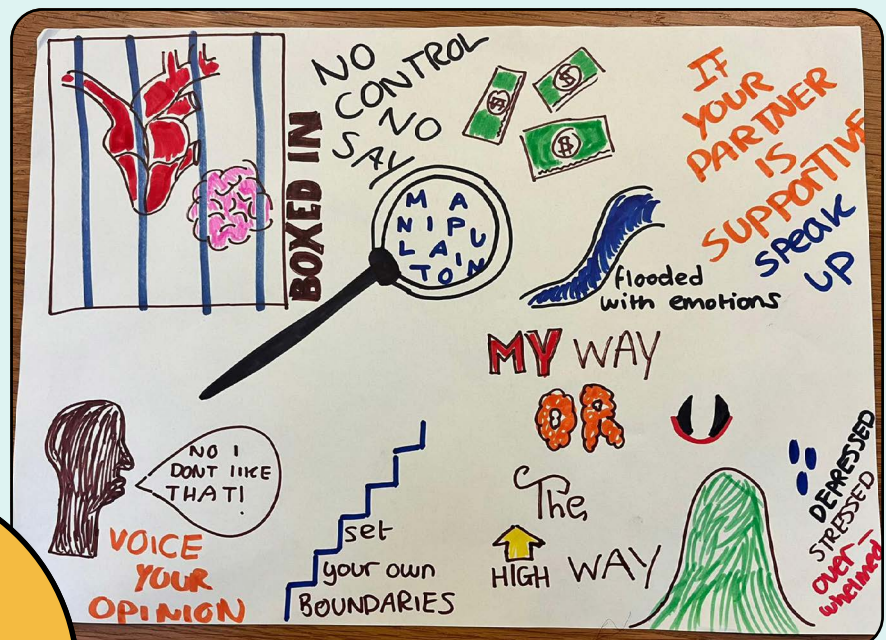
“That some things in abusive relationships **are not obvious** such as manipulation...

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.

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.

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

- 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.

The EAW 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.

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

LMK submitted our workshop evaluation findings and were cited in EAW'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 RSHE 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.

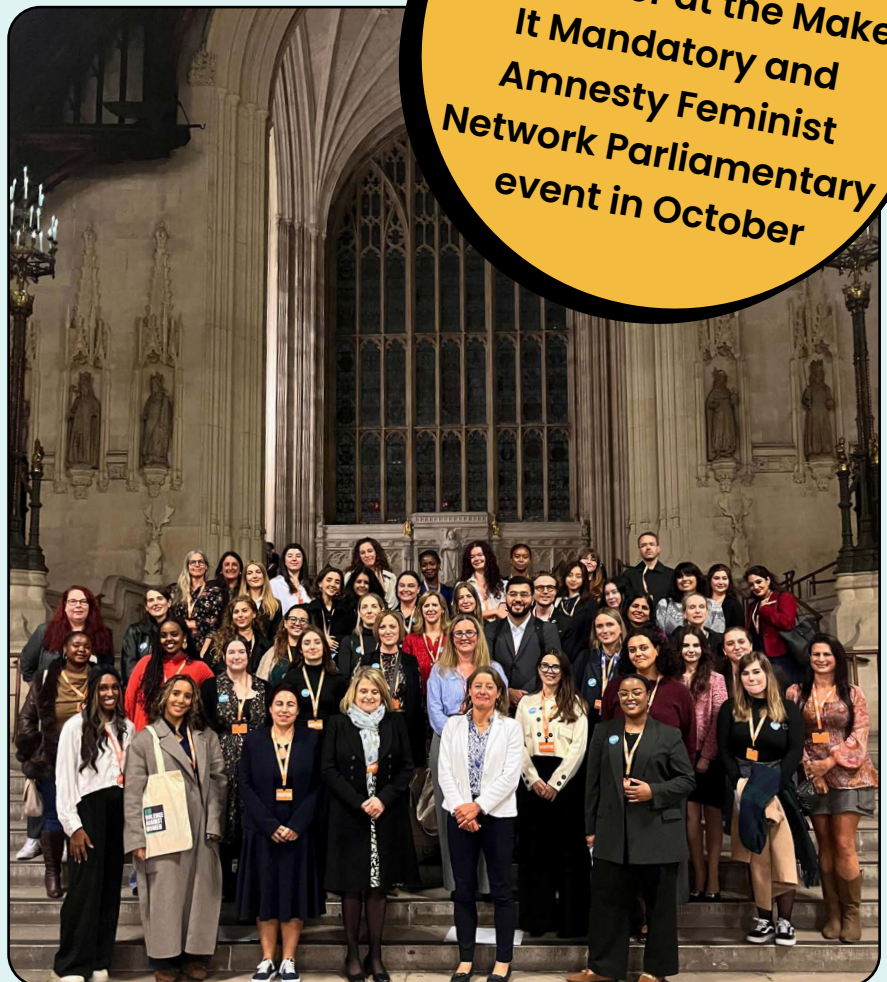
3. The need for a coherent Violence Against Women and Girls (VAWG) strategy

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 ERAW 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 EAW 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.

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.



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

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



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.

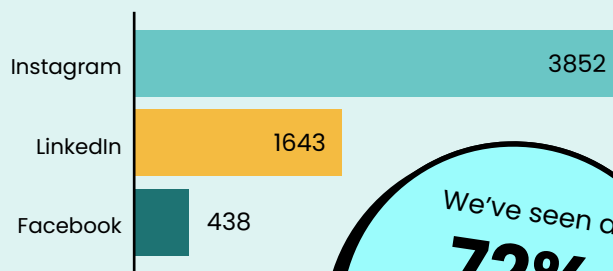
Follow us:

 @letmeknowuk

 @lmk-letmeknow

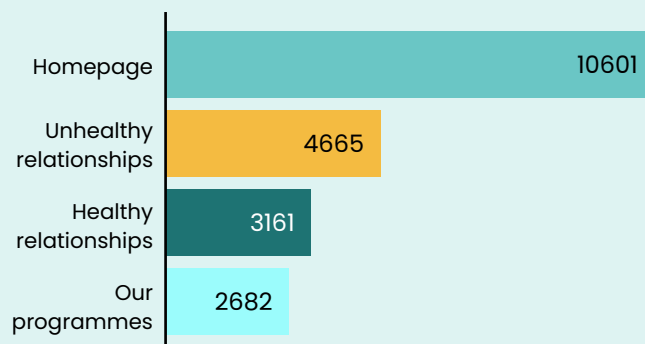
 @lmkletmeknowcharity

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 partner¹⁸. Young people online face significant harm, including exposure to violence and explicit content, cyberbullying and online sexual abuse¹⁹. 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 19²¹. 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. 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

		2025			2024		
	Note	Unrestricted General £	Restricted £	Total £	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.



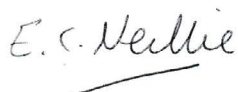
LMK (Let Me Know)

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	
		<u>366,349</u>		<u>321,047</u>	
Liabilities:					
Creditors: amounts falling due within one year	9	22,586		18,016	
Net current assets / (liabilities)			<u>343,763</u>		<u>303,031</u>
Total net assets / (liabilities)	10		<u>343,763</u>		<u>303,031</u>
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			<u>130,185</u>		<u>109,555</u>
Total charity funds			<u>343,763</u>		<u>303,031</u>

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



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
	<hr/>	<hr/>
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
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	316,340	33,417
	<hr/> <hr/>	<hr/> <hr/>

Analysis of cash and cash equivalents

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



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

	<u>Charitable activities</u>				
	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
	<u>132,022</u>	<u>360,626</u>	<u>114,442</u>	<u>607,090</u>	<u>604,242</u>
Support costs	–	114,442	(114,442)	–	–
Total expenditure 2025	<u>132,022</u>	<u>475,068</u>		<u>607,090</u>	<u>604,242</u>
Total expenditure 2024	<u>157,378</u>	<u>446,864</u>		<u>604,242</u>	

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
Evaluation 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:					
<i>General funds</i>	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, Centrepoin, 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](#)
- 15 Academic year 2024 to 2025, Special Educational Needs in England, gov.uk, June 2025 and Record One in 5 Pupils in England Getting Special Needs Support, BBC News, June 2025 [↗ back to reference](#)
- 16 Understanding Trauma and Adversity, YoungMinds, 2018 [↗ back to reference](#)
- 17 [https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021#:~:text=gay%20or%20lesbian%20\(1.5%25%20in,0.05](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021#:~:text=gay%20or%20lesbian%20(1.5%25%20in,0.05) Sexual Orientation, England and Wales, Census 2021, Office of National Statistics [↗ back to reference](#)
- 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

