



Learn n Grow

REPORT OF
THE TRUSTEES
AND FINANCIAL
STATEMENTS
FOR THE
YEAR ENDED
31ST MARCH
2023

FOR
LEARN
N GROW

Learn n Grow

Charity information
for the year end...

Trustees

Yisroel Lock
Michle Goldstein
Judith Lehrer

Registered office

30 Theydon Road
London
E5 9NA

Charity number

1198173

Accountants

Message from the chair

It's been a year since we planted the seeds. A year of growth, accomplishments and resounding success. A year of toil and the absolute pleasure of observing young adults blossom.

What is the secret that generates a merely good venture into a fantastic success? Every productive project has room for growth. Whilst our venture, Learn n Grow, was running smoothly, we still felt something lacking. Some of the users seemed successful, many needed more to inspire them to want to grow. We dug and found holes beneath the surface and discovered the bottom line. The roots! Many of the youth stemmed from a disadvantaged background and lacked the very basic etiquette, aspirations and skills required for a successful future. Some were raised in dysfunctional homes and suffered from social skills deficiency and relationship issues. Others were lucky to have supportive families, but food insecurity challenged their inner stability and equilibrium, Others were marginalised and lacked a supportive social network. Poor self-esteem, digital exclusion and stunted opportunities. These systematic issues further amplified the repercussions of Covid 19 and cost of living crises and caused a rapid decline in their well-being, due to the environments they were locked in. The aftermath of Covid, left many young adults groping in the dark, as they tried to recoup their losses, stumbling over cost spikes. Shockingly enough, so many of our teens simply lacked the basics necessary for every young adult, including hygiene products, essential nourishments, and ground knowledge to protect themselves. And here's what shocked us even more. They weren't even motivated to change. But we believed in them, and our belief inspired their engagement and interest to reroute. We planted new roots. They Rerouted their visions, goals, and ideals and now at the culmination of our first year, we smile as we watch the young adults, at the cusp of their future, blossom.

Our Elevator Pitch

To support, direct and advocate for young people from disadvantaged backgrounds and help them manage the cost-of-living crisis, practically, emotionally and financially. We offer skills and personal development ser-

vices by providing mentoring, upskilling courses and personal development opportunities to help them unveil their potential within and guide them on their transition journey into adulthood.

Mission Statement

To remove young people from their state of vulnerability and trauma to reach a place of safety and resilience.

Our Pledge: We promise to help youths from disadvantaged homes thrive, not just survive and become independent and inclusive. We commit to providing support and stability for young people and pledge to hold their hands until they are ready to let go and begin their adult lives with confidence.



The Seeds of the Needs



Too many young women face automatic failure by starting their adult years on unstable grounds. Poor body image, chronic social failure, negative peer groups, exam anxiety, social media pressures and low self-esteem are just some of the causes and symptoms that contribute to their identity crisis. These challenges are compounded for teenage girls coming from underprivileged families, where money is scarce, especially during the current cost of living crisis. They stand at the bridge of their future selves, which could lead them to massive potential, if only they have the tools necessary to access it.

Here's how we changed the course of their future.

FIELDING THEIR VISIONS

It began with a round table discussion with 26 girls.

We raised 3 key issues:

- 1) Girls literally feel uncomfortable in their own skin, since they cannot afford personal care basics. Our users, being brought up in minority communities often lack the bare basics, which in turn destroys their self-esteem and self-respect. We realised we had to grant these disadvantaged youths a chance to satisfy their human needs, to enable them to blossom into respectable young adults
- 2) Girls, being under tremendous stress, feel burnt out and don't believe that short courses can pass dead-end entry-level jobs. They want more ownership of their learning, precisely because many of these girls had left school, having been fed-up of sitting behind a desk.
- 3) The girls feel hands on learning through job shadowing, active learning and unique course options would give them a better niche in a saturated market.

We discussed, listened, created a vision and acted.

Mapping New Routes

PERSONAL PANTRY: We launched a personal hygiene bank. We stocked a community cupboard with a variety of food and all personal care basics. It is accessible to the registered users with a number lock code. Having seen a 60% decrease in food donations, we need to be able to adequately stock up the pantry with food essentials to feed the young women who have come to rely on it. Some are newer refugees with no recourse to public funds.

We have received petitions from users to support them with basics like hygiene and personal care items, as this vastly impacts their confidence. In response to an unfortunate incident with a young girl who was afraid to venture out in public since she shockingly couldn't afford hygiene products, we realised the crucial need for the Personal Pantry. Because any young person facing food and hygiene poverty, should have access to food and personal care products in a discreet and dignified manner. No questions asked.

UPSKILLS: The young women first need to see what field intrigues them, prior to investing effort in planning a career that suits them best. They first start with job shadowing to explore the options that interests them. When they discover their passion, they can then join courses to build their skill and develop resumes for specific course options.

Soft skills workplace training consolidates their employability. We use Outcome Star-themed surveys; administered periodically to measure user progress as well as feedback forms monthly.

ASAP: Being a teenager in today's world, surrounded by current social trends, undesirable influences and dangerous negative attractions in cyberspace, youngsters today are extremely vulnerable. They need to be made aware of what precisely needs awareness. We teach them the red flags, stop signs and warning signals of the dangers lurking in potentially every area in their lives.

They Say

I'm accustomed to tough choices. It's my daily menu. That's why when we received a few coins from my compassionate neighbour to 'go buy a treat' after I helped her clean the hallway in the building, it was tough but not even a choice. I bought a loaf of bread for the kids. I knew I needed deodorant desperately, but I could not purchase it without money. So I stayed home the next day, and the day after. When my friend Lea insisted yet again that I join the social gathering in the evening I firmly refused. I was desperately afraid to be exposed. Eventually I confessed it to Lea, who was put in touch with Learn and Grow. It was the best day in my life. The rest, they say, is history. I'm eternally grateful for what they have given me. A platform of support, guidance and skills for my future. And the Personal Pantry was my discreet lifesaver.

D.M

My childhood is an array of painful memories. I grew up with no hope to grow in any area. My peers were discussing careers, for me it was all jargon beyond my reach. I had no hope or even interest to pursue anything. I believed I wasn't capable anyways and was probably destined to spend the rest of my life hanging on to the fringes of society. My aunt, bless her, put me in touch with Learn and Grow. I discovered so much potential that had been lying dormant within me. I have learnt how to communicate properly, I have learnt how to protect myself from the dangers lurking in cyberspace and best of all I have gained a newfound confidence. Because, like everyone else, I deserve a chance to a successful future.

Lisa R

Our Impact

A platform for support

Raising girls' self-esteem

Creating hope

Building futures

Boosting confidence

Personal development



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TRUSTEES' REPORT

FOR THE PERIOD ENDED 31 DECEMBER 2022

The trustees present their annual report and financial statements for the period ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The charity's objects are to advance and promote education and community participation of young people through: (a) the provision of training courses and recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; (b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

In planning activities for the year, the trustees took due heed of the Charity Commission's guidance on the requirement to provide public benefit, as well as the requirements of the Equalities Act 2010. Due regard is also given to the deliverance of the Child Protection Policies within the direct work undertaken by the charity.

The charity offers a broad range of standalone high-quality trainings for young people including development of skills and talents to empower more people to enter the job market.

It works with local schools, youth and communal organisations and family welfare agencies to ensure services are targeted at those most in need.

The charity also offers a wide range of recreational and leisure activities including sports, arts and social opportunities.

Achievements and performance

In the year under review the charity generated income of £39,005 and incurred expenses of £33,229 resulting in net incoming resources of £5,776.

The trustees are satisfied with the results of the charity.

Financial review

The amount on the Unrestricted fund at the year end was £5,776.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to approximately three month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the period.

Structure, governance and management

The charity is a Charitable Incorporated Organisation and is governed by its governing document. It was registered as a charity on 08 March 2022.

The trustees who served during the period and up to the date of signature of the financial statements were:

Mr M Fischer	(Appointed 8 March 2022)
Mr Y Lock	(Appointed 8 March 2022)
Mrs M Goldstein	(Appointed 8 March 2022)
Mr J Lehrer	(Appointed 8 March 2022)



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TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2022

It is not the intention of the trustees of the charity to appoint any new trustees. Should the situation change in the future, the trustees will apply suitable recruitment induction and training procedures.

The trustees administer the day to day running of the charity.

None of the trustees has any beneficial interest in the charity.

The trustees' report was approved by the Board of Trustees.

M Fischer

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Mr M Fischer

Trustee

Date: **Jan 23, 2023**
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LEARN N GROW

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LEARN N GROW

I report to the trustees on my examination of the financial statements of LEARN N GROW (the charity) for the period ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

J Silver

Mr J Silver FCCA
Precision Ltd
32 Castlewood Road
London
N16 6DW

Dated: Jan 20, 2023

LEARN N GROW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £
Income from:		
Donations and legacies	3	39,005
Expenditure on:		
Charitable activities	4	33,229
Net income for the period/ Net movement in funds		5,776
Fund balances at 8 March 2022		-
Fund balances at 31 December 2022		5,776

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

BALANCE SHEET AS AT 31 DECEMBER 2022

	Notes	2022 £	£
Fixed assets			
Tangible assets	8		13,138
Current assets			
Debtors	9	500	
Cash at bank and in hand		5,325	
		5,825	
Creditors: amounts falling due within one year	10	(13,187)	
Net current liabilities			(7,362)
Total assets less current liabilities			5,776
Income funds			
Unrestricted funds			5,776

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Jan 23, 2023

The financial statements were approved by the Trustees on

M Fischer

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Mr M Fischer
Trustee



LEARN N GROW

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

Learn N Grow is a Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.



LEARN N GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	20% RBM
Fixtures and fittings	20% RBM

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.



LEARN N GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are 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.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.



LEARN N GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

3 Donations and legacies

	Unrestricted funds
	2022 £
Donations and gifts	39,005

4 Charitable activities

	Charitable Expenditure 2022 £
Staff costs	22,168
Depreciation and impairment	3,285
Supplies & other expenditure	5,950
	31,403
Share of governance costs (see note 5)	1,826
	33,229

5 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £
Accountancy	-	720	720	-	-
Legal and professional	-	1,080	1,080	-	-
Bank charges	-	26	26	-	-
	-	1,826	1,826	-	-
Analysed between Charitable activities	-	1,826	1,826	-	-

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.



LEARN N GROW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

7 Employees

The average monthly number of employees during the period was:

2022 Number
5

Employment costs

2022 £

Wages and salaries

22,168

There were no employees whose annual remuneration was more than £60,000.

8 Tangible fixed assets

	Plant and equipment £	Fixtures and fittings £	Total £
Cost			
Additions	2,320	14,103	16,423
At 31 December 2022	2,320	14,103	16,423
Depreciation and impairment			
Depreciation charged in the period	464	2,821	3,285
At 31 December 2022	464	2,821	3,285
Carrying amount			
At 31 December 2022	1,856	11,282	13,138

9 Debtors

	2022 £
Amounts falling due within one year:	
Other debtors	500



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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

10	Creditors: amounts falling due within one year	2022
		£
	Other creditors	12,467
	Accruals and deferred income	720
		<hr/>
		13,187
		<hr/>
11	Related party transactions	

There were no disclosable related party transactions during the period (- none).

The background of the entire image is a dark brown color. Overlaid on this is a large, intricate, light green pattern that resembles the branches and leaves of a tree. The pattern is dense and fills the entire frame. In the upper left quadrant, there is a small, white, stylized bird in flight, facing right. In the upper right quadrant, there is another small, white, stylized bird in flight, facing left. A white rectangular banner is positioned diagonally across the center of the image, tilted upwards from left to right. On this banner, the text "Learn n Grow" is written in a green, sans-serif font. To the right of the text is a large, stylized green bird logo, which is a simplified, rounded shape with a small black dot for an eye and a curved beak. The banner has a slight drop shadow, giving it a three-dimensional appearance as if it's floating or attached to the tree.

Learn n Grow