



ANNUAL REPORT & FINANCIAL STATEMENTS

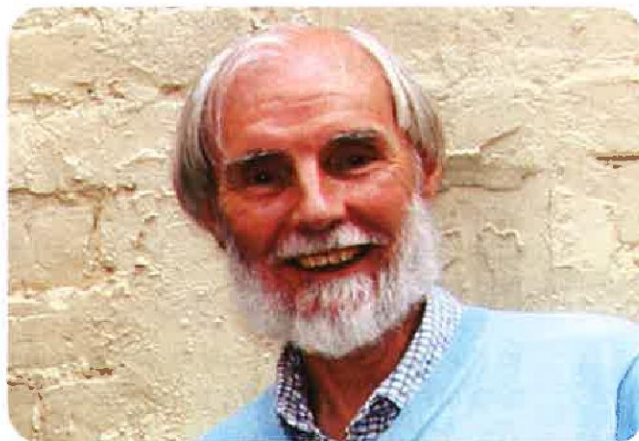
FOR YEAR ENDING 31ST MARCH 2022

Company Number: 01817676
Charity Number: 295857

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Message from our Chair:

This reporting year has been a challenging year for the communities that Limehouse Project serves. As we emerged from the pandemic which has lacerated vulnerable communities with loss of employment, life and mental wellbeing - the subsequent food, energy and service costs rises have further tipped individuals and whole families into poverty, despair and trauma.



Tower Hamlets residents experience exceptionally high levels of deprivation, housing costs and overcrowding. This, in turn, has led to an inevitable rise in social isolation, mental and physical ill-health.

Our staff have worked flat out throughout this period to provide advice, training, practical and emotional support to an average of 400 clients each week – a 200% rise on last year's numbers. Inevitably, with a drop in overall funding for the charitable sector coupled with a rise in prices and the greatest surges in desperate demand for help experienced over the forty-year existence of our organisation.

The pace of change has been phenomenal. In the face of such difficulties, our staff have taken stock, reconfigured and trialled new systems to amplify our reach and quality of service delivery for communities more in need than ever.

The new advice services delivery structure has helped the team to navigate further surges, under the auspices of our very competent Gateway to Advice Manager, Shirina Ali, who supervises volunteers gaining advice and communication skills while supporting our telephone triage system, signposting callers as needed to specialist services and reducing waiting times for our very busy service.

Many thanks our amazing paid and unpaid members of staff who have worked tirelessly to respond to every challenge thrown in their way.

As part of our bid to improve efficiency, our team has been supported by Lloyds Bank Foundation to develop a new data collection system called Lamplight which help clients access a range of services in a time-efficient manner while monitoring our impact and identifying needs for further service provision.

Many thanks too for the support, goodwill and generosity of our funders and partner organisations including the *Masonic Charitable Foundation* and the *Royal Foundation of St Katharine* who provide 30 particularly isolated and vulnerable clients each week with space and a four-star Luncheon Club menu.

A complement of funders including the *Good Things Foundation*, *Nominet Trust* and *JP Morgan* have enabled us to distribute over 150 tablets to help particularly vulnerable residents learn how to connect with friends, services, and activities digitally.

The leadership of our C.E.O, Farida Yesmin and our Community Development Manager Gerard McKinney steered LHP through troubled waters and our heartfelt thanks go to our dedicated LHP members who supported us throughout with wisdom and understanding.

In the new year we look forward to implementing a new five-year business strategy with enhanced capacity to further our effective reach to our most vulnerable residents. We are proud of our ongoing success of determinedly delivering services to communities and individuals that mainstream services do not usually reach.



Dennis Twomey, Limehouse Project Chair



Governance and Objectives

Our Trustees

Dennis Twomey	Chair and Acting Treasurer
Atiya Sheikh	Committee Member
Alisha Azmin	Committee Member
Adina Goga	Committee Member
James Invine	Committee Member
Shepu Miah	Committee Member
Jacqueline Baillie-Nelson	Committee Member
Arslan Hussain	Committee Member
Kay So	Committee Member
Jonafe Suraez-Alino	Committee Member

Our Senior Management Team

Farida Yesmin	CEO
Kay Browne	Access to Employment Services Coordinator
Tahmina Rahman	Advice Services Manager/Casework supervisor
Gerard McKinney	Community Development Manager
Shirina Ali	Gateway to Advice Services Manager

Our Auditors

Harmer Slater,
Salatin House,
19, Cedar Road, Sutton
Surrey, SM2 5DA

Our Bankers

NatWest Bank
Dockland South Quay Branch
54, Marsh Wall, London E14 6LJ

Our Solicitors

Russell Cooke

Our Governing Document

The Limehouse Project (LHP) was founded by local residents, school teachers and activists to address racist attacks on minority communities and high levels of homelessness amongst socio-economically marginalised communities. Registered as a charity in 7th January 1987 and incorporated as a company limited by guarantee since 18th May 1984, our Articles of Association detail our aims and objectives highlighted below, management accountability and mechanisms through which Trustees are elected.

Aims & Objectives

LHP seeks to identify, highlight and meet the needs of the inhabitants of Tower Hamlets and East London regardless of gender, gender orientation, race, religion, political affiliation or opinions held of aforementioned inhabitants.

We work independently and in partnership with organisations including local authorities, Residential Social Landlords, voluntary and community organisations in order to advance education, relieve poverty and welfare needs, advance good health and provide facilities as required for the promotion of social welfare, recreation, leisure and community development which improve the quality of life for local residents.

A Legacy of Listening

The LHP delivers a diversity of services for local people whose feedback and insights help identify emerging and unmet need in light of evolving demographic and social trends. We are proud of our heritage as a charity emerging from a grass-roots local campaign to address homelessness and a rise in racial attacks.

This, in turn, informs future strategies to identify further gaps in local services to meet the needs of some of Britain's most disenfranchised residents through innovative, accessible and sustainable services.

While extending our geographic reach into further areas of unmet need in East London, we have built the capacity of staff members largely drawn from amongst local BAME residents who speak local community languages and become positive role models for local residents who are furthest from employment markets.

Our work responds to local issues as they arise. While developing new projects such as those highlighted further in this report to ensure our services remain relevant and effective, we deliver a range of services responding to the changing needs of local people.

We were delighted to receive a Tower Hamlets' Community Champion 2021 award in recognition of outstanding community action over the pandemic period. Many thanks to those members of staff and volunteers who took immeasurable steps to care for wider community needs.

Our Values:

The Limehouse Project is:

- **Client centred** – this means keeping the success and progress of our clients and community at the heart of all that we do.
- **Professional** with a skilled team of staff and volunteers delivering high quality outcome focussed services.
- **Inclusive and accessible** welcoming, comfortable and non-judgemental.
- **Independent and responsive** working hard in the best interests of the community.
- **A great place to work** investing in and supporting our staff and volunteers.

Management Structure

LHP Trustees who meet quarterly to consider strategies and provide guidance on questions of finance, sustainability, human resources, legal issues and service delivery comprise of a voluntary and elected body composed of local people with a wealth of professional expertise.

Trustees include former teachers, employment advisers, local business and financial sector representatives, risk and management consultants.

To ensure we continue to regenerate and represent a diversity of local voices and expertise, we routinely search, source and recruit new members to our team.

Induction of New Trustees

To capitalise on board members' generous contributions of skills, insights and limited time, LHP undertakes skills audits to identify further hidden talents amongst board members. This, in turn, helps us identify training to support further equip our team with skills for improved engagement any gaps so as to further our strategic priorities.

New Trustees with skills, lived experiences and knowledge complementing those of our existing Trustee team are regularly sought via our extensive community organisations who identify individuals interested in becoming charity board members and offer basic training highlighting the roles and responsibilities of Trustees within a framework of charitable and corporate law.

Following interviews, an opportunity to join board meetings and learn about how we operate, each new Trustee is issued with an induction pack and invited to a flexible programme of training to familiarise themselves with our constitutional framework, good practises, our ethos and working practices. Annual planning days also offer Trustees further insight into our day-to-day work.

Principal Funding Sources

LHP's work is supported through statutory and private charitable trust grants as well as Service Level Agreements (SLAs). Current funders and partnerships include:

- *London Borough of Tower Hamlets funded LCF Partnership Consortium:* delivering social welfare advice and skills development training programme.
- *National Lottery Community Fund:* for skill development training of local women.
- *GP Health Advice Initiative:* networking advice and health agencies.
- Crucial funding and other support are also provided by *City Bridge Trust, Lloyds Bank Foundation, Henry Smith Charity, Masonic Charitable Trust, Ocean Regeneration Trust, Power to Change, London Community Response Funding, Paddington Development Trust, The Home Office, Big Energy, UK Power Network* and many more funders supported our delivery of services and ensuring our future financial sustainability.

Financial Review

The LHP has been fortunate in developing a spread of income-generation assets which help build local capacity while ensuring our longer-term sustainability.

Our pre-school, launched in 2017, continues to generate income while providing a quality childcare service for local parents. Rental income from LHP's physical assets also generate unrestricted income for core organisational costs our charitable work while enabling other local charities to affordably share our resources. LHP also continues to engage in partnerships with voluntary sector and statutory bodies to deliver key services in cost effective manners while extending our reach to some of the borough's most disenfranchised and needy residents.

Overall funding available for voluntary and charity sector significantly shrunk with the loss of European funding streams, central government funding to help organisations and individuals continue to meet the needs of communities in crisis.

Our funding income has slightly reduced as a result, the audited accounts for 2021-22 showing an overall deficit of £26k even as demand from low-income families and individuals in crisis has grown.

Thanks, however, to the dedication of our committed and competent team leaders and our Community Development Manager in particular, this shortfall is being bridged to put us back on track for the 2022-23 financial year.

Reserves Policy

Maintaining financial resilience is key to our long-term future. As such, our trustees seek to maintain a level of unrestricted reserves to ensure Limehouse Project's protection from major risks such as an unforeseeable loss of income.

We believe that a strong reserves policy is critical to the sound financial management of our charity. Approximately 70% of the charity's annual funding comes from commissions and grants awarded by statutory bodies, some 20% comes from trusts and foundations with the remaining 10% of earned income coming from our preschool provision and letting income.

We recognise that our reserves policy should be flexible, risk-focused, actively monitored and reviewed each financial year in keeping with robust financial management practises. To this end, our quarterly management accounts reporting protocols include an estimated reserves analysis with explanations of any variances from our current reserves policy.

Our total unrestricted reserves policy for this financial year is £868,000, consisting of £732,000 in designated reserves and £136,000 in free reserves to support up to six months direct frontline service provision which may be affected by unanticipated threats and eventualities.

Of our designated reserves allocations:

- An allocation of £452,000 relates to land and buildings which we need in the short and medium term to deliver our services and are therefore not available as liquid assets;
- We currently hold £90,000 which represents six months' costs for staff, administrative overheads and back-office core costs, in keeping with a reserve policy of 3-6 months for these purposes;
- As a prudent precaution, we have set aside an allocation of £50,000 for potential redundancy costs in the event of the organisation having to close due to adverse financial conditions;
- We are pursuing opportunities to develop our premises to accommodate an expansion in our service provision. As this will require an amount of initial capital expenditure, an allocation of £80,000 has been set aside as a contribution towards these endeavours;
- For the following financial year (2022/23) we have budgeted for a small operational surplus. However, our management accounts forecast for 2022/23 indicates that we may be on track for an overspend of £50,000. In anticipation we are setting aside an amount of £50,000 in order to mitigate the effect of such an overspend between two accounting years;
- We wish to refresh and upgrade our PR, Marketing and Communications activities during 2023, and to that end we have earmarked £10,000 of reserves for that purpose.

Our remaining 2021/22 free reserves of £136,000 represents approximately three months funding for our critical frontline services.

Management of Risk

A comprehensive Organisational Risk Assessment is reviewed and updated by our Senior Management Team and the LHP Board on a regular basis. Monthly reviews and discussions amongst senior staff managers charting the progress of our service delivery against targeted operational plans helps sustain a culture of effective risk management. All such practices which identify, prevent and mitigate against potential service disruptions are further reviewed at quarterly staff team and Board meetings.

Finances and Fundraising, Income Generation and Performance-related Risk:

Our finance group meet weekly to review our operational issues, monthly managers meeting to review management accounts actual/budget; our Trustee Funding Sub-committee consider and review our management accounts, budgets and financial risks quarterly to ensure our financial performance is on track while we take appropriate actions accordingly.

Training to support staff and volunteers also covers good practices in financial procedures, risk assessment for all parties concerned, as well as health and safety, safeguarding and mental health issues so as to instil good practice and effective day-to-day management of our service delivery and overall operations.

Safeguarding our team and clients:

We closely monitor and regularly review our safeguarding adults policy. Board members, senior management team and front-line staff are regularly updated both in person and online about safeguarding issues so they can identify any concerns at an early stage and better understand the process for referrals to expert and external agencies and support where needed. This is particularly relevant at a time when clients facing an on-going cost of living crisis, in addition to traumas and loss of friends, family and wage earners as a result of Covid-19, are reporting increased levels of anxiety and deteriorating mental wellbeing.

Health & Safety of our People and Spaces:

Health and safety procedures, including fire and H&S risk assessments are routinely undertaken to identify any potential risk while mitigating actions; our site is also protected by an entry phone system and a CCTV. Peninsula Health and Safety's team provide further support and training to improve our practices while staff inductions focus on health and safety.

Health & Safety, safeguarding and online learning protocols have also been enhanced over the last three years with the introduction of online, telephone and increasingly, blended meetings, training and advice service consultations so as to ensure the safety, wellbeing and best practices are delivered for every client with whom we engage.

Risk and Service Delivery Targets

As each of our programmes' funding is linked to agreed performance targets, we review each service's performance quarterly against Key Performance Indicators (KPIs) on a quarterly basis to make sure the quality and numbers of clients seen are met. If needed action is taken early on if we fall short of agreed performance levels.

Effective line management and supervision is in place to help monitor the performance of our front-line staff while indemnity insurance protects our service in the event of any disruption arising of a Human Resources (HR) nature.

Peninsula, a Human Resources (HR) provider, also supports LHP Team Managers with training and legal advice relating to employment law ensuring fair and effective good practices in addressing any situation arising. Given that our frontline staff support some of our most vulnerable clients with practical and empathetic support, we have also introduced counselling support for staff over the Covid-19 period to help make sure each and every team member is best able to deliver.

Ever conscious of the importance of ensuring diversity in our team representation and for the delivery of equitable services, our ethos of inclusivity is reflected in the profiles of staff and volunteers helping to deliver the Limehouse Project's services who predominantly reflect those of the disadvantaged communities and individuals with whom we work.

This means that we have a good understanding of complex issues faced by unemployed, displaced, low-income families and individuals living on the margins of society who are further traumatised by current challenges of economic strife and loss in the wake of Covid-19.

Assuring Quality Services

Members of our advice team are bilingual in community languages, have a good understanding of client needs and on average six years' experience of listening, advising and undertaking casework. Our services are routinely inspected by external agencies to ensure our work meets established quality assurance requirements.

(LHP FCA 618791) with the Financial Conduct Authority for our delivery of Debt and Money Advice, have recently renewed our nationally-recognised Advice Quality Standards (AQS) Quality Mark enabling us to deliver accredited Welfare Benefits, Housing, Money and Debt advice and casework and we hold Level 1 Office of Immigration Services Commissioner (OISC) certification as well.

We achieved the Investing in Volunteers quality standard in 2021, and we have held the *Matrix* quality assurance certification since 2005 and, for the first time, *NCFE* (*Northern Council for Further Education*) accreditation offering oversight for our Training and Employment team.

Our staff and volunteer programmes of ongoing continuous personal development have also allowed Advice team members to gain further advice-related qualifications while volunteer Energy Champions have achieved Level 1 Fuel Poverty & Energy Costs accreditation.

LHP Services

Maintaining the trust and wellbeing of our clients remains our core purpose. Our aim is to help each individual not only survive but flourish at a time of crisis. Our continued and growing borough presence has served to reassure clients and partners alike that we are here to help and will continue to do so in years to come.

We provide support for the most disadvantaged, principally addressing:

- Poverty and social welfare;
- Employment and training;
- Good health and wellbeing, particularly amongst our older citizens.

Our core services focus on supporting women, older people, people of ethnic minority origin, and those for whom English is not a first language. Most of our beneficiaries are from local BAME communities, with the largest group being of Bangladeshi heritage.

Key 2021-22 achievements include:

- **13,128** advice enquires/sessions delivered- a **143.3%** increase in the number of enquiries dealt with by the advice team.
- **6,255** individual clients received advice compared to **1,344** in 2020 - a **129.3%** increase in the number of clients.
- Welfare benefit enquiries have risen from **1,105** to **4,110** - a huge **115.2 %** year-on-year increase.
- Housing enquiries have risen from 230 to 3,730 - a **176.8%** increase which represents a significant increase from last year.
- **£6,352,769** additional income gained for clients over the 2021-22 financial year which represents a combined weekly income of **£122,168**. Within that total, backdated awards totalled **£70,824.43**, debts managed totalled **£28,302.75** and debt reduction totalled **£22,818.69**.
- **120** families and individuals were supported weekly food parcel, many who had never used a food bank before.
- A **6%** increase in demand for energy advice with **234** energy advice and supported **221** clients supported.
- **150** Tablets and laptops with free data and basic digital training support were distributed to the most vulnerable residents locally so they can stay connected with loved ones and learn to access critical services.
- **Handling 2,000 weekly calls** from people in desperate situations seeking appointments for advice.
- **1,300** referrals received from agencies including the Tower Hamlets Community Advice Services (THCAN) portal, community advice centres, GP social Prescribers, Resident social landlords, local schools and London Borough of Tower Hamlets.
- **130** computer tablets were provided to assist digital access and learning.
- **111** local elders supported with digital skills and delivered online sessions to support people with disabilities and long-term illness.
- **183** welfare check calls were made to support local elders.
- Setting up first ever Ethnic Minority Network (previously named as BAME Network) in Tower Hamlets to strengthen the voices and representation of ethnic minority communities.

ADVICE SERVICES

Our Advice Team work to ensure that people and families in extreme poverty have access to the advice, help and guidance they need to cope with the challenges they face in their daily lives.

Our clients stem from a wide spectrum of cultures and ethnicities from both the local and neighbouring London boroughs. Clients' issues can vary from simple requests for more information about local services, schools, legal and financial entitlements and general advice, to long-term cases involving highly vulnerable adults such as those with disabilities or the elderly, entire families or vulnerable adolescents.

Our main areas of work thus encompass a wide scope of issues including:

- Welfare benefits - Housing - Immigration - Debt - Financial Inclusion - Health and welfare - Domestic Violence / Abuse.

The Advice Service makes a significant contribution to the prevention and early intervention agenda.

As a deliverer of holistic support, our advisers actively look at income maximization by carrying out effective triage of client's situation and their entitlements. Our advisors also refer clients for training and employment initiatives to enhance the development of their skills and self-confidence so they may take the steps they need to progress out of poverty.

Through our holistic advice approach, we continued to empower clients to take greater control over their lives. We raised their awareness of the services available, which made them feel less isolated, frustrated and confused.

Our presence in the Limehouse area of Tower Hamlets for nearly 40 years and our ongoing success in delivering projects and programmes through bilingual staff to thousands of members belonging to some of the hardest-to-reach communities in East London, ensures that we have the trust and thus the engagement capacities required to meet approaches made to us by those who rarely voice their struggles.

We provide our services both at our premises and in a range of outreach locations across the borough which include six GP surgeries, Idea Stores, community centres, and local TRA Halls etc.

As well as facing obstacles in receiving those benefits to which they are entitled or being unable to pay debts, the most prominent concerns have centred upon finding aid and support unexpectedly withdrawn. In such circumstances, each of our trained advisers work with clients on a one-to-one basis to help reinstate due benefits, help them understand their rights or simply enable them to make decisions for themselves.

Where required, clients are also given the opportunity to join and partake in our Financial Inclusion or numeracy classes so that they may better manage their finances independently for the future, and in so doing, maintain long-term financial stability.

Energy Advice is now an integrated part of our advice service. Our energy advice is aimed at reducing and managing fuel debt, maximising income, reducing fuel poverty and improving energy efficiency.

Money and Debt Advice: Our money and debt advisors assist people with one-to-one money management support including assistance with debt, income maximisation, managing money effectively and taking control of their finances. It also provides workshops in the community to build financial capability and resilience.

The re-structuring of our Advice Service to meet critical demand for telephone and online services with the onset of Covid-19, has helped enable us to navigate a dramatic increase in demand for help. The number of calls receiving on our telephone help line has risen from 500 calls a week to 2,000 calls a week.

Our redesigned CRM system has also helped pare down the amount of information needed to be captured by our advisors to help clients move forward while simplifying monitoring and evaluation processes which frees up staff and volunteer time to address increased complexities and demands of particularly vulnerable clients including those seeking advice.

Throughout the year Advice Services supported **6,307** individual clients and delivered **13,128** advice sessions on the following matters listed below:

Advice Categories/Issues	Number of Advice Sessions	Number of Different People
Welfare Benefits	4,110	1,702
Housing	3,730	1,864
Education/Training	91	85
Employment	278	132
Money and Debt	4,115	1,932
Immigration/Asylum	86	83
Transport	69	52
Help from Social Services	4	8
Family & Others	66	38
Funding & Grants	100	75
Energy	369	221
HMRC Taxation	3	6
Good/Services & Other Issues	107	109

The Advice Service maximised and increased service users' income by **£6,352,769** annually - that's a weekly income of **£122,168**. Which includes backdated awards of **£70,824.43**, debt reduction of **£22,818.69** and debts managed to achieve client savings amongst particularly vulnerable residents to the tune of **£28,302.75**.

EMPLOYMENT & TRAINING SERVICES

Our Employment & Training Team support socially marginalised and economically inactive local people in gaining access to learning and work opportunities as well as a range of essential life-skills aimed at enhancing active community participation.

Our team assisted hundreds of people, mainly local women of minority ethnic heritage, to launch a journey as they make their way towards long-for personal aspirations. From helping individuals build up skills, experiences and awareness of how to heighten their chances of obtaining paid and stable work, the E&T team help individuals furthest from employment in Tower Hamlets and beyond gain skills in the face of complex and challenging circumstances.

We have listened to community needs and catered to individuals whose family commitments, health issues and low-paid jobs make it difficult to fit in with the timetables of mainstream institutions but want to build skills for improved community engagement and employment.

We have, as a result, continued offering both online and in-person hybrid advice and guidance services by telephone, digital engagement and priority face-to-face sessions.

Feedback from service-users confirms that by providing a flexible range of routes for access to our services we are better able to reach those most in need of skills to become socially, digitally and economically included!

Our provision of an ever-widening range of accredited and non-accredited training helps to equip isolated residents and those furthest from employment with the first steps and skills to engage in further training.

Thanks to the support of the Henry Smith Charity, National Lottery and the London Borough of Tower Hamlets, we have supported over 500 residents in their journey to employment, while continuing to build our reach to marginalized women in partnership with Account 3, Women's Inclusive Team and Tower Hamlets Homes.

The snapshot below lists some of our achievements in 2021/22 including:

- **485 women gained** NCFE-accredited CACHE level 2 Awards, Entry Level 1 & 2, Level 1 & 2 Functional English skills, compare to 84 accredited qualifications achieved in last year
- **162 women gained** non-accredited outcomes; a 17% increase on 2020/21.
- **34** women supported into sustainable employment.
- **150** very isolated and vulnerable older residents were supplied with tablets, laptops, data and SIM cards as well as training to go online;
- **111** individuals were supported with digital skills training.



CASE STUDY

RB was in temporary accommodation. A single parent of children aged 8 and 5, she was referred by the Tower Hamlets benefits team for help with Housing, money and debt issues.

RB was extremely concerned at proposals to rehouse her outside of Tower Hamlets as she would lose much-needed local connections which multiple findings confirm reduce isolation while helping individuals to maintain positive mental outlooks and improve chances of hearing about training, volunteering and job opportunities.

With increased anxiety and visible symptoms of depression, she faced mounting pressure from the DWP to find a job, she was signposted to our Employment & Training team.

RB wanted support in finding employment but her confidence was low and in addition to facing dyslexia, a lack of formal qualifications and work experience, she had no idea where to begin.

Our Training & Employment 'Developing Potential' (DP) Project Worker and advisor helped RB reflect on her goals and mapped out a SMART (Specific, Measurable, Achievable, Relevant and Time-bound) action plan charting steps to improve her skills for employment and life chances. Given that she was struggling to pay family food bills, she was also referred to our weekly Food Hub for help.

She aspired to become a Teacher's Assistant, so was invited to attend a Teaching Assistant Level 2 assessment. Her pass grade was lower than expected, but she was strongly committed to improving much-needed functional English skills and was enrolled to in our Level 1 course to make a start.

She did not have a device at home and her phone was used for her children's learning so in the face of her reportedly fast deteriorating mental outlook, she qualified for distribution of a digital Lenovo M10 Tablet with 24 months' worth of data.

An *Ability Net* referral enabled her additional support to help address barriers of dyslexia and after two months of remote learning, she gained basic Functional English qualifications, was supported in undertaking a DBS-check required for safeguarding purposes before working with children and was offered a work experience placement at a local primary school.

"I've surprised myself. I was scared of committing to a programme as a single parent (with limited time) but the support I have received was amazing. I can't believe I am where I am today and that Limehouse Project assisted me in achieving my goals. Thank you so much!" RB

HEALTH & WELLBEING PROGRAMME

After two years of suspension, we are delighted that we have been able to relaunch our weekly Luncheon Club's provision of hot meals for 30+ elderly residents each week since the beginning of March.

Our luncheon sessions are being facilitated at The Royal Foundation at St Katherine's centrally located hall where high quality of meals are delivered to an average of 30 people each week. While helping isolated residents to meet up and access support with their issues affecting their lives e.g. help with energy bills, session on health issues, learning digital skills, attending physical activities and learning opportunities and making good companionship in safe, familiar surroundings.



LHP Community Foodbank

LHP's Food hub, set up during Covid-19 period, continues to be a beacon of support for individuals struggling with a rising cost of food, energy and basic necessities. Thanks to the dedicated support of 20 LHP volunteers, over 300 individuals accessed the service in June 2021 being referred for short and longer term support during the pandemic and affected by the rising cost of living.

From January 2022, we have continued providing over 100 weekly food packages and extra support of IAG, signposting and referral to our advice services and Employment and Training.

While our services have continued to be in demand from local residents struggling to make ends meet and adequately feed themselves and/or their families, issues with our venue infrastructure have led us to suspend services while we look for more suitable accommodation to house this service. Clients are, in the interim period, being directed to other local food providers so as to ensure no one goes hungry!

DigiTIES Project aim is to support older people to become more familiar with using digital technology. As an accredited online learning centre, we were also generously supported by the Good Things Foundation who work with community organisations to help people thrive in an ever-changing digital world.

With the support from the *Good Things Foundation*, *JP Morgan*, *Devices & Digital Skills* and *Nominet*, Devices and Digital skills we have distributed over 150 tablet devices with 6 months of data and support to learn how to use the internet so that they can improve their digital skills and use them to improve their connectivity's with others in the community.

In March 2022 We have been successful in the **Charities Connected** application and been awarded 100 SIM cards with unlimited calls and texts to UK numbers, along with 20gb of data per month for 6 months.

These SIM cards were distributed to young people from low-income homes, who have insufficient access to the internet at home, when away from the home or cannot afford their existing monthly contract or top up. This has been set up to use across our services, including Advice and Health and Well-being, to maximise support to our beneficiaries.

Our initiative has received many positive reviews from over 80 older people supported in learning to create emails, access social media platforms and communicate with wider services and support networks over this unsettling period.

Client A: Progressing with Support

"I'm grateful. I didn't think I would ever get this kind of support coming here. I feel like I've been given time to understand and become more confident about getting online. It's so important these days, especially when you can't reach anyone over the phone anymore for help and appointments. I was feeling left behind lately, not knowing where to go to get help. I've enjoyed having people getting in touch with me and helping me get up to speed with using a tablet. I'm understanding more about technology and how I can use it for everyday life. I'm very happy. Thank you all!"

Client A relocated from Bangladesh to the UK with her daughter around 25 years ago and was working continuously up until 10 years ago when her health deteriorated as she suffers from a range of physical and mental conditions. "Sometimes," she said, "I don't feel like going outside or being around people. I get waves of being worried and suffer a lot of pain". Restrictions imposed by lockdown made it worse.

She first contacted the Limehouse Project during lockdown for welfare benefit support in completing a *Personal Independence Payment form*. Our Adviser helped her jointly assessed her physical, financial, emotional and practical needs before signposting her for weekly home food deliveries from our Food Bank. Client A was struggling to make ends meet.

Noting her lack of digital skills, our team also referred her to our DigiTIES programme which supports older people, with help from a dedicated team of LHP volunteers, taking first steps to gain digital skills and connect with an online world. Client A did not have any device to get online, nor could she afford to pay for internet access at home.

As she lives alone and DigiTIES learning is facilitated remotely, our Advisor determined that an online outlet to stay in touch with friends and family, become more confident in making GP appointments, accessing services such as online shopping and becoming more practically self-sufficient would be very beneficial to her mental outlook and wellbeing.

Thanks to donations of tablets, laptops, data and SIM cards by *JP Morgan*, the *Nominet Trust*, *Devices & Digital Skills*, the *Good Things Foundation*, we have provided her with a tablet and six months of data to access and she joined our DigiTIES course.

While actively learning how to use her tablet and get online for the first time ever, she's been supported on a one-to-one basis by LHP volunteers to better understand how to access NHS information online.

Her confidence has soared. While discovering a world she never knew existed, she has enjoyed meeting new people from the safety and comfort of her home.

Building on these first, critical steps, Client A has now been further referred to our non-accredited '*Small Steps Toward Big Ambitions*' Employment and Training course to continue building skills with the benefit of one-to-one and group support from our Employment Adviser.

Ethnic Minority Network (EMN)

When the Tower Hamlets' 2020 Minority Ethnic Commission highlighted the disproportional negative effects of Covid-19 on Black and Asian communities they recommended that effective solutions to challenges of inequality and deprivation were best arrived at through the involvement and engagement of these communities in the design and delivery of solutions.

The Limehouse Project and Women's Inclusive Team rose to the challenge and jointly established Tower Hamlets' first Ethnic Minority Network (previously named the BAME Network) in June 2021 with local authority funding.

With an ethos of widely engaging with disenfranchised Black and Minority Ethnic (BAME) communities and providing a platform to voice concerns, engage at a grassroots level and celebrate achievements, we set out to reach, consult and define best ways forward to:

- Strengthen BAME voices and representation;
- Articulate shared experiences; and
- Work together and with others to act and address challenges faced by BAME communities.

Our ambition is to become the independent 'go to' body for residents and minority ethnic-led community organisations at the heart of articulating, designing and developing solutions to challenges faced by BAME communities.

We have worked hard to capture insights at a grass-root level from particularly disenfranchised residents about the experiences of local BAME communities on the frontline of poverty at a time of rapidly changing socio-economic circumstances. This, in turn, helps us share learning with wider statutory authorities and inform policies supporting particularly vulnerable residents in times of severe and ongoing crisis.

As such, we have captured feedback over a three-month period from 816 clients accessing our Services in complement with a survey undertaken in May 2022 with 102 participants at the Ethnic Minority Network Eid Event so as to better gauge insights shared with umbrella groups including the Tower Hamlets Inter Faith Forum on the impact of the current cost of living crisis on local ethnic minority communities who statistically have lower than national average household incomes, are more likely to be carers and to have children who qualify for free school meals.

In the first year of setting up the Network we have invited guests to help raise awareness amongst members about a range of topical issues including:

- A presentation on Health Inequalities facilitated by Raluca Enescu from Tower Hamlets Health Watch which suggests that ethnic minority communities are significantly disadvantaged in terms of health outcomes including morbidity, and that women are disproportionately affected.
- Mubash-Sharah Khan from Mend has shared insights, as part of Islamophobia Awareness Month, about Race Hate responses to the visual identification of individuals by virtue of their dress who face higher than average hate crime.
- Cllr. Suluk Ahmed, Tower Hamlets Council's Lead Member on Equality, joined us to introduce himself and outline the priorities of the local Equalities Commission.
- Meetings have also been held with Bart and NHS Trust to discuss how the EMN can play an active role in helping health services to better engage patients and BAME communities while identifying ways of improving informed access to services primary care services in particular.
- A series of well-attended Black History Month Events jointly organized with the Women's Inclusive Team (WIT) and Limehouse Project also explored the profile of under-represented Somali heritage communities in the borough. The Arawelo's Women of Culture Event showcased Somali food, Dancing, Poetry, a mini-museum of artefacts and a six-month Somali youth-led project focused on crime, which helped raise awareness and celebrate achievements of this disenfranchised community through creative, cultural and heritage events.

LITTLE LIMEHOUSE PRE-SCHOOL CHILDCARE PROVISION

The Little Limehouse Preschool was established in 2017 to address demand for affordable and quality childcare in the Limehouse area of Tower Hamlets, some of our **35 full time places** are designated to help young people from families unable to pay for childcare and experiencing some of Britain's highest levels of deprivation get the best start in life. At Little Limehouse Preschool each child is positively supported in their development of further social, emotional, creative, educational and functional skills.

Our Pre-school also offers work experience placements for hard-to-reach and predominantly BAME women seeking to capitalize on transferable childcare experience and skills via our childcare vocational training for employment programme.

While simultaneously supporting particularly vulnerable women and offering quality services to those juggling family caring and work commitments, our pre-school initiative has also enhanced the diversity of the Limehouse Project's income streams and helped contribute some 10% towards our overall income for further local charitable work.



Following the closure of our childcare centre because of Covid-19 lockdown requirements, and a severe drop in numbers attending, uptake has slowly grown. While operating at 50% of our full capacity we have also seen wider uptake of services amongst children with additional needs.

While supported by a nominal SEN (Special Educational Needs) stipend from Tower Hamlets' Early Years Team as a much higher intensity of care, often on a one-to-one basis, is required and, for instance, each child's settling in period might take weeks instead of days to ensure they and other children in our care are in receipt of quality engagement which is appropriate to their needs, the demand on our team is currently substantial.

Company registration number: 01817676

Charity registration number: 295857

LIMEHOUSE PROJECT LTD
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

LIMEHOUSE PROJECT LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Management Committee members (who are trustees for the purpose of the Charity Act 2011 and, also the directors of Limehouse Project Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

LIMEHOUSE PROJECT LTD

AUDITORS & SMALL COMPANIES PROVISION

Disclosure of information to auditor

In so far as the trustees are aware at the time of approving the report of the trustees:

- there is no relevant audit information (as defined by section 418 of the Companies Act 2006) of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

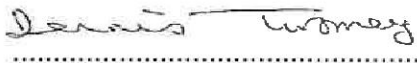
Reappointment of auditor

The auditor, Harmer Slater Limited, have indicated their willingness to continue in office and in accordance with section 487(2) of the Companies Act 2006 are deemed to be reappointed.

Small companies provision statement

The trustees have taken advantage of the small companies' exemptions provided by sections 414B and 415A of the Companies Act 2006 from the requirement to prepare a strategic report and in preparing the Report of the trustees on the grounds that the charity is entitled to prepare its accounts for the year in accordance with the small companies regime.

Approved by the trustees on the 25th of January 2023 and signed on its behalf by:



.....
D Twomey
Chairman

LIMEHOUSE PROJECT LTD
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
LIMEHOUSE PROJECT LTD

Opinion

We have audited the financial statements of Limehouse Project Ltd (the 'charity') for the year ended 31 March 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

LIMEHOUSE PROJECT LTD
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
LIMEHOUSE PROJECT LTD

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you, if in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee, that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

LIMEHOUSE PROJECT LTD
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
LIMEHOUSE PROJECT LTD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations. We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements;
- we obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the laws and regulations applicable to the charity through discussions with the trustees and other management, and from our cumulative audit and commercial knowledge and experience of the charity and the industry;
- we focused on specific laws and regulations which we considered may have a direct material effect on the determination of material amounts and disclosures in the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment and health and safety legislation. We also considered and identified laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty, including the Bribery Act and the Data Protection Act 2018;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

LIMEHOUSE PROJECT LTD
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
LIMEHOUSE PROJECT LTD

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement to disclosures underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, analysing legal costs to ascertain if there have been instances of non-compliance with laws and regulations.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Harmer Slater Limited
Statutory Auditor
Salatin House
19 Cedar Road
Sutton
Surrey
SM2 5DA

Date: 25/01/2023

Harmer Slater Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

LIMEHOUSE PROJECT LTD
STATEMENT OF FINANCIAL ACTIVITIES FOR THE
YEAR ENDED 31 MARCH 2022

(Including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Incoming resources				
Income from:				
Donations and grants	3	-	194,939	194,939
Investment income	4	30	-	30
Charitable activities	5	263,251	363,831	627,082
Total incoming resources		<u>263,281</u>	<u>558,770</u>	<u>822,051</u>
Resources expended:				
Expenditure on charitable activities	7	233,418	576,708	810,126
Governance costs	8	17,919	19,708	37,627
Total resources expended		<u>251,337</u>	<u>596,416</u>	<u>847,753</u>
Net income/(expenditure) resources before transfers		11,944	(37,646)	(25,702)
Transfers between funds		(70,849)	70,849	-
Net movement in funds		(58,905)	33,203	(25,702)
Reconciliation of funds				
Total funds brought forward		<u>927,222</u>	<u>35,148</u>	<u>962,370</u>
Total funds carried forward	17	<u>868,317</u>	<u>68,351</u>	<u>936,668</u>

LIMEHOUSE PROJECT LTD
STATEMENT OF FINANCIAL ACTIVITIES FOR THE
YEAR ENDED 31 MARCH 2022

(Including Income and Expenditure Account)

2021 Comparative	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Incoming resources				
Income from:				
Donations and grants	3	43,483	194,939	238,422
Investment income	4	99	-	99
Charitable activities	5	266,282	413,590	679,722
Total incoming resources		<u>309,714</u>	<u>608,529</u>	<u>918,243</u>
Resources expended:				
Costs of generating income	6	37	106	143
Expenditure on charitable activities	7	163,280	589,260	752,540
Governance costs	8	24,850	14,685	39,535
Total resources expended		<u>188,167</u>	<u>604,051</u>	<u>792,218</u>
Net income resources before transfers		121,547	4,478	126,025
Transfers				
Transfers between funds		(15,762)	15,762	-
Net movement in funds		105,785	20,240	126,025
Reconciliation of funds				
Total funds brought forward		<u>821,437</u>	<u>14,908</u>	<u>836,345</u>
Total funds carried forward	17	<u>927,222</u>	<u>35,148</u>	<u>962,370</u>

All of the above results are derived from continuing activities. All gains and losses in the year are included above.

The funds breakdown for 2021 is shown in note 17.

LIMEHOUSE PROJECT LTD
(REGISTRATION NUMBER: 01817676)
BALANCE SHEET AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	783,440	777,046
Current assets			
Debtors	12	83,278	68,730
Cash at bank and in hand	13	601,208	585,626
		<u>684,486</u>	<u>654,356</u>
Creditors: Amounts falling due within one year	14	<u>(259,350)</u>	<u>(175,300)</u>
Net current assets		<u>425,136</u>	<u>479,056</u>
Total assets less current liabilities		1,208,576	1,256,102
Creditors: Amounts falling due after more than one year	15	<u>(271,908)</u>	<u>(293,732)</u>
Net assets		<u>936,668</u>	<u>962,370</u>
Funds of the charity:			
Restricted Funds		68,351	35,148
Designated unrestricted Funds		732,121	756,991
General unrestricted funds		<u>136,196</u>	<u>170,231</u>
Total funds	17	<u>(936,668)</u>	<u>(962,370)</u>

For the financial year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit was required in accordance with section 144 of the Charities Act 2011.

The trustees, who are regarded directors for the purpose of the Companies Act 2006, acknowledge their responsibility for complying the requirements of the Act with respect to accounting records and for the preparation of the accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies, subject to the small companies' regime as set out in Part 15 of the Companies Act 2006 and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements were approved and authorised for issue by the trustees on the 25th of January 2023 and signed on their behalf by:

A handwritten signature in dark ink, appearing to read 'Dennis Twomey', written over a dotted line.

D Twomey
Chairman

LIMEHOUSE PROJECT LTD
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash (expenditure)/income	(25,702)	126,025
Adjustments to cash flows from non-cash items		
Depreciation	13,463	9,088
Investment income	-	(99)
	<u>(12,239)</u>	<u>135,014</u>
Working capital adjustments		
(Increase)/decrease in debtors	(14,547)	15,641
Increase/(decrease) in creditors	84,050	(8,517)
	<u>57,264</u>	<u>142,138</u>
Cash flows from investing activities		
Purchase of tangible fixed assets	(19,856)	(13,891)
Grants received for purchase of equipment	-	13,891
Interest receivable and similar income	-	99
	<u>(19,856)</u>	<u>99</u>
Cash flows from financing activities		
Loan repaid	(21,826)	(21,024)
	<u>15,582</u>	<u>121,213</u>
Net increase in cash and cash equivalents	15,582	121,213
Cash and cash equivalents at 1 April	585,626	464,413
Cash and cash equivalents at 31 March	<u>601,208</u>	<u>585,626</u>

All of the cash flows are derived from continuing operations during the above two periods.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Going concern

The Charity's ability to continue as a going concern is dependent on its success in raising funds from Government, other public authorities and donations, none of which can be guaranteed.

The volume of services that can be provided is directly dependent on funding levels. The trustees remain in regular contact with sponsoring local authorities to secure their ongoing financial support.

In the current economic environment funding is under pressure and will continue to be under pressure for the foreseeable future. However, the trustees feel that adequate funding is in place for at least the next 12 months and in consequence have prepared the charity's financial statements on a going concern basis.

Statement of compliance

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 – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

Basis of preparation

Limehouse Project Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The functional currency of the charity is considered to be pounds sterling (£) because that is the currency of the primary economic environment in which it operates. The financial statements are presented in pounds sterling (£).

Incoming resources

Income is recognised when the charity has entitlement to the funds, and performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations and Grants

Incoming resources from donations and grants represent voluntary income, which is credited in the year in which they are received, and grants which provide core funding, or which are of a general nature provided by government and charitable foundations, and are credited in the year to which the grant relates; and investment income, including bank interest, which is credited in the year in which it is received.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received.

Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Charitable activities

Incoming resources from charitable activities represent grants which have conditions attaching to them, such as service agreements with local authorities, and are accounted for when they are receivable.

Resources expended

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:

Cost of generating income

Cost of generating income comprise the publicity and other fund-raising costs incurred by the Charity.

Charitable activities

Resources expended on charitable activities comprise salaries and other resources applied by the charity in undertaking its work to meet its charitable objectives.

Governance costs

Resources expended on governance costs are the costs of arrangements which relate to the general running of the charity, as opposed to the direct management functions inherent within service delivery and project work, and include such items as external audit, the cost of trustee meetings and other costs associated with constitutional and statutory requirements.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, insurance, licenses, subscriptions, security, HR and accounting services, bank service charges and depreciation costs which support the Charity's projects and activities. These costs have been allocated to expenditure on charitable activities and have been split between restricted and unrestricted funds based on staff time.

Tangible fixed assets and depreciation

Tangible fixed assets are stated in the balance sheet at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. The cost of tangible fixed assets includes directly attributable incremental costs incurred in their acquisition and installation.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

Depreciation has been charged, so as to write off each asset's cost or valuation, less any residual value over its anticipated useful economic life. The following rates of depreciation have been used:

Asset class	Depreciation method and rate
Office equipment	25% reducing balance
CRM Software	3 years
Leasehold Property	over the length of the lease (125 years at purchase)

Fund structure

The funds held by the charity fall into the following categories:

Unrestricted general funds

Funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds

Funds earmarked by the trustees out of unrestricted general funds for specific future purposes or projects.

Restricted funds

Funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Debtors

Debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost, less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the debt.

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.

Creditors

Creditors 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.

Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the statement of financial activities on a straight-line basis over the period of the lease.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

Pension

The charity operates a defined contribution scheme providing benefits for employees additional to those from the state. The pension cost charge represents contributions payable by the school to the fund in respect of the year.

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2 Taxation

As a charity, Limehouse Project is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

3 Donations and grants

	Restricted funds £	Total 2022 £	Total 2021 £
Training and Development; LBTH-Developing potential	50,295	50,295	50,295
National Lottery - Developing Potential	144,644	144,644	144,644
Other Government grants (Furlough)	-	-	43,483
Total donations and grants	194,939	194,939	238,422

Donations and grants in 2021 were made up of £43,483 in unrestricted funds and £194,939 in restricted funds.

4 Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Bank interest receivable	30	-	30	99

In 2022 and 2021 investment income was all unrestricted.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

5 Income from charitable activities

	Unrestricted General £	Restricted £	Total 2022 £	Total 2021 £
Advice				
Big Energy Saving Network	-	4,500	4,500	9,000
LBTH: Advice Service Consortium (LAP 7)	-	135,000	135,000	135,000
PCT (Social Action for Health) (GP Outreach)	33,845	-	33,845	43,247
Adv200a - UKPN	-	4,960	4,960	-
Adv210 - CAF Resilience Fund	-	44,712	44,712	-
Ocean Regeneration Trust - Universal Credit	-	4,996	4,996	7,500
EUSS	-	-	-	10,910
National Lottery Community Fund - Coronavirus	-	-	-	55,377
City Bridge Trust	-	38,450	38,450	18,950
	33,845	232,618	266,463	279,984
Training and development				
Little Limehouse nursery	126,099	10,398	136,497	149,761
The Sheroes Programme	-	-	-	19,736
City Bridge Trust - Employment Advice	-	10,000	10,000	42,010
ELLAT	-	-	-	9,600
Luncheon Club	-	-	-	45,075
DigiTies	-	17,432	17,432	17,432
Breakthrough: Painting and Decoration	-	12,360	12,360	17,000
Equipment	-	-	-	16,629
Kickstart Admin	10,500	-	10,500	-
	136,599	50,190	186,789	317,243
Other income				
Core210	-	10,000	10,000	-
Ethnic Minority Network	-	22,623	22,623	-
Funding pot from Good Things Foundation (Core 960)	18,720	-	18,720	-
Various funding pots (Core 950)	9,142	-	9,142	-
Kickstart	-	17,867	17,867	-

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

	Unrestricted General £	Restricted £	Total 2022 £	Total 2021 £
Henry Smith Charity	-	29,533	29,533	-
Starting Point	3,750	-	3,750	-
HARCA	15,000	-	15,000	-
Betty Messenger Charitable Foundation	-	1,000	1,000	-
Steering Committee Representation	-	-	-	24,763
Concordia Rent	12,917	-	12,917	10,586
Miscellaneous	-	-	-	9,633
Rent Receivable	33,308	-	33,308	35,663
Charity Trust	-	-	-	600
E3 Partnership	-	-	-	1,250
	<u>92,837</u>	<u>81,023</u>	<u>173,860</u>	<u>82,495</u>
Total income from charitable activities				
Advice	33,845	232,618	266,463	279,984
Training and Development	136,599	50,190	186,789	317,243
Other income	92,837	81,023	173,860	82,495
	<u>263,281</u>	<u>363,831</u>	<u>627,112</u>	<u>679,722</u>

Income from charitable activities in 2021 was made up of £266,132 in unrestricted funds and £413,590 in restricted funds.

6 Costs of generating income

	Note	Total 2022 £	Total 2021 £
Advertising & consulting		-	143

Costs of generating income in 2021 were made up of £37 from unrestricted funds and £106 from restricted funds.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

7 Expenditure on charitable activities

	Unrestricted General £	Restricted £	Total 2022 £	Total 2021 £
Staff costs	174,721	423,922	598,643	526,067
Other direct costs	111	108,729	108,840	105,094
Premises costs	33,230	8,256	41,486	35,502
Client services	3,401	5,612	9,013	31,937
Volunteers	-	174	174	287
Travel	123	306	429	177
Training and recruitment	1,700	1,892	3,592	7,357
General office	13,788	20,698	34,486	37,031
Depreciation and loss on disposal	6,344	7,119	13,463	9,088
	<u>233,418</u>	<u>576,708</u>	<u>810,126</u>	<u>752,540</u>

	Activity undertaken directly £	Activity support costs £	Total 2022 £	Total 2021 £
Direct Costs	762,067	-	762,067	706,421
Support costs	-	47,950	47,950	46,119
	<u>762,067</u>	<u>47,950</u>	<u>810,017</u>	<u>752,540</u>

Expenditure on charitable activities in 2021 was made up of £163,280 from unrestricted funds and £589,260 from restricted funds.

8 Analysis of governance and support costs

	Unrestricted General £	Restricted £	Total 2022 £	Total 2021 £
Legal and professional fees	6,760	7,200	13,960	11,918
Miscellaneous	130	147	227	118
Loan interest	8,827	9,890	18,717	19,659
Audit and accountancy	2,202	2,471	4,673	7,840
	<u>17,919</u>	<u>19,708</u>	<u>37,627</u>	<u>39,535</u>

Governance costs in 2021 constituted £24,850 from unrestricted funds and £14,685 from restricted funds.

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

9 Net incoming resources

Net (outgoing)/incoming resources for the year include:

	2022	2021
	£	£
Operating leases -property	24,948	19,824
Auditors' remuneration - audit fees	2,300	2,300
Auditors' remuneration - non-audit services	2,373	3,500
Depreciation	13,463	9,088

10 Staff costs and numbers

	Total 2022	Total 2021
	£	£
Staff costs were as follows:		
Salaries and wages	539,007	464,729
Sessional and cover contractors	13,429	20,003
Social security costs	41,137	35,598
Pension costs	5,071	5,737
	<u>598,644</u>	<u>526,067</u>

No employee received emoluments of more than £60,000.

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

The key management personnel of the Charity comprise the trustees and the director. The total employee benefits of the key management personnel of the Charity were £ 56,321 (2020: £56,565).

The average number of employees during the year, calculated on the basis of fulltime equivalents, was as follows:

	2022	2021
	£	£
Core	3	3
Advice	8	8
Education	14	10
	<u>25</u>	<u>21</u>

LIMEHOUSE PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

11 Tangible fixed assets

	Leasehold Property £	Office Equipment £	CRM Software £	Total £
Cost				
At 1 April 2021	833,720	16,426	26,864	877,010
Additions	-	19,856	-	19,856
At 31 March 2022	833,720	36,282	26,864	896,866
Depreciation				
At 1 April 2021	63,809	9,291	26,864	99,964
Charge for the year	6,694	11,226	-	17,920
Grant release- office equipment	-	(4,458)	-	(4,458)
At 31 March 2022	70,503	16,059	26,864	113,426
Net book value				
At 31 March 2022	763,217	20,223	-	783,440
At 31 March 2021	769,911	7,135	-	777,046

12 Debtors

	2022 £	2021 £
Grants and contracts receivable	21,260	9,505
Prepayments and accrued income	62,018	59,225
	<u>83,278</u>	<u>68,730</u>

13 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	601,127	585,522
Petty cash	81	104
	<u>601,208</u>	<u>585,626</u>

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Bank loans	39,188	39,187
Trade creditors	28,054	15,640
Taxation and social security	14,991	17,506
Other creditors	18,470	9,307
Accruals and deferred income	158,647	93,660
	<u>259,350</u>	<u>175,300</u>

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

15 Creditors: amounts falling due after one year

	2022	2021
	£	£
Bank loans	271,908	293,732
	2022	2021
	£	£
Repayable between two and five years	156,752	156,752
Repayable in five years or more	115,156	136,980
	<u>271,908</u>	<u>293,732</u>

The bank loan is secured with a legal charge on all the assets of the Charity.

16 Analysis of net assets between funds

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds £
Tangible fixed assets	20,223	763,217	-	783,440
Current assets	167,241	280,000	237,245	684,486
Current liabilities	(51,268)	(39,188)	(168,894)	(259,350)
Creditors over 1 year	-	(271,908)	-	(271,908)
Total net assets	<u>136,196</u>	<u>732,121</u>	<u>68,351</u>	<u>936,668</u>

	Unrestricted General £	Unrestricted Designated £	Restricted £	Total funds at 31 March 2021 £
Tangible fixed assets	7,135	769,911	-	777,046
Current assets	217,260	320,000	117,096	654,356
Current liabilities	(54,164)	(39,188)	(81,948)	(175,300)
Creditors over 1 year	-	(293,732)	-	(293,732)
Total net assets	<u>170,231</u>	<u>756,991</u>	<u>35,148</u>	<u>962,370</u>

LIMEHOUSE PROJECT LTD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

17 Funds

	Balance at 1 Apr 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2022 £
Unrestricted					
General	(170,231)	(263,281)	251,337	45,979	(136,196)
Designated					
Premises	(436,991)	-	-	(15,130)	(452,121)
Staff and administrative overheads	(90,000)	-	-	-	(90,000)
Potential redundancy costs	(50,000)	-	-	-	(50,000)
Develop our premises to accommodate an expansion in our service provision	(80,000)	-	-	-	(80,000)
2021/22 forecasted deficit	(100,000)	-	-	50,000	(50,000)
Marketing & PR	-	-	-	(10,000)	(10,000)
	(756,991)	-	-	24,870	(732,121)
Total unrestricted	(927,222)	(263,281)	251,337	70,849	(868,317)
Restricted					
LBTH East End Citizen Advice Bureaux (LAP 3&4)	(752)	-	-	-	(752)
LBTH: Advice Service Consortium (LAP 7)	-	(135,000)	153,586	(18,586)	-
Adv140 - NLCF	-	-	(125)	-	(125)
Ocean Regeneration Trust - Universal Credit	(5,822)	(4,996)	1,614	9,204	-
City Bridge Trust	-	(38,450)	48,661	(10,211)	-
City Bridge Trust Employment advice	-	(10,000)	15,155	(5,155)	-
Big Energy Saving Network	(1,896)	(4,500)	-	-	(6,396)
Equipment - Clothworkers Foundation	-	(4,960)	4,685	-	(275)
Early years campaign	-	(44,712)	21,770	-	(22,942)
Core210	-	(10,000)	-	-	(10,000)
Core900 Equipment	-	-	11,546	(11,546)	-
Ethnic Minority Network	-	(22,624)	12,557	-	(10,067)
ELATT	(3,068)	-	-	3,068	-
EMP530 City Bridge	-	-	11,729	(11,729)	-

LIMEHOUSE PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

	Balance at 1 Apr 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2022 £
Lloyds Bank Foundation	-	-	7,347	(7,347)	-
Breakthrough: Painting and Decoration	-	(12,360)	8,233	-	(4,127)
LBTH: Developing Potential	-	(50,295)	53,805	(3,510)	-
National Lottery - Developing Potential	(17,558)	(144,644)	167,700	(5,498)	-
Henry Smith Charity	-	(29,533)	25,783	-	(3,750)
Kickstart	-	(17,867)	23,156	(5,289)	-
Luncheon Club	(6,052)	-	20,700	(14,648)	-
Betty Messenger Charitable Foundation	-	(1,000)	-	-	(1,000)
DigiTies	-	(17,431)	8,514	-	(8,917)
Little Limehouse nursery	-	(10,398)	-	10,398	-
Total restricted	(35,148)	(558,770)	596,416	(70,849)	(68,351)
Total funds	(962,370)	(822,051)	847,753	-	(936,668)

LIMEHOUSE PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

Comparatives for movement in funds

	Balance at 1 Apr 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2021 £
Unrestricted					
General	(178,774)	(309,714)	188,167	130,090	(170,231)
Designated					
Premises	(422,663)	-	-	(14,328)	(436,991)
Staff and administrative overheads	(90,000)	-	-	-	(90,000)
Potential redundancy costs	(50,000)	-	-	-	(50,000)
Develop our premises to accommodate an expansion in our service provision	(80,000)	-	-	-	(80,000)
2021/22 forecasted deficit	-	-	-	(100,000)	(100,000)
	(642,663)	-	-	(114,328)	(756,991)
Total unrestricted	(821,437)	(309,714)	188,167	15,762	(927,222)
Restricted					
LBTH East End Citizen Advice Bureaux (LAP3&4)	(752)	-	-	-	(752)
LBTH: Advice Service Consortium (LAP 7)	(3,402)	(135,000)	144,235	(5,833)	-
Ocean Regeneration Trust - Universal Credit	26	(7,500)	1,652	-	(5,822)
City Bridge Trust	-	(18,950)	19,337	(387)	-
Big Energy Saving Network	(1,896)	(9,000)	3,956	5,044	(1,896)
Equipment - Clothworkers Foundation	358	-	-	(358)	-
Early years campaign	(1,437)	-	-	1,437	-
ELATT	(3,067)	(9,600)	6,438	3,161	(3,068)
Lloyds Bank Foundation	(3,963)	-	9,375	(5,412)	-
Breakthrough: Painting and Decoration	(1,359)	(17,000)	24,663	(6,304)	-
National Lottery - Developing Potential	2,303	(194,939)	175,078	-	(17,558)
Luncheon Club	(328)	(45,075)	39,351	-	(6,052)
Sports and Arts	(35)	-	-	35	-
DigiTies	(42)	(17,432)	18,669	(1,195)	-
Little Limehouse nursery	-	(26,000)	14,914	11,086	-

LIMEHOUSE PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

	Balance at 1 Apr 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2021 £
Fund - Emergency C-19 Fund	-	(55,377)	64,750	(9,373)	-
EUSS	1,892	(10,910)	13,313	(4,295)	-
EVA	(2,108)	-	-	2,108	-
City Bridge Trust- Employment Advice	-	(42,010)	47,393	(5,383)	-
Skills for training programme	(1,098)	-	-	1,098	-
The Sheroges Programme	-	(19,736)	20,927	(1,191)	-
Total restricted	(14,908)	(608,529)	604,051	(15,762)	(35,148)
Total funds	(836,345)	(918,243)	792,218	-	(962,370)

Name of fund, description, nature and purpose of the fund

General funds

The 'free reserves' after allowing for designated funds

Designated funds

Premises: The designated property fund represents the net book value of tangible fixed assets as these funds are tied up are unavailable for general use by the charity.

Staff and administrative overheads: The designated staff and administrative overhead fund represents an allocation of between three and six months for staff and administrative overheads for back office core costs.

Redundancy costs: The designated redundancy fund is a prudent precaution against potential redundancy costs in the event of the organisation having to close due to adverse financial conditions.

Premises expansion: The designated premises expansion fund represents a provision to develop the premises to accommodate an expansion in service provision.

Forecasted operational deficit: The designated fund for the forecasted operational deficit represents the anticipated overspend in 2021/22.

PR, Marketing and Communications costs: The designated PR, Marketing and Communications fund represents the anticipated provision needed to refresh and upgrade marketing in 2022/23.

Transfers between funds

Transfers to restricted from unrestricted funds, as shown on the SOFA and in notes 17, represent the use of unrestricted funds to cover shortfalls in restricted funds on specific projects. Designated funds show the current use or expected future use of unrestricted funds in the financial statements as decided by the trustees. Transfers are made to reflect changes in these funds.

18 Lease commitments

The charity's total of future minimum payments under non-cancellable operating leases of premises at 31 March 2021 is as follows:

	2022 £	2021 £
Other		
Within one year	16,000	11,298
Between one and five years	48,000	-
	<u>64,000</u>	<u>11,298</u>

19 Trustees and related party transactions

Apart from the Chief Executive Officer, Farida Yesmin, no members of the management committee received any remuneration during the year, nor were any expenses reimbursed to them (2021: £nil).

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2021: £nil).

20 Events after the financial period

There have been no significant events between the year end and the date of approval of these financial statements which would require a change to, or disclosure in, the financial statements.

21 Legal Status

The Charity is a charitable company limited by guarantee and consequently does not have share capital. Each of the members of the Charity is liable to contribute £1 towards the assets of the Charity in the event of liquidation.

22 Pension schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme for its employees. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £5,737 (2021 - £4,614).

Contributions totalling £1,380 (2021 - £1,084) were payable to the scheme at the end of the year and are included in creditors.

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