



Limehouse  
Project

# 2025

**Annual Report & Financial Statements for the year  
ending 31st March 2025**



## Our Trustees

Dennis Twomey  
Atiya Sheikh  
Alishah Azmin  
James Invine  
Jacqueline Baillie-Nelson  
Rebecca Wood  
Julia Kowalle  
Kay So  
Jonafe Suarez  
Shepu Miah

Chair and Acting Treasurer  
Committee Member  
Committee Member  
Committee Member  
Committee Member  
Committee Member Joined 19/02/ 2024  
Committee Member Joined 01/02/2025  
Committee Member Until 19/06/2025  
Committee Member Until 18/06/2025  
Committee Member Until 19/10/2025

## Our Senior Management Team

Farida Yesmin  
Kay Browne  
Tahmina Rahman  
Gerard McKinney  
Shirina Ali

CEO  
Access to Employment Services Manager  
Advice Services Manager  
Development Manager  
Immigration Advice Services Manager

## Registered Office

789-791 Commercial Road,  
Unit 2,  
St. Anne Street,  
London E14 7HG

## Our Auditors

Shaw Gibbs (Audit) Limited  
Salatin House,  
19, Cedar Road, Sutton  
Surrey SM2 5DA

## Our Bankers

NatWest Bank  
Unit Cr36, Level Minus One,  
Crossrail Station And Retail Mall,  
Canary Wharf E14 5AR

## Our Solicitors

Russell Cooke  
8 Bedford Row,  
London WC1R 4BX

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# — Chair's Introduction





As Chair of the Governing Board, I am pleased to present this year's Annual Report and reflect on the Limehouse Project's continued impact and resilience during another challenging year for the voluntary and community sector. Despite ongoing financial pressures and rising demand, the organisation supported over 6,000 people across advice, training and employment, and health and wellbeing services, remaining firmly focused on its mission and values.

The Board has taken assurance from the organisation's strong operational performance. Over 6,021 individuals were supported by our front-line team, helping households secure vital income, prevent homelessness and navigate periods of acute hardship. Alongside this, the Training and Employment and Health and Wellbeing services continued to support people facing complex barriers, addressing skills gaps, isolation and health inequalities through trusted, community-led approaches.

Throughout the year, the Board worked closely with the Senior Management Team to strengthen financial oversight, manage risk, and support long-term sustainability. While the funding environment remains highly competitive, careful planning and prudent financial management have helped maintain stability and position the organisation well for the future.

This year also marks the departure of our Chief Executive after more than 30 years of exceptional service. On behalf of the Board, I would like to pay tribute to her outstanding leadership, dedication, and vision. Her contribution has been instrumental in shaping the Limehouse Project into the trusted and impactful community anchor it is today, and she leaves a strong legacy and solid foundations for the next chapter.

We also said farewell to three Trustees who stepped down due to personal commitments, and we thank them for their valued contribution. Through our work with ELBA and Tower Hamlets Volunteer Centre, we were pleased to recruit four new Trustees who bring a wide range of skills and experience to the Board.

I would like to thank our staff and volunteers for their professionalism and commitment, our funders and partners for their continued support, and, above all, the community we serve for their trust. The Board remains committed to strong governance and strategic oversight to ensure the Limehouse Project continues to deliver meaningful impact at the heart of the community.

**Dennis Twomey**  
**Chair of Limehouse Project Governing Board**





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# A Year of Impact & Reflection

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## Message from our CEO

As we reflect on 2024–25, I do so with a deep sense of pride and gratitude. This year has once again underscored both the scale of need within our community and the strength, compassion and determination that define the Limehouse Project. Against the backdrop of economic uncertainty, rising living costs, housing pressures and widening health inequalities, our services have continued to be a vital lifeline for thousands of local residents.

Our impact is firmly rooted in the community we serve. Each year, we support over 6,000 individuals, many of whom seek help at moments of crisis. Our dedicated team provides wraparound support, helping people stabilise their circumstances while connecting them to our training, employment, and health and wellbeing services. The Limehouse Project has always been a community hub, a trusted place where people come to seek help, build connections, and feel supported. More recently, through the Ethnic Minority Network, we have strengthened our role as a bridge between local residents and decision-makers. This year, we delivered a wide range of workshops and co-produced solutions alongside the community, the Council and health partners. I am particularly proud of the new funding secured from Tower Hamlets Public Health to deliver a preventative health programme for Muslim women, who face some of the poorest health outcomes locally.

Our core services continued to achieve strong outcomes. The Advice Service delivered over 6,384 one-to-one sessions, securing £8,434,423 million additional annual income, preventing homelessness and helping individuals regain stability and peace of mind. Our Training and Employment programmes supported hundreds of learners, many women facing multiple barriers, to build confidence, develop skills and progress towards employment or self-employment. Our Health and Wellbeing work continued to address isolation and health inequalities, reaching women and families with culturally sensitive, preventative support in trusted community spaces.

This year, we were honoured to be awarded Best Voluntary Sector Organisation in Tower Hamlets 2025, a recognition that reflects the commitment, quality and impact of our work across the borough. These achievements are a direct result of the dedication of our staff, volunteers and Trustees. I am continually inspired by the professionalism, resilience and compassion shown by our team, who go above and beyond every day to support our community. Our volunteers play an integral role across governance, co-production and frontline services, and I am deeply grateful to our Trustees for their leadership, guidance and unwavering commitment to our mission and values.

Our strength lies in our roots. With the vast majority of our staff and volunteers living locally and bringing lived experience, language skills and cultural understanding, the Limehouse Project is built on trust. That trust earned over four decades enables us to reach those most at risk of exclusion and support people with dignity, respect and understanding. While the funding environment remains challenging, with sustained pressure on statutory funding and intense competition for charitable resources, we continue to respond with resilience, care and determination. Our focus remains on sustainability, partnership and ensuring that every pound spent delivers meaningful impact for our community.

This year also marks the end of a deeply personal chapter for me, as it is my final year as Chief Executive of the Limehouse Project after more than 30 years of service. It has been an honour and a privilege to be part of this organisation's journey, from its early beginnings to the strong, trusted community anchor it is today. I leave with immense pride in what we have achieved together and with confidence in the organisation's future, its values and the people who will carry this work forward.

I would like to thank our funders, partners, volunteers and, most importantly, the community we serve for their trust, support and shared commitment. The Limehouse Project has always been about people, community and hope, and I am confident that this spirit will continue to guide the organisation for many years to come.

**Farida Yesmin**  
**CEO**



A woman in a white shirt is standing and presenting to a group of people seated around a long table in a meeting room. A large screen in the background displays a presentation titled 'TYPES OF FGM' with four diagrams labeled Type 1, Type 2, Type 3, and Type 4. Another woman in a blue jacket is standing next to the screen, pointing at it. A third woman in a black hijab is standing on the right, holding a large sheet of paper that also displays the 'TYPES OF FGM/C' diagrams. The room has a modern design with a white ceiling and large, curved, white architectural elements. The table in the foreground is cluttered with various items, including water bottles, papers, and a laptop. The overall atmosphere is professional and collaborative.

# Structure, Governance & Management

# Structure, Governance and Management

The Limehouse Project is a registered charity since the 7th January 1987 and has been incorporated as a Company Limited by Guarantee since the 18th May 1984. Our Articles of Association details our aims and objectives, management accountability and mechanisms through which Trustees are elected.

## Our Vision

**Raising aspirations and improved lives** for our local communities.

## Our Mission

To improve people's lives by providing **effective and accessible advice, training and wellbeing services** in a **welcoming, safe and supportive environment**

## Our Values



**Client-centred:** We put the needs, progress and success of our clients and community at the heart of everything we do.



**Professional:** Our skilled staff and volunteers deliver high-quality services that help people improve their financial stability.



**Inclusive and accessible:** We offer a welcoming, safe and non-judgemental space where everyone feels comfortable and respected.



**Independent and responsive:** We act in the best interests of the community and respond quickly to changing needs.



**A great place to work:** We value our staff and volunteers and invest in their development and wellbeing.

These values are the pillars of The Limehouse Project. They guide our approach and our commitment to making a tangible, positive impact in the lives of ethnic minorities in East London.

## Our People

We are extremely proud of our dedicated and skilled team, who continue to go above and beyond to deliver vital local services at a time of sustained and growing demand. In recent years, the pressure on our services has increased significantly, and our staff and volunteers have responded with commitment, professionalism and compassion.

By combining professional expertise with strong local knowledge, our team delivers practical and meaningful support that genuinely meets the needs of the communities we serve. We are committed to building on this strong foundation by promoting fairness, equity and collaboration across the organisation. We actively work to break down silos, strengthen teamwork and ensure that staff and volunteers feel supported, valued and connected.

To achieve this, we continue to invest in staff and volunteer development through training, learning opportunities and clear internal communication.



## Our Staff



### Key achievements during the year include:



**Strengthening team connection and shared purpose:** We held two successful team-wide events, an Annual Planning Day and a Staff Away Day, which helped strengthen our shared understanding of our values, purpose and future priorities, while improving collaboration across services.



**Improved internal communication:** Our Microsoft SharePoint directory was redesigned, making it easier for staff to access resources, share information and coordinate work across teams.



**Supporting staff wellbeing:** We increased opportunities for staff to spend time together, including celebrations for Eid, International Women's Day and our 40th Anniversary. Plans are also underway to create dedicated wellbeing spaces within our Centre, providing staff with a place to rest and recharge during busy working days.



**Pay and benefits:** Salary reviews are carried out regularly using a consistent job evaluation approach. Where possible, pay increases have been awarded to help staff manage the rising cost of living.



**Training and development:** We continued to offer learning and development opportunities that fit with our values, with a focus on both technical skills and effective ways of working together. Additional training in safeguarding, counselling and risk assessment has strengthened staff confidence and capacity to support and appropriately signpost particularly vulnerable individuals during times of crisis.

## Our Volunteers

Volunteers are central to the work of the Limehouse Project and play an integrated, meaningful role across all areas of the organisation. During the year, over 43 dedicated volunteers contributed their time, skills and lived experience at every level from governance and strategic decision-making as Trustees, to leading health and wellbeing co-production activities, and supporting the delivery of vital frontline services such as the weekly luncheon for older residents.

Our volunteers reflect the diversity of the communities we serve and include people of all ages, backgrounds and experiences. Their commitment, compassion and local knowledge strengthen our connection to the community and help ensure that our services remain accessible, trusted and responsive to need.

Volunteers play a vital role in helping local people access the advice, health, wellbeing and training services they need. We are incredibly grateful for the generosity and dedication of our volunteers, whose contributions continue to enhance the quality, reach and impact of the Limehouse Project's work.



## Our Board

The Limehouse Project is guided by a committed Board of Trustees who provide strategic leadership, oversight and strong accountability. Our Trustees bring a deep understanding of the local community alongside a wide range of professional skills, helping to ensure that the organisation remains focused on its mission and continues to respond effectively to local need.

The Board currently comprises **eight Trustees**, each bringing valuable experience and a shared commitment to the values and purpose of the Limehouse Project. Their expertise includes former teachers, school governors, Legal advisers, management consultants, corporate lawyers, barristers, financial sector professionals, and community advisors.

This breadth of knowledge strengthens decision-making and supports the long-term sustainability of the organisation.

The Board met **four times during the year**, with meetings held in person and online via Microsoft Teams. Members of the Senior Management Team — including the Chief Executive Officer, Advice Services Manager, Employment and Training Manager, Immigration Advice Services Manager, and Community Development Manager/Fundraiser — are typically invited to attend meetings to provide operational updates and support informed discussion.

In addition, the Board is supported by **three sub-committees**, which meet as required to provide more detailed oversight in key areas. This structure enables the Board to maintain effective governance while supporting the strategic development of the organisation.

# Trustee Biographies

## Chair of The Trustee board - Dennis Twomey

Dennis is founding member of the Limehouse Project and provides stable leadership to the organisation. Dennis was a Labour leader of the council in the early 1980s and has chaired numerous public and third sector committees, Boards and organisations.

He currently also serves as the Chair of Governors for two local schools and is Treasurer for Step Forward - a local charity working with young people and Chair of St Hilda's East Community Centre.

Dennis began his career as a physicist. He completed his D.Phil. at Oxford University, taught mathematics at Cambridge University and spent the early part of his career in underwater weapons research. Later in his career he took a 1st class honours degree in Psychology from London University.

Dennis retired in early 2000. His long-term engagement with the sector and Limehouse Project provides the organisation with experienced leadership through which to overcome radical changes

## Trustee - Atiya Sheikh MCMI MGP MIOd MMRS

Atiya is a Leadership Development Consultant who works with managers on a wide range of solutions to help them achieve critical change through their people. As Director of the multi-award winning Inemmo Leadership Development Solutions, she strategically supports clients to drive the improvement of both management and leadership capability, ensuring the development of solutions that are aligned to deliver the strategic goals of the organisation.

Atiya is a Member of the Chartered Management Institute (CMI), the Institute of Directors (IoD) and Chartered Quality Institute (CQI), Market Research Society (MRS), Association of Corporate Governance Practitioners (ACGP) and the ACCA.

She is also a Certified Facilitator of the Sedona Method and Practitioner of Lumina Learning Psychometrics, and a Certified Lead Auditor for ISO9001 Quality Management Systems, ISO 14001 Environmental Management Systems, BSOHSAS 18001 Occupational Health & Safety and Social Systems (SMETA).

## Trustee - Alisha Azim

Alisha lives in Tower Hamlets. She is a case worker at the Legal Advice Centre and an expert in social welfare issues. She has volunteered for Island Advice Centre since 2010 as an advice worker whilst completing an Advice and Guidance level 3 qualification, before going on to gain a Diploma in Caseworker level 4. She holds a degree in Sustainable Communities and Leadership and is experienced in promoting business growth and policy making within communities and large organisations



## Trustee - James Invine

James is a sell-side equity research analyst at Societe Generale with a focus on the banking sector. He started his finance career nearly 20 years ago and has also worked for Dresdner Kleinwort (now part of Commerzbank), Merrill Lynch (now part of Bank of America) and UniCredit. James also holds non-executive roles at Fair4All Finance, an organisation founded to support the financial wellbeing of people in vulnerable circumstances, and Thrive Homes, a housing association.

## Trustee - Jacqueline Baillie-Nelson

Jacqueline is a solicitor qualified to practise law in England and Wales, having been admitted in March 2002. In the years since qualification, Jacqueline has worked in-house as a corporate/commercial lawyer in the banking and financial services sectors, focusing on vendor finance, corporate finance and, more recently, private banking.

Jacqueline has also previously served as company secretary to several UK companies, advising the boards of these and other European group members on governance and regulatory matters. In recent years, Jacqueline has also advised on the implementation of the General Data Protection Regulation and related data privacy matters. Jacqueline joined the Limehouse Project's Board of Trustees in July 2019.

## Trustee - Rebecca Wood

A responsible investment analyst with experience across Royal London, the Church Commissioners, Legal & General, and BNP Paribas Asset Management, she specialises in analysing companies on climate, biodiversity, and broader ESG issues, and leading engagements to drive meaningful environmental and social improvements. Alongside her professional work, she has a strong commitment to community impact through volunteering with organisations such as Age UK, Pure Leapfrog, and various conservation and mental health initiatives. With master's degrees in Sustainability Science & Policy and Environmental Economics and strong analytical and technical skills, she is motivated to use responsible investment to help people and create long-term positive change.

## Trustee - Julie Knowalle

Julia Knowalle is an experienced banking leader with over 15 years at SMBC Bank International. She serves as Executive Director and Head of Infrastructure Finance and Asset Optimisation, managing a team delivering infrastructure and transport transactions across EMEA. She previously held senior roles at RBS and completed international assignments with SMBC, alongside publishing on sustainable infrastructure and speaking at institutions such as UNECE and London Business School. With a PhD in economics and a strong multilingual background, she is also active in mentoring, women-in-finance initiatives, and community volunteering.

## Induction of New Trustees

Julia Knowalle is an experienced banking leader with over 15 years at SMBC Bank International. She serves as Executive Director and Head of Infrastructure Finance and Asset Optimisation, managing a team delivering infrastructure and transport transactions across EMEA. She previously held senior roles at RBS and completed international assignments with SMBC, alongside publishing on sustainable infrastructure and speaking at institutions such as UNECE and London Business School. With a PhD in economics and a strong multilingual background, she is also active in mentoring, women-in-finance initiatives, and community volunteering.



# Strategic Priorities

For over 40 years, the Limehouse Project has earned the trust of local communities by providing culturally sensitive, practical support at times of greatest need, whether is facing financial crisis, housing, multiple debt, energy debts or a local elder living in isolation needing help, we have been a vital lifeline for some of Tower Hamlets' most disadvantaged people.

As we enter our fifth decade of service, we reaffirm our commitment to remaining a trusted and accessible resource for our diverse community.

Cost of living crisis, unemployment and changes to the benefit system are pushing even more families below the poverty line. Demand for the advice, advocacy and holistic support continues to rise, particularly among those facing multiple and intersecting disadvantages.

In response to these challenges, we have reviewed our strategy centred on five key strategic priorities. At the heart of this strategy is our commitment to delivering accessible, empowering and holistic services that enable people to mitigate the impacts of poverty and move towards financial independence. Maintaining trust and safeguarding the wellbeing of our clients remains our core mission; our aim is not only to help people survive, but to support them to thrive.

Over the coming years, we will expand and strengthen our advice services, particularly in housing, welfare benefits and debt management, ensuring support remains accessible through multi-lingual, in-person and digital channels. We will also develop new activities that promote physical and mental health, especially local Muslim women, responding to the inequality faced by this group when it comes to health.

Through this renewed strategic focus, the Limehouse Project will continue to stand alongside our community, adapting to emerging challenges while remaining rooted in our long-standing values of dignity, inclusion and empowerment.

## Strategic Priorities for the Forthcoming Year



To deliver **accessible, empowering and holistic services** that help people mitigate the impacts of poverty and **move towards financial independence**



To develop and implement activities that **support health and wellbeing** and tackle the impacts and causes of isolation Health and wellbeing will remain a central, cross-cutting priority.



**Strengthening Partnerships, Communication, and Community Voice**



Building **Organisational Resilience** and **Sustainability**



To invest in our Workforce and Volunteers and **support the wellbeing and progression of our team**

## Principal Funding Sources

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

The Tower Hamlets Council Mayor's Community Grant Programme (MCGP) funds a partnership led by Tower Hamlets and Hackney Citizens Advice, collaborating with 14 voluntary sector advice agencies. Limehouse Project is a key delivery partner, providing social welfare advice services to Poplar, Limehouse, and Stepney residents. Through MCGP funding, we also have three-year funding to offer ESOL (English for Speakers of Other Languages) with Digital Skills training specifically designed for local women. LHP is also a delivery partner of another boroughwide partnership Tower Hamlets Connect lead by AgeUK to deliver social welfare advice service in Health Settings and LHP deliver advice service from ten GP surgeries as a part of this funding contract.

National Lottery Community Fund: Welfare Benefits and Digital Support project.

Crucial funding and other support have also been provided by the City Bridge Foundation, the Henry Smith Charity, the Energy Saving Network, Santander Foundation, Tower Hamlets Public Health funding to tackle long term health Conditions amongst Muslim Women, the Health Coalition and many other funders who have supported delivery of our vital services, we sincerely thank each one.

### Our Funders



CITY BRIDGE  
FOUNDATION



HENRY SMITH  
FOUNDATION



TOWER HAMLETS



energy  
saving  
trust



*Our work is only possible because of the continued support of our funders, partners and community. We are profoundly grateful for their commitment, which enables us to keep delivering vital services and making a lasting difference to local people.*





# — Snapshot of the Year

# A year at Limehouse Project

During the year, the Limehouse Project supported over 6,021 people, responding to growing levels of need across Tower Hamlets with accessible, community-led services.

Our Advice Service delivered 6,384 one-to-one advice sessions, 44 drop-in sessions and 480 outreach advice sessions, ensuring that support remained accessible to residents.

The Training and Employment team supported 441 learners through a range of training, employability and progression activities, helping individuals build confidence, develop skills and move closer to employment or self-employment.

Our Health and Wellbeing services delivered a wide programme of health workshops alongside a large-scale community Health Event, reaching women and families with culturally appropriate health information, preventative support and opportunities to connect.

Feedback from service users continues to demonstrate the positive impact of our work. 98% of people reported being very satisfied with the support they received, and 85% said they felt less stressed or anxious after accessing our services.

## Delivering Impact Where It Matters

**£8,434,423**

additional income  
secured annually

**£33,358**

of client debt  
written off

**£23,915**

energy grants and  
additional funding

**85%**

Felt less stressed after  
receiving support

**74%**

Reported much better  
health & wellbeing

**92%**

Reported increased  
confidence & motivation

**88%**

Progressed in training,  
volunteering & employment

**65**

Homelessness &  
Evictions prevented

**360**

Completed basic  
skills training

**260**

Non accredited  
qualifications

**30**

Families supported  
with Rose Vouchers

## Our Activities Highlights



**6,384**

One-to-one appointment sessions delivered



**480**

Outreach advice sessions, supporting **916** unique clients



**378**

Digital IT support sessions, supporting **574** clients



**114**

Universal Credit IT training sessions attended by **261** clients



**84**

Digital engagement sessions delivered



**70**

ESOL classes delivered across **5** cohorts



**44**

Luncheon Club sessions delivered



**39**

Self-employment training sessions delivered



**20**

Co-production health workshops delivered



**16**

Energy Efficiency workshops attended by **328** clients

# Who We Support

Over the year, Limehouse Project worked with people of all **ages, genders and nationalities**, reflecting the diversity of the communities we serve across Tower Hamlets.

Many of those who accessed our services were experiencing multiple and overlapping challenges, including low income, insecure housing, poor health, unemployment, language barriers and digital exclusion.

## At a glance:



### Gender

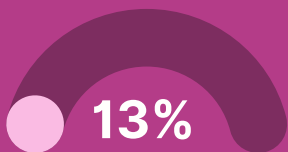


### Ethnicity



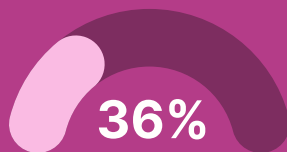
Asian, Asian British,  
Bangladeshi

Total 3,275



Black African, Somali,  
Caribbean

Total 836

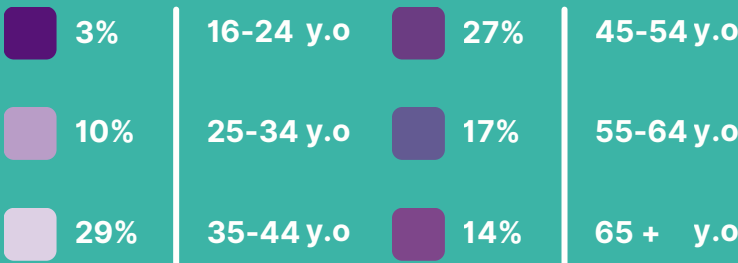


White British, White &  
Others

Total 2273



### Age Breakdown





## Deep Roots in the Community

Limehouse Project is a trusted local organisation with strong roots in the community, built through over four decades of supporting and empowering residents since 1984. Our long-standing presence has enabled us to develop deep, meaningful relationships with the people we serve.

**95% of our staff live locally**, speak community languages and bring lived experience of the challenges faced by residents. This shared understanding strengthens trust, improves access and ensures our support is culturally sensitive and relevant.

Our close connection to the community places Limehouse Project in a unique position of trust. This trust is central to our effectiveness, enabling us to reach those most at risk of exclusion and deliver support that genuinely meets local needs.

## Listening to Our Community

Feedback from service users shows the positive impact of our support and the quality of their experience.



## Our Activities Highlights



**98%**

said the service helped them *a lot*



**68%**

found the service *very easy to access*

## Quality of support



**97%**

said they were treated *very respectfully*



**83%**

said the service made them *feel more in control*

## Wellbeing and health



**85%**

felt *much less stressed* after accessing the service



**74%**

said their health was *much better*



**14%**

said their health was *better*



**13%**

felt *a little less stressed*

## Confidence for the future



**71%**

felt *much more confident* dealing with similar issues



**22%**

felt *a little more confident*

## An Integrated Holistic Advice Service:

The scale and complexity of need experienced in 2024–25 demonstrate the growing pressure on Tower Hamlets' most vulnerable residents. Rising demand for face-to-face, multilingual, and holistic support reflects persistent barriers such as digital exclusion, language needs and poor health. In this context, the Limehouse Project Advice Service has remained an essential safety net, preventing crisis, reducing poverty, and supporting the resilience of the local community.

Over the year, the Limehouse Project Advice Service responded to **5,417 client enquiries**; the majority received by telephone (**4,541 enquiries**), reflecting the urgency of need and limited alternatives available to residents. In total, the service delivered **6,384 one-to-one advice sessions**, supporting **2,801 unique clients**, many of whom presented with multiple and interconnected issues requiring sustained intervention.

Welfare reform and the transition to Universal Credit continued to be a major driver of demand. Advisers supported **2,913 welfare benefits cases**, including a growing number of complex disability-related claims and appeals. The service worked with **814 Universal Credit** claimants to prevent potential sanctions, addressing issues such as claim reviews, digital access, compliance requirements, and delayed payments.

Housing pressures remained acute throughout the year. The Advice Service handled **1,853 housing cases**, including homelessness, overcrowding, rent arrears, and disrepair. Through early intervention, our advisers helped **prevent 65 evictions** and supported **63 clients experiencing homelessness**, mitigating the risk of further crisis and displacement. Poor housing conditions, including damp and mould, were frequently linked to declining health and increased anxiety among clients.

Financial hardship intensified as household budgets were stretched by rising living costs. Advisers supported **432 money and debt cases**, managing **£229,665.16 of debt**, securing **£33,357.80 in debt write-offs** and achieving **£30,573.59 in debt reduction**. In parallel, the service secured **£162,200** in additional weekly income for clients, equivalent to **£8,434,423 million annually** alongside **£119,477.74 in backdated benefit** awards, providing critical financial stability for thousands of households.

The impact of these interventions extended beyond financial outcomes. Of the **417 client surveys** completed, **84.6% of clients reported feeling much less stressed**, and **74.1% reported their health was much better because of accessing the service**. These outcomes highlight the direct link between timely advice, financial security, and improved wellbeing.



## Service Delivery and Reach

Alongside casework, the service delivered an extensive programme of workshops, training and digital support, including:



**Energy Efficiency Workshops:** 16 sessions attended by 328 clients



**Personal Budget Management Workshops:** 12 sessions attended by 151 clients



**Universal Credit IT Training:** 114 workshops attended by 261 clients



**Universal Credit 1:1 Budgeting Support:** 71 sessions attended by 157 clients



**UC IT Drop-In Support for Vulnerable Clients:** 84 sessions attended by 191 clients



**Digital IT Support:** 378 sessions attended by 574 clients

This blended model of advice, training and digital inclusion reflects the increasingly complex barriers faced by residents.

## Areas of Advice

The most common areas of support included:



**Welfare Benefits:** 2,913 cases



**Housing:** 1,853 cases



**Energy Efficiency:** 797 cases



**Money and Debt:** 432 cases



**Immigration:** 140 cases



**Funding and Grants:** 169 cases

These figures underline the interconnected nature of poverty, housing insecurity and financial hardship faced by residents.

## Key Trends and Emerging Pressures

Throughout the year, advisers observed a sharp rise in:



**Disability and health-related benefit applications and appeals**, including PIP, DLA and UC50 Work Capability Assessments, often involving rejected claims despite strong medical evidence



**Housing-related issues**, including disrepair, overcrowding, homelessness and difficulties navigating digital housing systems



**Universal Credit-related problems**, particularly digital access, sanctions anxiety and benefit transitions



**Severe financial hardship**, driven by rent arrears, council tax debt, energy costs and delayed benefit payments



**Energy insecurity**, with confusion around billing, supplier changes and lack of accessible support

## Building Skills, Confidence and Financial Independence

Limehouse Project's Training and Employment services continued to respond to significant barriers faced by local residents—particularly marginalised women from Black and Asian communities—who remain disproportionately excluded from the labour market.

Many of the women engaging with our services have never been in paid employment or have been out of work for several years. Previous local research highlights the scale of these challenges, with 29% of respondents never having worked, 33% unemployed for over three years, and 66% lacking any understanding of how to become self-employed. Digital exclusion remains a major barrier, with 23% reporting low IT skills, limiting access to jobs, training and online business opportunities.

In this context, Limehouse Project's Training and Employment services have played a vital role in supporting women to build confidence, develop practical skills and progress towards sustainable employment or enterprise through flexible, tailored and culturally appropriate provision.

"I thought my lack of digital skills would always hold me back. With Sabia's patience and Ruhela's encouragement, I can now use new apps, take part in interviews, and explore selling my products to earn an income."

## Service Delivery and Reach

During the year, the Training and Employment team supported a total of 441 learners, including participants attending outreach programmes and weekly digital drop-ins. The core delivery was structured around the New Horizons and More New Horizons programmes, offering two parallel progression routes: self-employment and employability support.

*"I had not completed courses apart from English and I really enjoyed the More New Horizons course and I feel like I know so much now, I'm excited to start my own business one day"*



## New Horizons Programme



**125 individuals supported** - Designed to support women aged 18+ with diverse aspirations



**Flexible entry points** allowed learners to join at a stage appropriate to their individual journey

## The programme delivered:



**8 digital skills workshops** (half-day sessions)



**4 full-day self-employment workshops**



Ongoing **1-to-1 progression support**, tailored to individual needs

## More New Horizons – E-Commerce & Employability



**161 women supported**, many far from the **labour market**



Focused on **employability skills, confidence-building** and online enterprise opportunities



**45 women participated in ESOL and Digital Skills provision, with 8–15 women attending weekly Cyber Café drop-in sessions**



Outreach delivery included three externally delivered four-week online courses in partnership with Kurdish and Middle Eastern Women's Organisation (KMEWO), focusing on confidence, motivation, CV development, interview skills and career planning



# Skills Development and Progression

Across all Training and Employment provision:



**390 learners completed basic skills training**



**206 learners achieved non-accredited qualifications**



**331 learners received Information, Advice and Guidance (IAG)**



**331 learners received Information, Advice and Guidance (IAG)**



**110 learners improved their digital skills**, addressing a key barrier to employment and self-employment

Self-employment support responded to growing interest in home-based, online income generation, particularly among women balancing caring and household responsibilities. Participants were supported to explore e-commerce and digital enterprise, including selling via platforms such as Instagram, Facebook, eBay and Amazon. Workshops covered business planning, marketing and branding, consumer rights, GDPR, budgeting, tax and risk management, with expert guest speakers contributing specialist knowledge.

Employability support focused on preparing women to become more “job-ready” through CV development, interview skills, time management and understanding local labour market opportunities. This route supported women who were not yet ready for self-employment but required structured progression towards training, volunteering or employment.

*“I was supported to find a job as a carer, and I am very thankful to Ruhela for helping me. I didn’t think I would get this job if I did not come to Limehouse Project.”*



# Outcomes and Impact

The Training and Employment services delivered strong and measurable outcomes:

## New Horizons



**92%** reported improved confidence **and motivation**



**88%** progressed into further **training, volunteering or employment pathways**

## More New Horizons



**95%** increased their **digital and employability skills**



**90%** gained confidence to **pursue employment, education or small business opportunities**

## ESOL & Digital Skills



**100%** reported **increased digital confidence**



**94%** improved their ability to use **online tools and services**

## Overall outcomes demonstrate:



**85%** improved **employability and life skills**



**95%** of those improving digital skills reported **greater confidence online**



**82%** increased understanding of **local services and progression routes**

Learners were supported to set post-programme goals, with progress reviewed at six and twelve months to assess longer-term impact. In 2024–25, Limehouse Project's Training and Employment services provided a vital pathway for women facing multiple and entrenched barriers to economic participation. By combining flexible delivery, intensive one-to-one support and practical skills development, the programmes enabled learners to rebuild confidence, gain relevant skills and move closer to sustainable employment or enterprise. As economic pressures continue to affect low-income households and marginalised communities, the demand for tailored, women-centred employment support remains high. The outcomes achieved this year demonstrate the effectiveness of Limehouse Project's approach in supporting long-term progression and economic inclusion within Tower Hamlets.



# Case Study: Rebuilding Confidence and Independence

***“I never thought I could get back on my feet again after separating from my former partner. With the right support from Limehouse Project, I am so happy to have secured a job and gained valuable skills. I hope to start my own small business in the near future.”***

Ms Begum is a 29-year-old woman who came to Limehouse Project after leaving an abusive marriage. With no close family nearby, she was temporarily staying with friends and had very little income. She was struggling with low confidence, anxiety and low self-esteem, and felt unsure about her future.

Ms Begum was working part-time, but the work was irregular and unstable. She had no formal qualifications and was unclear about what type of work she wanted to do. She was also unfamiliar with current job-search practices and did not know what local support services were available. Although she had creative skills, she lacked the confidence and guidance to use them to find work or start a small business.

When Ms Begum first approached Limehouse Project, she was looking for support with education, training and employment. At her first appointment, we offered a listening ear and emotional support. Together, we created a clear action plan to identify her goals, the barriers she was facing, and the steps needed to move forward.

We identified that Ms Begum would benefit from confidence-building support and help with her English language skills. She was added to the waiting list for ESOL classes and enrolled in motivation and confidence-building courses. She also joined the **More New Horizons** self-employment course, which she completed successfully. The course helped her develop new skills, understand how to start a small business, and significantly increased her confidence and motivation.

Ms Begum was also referred to Work Path for additional employability support.

## Outcome

With support from Limehouse Project, Ms Begum secured a full-time job as a carer and moved into safe, secure private rented accommodation. She now feels more confident and hopeful about the future and plans to use the skills she gained to start her own business.



# Case Study: Supporting Young People to Explore Work and Enterprise

***“During the project, I started a fitness brand with my friends to motivate people in our community through faith and strength. We focus on outdoor fitness and have also started selling our clothing to local customers in Tower Hamlets.”***

Mr Ahmed is a 19-year-old British Bangladeshi man who approached Limehouse Project for advice on self-employment and business start-up. He had recently completed a BTEC Level 2 in Public Services and was working part-time at the Whitechapel Gallery. Alongside his studies and work, he had developed an interest in customising clothing with friends and wanted to explore whether this could become a small business.

When Mr Ahmed first contacted Limehouse Project, he was unsure about his next steps. He had an interest in both self-employment and apprenticeships and wanted guidance to help him make informed decisions about his future.

At his initial appointment, we held a one-to-one action planning session to understand his background, interests and goals. Together, we identified his short- and long-term aspirations and the support he would need to move forward.

Mr Ahmed was given clear information and guidance on self-employment, including how to start a business and what to consider when developing a business idea. He was also referred to our in-house employment adviser to receive tailored support around apprenticeships, CV writing and interview preparation.

## Outcome

Through this support, Mr Ahmed improved his communication skills and built confidence in presenting his ideas. He expanded his local networks, which helped him develop his business concept further. He gained a better understanding of business planning, branding and how to turn creative ideas into practical steps.

As a result, Mr Ahmed and his friends began developing a small fitness and clothing brand aimed at encouraging young people in the community to stay active and motivated through outdoor fitness activities.

He now feels better equipped to explore both employment and self-employment opportunities.



# Case Study: Building Confidence and Exploring New Opportunities

***“Now I’m excited to see where my idea might take me. I feel more confident about working and about how I can use the skills I’ve learned.”***

Mrs Khatun is a woman who had been unemployed for a long period and was living with a physical health condition. She was referred to Limehouse Project by the Jobcentre. As a benefit-dependent parent with older children in secondary school, she faced several barriers, including low confidence and limited knowledge about managing money or entering work. Because of her health, she was initially unsure about taking part in training or employment-related activity.

With encouragement from her employment adviser, Mrs Khatun was referred to the **New Horizons** course. She found the personalised and supportive approach of the project workers reassuring, which helped her feel comfortable taking part. As part of the programme, she was also referred to the Advice Service to ensure she was receiving the correct benefits while exploring new options.

Working with a project worker, Mrs Khatun developed an action plan based on her own skills, interests and goals. Through the **e-commerce and digital skills sessions**, she was introduced to new ideas and opportunities she had not previously considered.

***“I haven’t been on a course for seven years, and I’ve never worked before,” she shared. “But I’ve always loved cooking. I just didn’t know how to turn that into something more.”***

During the course, she gained practical knowledge in digital marketing, online business basics and simple financial planning. The supportive learning environment helped her build confidence and understand new concepts at her own pace.

## Outcome

After completing the course, Mrs Khatun received tailored employability support, including help with CV writing and understanding the local labour market. Her confidence continued to grow as she developed new skills and explored future options. Inspired by her passion for cooking and her new digital skills, she began to explore ideas for a potential small business.

Recognising her progress and motivation, Limehouse Project supported Mrs Khatun to join **Dare to Lead**, an external programme designed to further develop skills and confidence. She now feels more positive about the future and better prepared to move towards work or self-employment.



## Supporting Health, Preventing Inequality

Women in Tower Hamlets face some worse health outcomes and face more challenges than men in several key areas that directly impact health: female employment rates lag significantly behind male rates, with women especially Black, Asian and multi-ethnic women much less likely to be in formal employment.

Within this context of persistent health inequalities, Limehouse Project's Health & Wellbeing services have sought to bridge gaps in access, confidence and culturally appropriate community support. Our programmes, ranging from the weekly Living Well Club luncheon to reproductive and preventative health workshops, are designed to meet women in trusted community spaces, help them navigate complex health systems and take proactive steps towards better health. By centering lived experience and culturally sensitive delivery, these services aim not only to provide practical support but also to build health literacy, social connection and resilience among women who are underserved by statutory health services.

## Service Delivery and Reach

### Living Well Club – Luncheon Service

The Living Well Club continued to provide a vital weekly lifeline for isolated and vulnerable residents. Sessions were attended by 35–45 participants per week and delivered in partnership with The Royal Foundation of St Katharine's. Alongside a warm, nutritious meal, participants received holistic support including health information, cost-of-living advice, energy-saving guidance, and signposting to employment, training and welfare support. Referrals were made internally and externally, including from NHS and community partners.

### Flourishing Communities & Muslim Women's Health

Limehouse Project played a key role in the Flourishing Communities partnership, led by THCVS and delivered alongside Women's Inclusive Team, Praxis, LBTH Public Health, Barts NHS, QMUL and GP Care Group. The programme focused on improving culturally appropriate access to services relating to cervical screening, maternity care and menopause.

### During the year:



**3 Cervical Screening Champions were trained**



**123 individuals attended health workshops** delivered in English and community languages



**1 contraception session was delivered**



**Additional sessions covered anaemia, nutrition, Vital 5 and healthy lifestyle choices**

# Muslim Women's Health Initiative

This initiative aimed to tackle long-term health conditions driving inequalities among Muslim women. Between March and June 2025, Limehouse Project collected the voices and lived experiences of **104 Muslim women** through:



**78 focus group participants**



**26 in-depth one-to-one interviews.**

Sessions were delivered in trusted community spaces, including Limehouse Project, Docklands Community Organisation, Zander Court and Women Inclusive Team, creating safe environments for open and honest dialogue.

## Key Findings from Community Research

The research highlighted systemic barriers to accessing healthcare:



**68% cited staying healthy for their children and family as their main motivation for self-care**



**70% experienced language or digital barriers, rising to 88% among older women**



**76% identified household duties and childcare as significant obstacles**



**50% expressed fear of disclosing mental health issues due to concerns about stigma or social services involvement**



**41% felt judged due to attire or language**



**Over 70% reported a lack of interpreters as a major barrier**

Cost-of-living pressures further limited health choices, with many women reporting difficulty affording healthy food and culturally appropriate diets. Limited access to women-only exercise spaces and faith-sensitive health services also emerged as key concerns.

## Outcomes and Impact

Across Health & Wellbeing provision, strong outcomes were achieved:



**92% of Living Well Club participants reported improved wellbeing, healthier eating habits and reduced loneliness**



**91% reported improved wellbeing and overall quality of life**



**88% demonstrated increased confidence and social engagement**



**85% reported reduced stress and isolation**



**82% improved understanding of local health and support services**

## Health Creation Alliance – Breast Cancer Survivors Project

In partnership with the Health Creation Alliance, 20 Bangladeshi breast cancer survivors participated in an appreciative enquiry workshop to shape improvements in post-treatment support. 100% reported feeling empowered to raise awareness and support others. Two priority interventions were identified:



**Development of a culturally tailored resource for survivors, carers and families**



**Peer-to-peer community education delivered by survivors and carers**

### Food Security Support



**30 households received Rose Food Vouchers, helping reduce food insecurity and immediate financial pressure.**



## Community Engagement and Health Promotion

In June 2025, Limehouse Project hosted a major **Muslim Women's Health Fair**, attended by **over 163 women**. The event brought together **18+ health and wellbeing services**, offering free health checks, cancer screening advice, mental wellbeing support and culturally appropriate information. Engagement levels were high, with strong feedback from both attendees and service providers.

### Rose Vouchers started Oct 2022-present

The Alexandra Rose Charity delivers its flagship *Rose Vouchers for Early Years* programme, enabling families to access high-quality fresh fruit and vegetables and make healthier food choices. The programme provides weekly vouchers to low-income families, allowing them to purchase the fresh produce of their choice from local markets and grocers.

Recognising that the first 1,001 days of a child's life are critical in shaping long-term health and development, the programme focuses on families with children aged four and under — ensuring that young children get the healthiest possible start.

Through our pilot project, we have supported 30 families who were struggling to make ends meet during the cost-of-living crisis. The Rose Vouchers have provided reliable access to fresh fruit and vegetables, reducing financial pressure on households and helping children to enjoy a nutritious, healthy start in life. Families report that the vouchers have made a meaningful difference to their wellbeing, food security, and confidence in providing balanced meals for their children.

## Communities Keeping Well – Local Health Network

The Communities Keeping Well Project takes a community-led approach to improving health and wellbeing in areas of high deprivation across Tower Hamlets. The project focuses on strengthening local community assets and supporting residents, local stakeholders and commissioners to identify gaps in provision, build on existing resources and develop practical action plans to improve health outcomes.

Working in partnership with the Communities Keeping Well Project, our Health and Wellbeing team supported residents in Lansbury, Limehouse East and Millwall North to actively participate in this local health network. Through close collaboration, we helped ensure that community voices shaped priorities and contributed to the development of solutions aimed at creating healthier, more connected neighbourhoods.

# Case Study: Reducing Isolation and Rebuilding Confidence

***“The luncheon club has helped me learn more about my health in a simple way. I enjoy sharing meals with friends, talking together and celebrating different cultural days.”***

Mr Khan, aged 73, moved to the UK in 2021 on a parent visa to join his family, who are EU residents. After arriving, he struggled to adjust to life in a new country. The COVID-19 lockdowns limited social contact and had a significant impact on his confidence and emotional wellbeing.

Before moving to the UK, Mr Khan led an active and independent life in Bangladesh. He regularly socialised, travelled and felt confident managing his daily life. In contrast, he found it difficult to make new friends in the UK and often felt lonely. He became increasingly reliant on family members, who had limited time to support him. Ongoing health conditions, including diabetes and high cholesterol, also affected his independence.

In September 2023, Mr Khan joined the Limehouse Project Luncheon Club. This marked a positive turning point. He also began attending learning sessions delivered in Bengali, where he felt comfortable, included and able to participate fully. The sessions helped him understand his entitlements, gain useful information and connect with others in a familiar and trusted environment.

## Outcome

Through regular attendance, Mr Khan has formed strong friendships and now socialises frequently, both at the Luncheon Club and outside of it. He meets friends at weekends and has rebuilt a routine that keeps him active and engaged. His participation has encouraged healthier eating habits, improved confidence and a renewed sense of independence.

Overall, Mr Khan's emotional wellbeing, confidence and sense of belonging within the community have improved significantly, demonstrating the positive impact of culturally appropriate, community-based support.





# Case Study: Building Confidence, Health and Community Leadership

Ms Rahman is a 42-year-old woman who moved to the UK from Bangladesh many years ago. Most of her time has been spent caring for her children and supporting extended family, leaving little opportunity to focus on her own health or personal goals. She had limited contact with services outside the home and often felt isolated and unsure where to turn for support.

Ms Rahman frequently experienced tiredness and body pain but felt her concerns were not taken seriously during health appointments. She left these appointments confused and unsure how to improve her wellbeing. Her diet mainly consisted of traditional meals and fast food, and although she wanted to make healthier choices for herself and her family, she did not know how to begin.

Through the Muslim Women's Health Initiative, Ms Rahman joined focus group sessions where she was able to speak openly about her experiences in a safe and supportive space. Being listened to and understood helped build her confidence. She later attended the Muslim Women's Health Fair, where she took part in health checks for the first time. Speaking directly with health professionals helped her feel valued and reassured. She was given clear advice and information to take back to her GP, including support around raising concerns about her BMI – something she had previously felt unable to do.

Alongside this, Ms Rahman received one-to-one support from our training and employment team to develop a personal action plan. She has been referred to Functional English classes and is motivated to continue learning. She has also expressed a strong interest in becoming a Community Health Champion and has committed to training so she can support other women in her community.

## Outcome

Ms Rahman now feels more confident accessing services, has a better understanding of her health, and is taking positive steps towards improving her wellbeing. Her journey shows how culturally appropriate, community-led support can empower women – not only to improve their own lives, but to become confident advocates for others within their families and communities.



## Little Limehouse Preschool

Over the year, Little Limehouse Preschool has continued to deliver a high-quality early years' service for local families, while strengthening leadership, staff practice and operational resilience. The nursery remains open from 8.30am to 4.30pm, with places filled with new starters and strong engagement with parents and external professionals, particularly to support children with additional needs. Children's development and wellbeing remain central to our work and are closely monitored.

Partnership working has been a key strength. With generous funding from the Quilter Foundation, we transformed the outdoor space into a natural, forest-themed garden, creating vital access to green space for children living locally, many of whom do not have this at home. The new garden includes dens, mud kitchens, climbing structures and gardening areas, supporting play, learning and wellbeing through nature.

In addition, nine families received £300 Early Years Grants from Save the Children, bringing the total number of children supported through this scheme to 29.

Overall, the nursery continues to make steady progress, with a strong focus on quality improvement, staff development, and positive outcomes for children and families.







# Management of Risk

# How We Manage Risk

Limehouse Project has a strong and embedded approach to risk management across the organisation. We maintain a comprehensive Risk Register, which is regularly reviewed by the Senior Management Team and the Board of Trustees to ensure risks are identified early, monitored effectively and managed proactively.

Risk management is integrated into both operational delivery and strategic planning. Risks are reviewed through regular senior management discussions, progress monitoring against operational plans, monthly management and staff meetings, and one-to-one supervision. This ensures timely decision-making and swift action where risks begin to escalate.

Staff and volunteers receive regular training in key areas including safeguarding, health and safety, financial procedures and mental health awareness. Risk assessments are routinely used to manage day-to-day operational risks and support safe, high-quality service delivery.

## Key Risks and Mitigation

The Risk Register was last reviewed in September 2024. The Board is currently focused on the following priority risk areas:

### Safeguarding

Supporting vulnerable clients involves managing safeguarding risks with care and sensitivity. As demand has increased and needs have become more complex, maintaining strong safeguarding practice remains fundamental. Our Safeguarding Adults Policy is reviewed annually (most recently in **December 2024**), and all Trustees, managers and frontline staff receive regular safeguarding training to ensure concerns are identified early and referred appropriately.

### Health and Safety

The health and safety of staff, volunteers, service users and visitors is a core responsibility. Health and safety procedures and risk assessments are regularly reviewed, supported by specialist advice and training from Peninsula. Health and safety is embedded within induction processes, and our premises are protected through controlled entry systems and CCTV.

### Financial Sustainability

Financial risks, including income generation and funding pressures, are closely monitored. A finance group meets weekly to review operational issues, senior management reviews budgets and management accounts monthly, and the Board receives quarterly financial reports to ensure robust financial oversight.

### Service Delivery and Performance

Delivering services in a high-demand environment presents performance risks. Service Managers provide quarterly reports against KPIs, enabling early identification of any delivery issues and prompt corrective action.



# Key Risks and Mitigation

## People Management and Wellbeing

Staff wellbeing is a priority given the intensity of frontline work. Through effective line management and supervision, staff wellbeing and performance are closely monitored. Counselling and therapeutic support are available, alongside HR support from an external specialist provider and appropriate insurance.

## Equality, Diversity and Inclusion

Equality, diversity and inclusion are embedded across all areas of our work. We monitor beneficiary data against key equality characteristics to ensure equitable access and reduce the risk of exclusion. All venues are accessible, well-located and designed to promote safety, inclusion, and cultural sensitivity. Through this structured and proactive approach, the Board and Senior Management Team remain confident that Limehouse Project is well positioned to manage current and emerging risks while continuing to deliver safe, effective and impactful services





The image features a group of people, primarily women wearing hijabs, seen from behind as they look out over a city skyline. The skyline includes a mix of modern skyscrapers and older, classical-style buildings. The entire scene is overlaid with a semi-transparent purple filter. Large, light-colored geometric shapes, including circles and crescents, are scattered across the upper half of the image. The text 'Financial Review' is prominently displayed in the lower-left quadrant in a white, serif font.

# Financial Review

Limehouse Project has continued to develop and sustain a range of income-generation activities that align with our mission of building local capacity while supporting the organisation's long-term financial sustainability. These assets provide an important level of stability in an increasingly challenging funding environment.

Our pre-school service continues to generate income while delivering high-quality childcare for local families. In addition, rental income from Limehouse Project's physical assets provides valuable unrestricted income, helping to meet core organisational costs and maintain essential infrastructure. Alongside this, we continue to strengthen partnerships with voluntary sector organisations and statutory bodies to deliver key services across our priority areas.

During the year, we also launched a new fee-paying Immigration Advice service to address a significant gap in access to affordable, high-quality immigration advice for vulnerable migrant communities. While the service received a high volume of enquiries, the majority of individuals seeking support were unable to afford even a modest fee. In the absence of dedicated funding, this has meant that the fee-paying model is not currently sustainable, and we have been unable to continue the provision in its original form.

The wider voluntary sector continues to face significant pressure, particularly as many London-based funders have shifted their priorities in recent years. These funders have historically been a key source of income for local charities such as ours. As a result, we must take a realistic and measured approach to income growth in the coming years.

A substantial proportion of our income continues to come from statutory sources, including the local authority and public health bodies. However, these budgets are also under increasing pressure, and competition for alternative funding remains intense. Our ongoing priority is to diversify our income base by attracting new funders and developing new partnerships, ensuring that we can maintain our core services and continue to support our community effectively.





# Reserves Policy

We, the trustees of the Limehouse Project, believe that a strong reserves policy supports the sound financial management of our charity. Most of the charity's funding comes from commissions and grants awarded by statutory bodies (approx. 70% annually), grants from trusts and foundations (approx. 20% annually) and earned income through our preschool provision along with a small amount of letting income (approx. 10% annually).

We seek to maintain a level of unrestricted reserves in order to protect the Limehouse Project from major risks (such as an unforeseeable loss of income), maintain financial resilience and ensure the charity's long-term future.

We recognise that our reserves policy should be flexible, risk focused and actively monitored and reviewed during each financial year as part of our internal financial management. To that end, our regular management accounts reporting includes an estimated reserves analysis with explanations of any variances from our current reserves policy.

Our total unrestricted reserves policy for this financial year is £931,510, consisting of £764,395 in designated reserves and £167,115 in free reserves.

Of our designated reserves allocations:



We have an **allocation of £519,395** which 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 hold an allocation of between **three and six months** for staff and administrative overheads for back-office core costs. We currently hold **£90,000 which represents six months**.



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 wish to **expand our nursery premises** to accommodate an expansion in our service provision, and we have set aside **£70,000** for this purpose.



Our IT needs are every growing and we need to designate **£10,000 for upgrading or computer hardware and software** in the year ahead



We also need to set aside **£25,000 for potential refurbishment** work at our main head office

In the future we would like to achieve a free reserves level of £300,000 in order to support up to six months direct frontline service provision which may be affected by unanticipated threats and eventualities. Our 2023/24 free reserves levels of £167,115 represents approximately three months funding for these critical frontline services.

As this financial year ends, we believe that the financial resilience of our reserves policy will continue to help us provide flexible, vital services for our marginalised citizens in our local communities.

## Looking Forward: Financial Sustainability and Strategic Growth

Although we have maintained steady financial growth over the past few years, the funding environment for the voluntary and community sector remains extremely challenging. Statutory funding, including local authority support, continues to be a vital source of income; however, it is under ongoing pressure, while competition for charitable and trust funding has increased significantly. In response, the Limehouse Project is taking a realistic and strategic approach to growth and income generation.

Our priority is to diversify our funding base by attracting new funders, while working to sustain our core services across all key delivery areas. Like many organisations in the sector, we continue to face the challenge of meeting rising demand with limited resources. These pressures have been intensified by the cost-of-living crisis, high energy costs, job losses and changes to the benefits system, all of which have increased financial hardship for low-income households.

Tower Hamlets continues to experience high levels of deprivation, alongside acute housing pressures and overcrowding. Within this context, demand for our services remains high, particularly among residents experiencing social isolation and complex mental and physical health challenges. Our staff and volunteers work tirelessly to provide both practical assistance and emotional support to those most in need.

Looking ahead, we remain committed to strengthening our fundraising activity and expanding our networks and partnerships to support long-term financial sustainability. In response to increasing demand and constrained resources, we are also reviewing our operations to improve efficiency and maximise impact, ensuring that every pound spent delivers the greatest possible benefit to our community.





# Audited Accounts



# 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, Shaw Gibbs (Audit) 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 13 February 2026 and signed on its behalf by:



.....  
D Twomey  
Chairman

# Statement of the 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 trustees' report and the 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.

# Independent Auditor's Report to the Trustees of Limehouse Project LTD

## Opinion

We have audited the financial statements of Limehouse Project Ltd (the 'charity') for the year ended 31 March 2025, 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 2025 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.



# Independent Auditor's Report to the Trustees 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 where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; 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 (set out on page 48), the trustees 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 charity'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 145 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.

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:



# Independent Auditor's Report to the Trustees of Limehouse Project LTD

## **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 Charities Act 2011, Charities SORP FRS 102, Companies Act 2006, taxation legislation, 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.

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.

# Independent Auditor's Report to the Trustees of Limehouse Project LTD

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](http://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 charity's trustees, 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 charity's trustees 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 charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Shaw Gibbs*

.....  
Shaw Gibbs (Audit) Limited  
Statutory Auditor  
Salatin House  
19 Cedar Road  
Sutton  
Surrey  
SM2 5DA

Date: 13 February 2026

Shaw Gibbs (Audit) 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.

# STATEMENT OF FINANCIAL ACTIVITIES

## FOR THE YEAR ENDED 31 MARCH 2025

### (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted Funds £	Restricted Funds £	Total 2025 £
<b>Incoming resources</b>				
<b>Income from:</b>				
Investment income	5	4,289	-	4,289
Charitable activities	6	<u>439,815</u>	<u>514,879</u>	<u>954,694</u>
<b>Total incoming resources</b>		<u>444,104</u>	<u>514,879</u>	<u>958,983</u>
<b>Resources expended:</b>				
Costs of generating income	7	8,983	278	9,261
Expenditure on charitable activities	8	300,099	552,903	853,002
Governance costs	9	<u>12,735</u>	<u>20,991</u>	<u>33,726</u>
<b>Total resources expended</b>		<u>321,817</u>	<u>574,172</u>	<u>895,989</u>
<b>Net income/(expenditure) resources before transfers</b>				
		122,287	(59,293)	62,994
Transfers between funds		<u>(83,953)</u>	<u>83,953</u>	<u>-</u>
<b>Net movement in funds</b>		38,334	24,660	62,994
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>893,176</u>	<u>60,671</u>	<u>953,847</u>
Total funds carried forward	20	<u><u>931,510</u></u>	<u><u>85,331</u></u>	<u><u>1,016,841</u></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 2025 is shown in note 20.

# STATEMENT OF FINANCIAL ACTIVITIES

## FOR THE YEAR ENDED 31 MARCH 2025

### (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

2024 Comparative	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £
<b>Incoming resources</b>				
<b>Income from:</b>				
Donations and grants	4	-	54,339	54,339
Investment income	5	3,004	-	3,004
Charitable activities	6	305,990	542,166	848,156
<b>Total incoming resources</b>		<u>308,994</u>	<u>596,505</u>	<u>905,499</u>
<b>Resources expended:</b>				
Costs of generating income	7	408	725	1,133
Expenditure on charitable activities	8	214,704	642,315	857,019
Governance costs	9	9,200	24,718	33,918
<b>Total resources expended</b>		<u>224,312</u>	<u>667,758</u>	<u>892,070</u>
<b>Net income/(expenditure) resources before transfers</b>		84,682	(71,253)	13,429
<b>Transfers</b>				
Transfers between funds		<u>(74,748)</u>	<u>74,748</u>	<u>-</u>
<b>Net movement in funds</b>		9,934	3,495	13,429
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>883,242</u>	<u>57,176</u>	<u>940,418</u>
Total funds carried forward	20	<u>893,176</u>	<u>60,671</u>	<u>953,847</u>



# (REGISTRATION NUMBER: 01817676)

## BALANCE SHEET AS AT 31 MARCH 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	13	780,795	795,659
<b>Current assets</b>			
Debtors	14	122,831	90,800
Cash at bank and in hand	15	523,537	545,948
		646,368	636,748
<b>Creditors: Amounts falling due within one year</b>	16	(212,246)	(254,585)
<b>Net current assets</b>		434,122	382,163
<b>Total assets less current liabilities</b>		1,214,917	1,177,822
<b>Creditors: Amounts falling due after more than one year</b>	17	(198,076)	(223,975)
<b>Net assets</b>		1,016,841	953,847
<b>Funds of the charity:</b>			
Restricted Funds		85,331	60,671
Designated unrestricted Funds		764,395	745,312
General unrestricted funds		167,115	147,864
<b>Total funds</b>	20	(1,016,841)	(953,847)

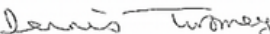
For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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, the trustees have elected for the accounts of the charity to be audited in accordance with section 145 of the Charities Act 2011.

The trustees, who are regarded directors for the purpose of the Companies Act 2006, acknowledge their responsibility for complying with 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 13 February 2026 and signed on their behalf by:

  
 .....  
 D Twomey  
 Chairman

# STATEMENT OF CASH FLOWS

## FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
<b>Cash flows from operating activities</b>		
Net cash income	62,994	13,429
<b>Adjustments to cash flows from non-cash items</b>		
Depreciation	16,745	18,588
Investment income	(4,289)	(3,004)
	<u>75,450</u>	<u>29,013</u>
<b>Working capital adjustments</b>		
(Increase)/decrease in debtors	(32,031)	61,212
(Decrease)/increase in creditors	(50,150)	20,140
Increase in deferred income	7,811	47,052
Net cash flows from operating activities	<u>1,080</u>	<u>157,417</u>
<b>Cash flows from investing activities</b>		
Interest receivable and similar income	4,289	3,004
Purchase of tangible fixed assets	-	(2,665)
Release of grant received for purchase of tangible fixed assets	(1,881)	(2,508)
Net cash flows from investing activities	2,408	(2,169)
<b>Cash flows from financing activities</b>		
Repayment of loans and borrowings	(25,899)	(24,589)
Net (decrease)/increase in cash and cash equivalents	(22,411)	130,659
Cash and cash equivalents at 1 April	<u>545,948</u>	<u>415,289</u>
Cash and cash equivalents at 31 March	<u>523,537</u>	<u>545,948</u>

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

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 1 Charity status

Limehouse Project Ltd (the 'charity') is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of the registered office is given on page 1. The nature of the charity's operations and its principal activities are set out in the Trustees' Report on page XX.

## 2 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.

# Notes to the Financial Statements for the Year Ended 31 March 2025

## ***Donations, Grants and Investment Income***

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.

## ***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 inclusive of VAT and 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.

### ***Expenditure on 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 in 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 the percentage of outgoing expenditure per project fund.



# Notes to the Financial Statements for the Year Ended 31 March 2025

## Tangible fixed assets and depreciation

Tangible fixed assets is 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.

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
Website	5 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

Trade and other receivables that are receivable within one year and do not constitute a financing transaction are recorded at the undiscounted amount expected to be received, net of impairment. Those that are receivable after more than one year or that constitute a financing transaction are recorded initially at fair value less transaction costs and subsequently at amortised cost, net of impairment.

## 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.

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 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.

## 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.

## 3 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.

## 4 Income from donations and legacies

	Unrestricted funds £	Total 2025 £	Total 2024 £
Training and Development; NP Digital THH	-	-	25,000
LBTH-Developing Potential	-	-	29,339
<b>Total donations and grants</b>	<b>-</b>	<b>-</b>	<b>54,339</b>

Donations and grants in 2024 were all restricted funds.

## 5 Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Bank interest receivable	4,289	-	4,289	3,004

Investment income in 2024 was all unrestricted funds.

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 6 Income resources from charitable activities

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
<b>Advice</b>				
LBTH: Advice Service Consortium (LAP 7)	-	-	-	78,750
Citizens Advice Service: MCGP	-	103,961	103,961	44,170
Tower Hamlets Connect (Age UK)	64,742	-	64,742	29,804
National Lottery Cost of Living	-	-	-	69,449
Propel	-	29,593	29,593	19,729
EST (R8)	-	20,386	20,386	-
Tower Hamlets Homes	-	9,000	9,000	9,000
City Bridge Foundation	-	-	-	20,100
Immigration Advice	420	-	420	-
Energy Saving Trust	-	16,530	16,530	40,649
City Bridge Foundation	-	54,900	54,900	-
Digital Hub	-	31,125	31,125	-
Henry Smith Charity	-	36,617	36,617	35,558
	<u>65,162</u>	<u>302,112</u>	<u>367,274</u>	<u>347,209</u>
<b>Training and development</b>				
Little Limehouse Preschool	286,918	-	286,918	171,425
MGCP - ESOL & Digital training	-	25,000	25,000	10,417
MGCP - More New Horizon	-	25,000	25,000	10,417
Muslim Women's LTC	-	6,655	6,655	-
DigiTies	-	-	-	10,383
Flourishing Communities	-	31,127	31,127	15,740
	<u>286,918</u>	<u>87,782</u>	<u>374,700</u>	<u>218,382</u>
<b>Other income</b>				
Ethnic Minority Network	-	14,870	14,870	25,634
Good Things Foundation	-	-	-	138
Various funding pots (Core 950)	32,522	-	32,522	38,313
Henry Smith Charity	-	15,667	15,667	46,567
EMN (R2)	-	10,264	10,264	-
EYPP funding	-	1,958	1,958	3,725
IDACHI Funding	-	1,974	1,974	1,768
Cornerstone 2	-	9,396	9,396	17,938
Masonic Charitable Foundation	-	-	-	21,140

# Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
Inclusion funding	-	10,856	10,856	11,072
Concordia Rent	16,212	-	16,212	15,735
Rent Receivable	39,001	-	39,001	39,975
Residents Survey	-	-	-	10,600
Santander	-	50,000	50,000	49,960
Nursery Quilter Foundation	-	10,000	10,000	-
	<u>87,735</u>	<u>124,985</u>	<u>212,720</u>	<u>282,565</u>
<b>Total income from charitable activities</b>				
Advice	65,162	302,112	367,274	347,209
Training and Development	286,918	87,782	374,700	218,382
Other income	<u>87,735</u>	<u>124,985</u>	<u>212,720</u>	<u>282,565</u>
	<u>439,815</u>	<u>514,879</u>	<u>954,694</u>	<u>848,156</u>

Income from charitable activities in 2024 was made up of £305,990 in unrestricted funds and £542,166 in restricted funds.

## 7 Costs of generating income

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
Advertising & consulting	<u>8,983</u>	<u>278</u>	<u>9,261</u>	<u>1,133</u>

Costs of generating income in 2024 were made up of £408 unrestricted and £725 from restricted funds.



# Notes to the Financial Statements for the Year Ended 31 March 2025

## 8 Expenditure on charitable activities

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
Staff costs	230,829	509,508	740,337	688,000
Other direct costs	-	(4,542)	(4,542)	37,818
Premises costs	34,102	8,961	43,063	54,751
Client services	7,984	6,876	14,860	16,804
Volunteers	38	731	769	2,617
Travel	142	60	202	956
Training and recruitment	2,841	5,539	8,380	6,480
General office	15,907	16,218	32,125	33,513
Professional Fees	2,944	-	2,944	-
Depreciation	5,312	9,552	14,864	16,080
	<u>300,099</u>	<u>552,903</u>	<u>853,002</u>	<u>857,019</u>

Expenditure on charitable activities in 2024 was made up of £214,704 from unrestricted funds and £642,315 from restricted funds.

	Activity undertaken directly £	Activity support costs £	Total 2025 £	Total 2024 £
Direct Costs	803,070	-	803,070	807,426
Support costs	-	49,932	49,932	49,593
	<u>803,070</u>	<u>49,932</u>	<u>853,002</u>	<u>857,019</u>

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 9 Analysis of governance and support costs

	Unrestricted General £	Restricted £	Total 2025 £	Total 2024 £
Legal and professional fees	3,374	4,443	7,817	11,058
Loan interest	5,423	9,466	14,889	15,780
Audit and accountancy	3,938	7,082	11,020	7,080
	<u>12,735</u>	<u>20,991</u>	<u>33,726</u>	<u>33,918</u>

Governance costs in 2024 were made up of £9,200 from unrestricted funds and £24,718 from restricted funds.

## 10 Net outgoing resources

Net outgoing resources for the year include:

	2025 £	2024 £
Operating leases -property	23,650	23,217
Auditors' remuneration - audit fees	6,000	3,900
Auditors' remuneration - non-audit services	3,420	3,180
Depreciation	<u>15,371</u>	<u>18,588</u>

## 11 Trustees remuneration and expenses

The charity trustees were not paid or received any other benefits from employment with the Charity in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

The key management personnel of the Charity comprise the trustees and the CEO. The total employee benefits of the key management personnel of the Charity were £56,546 (2024: £59,071).

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 12 Staff costs and numbers

	Total 2025 £	Total 2024 £
Staff costs were as follows:		
Salaries and wages	660,237	605,129
Sessional and cover contractors	22,208	29,046
Social security costs	51,822	47,727
Pension costs	6,069	6,098
	<u>740,336</u>	<u>688,000</u>

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

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

	2025 £	2024 £
Core	3	3
Advice	10	10
Education	15	9
	<u>28</u>	<u>22</u>

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 13 Tangible fixed assets

	Leasehold Property £	Office Equipment £	Website £	CRM Software £	Total £
<b>Cost</b>					
At 1 April 2024	847,610	41,141	22,000	26,864	937,615
Disposals	-	-	-	(26,864)	(26,864)
At 31 March 2025	847,610	41,141	22,000	-	910,751
<b>Depreciation</b>					
At 1 April 2024	84,135	26,557	4,400	26,864	141,956
Charge for the year	6,817	5,528	4,400	-	16,745
Eliminated on disposals	-	-	-	(26,864)	(26,864)
Grant release	-	(1,881)	-	-	(1,881)
At 31 March 2025	90,952	30,204	8,800	-	129,956
<b>Net book value</b>					
At 31 March 2025	756,658	10,937	13,200	-	780,795
At 31 March 2024	763,475	14,584	17,600	-	795,659

## 14 Debtors

	2025 £	2024 £
Grants and contracts receivable	56,826	33,134
Prepayments and accrued income	66,005	57,666
	122,831	90,800

## 15 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	523,367	545,676
Petty cash	170	272
	523,537	545,948



# Notes to the Financial Statements for the Year Ended 31 March 2025

## 16 Creditors: amounts falling due within one year

	2025 £	2024 £
Bank loans	39,188	39,188
Trade creditors	13,233	38,809
Taxation and social security	26,800	26,436
Other creditors	13,520	13,428
Accruals and deferred income	119,505	136,724
	<u>212,246</u>	<u>254,585</u>

## 17 Creditors: amounts falling due after one year

	2025 £	2024 £
Bank loans	<u>198,076</u>	<u>223,975</u>

	2025 £	2024 £
Repayable between two and five years	156,752	156,751
Repayable in five years or more	41,324	67,224
	<u>198,076</u>	<u>223,975</u>

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

## 18 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 £6,069 (2024 - £6,098)

Contributions totalling £Nil (2024 - £Nil) were payable to the scheme at the end of the year and are included in creditors.

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 19 Analysis of net assets between funds

	Unrestricted		Restricted	Total funds
	General	Designated		
2025	£	£	£	£
Tangible fixed assets	10,937	756,659	13,200	780,796
Current assets	220,564	245,000	180,803	646,367
Current liabilities	(64,386)	(39,188)	(108,672)	(212,246)
Creditors over 1 year	-	(198,076)	-	(198,076)
Total net assets	<u>167,115</u>	<u>764,395</u>	<u>85,331</u>	<u>1,016,841</u>

	Unrestricted		Restricted	Total funds
	General	Designated		
2024	£	£	£	£
Tangible fixed assets	14,584	763,475	17,600	795,659
Current assets	216,977	245,000	174,771	636,748
Current liabilities	(83,697)	(39,188)	(131,700)	(254,585)
Creditors over 1 year	-	(223,975)	-	(223,975)
Total net assets	<u>147,864</u>	<u>745,312</u>	<u>60,671</u>	<u>953,847</u>

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 20 Funds

	Balance at 1 Apr 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2025 £
<b>Unrestricted</b>					
General	147,864	444,104	(321,817)	(103,036)	167,115
<b>Designated</b>					
Premises	500,312	-	-	19,083	519,395
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	70,000	-	-	-	70,000
Refurbishment of offices	25,000	-	-	-	25,000
IT Equipment	10,000	-	-	-	10,000
	<u>745,312</u>	<u>-</u>	<u>-</u>	<u>19,083</u>	<u>764,395</u>
<b>Total unrestricted</b>	<u>893,176</u>	<u>444,104</u>	<u>(321,817)</u>	<u>(83,953)</u>	<u>931,510</u>
<b>Restricted</b>					
LBTH East End Citizen Advice Bureaux (LAP 3&4)	748	-	-	-	748
Citizens Advice Service - MGCP	-	103,961	(145,888)	41,969	42
Adv140 - NLCF	5,929	9,000	(9,838)	-	5,091
Propel	-	29,593	(32,619)	3,036	10
Ethnic Minority Network	13,819	14,870	(12,054)	-	16,635
Henry Smith Charity	5,856	15,667	(24,746)	3,230	7
MGCP - ESOL & Digital Training	955	25,000	(29,134)	3,187	8
MGCP - More New Horizons	1,129	25,000	(21,676)	-	4,453
DigiTies	4,786	-	-	-	4,786
Masonic Charitable Foundation	1,688	-	-	-	1,688
Energy Saving Trust	-	16,530	(29,984)	13,463	9
Santander	3,755	50,000	(51,570)	-	2,185
Cornerstone 2	-	9,396	(17,840)	8,449	5
IDACHI Funding	1,315	1,974	(269)	-	3,020
Flourishing Communities	18,539	31,127	(35,032)	-	14,634

## Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 Apr 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2025 £
Inclusion funding	-	10,856	(3,956)	-	6,900
EYPP funding	2,152	1,958	(952)	-	3,158
Henry Smith Charity	-	36,617	(36,040)	-	577
Nursery Quilter Foundation	-	10,000	-	-	10,000
Digital Hub	-	31,125	(28,865)	-	2,260
City Bridge Foundation	-	54,900	(47,575)	-	7,325
EST (R8)	-	20,386	(26,594)	6,216	8
Muslim Women' LTC	-	6,655	(4,877)	-	1,778
EMN (R2)	-	10,264	(14,663)	4,403	4
<b>Total restricted</b>	<u>60,671</u>	<u>514,879</u>	<u>(574,172)</u>	<u>83,953</u>	<u>85,331</u>
<b>Total funds</b>	<u>953,847</u>	<u>958,983</u>	<u>(895,989)</u>	<u>-</u>	<u>1,016,841</u>



# Notes to the Financial Statements for the Year Ended 31 March 2025

## 2024 Comparatives for movement in funds

	Balance at 1 Apr 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2024 £
<b>Unrestricted</b>					
General	190,704	308,994	(224,312)	(127,522)	147,864
<b>Designated</b>					
Premises	482,538	-	-	17,774	500,312
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	70,000	-	-	-	70,000
Refurbishment of offices	-	-	-	25,000	25,000
IT Equipment	-	-	-	10,000	10,000
	<u>692,538</u>	<u>-</u>	<u>-</u>	<u>52,774</u>	<u>745,312</u>
<b>Total unrestricted</b>	<u>883,242</u>	<u>308,994</u>	<u>(224,312)</u>	<u>(74,748)</u>	<u>893,176</u>
<b>Restricted</b>					
LBTH East End Citizen Advice Bureaux (LAP 3&4)	752	-	-	(4)	748
LBTH: Advice Service Consortium (LAP 7)	-	78,751	(95,443)	16,692	-
Citizens Advice Service - MGCP	-	44,170	(53,668)	9,498	-
Adv140 - NLCF	125	9,000	(3,196)	-	5,929
City Bridge Foundation	-	20,100	(21,586)	1,486	-
National Lottery - COL Grant	-	69,449	(80,935)	11,486	-
Propel	-	19,729	(24,103)	4,374	-
Core900 Equipment	-	-	(432)	432	-
Ethnic Minority Network	13,745	25,634	(25,560)	-	13,819
LBTH: Developing Potential	-	29,339	(34,136)	4,797	-
NP Digital THH	-	25,000	(25,000)	-	-
Henry Smith Charity	12,666	46,567	(53,377)	-	5,856
MGCP - ESOL & Digital Training	-	10,417	(9,462)	-	955
MGCP - More New Horizons	-	10,417	(9,288)	-	1,129
DigiTies	3,814	10,383	(9,411)	-	4,786

# Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 Apr 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 Mar 2024 £
Masonic Charitable Foundation	4,060	21,140	(23,512)	-	1,688
Energy Saving Trust	-	40,649	(52,182)	11,533	-
Santander	-	49,960	(46,205)	-	3,755
Cornerstone 2	5,414	17,938	(24,328)	976	-
IDACHI Funding	-	1,768	(453)	-	1,315
Flourishing Communities	16,600	15,740	(13,801)	-	18,539
Inclusion funding	-	11,072	(13,451)	2,379	-
EYPP funding	-	3,724	(1,572)	-	2,152
Henry Smith Charity	-	35,558	(46,657)	11,099	-
<b>Total restricted</b>	<u>57,176</u>	<u>596,505</u>	<u>(667,758)</u>	<u>74,748</u>	<u>60,671</u>
<b>Total funds</b>	<u>940,418</u>	<u>905,499</u>	<u>(892,070)</u>	<u>-</u>	<u>953,847</u>

## 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.

**Refurbishment of office:** The Refurbishment fund is for the main office site once our dispute with Peabody has been resolved.

**IT equipment:** IT equipment is for the replacement of equipment in our main offices.

# Notes to the Financial Statements for the Year Ended 31 March 2025

## 21 Lease commitments

The charity's total of future minimum payments under non-cancellable operating leases of premises at 31 March 2025 is as follows:

	2025 £	2024 £
<b>Other</b>		
Within one year	16,000	16,000
Between one and five years	<u>36,000</u>	<u>52,000</u>
	<u>52,000</u>	<u>68,000</u>

## 22 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 (2024: £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 (2024: £nil).

## 23 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.