



LMK – Let Me Know

Annual Report and Accounts
2020 – 2021

Administrative information for the year 2020/2021

Charity name:	LMK – Let Me Know
Registered number:	1191149
Registered Address:	85-87 Bayham Street, London, NW1 0AH
Trustees:	Sam Elsokari Dr Holan Liang Emma Neillie (Treasurer) Sophie Newton Saloni Thakrar (Co-founder) Ndubuisi Uchea Kirsten Westlake (Co-founder and Chair of Trustees) Helen Wolstenholme
Key Management Personnel:	Indie Gordon (Programme Manager until July 2021) Sharareh Avazzadeh (Interim Programme Manager) Rosamund Dickinson (Relationship Manager) Louise Harland (Evaluation Manager)
Bank:	CAF Bank Ltd, West Malling, Kent ME19 4JQ
Independent Examiner:	Paul O'Brien (ICPA), DragonFly Accounting & Financial Management Ltd., 52 High Street, Cottenham, Cambs, CB24 8SA

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Executive Summary

We launched LMK in September 2020, with a clear mission to educate young people on how to build positive, healthy relationships, free from abuse. Despite having more than a year of research and development behind us, we knew our first full year in operation would be packed: building a team, trialling our content, developing partnerships and rolling out LMK workshops across three London boroughs. We are immensely proud of what we have achieved in our first year.

While the Covid-19 pandemic added its own unforeseen challenges (delaying our first in-person workshop till April 2021 and requiring us to modify our programmes so they were suitable for online delivery), it also served to underline the need for our charity. Teachers and youth leaders told us just how detrimental lockdowns had been to young people's mental health and relationships with family members, friends and partners, while domestic violence helplines reported a sharp rise in requests for help. 2021 was also the year in which the prevalence of sexual violence and relationship abuse in schools made itself felt in the public debate. The Everyone's Invited website recorded over 50,000 anonymous survivor testimonies in a matter of months, drawing media attention to sexual abuse and rape culture in schools, and to the fact that these problems are entwined with how young people think about relationships and consent. Ofsted's recent review of sexual abuse in schools and colleges put these same issues firmly on the educational policy radar. Both Everyone's Invited and Ofsted highlighted the need for better education to address the problems, underlining the urgency of LMK's offering.

Against this backdrop, LMK engaged almost 1,000 young people in relationship workshops in the five months after lockdown restrictions eased. We worked in partnership with 18 organisations across London to facilitate 70 workshops (equivalent to 140 hours of relationship education), well in advance of our predicted targets. Feedback

from partners and participants has been overwhelmingly positive. 100% of our partners want to invite LMK back and say we left them feeling better prepared to broach healthy and unhealthy relationship issues with young people. More than two thirds of the young people we worked with say LMK workshops changed their understanding of what is and isn't acceptable within a relationship.

Our success so far comes down to the incredible skills and experience of our inspiring team and volunteers, as well as the energy and courage of the young people who took part in our workshops. Their insights into the real issues facing young people in relationships across London's diverse and varied communities helped us create programme material that engages attention, challenges preconceptions and changes people's minds. This spirit of co-design and co-production has been vital to our work in the past twelve months.

Just as important has been the tremendous engagement we have had from the schools, community groups and charities we have worked with. At a time when Covid-19 lockdowns have put real pressure on young people's mental health, it has been inspiring to work with teachers and community leaders who are determined to make relationship education a priority, as well as hearing so many young people say they want to change relationships for the better. From

organisations such as Solace Women's Aid to UCL Academy, it has been a privilege to work with them all.

LMK has had a challenging but exhilarating start, and we know our work is only just beginning. We are deeply grateful to everyone who has helped us on the journey so far, whether as participants, creators, LMK Leaders, volunteers, advisors or funders. We are looking forward to taking you with us into our second year as we deepen relationships with existing partners and forge new ones, expand our offering into other areas of London and to

different age groups, and develop our Parent and Mentor programmes. We are looking forward to everything we can achieve in the coming 12 months and would like to say a big thank you to everyone who has played a part in our first year.

LMK Board of Trustees



Why is LMK needed?

Relationship abuse is widespread, and the problem starts younger than most people realise. It is linked to poor mental health, substance abuse, self-harm, suicidal ideation and educational disengagement.

While numerous charities support survivors of relationship abuse, few exist to prevent abuse in the first place. Although relationship and sex education is now mandatory in secondary schools, teachers do not always feel fully equipped to have effective conversations on this sensitive subject. At the same time, young people themselves often prefer to learn from near-peer experts rather than teachers.

LMK offers an effective prevention programme where young people can discuss issues and practise scenarios with our LMK Leaders - diverse, relatable youth workers who are embedded in under-served and vulnerable communities.

40% of 16-17 year old females have not received information on consent¹

75% of teenage females and 50% of teenage males experience emotional partner violence³

Only 1 in 5 16-17 year olds can tell if a relationship is abusive¹

There was a **27% rise** in the number of women killed in a domestic homicide in 2020²

On average **2 women a week** in England and Wales are killed by a current or former partner⁴

58% of young people don't know how to help a friend at risk of abuse³

1 in 4 teenage females and 1 in 5 teenage males experience physical partner violence³

Young people want support in understanding what is and isn't okay in their relationships... where the line is between a healthy or unhealthy relationship⁶



People in same sex relationships are just as likely to experience domestic abuse as women in heterosexual relationships - roughly 1 in 4⁷

Victims from BAME communities typically suffer abuse for 1.5 times longer before getting help than those who identify as White British or Irish⁹

26% of sexual assault victims are under 18⁸

18% of the prison population have been convicted of sexual offences¹⁰

21 per cent of homeless young people had to leave home for their own safety because of violence at home¹²

Disabled women are twice as likely to experience domestic abuse and are also twice as likely to suffer assault and rape¹¹

Bisexual women are almost twice as likely to be abused as straight women⁵

There are an estimated **130,000 children and young people** living with high-risk domestic abuse¹³

Sources:

1. Sex Education Forum 2019 Poll of Young People (aged 16-17 yrs)
2. ONS Homicide Statistics for 2020 <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/yearendingdecember2020>

3. Knowledge Networks 2011 College Dating Violence and Abuse Poll
4. <https://www.refuge.org.uk/our-work/forms-of-violence-and-abuse/domestic-violence/domestic-violence-the-facts/>

Sources:

5. <https://www.stonewall.org.uk/domestic-violence-and-abuse-resources-lgbt-people>
6. Safelives, "My Story Matters: Understanding young people's perceptions of abuse in their romantic relationships", 2021
7. <http://www.endthefear.co.uk/same-sex-domestic-abuse/>
8. London MOPAC Violence Against Women and Girls Evidence and Insight report 2019
9. Supporting BAME Victims, What the Data Shows by Gemma Penny. www.safelives.org.uk

10. Prisons overview data from justice.gov.uk
11. Safelives (2017) Disabled survivors too: Disabled people and domestic abuse.
12. ComRes (2015) Centrepoint leaving home survey. Quoted in Preventing family breakdown and youth homelessness. CentrePoint 2016
13. CAADA (2012) A place of greater safety www.safelives.org.uk/sites/default/files/resources/A_Place_of_greater_safety.pdf Quoted in Families under pressure: Preventing family breakdown and youth homelessness. Centre-Point 2016

LMK: Building happy lives through healthy relationships

Good relationships shape our health and happiness, but we are taught so little about them. LMK (Let Me Know) is an education charity on a mission to change that. We educate young people on how to build positive, healthy relationships, free from abuse.

We do this by providing free workshops to young people (aged 11-24 years) in schools, charities, youth groups and community organisations, exploring the 10 signs of healthy and unhealthy relationship behaviours. We equip young people to spot warning signs of abuse and give them tools and confidence to speak out, seek help and keep both themselves and their friends safe. Our workshops can be tailored to participants' ages and backgrounds and are for everyone – regardless of their identity or the type of relationship they are in.

Through our work we:

- Educate young people about healthy and unhealthy relationship behaviours, giving them the tools to recognise and avoid abuse
- Empower young people to take action when they feel unsafe or when they are worried about a friend or family member
- Challenge taboos around speaking about relationships and abuse
- Support young people to get their voices heard, influence their peers and become ambassadors in their communities
- Inspire young people to start honest and important conversations

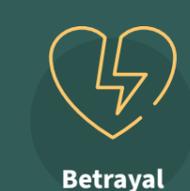
We are confident that, in the long term, LMK's education programme will reduce incidences of relationship abuse and domestic violence. But as the name 'Let Me Know' suggests, we have more immediate ambitions to be a catalyst for change. We want to encourage young people to

talk to each other about relationships and offer support – whether it's a conversation establishing consent within a romantic relationship, setting boundaries within a friendship or asking for help from a trusted adult when things go wrong. With this in mind, our programme has been designed to shape young people's attitudes to and behaviours within relationships, build mental health resilience and contribute to stronger cohesion in communities.

This report presents LMK's achievements during its first year of operation (September 2020 – August 2021), against the background of the ongoing Covid-19 pandemic. It will inform the trustees' governance of the charity, their design of its strategic direction and help them ensure LMK's aims, objectives and activities remain focused on achieving its stated public benefit.



10 signs of a healthy relationship



10 signs of an unhealthy relationship

LMK in numbers

Since launching our workshops in Spring 2021, LMK has delivered:



70 workshops to 1,000 young people



2,100 hours of RSE



In partnership with 18 schools and community organisations



Across 3 London boroughs

Our work is driven by the efforts of:



18 LMK Leaders



9 Team Members



18 Volunteers

Our work has happened thanks to the generosity of:



19 grants from foundations and trusts

Behind the numbers

LMK is working with local communities to bring our workshops to young people who need them most. From the beginning, we have made it our mission to serve hard-to-engage groups, including excluded pupils in PRUs, asylum seekers, homeless young people, domestic violence survivors and underserved people like LGBTQ+ youth. We have built strong community links in the boroughs we serve, seeking to connect with young people in the spaces and settings that are familiar and safe for them, be that a sports club, an arts project, in cultural or faith groups, or in their schools.

Over the course of our 10 Signs workshops, young people:

- are introduced to signs of healthy and unhealthy relationship behaviours,
- are given space to delve deeper into issues that resonate with their experiences, and plan and practise how to deal with relationship issues safely,
- collaborate on a creative response that carries the message about healthy relationships out into their communities.

Our LMK Leaders



LMK Workshops are led by our team of inspiring Leaders. They use their creativity, empathy and energy to tailor discussions to young participants' needs, interests and backgrounds.

Statement of public benefit

Our partners, advisors and trustees tell us our work is desperately needed. Schools are mandated to deliver an expanded Relationships and Sex Education (RSE) curriculum, yet can lack the time, resources and expertise to do so in a way that connects with young people. Covid-19 has piled additional pressures and responsibilities onto schools, cut young people off from sources of support in their communities, and put enormous strain on young people's relationships. LMK offers relationship education that connects and empowers young people, at a time when they, their families and their communities need support.

“ Covid-19 has really hampered delivering relationship education; it's been hard to schedule everything in smaller groups and to reach all the different year groups. At the same time, it [Covid-19] has had a negative impact on young people's relationships. The students weren't seeing each other, so everything happened online, and we weren't seeing them either, so had no idea what was going on. The workshop allowed us to have much-needed discussions in an open environment.”

Teacher, Westminster Academy

“ Since the workshop, I've seen them using what they learned in real life. They'll come to me and tell me something happened, and how they responded - they know better now what they should accept and what they shouldn't. It's really opened their eyes.

The delivery was everything. They [the Leader] managed the group so well, they totally captured their interest. It was wonderful having someone who was hip and fun and who could relate their own life experience. It one hundred percent makes a difference when the young people can ask questions about their own experiences and how they came through them, rather than a teacher reading something out of a textbook.”

Teacher, St Mary Magdalene Academy

“ A lot of young people we work with have had very difficult relationships throughout their lives. Lots have trust issues, which hold them back from forming the positive friendships or connections that would support them in their lives. At school, they might have learned the more scientific facts about sex, but they're still confused about what is and isn't acceptable in a relationship - that's a huge gap. I really hope these workshops mean our young people can recognise the red flags, and spot things early on before they get out of hand. I'd like to think they'll know how to help their friends better.”

Community Partner, Islington Young People, One Housing

“ I know the girls really enjoyed the workshops and the staff did too. As we can all agree, this is definitely something all young people, especially our young girls need educating on. You are all truly amazing, and your hard work has not gone unnoticed.”

Teacher, Elizabeth Garrett Anderson School

“ The work LMK does is really important because it gives young people information they need to make informed decisions about how they navigate the relationships in their life, both now and in the future. Relationship education is always important - young people need access to tools to stay safe, healthy and happy.”

Abi Angus, The Centre for Education and Youth

It covered content I was unsure about... I learnt a new term today - Volatility... **A very interesting take on learning about relationships, better than your usual text books...** These unhealthy signs are not just applicable in intimate relationships, I have seen patterns of it in all my other relationships... **It was very good, well delivered and a very important topic...** Now I know I am not crazy... **I think I've gained knowledge that is very useful for later relationships...** I learned about issues that aren't taught to me enough... **It was really helpful and made me more aware for future relationships, what to avoid and also what to point out...** I know what manipulation means, but today I have finally understood what it feels like to be manipulated... **I liked the way LMK talked about the signs and went into detail that normally people wouldn't talk about. Not all professionals would talk about stuff like that and educate us...** You shouldn't stay with someone if you think you're in an unhealthy relationship... **I learned what a healthy relationship looks like...** The workshop was very direct and there was lots of discussion and interaction... **I felt more welcome and able to participate than usual.**



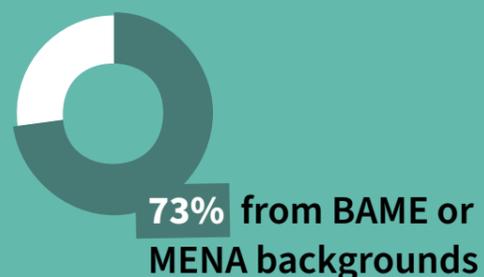
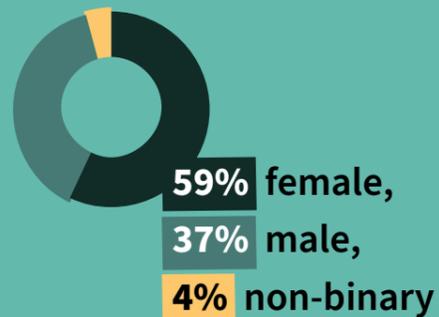
Making a difference

So far we have served

1,000 young people

In partnership with

**18 schools and
community organisations**



100% of young people
said they were satisfied with their
LMK experience and had found
the workshop enjoyable or useful



**100% of schools and
youth organisations**
said they'd invite LMK back
to do more workshops



92% of young people
of young people recommend their
friends take part in a workshop if
they have the chance



**100% of teachers and
community educators**
said LMK workshops left
them feeling better equipped
to support young people with
relationship issues

Source: LMK evaluation - pre and post workshop surveys, information from participants.

Through our evaluation system, we work to understand how LMK workshops impact young people's attitudes, knowledge and behaviour with regards to healthy and unhealthy relationships. We gather input from young people, LMK Leaders and staff at our partner organisations to look for evidence of changes in four outcome areas:



Young people recognise behaviours that make a relationship healthy, and those that make relationships unhealthy, unhappy and abusive.



After attending LMK workshops, **two thirds** of young participants said we had changed their understanding of what behaviours are healthy and unhealthy in relationships.

“
These healthy signs are so important. It makes me realize what I should expect from people around me.”

Young people feel comfortable discussing their relationships without shame, fear or stigma.



After LMK workshops, **three quarters** of young people say they think it is ok to open up about their relationships if they need support or advice.

“
I learned you should be able to speak freely...”

Young people know how to access resources and get help when they experience relationship problems.



After LMK workshops, the number of young people who said they'd seek help with a relationship problem **doubled**.

“
I have a better understanding and will remember what to do.”

Young people know how to help a friend who is experiencing relationship problems.



After taking part in LMK workshops, **more than half** of young people said they would know how to help a friend going through relationship problems.

“
It was really helpful and made me more aware for future relationships, what to avoid and also what to point out...”

Source: LMK evaluation - pre and post workshop surveys, information from participants.

LMK Leaders... in their own words

Why are you an LMK Leader?

“The place where I grew up, and the circumstances I grew up in, have taught me a lot about the impact of negative relationships. I’ve seen the impact negative relationships had on a lot of people I’m surrounded by, and on myself, and I want to help young people by pointing out the signs I never had pointed out to me.”

“We are trying to teach each child what they deserve and how to act, and giving them resources. I wish that when I was 11 and my father was abusing me, someone would have told me that was unhealthy, that someone would have come and rescued me.”

“It’s really important to know the dark side, but very little gets shown of what’s good. Where are the role models? How do we know how to have a healthy relationship? What does trust mean? What does fun mean in a relationship? What does good feel like? What’s unique is that LMK shows young people not only what to look out for, but what to look for instead.”

Why does relationship education matter?

“We don’t live in isolation – even to build a sense of yourself, you need to do so in relation to other people. We never get given a roadmap for life. We need to learn how to communicate, how to negotiate.”

“Our entire lives depend on our relationships – we communicate every day, we come into contact with others every day – yet we live in a world where we don’t know what’s healthy and what’s unhealthy anymore.”

“In gang and drug culture, young people are conditioned to see romantic relationships in a certain, unhealthy way; young women get dragged into things and feel they have to be loyal to their partners, and young men have to be seen as strong, and seek to prove this through the way they treat their partners. We need to confront this by having conversations and exposing young people to what’s going on, so they can recognise unhealthy behaviours for what they are.”

“At this age, there are so many influencing factors, online and offline, and it’s so easy for young people to be influenced by those who are older, and who might lead them astray, down a path that is not healthy for them. I can have conversations now to help these young people, because I appreciate what they’re going through, and I’ve been there myself.”

What about your LMK experience has made the greatest impression on you so far?

“No matter what level people are at, in terms of their life experience, their academic level, or their background, all the scenarios resonate. I see them contemplating what’s said, taking it in, and having reflective moments. You see a change in their language, even in the look on their face – you see that they’ve been prompted to think.”

“LMK workshops allow for conversation and discussion and create space and time where opinions can shift. There is diversity of thought, young people face up to differences and opinions are respected. We take a back seat, not focusing on correcting behaviours, but giving young people freedom to explore.”

“LMK is reaching out to the most under-represented, marginalised and vulnerable young people in society, to people who think violence might be normal, where a slap might be considered common – and saying to them no, that’s not common and it’s not right.”

“I was really pleased by the level of maturity I saw from young people when it came to having a conversation, and the level of depth they were able to go into. People say it’s hard to reach these young people, but they want to talk and seek advice, they just need the right mechanism to do so.”

“LMK’s a start-up where everyone learns from everyone else. Everyone I’ve encountered is so open to learn and change, to unlearn their prejudices and face their inhibitions, and I feel sure the organisation will be more impactful as a result.”

Our ambitions for the future...

LMK will continue working to bring information and support to as many young people as possible, helping them to develop positive, healthy relationships that are free from abuse.

Consolidate

The charity will build on the foundations laid during our first year in operation, strengthening systems and processes, growing our team, refining our curriculum and honing our workshop offering in response to programme evaluation and feedback.

Grow

We aim to significantly expand our reach across London, with particular focus on building links with partner organisations based in, or working with, vulnerable communities, as well as those working in mainstream education. We will develop partnerships beyond our existing boroughs (Camden, Islington and Westminster), while deepening relationships with existing partners and offering workshops to a broader age range. We look forward to rolling out our Parent and Mentor Programmes, which have been in development for the last year.

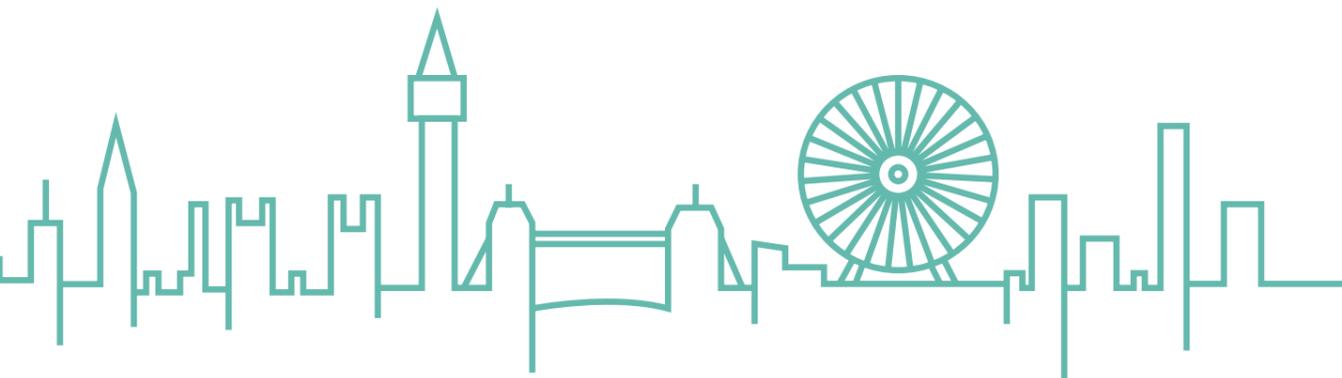
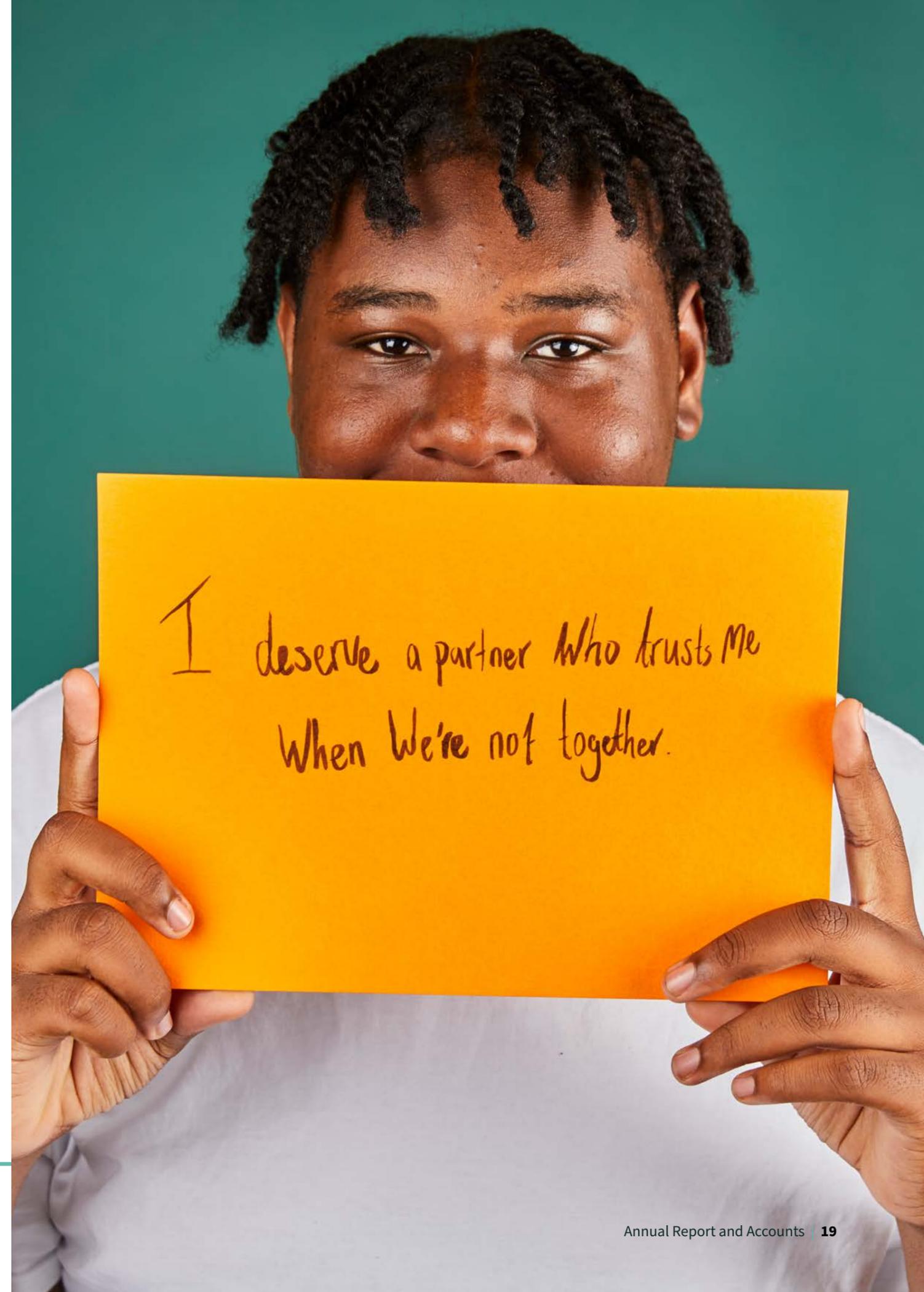
Strengthen

Key to these future plans is maintaining a strong organisation with robust systems, capable of delivering impactful relationship education in a responsible, inclusive way. LMK will continue to invest in and support our people and processes.

In the coming year, we will focus on developing a well-being and mental health support programme for our LMK Leaders, as well as continuing to provide excellent training and personal development opportunities. We will strengthen our IT and Finance processes with the roll out of a CRM system and expand our core team to strengthen these essential functions. This 'behind the scenes' investment will create solid foundations from which the charity can grow, in particular aiding the smooth on-boarding of new partner organisations which will in turn drive our expansion.

Listen

At board level, LMK will recruit a trustee with technology expertise as well as strengthening our HR, Finance and Safeguarding subcommittees. We will also establish a youth advisory board to complement the charity's existing governance and advisory structure. This steering group will play a key role in curriculum and content development, ensuring LMK materials remain relatable and relevant to the young people we work with. They will advocate for issues and approaches foremost in young people's minds and help keep the existing board current. The board will also undertake a strategy review to establish the main elements of a 3 to 5 year action plan for LMK and an accompanying Key Performance Indicator system.



Financial Review

Income and expenditure

In the twelve-month period to 31st August 2021, the charity generated income of £102,014, predominantly from grant-making organisations and individuals. Total expenditure for the year was £72,656, the majority of which was costs associated with developing the LMK core curriculum and paying freelance staff, including LMK Leaders who deliver our workshops across Camden, Islington and Westminster.

Significant events affecting financial performance

The Covid-19 pandemic and associated lockdowns had a significant impact on all aspects of LMK's operations. Firstly, it increased the need for our services. Disruption, isolation and insecurity caused by lockdown put further stress on young people's relationships, increasing unhealthy behaviours and violence in the home.

“
Staff are very mindful of huge increases in violence and abuse in lockdown. Now youth are back in school and talking about it, and teachers aren't always sure how to react or support that young person.”

Reach Feltham Academy

Secondly, it delayed our ability to launch in-person workshops. Although we pivoted to create a virtual curriculum using online delivery platforms, the clear preference of our partner organisations was to wait until face-to-face workshops could resume. The resulting six-month delay in roll-out

had a knock-on effect on our ability to conduct evaluation, prove our 'impact' and therefore raise funds. Although we ended the financial year having exceeded our initial targets (delivering workshops to almost 1,000 children), the year was uneven, with most activity in the months immediately preceding year end.

Summary of restricted and unrestricted funds

For the financial year, unrestricted income amounted to £49,313 and unrestricted expenditure amounted to £49,890, generating an unrestricted deficit of £577.

For the financial year, restricted income amounted to £52,701 and restricted expenditure amounted to £22,766, generating a restricted surplus of £29,935.

At the end of the financial year, total cash funds of the charity were £29,358, comprising £577 unrestricted cash credit and £29,935 restricted cash funds.

Risk control, principal risks and uncertainties

The Board of Trustees accepts its responsibilities for ensuring that the major risks to which LMK is exposed are identified, particularly those related to the operations and finances of the charity, and that systems are in place to mitigate those risks. Financial performance is monitored against budget and reviewed alongside management information monthly. Finances and fundraising are a standing item for the Board of Trustees and a summary of LMK's financial position is reviewed by them quarterly as part of that meeting.

Our principal financial risk relates to the imbalance of restricted and unrestricted funding and our ability to sustain the level of income we need to support the increasing number of partner organisations who seek our services. Importantly,

our future plans include the recruitment of a dedicated fundraising officer with a remit to concentrate on unrestricted funding, as well as grants for salaries.

Reserves policy

The trustees have examined the requirements for reserves in light of the main risks to the charity and have approved a Reserves Policy that will be implemented during the fourth quarter of 2021. The policy requires LMK to hold funds to meet core running costs for three months. The policy will be continually reviewed with a view to maintaining six to twelve months of core running costs as LMK becomes more established.

Fundraising compliance

In the twelve-month period to 31st August 2021, LMK paid due regard to its fundraising practices in line with guidelines set out in the Fundraising Regulator's Code of Practice, the Charities Act and General Data Protection Regulation. We developed Fundraising and Privacy Policies, both of which were agreed at the LMK Board of Trustees meeting in November 2020 and will be reviewed annually.

Statement of trustees' responsibilities

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

- Select suitable accounting policies and 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.



Structure, governance and management

Incorporation:

LMK is a charitable incorporated organisation (CIO), registered as a charity on 4th September 2020, with the number 1191149. The organisation has the remit:

- To provide relationship health education to young people, so that they are better informed and understand the difference between healthy and unhealthy relationships, with the aim of preventing future relationship abuse.
- To enhance the skills of those working with young people on relationship health education, developing relatable, compelling content that can be used in schools across the UK to support the Relationship Sex Education (RSE) curriculum.

It has no subsidiary undertakings and does not form part of a wider network. The 10 Signs, used in our curriculum, have been adapted from a framework created by the One Love Foundation (www.joinonelove.org), with whom we have a limited licensing agreement. We are grateful for their support and the work they continue to pioneer in the United States of America.

Trustees:

Details of the trustees are given on Page 2. All trustees are giving their time voluntarily and receive voting rights, but no benefits from the charity. The Founding Trustees (Holan Liang, Saloni Thakrar, Kirsten Westlake, Helen Wolstenholme) established the charity in 2020, responding to a recognised societal need. Since then, all other trustees have been recruited openly via advertisement and through an interview process conducted by members of the Board.

They have been briefed by the Founding Trustees and have received an induction on the duties and responsibilities of the Board. All trustees are invited to attend an in-person workshop and some

have been able to do so. Covid-19 restrictions have largely prohibited this face-to-face engagement this year, a situation we hope to rectify in the coming months. The trustees have, however, played a role onboarding wider team members into the charity as part of online induction days. The trustees are responsible for making sure LMK achieves its charitable purposes. Specifically, they set LMK's strategic direction, vision, mission, values and budget, as well as approving the organisation's policies. To date, these include:

- Equal opportunity policy
- Disciplinary policy
- Grievance policy
- Absence policy
- Health and safety policy
- Whistleblowing policy
- Probation policy
- Finance policy
- Fundraising policy
- Children and vulnerable adult safeguarding policy
- Trustee code of conduct statement
- Privacy policy
- Complaints policy
- Trustee declaration of interest
- Reserves policy

Day to day management:

As LMK is a new charity, the co-founders are still operational while delegating some aspects of the charity's day-to-day running to the Programme Manager, Relationship Manager and Evaluation Manager as detailed on Page 2.

It is intended that a Director will be appointed to lead the charity, at which point the co-founders will step back to a more traditional governance and oversight role. The Trustee Board meets

quarterly, while the HR, Finance and Safeguarding sub-committees (working groups) meet as required, although this process will become more formalised over the coming year. There have been no resignations from the board during this first year.

Related parties:

While LMK has a number of partner organisations, the charity considers that there are no related party relationships to be disclosed, nor were there any related party transactions.

Remuneration policy:

The pay of all our staff is benchmarked against other charities of a similar size to LMK.



We put kindness first and act with compassion and understanding. We role model the 10 signs of a healthy relationship.



We're changing something big and we're courageous in our approach.



We support each other. We value teamwork and strive for impact through partnership.



We represent a diverse society. We are inclusive, accessible and open-minded.

Thank you

We could not have achieved so much in our first year, and particularly in such challenging times, without our supporters. From the funders who have helped us launch our programme, to the advisors and associates who have helped us develop our thinking and our materials. From our partner organisations, who make sure we deliver our workshops where they are needed most, to our LMK Leaders who turn ideas on a page into impactful, relatable, inspiring workshops that change lives.

Thank you so much for supporting us as we help young people build happy lives through healthy relationships.

Funders:



THE WOODWARD CHARITABLE TRUST

Advisors and Associates:

Abi Angus
 Sarah Bigler
 Daniel Bobroff
 Matilda Browne
 Neil Chandarana
 Elena Dimitrova
 Tyler Fox
 Clare Hoddinott
 Helen Hughes
 Shazia Hussain
 Abigail Ing
 Linda Kelly
 Skye Knight
 Florinda Libreros
 Alison Longster
 Melissa McCleery
 Nimita Patel
 Becky Pugh
 Sophie Richardson
 Teresa Rigley
 Philippa Ross
 Patrick Ryan
 Domizia Salusest
 Lamis Serroukh
 Beenish Shaikh
 Sarah Teng

LMK Leaders:

Anna Wild
 Fabienne Crocket
 Ryan Carty
 Sharareh Avazzadeh
 Ivy McIntyre Baran
 Ayo Awotona
 Dan Curran
 Saira Kamaly
 Rhys Shirley-Clarke
 Rebecca Waclawj
 Ameliah Rayn
 Nina Dei
 Daniel Obadiaru
 Josph Winer
 Lerato Islam
 Anshu Kashyap
 Ruin Massia
 Justin Hitchman

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

LMK (Let Me Know)		1191149		CC16a
Receipts and Payments Accounts				
For the period from	04/09/2020	To	31/08/2021	

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grant Funding	44,000	51,172	-	95,172	-
Coporate Donations	80	-	-	80	-
Individual Donations	5,233	1,529	-	6,762	-
Sub total (Gross income for AR)	49,313	52,701	-	102,014	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	49,313	52,701	-	102,014	-
A3 Payments					
LMK Leaders Workshop Delivery	4,275	15,800	-	20,075	-
LMK Leader Training Costs	7,725	1,000	-	8,725	-
Other Training Costs	619	967	-	1,586	-
Workshop Programmes, Materials and Content	13,530	-	-	13,530	-
Staff and Payroll Costs	9,115	-	-	9,115	-
Marketing and Research	7,315	320	-	7,635	-
Legal Fees	2,384	-	-	2,384	-
Information Technology Costs	3,650	850	-	4,500	-
Administration Costs	1,208	-	-	1,208	-
Bank Account Fees	69	-	-	69	-
Insurance Costs	-	429	-	429	-
Eat Club Event	-	3,400	-	3,400	-
Sub total	49,890	22,766	-	72,656	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	49,890	22,766	-	72,656	-
Net of receipts/(payments)	- 577	29,935	-	29,358	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 577	29,935	-	29,358	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Funds for workshops in Camden	-	7,900	-
	Funds for workshops in Westminster	-	9,125	-
	Funds for workshops in Islington	-	2,000	-
	Funds for HAF Camden Summer Programme	-	1,200	-
	Funds for Training	-	1,408	-
	Funds for Safeguarding Consultation	-	350	-
	Funds for Photography	-	180	-
	Funds for Information Technology	-	1,172	-
	Funds for workshops / social media campaigns on pornography and revenge	-	6,600	-
	Unrestricted Funds	-	577	-
	Total cash funds		577	29,935
B2 Other monetary assets		-	-	-
B3 Investment assets				
B4 Assets retained for the charity's				
B5 Liabilities				

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	

Signature	Print Name	Date of approval
	Emma Neillie	02/09/2021



Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name LMK (Let Me Know)		
On accounts for the year ended	31 st August 2021	Charity no (if any)	1191149
Set out on pages	1 & 2		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 /08 / 2021**.

Responsibilities and basis of report As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed: **Date:** 02/09/2021

Name: Paul O'Brien

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

Address: 52 High Street
Cottenham, Cambs
CB24 8SA

Section B Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose. N/a

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Registered charity number: 1191149

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