

Company registration number: 03084746

Charity registration number: 1048645

Landau Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2024



Landau
changing lives creating futures

Landau Limited

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Landau Limited

Reference and Administrative Details

Trustees	M L Kite, Chairperson T C Dangerfield K Kalinowski R D Langford R Laver H E Oliver M J Shields
Chief Executive Officer	P Taylor
Charity Registration Number	1048645
Company Registration Number	03084746
Registered Office	The charity is incorporated in England & Wales. 5 Landau Court Tan Bank Wellington Telford TF1 1HE
Auditor	CBSL Accountants Limited Chartered Accountants and Statutory Auditors Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG

Landau Limited

Chief Executive Officer's Summary for the Year Ended 31 December 2024

It is both an honour and a privilege to write my first foreword as Chief Executive of Landau. After more than 10 years working alongside Sonia Roberts MBE, I feel fortunate to be entrusted with continuing her outstanding legacy. Sonia's leadership transformed Landau, and I want to take this opportunity to thank her personally for her guidance, vision, and friendship.

The past year has been one of transition and resilience. We have faced difficult financial conditions, with reduced funding opportunities and rising costs across staffing, utilities, and premises. This has contributed to a deficit for the year. However, our challenges have been balanced by important long-term investments: establishing a new city centre presence in Hereford, and appointing dedicated SENCO roles in Telford and Stoke to strengthen our education provision and support young people who face barriers to learning. These steps will underpin Landau's future growth and ensure we can continue to meet the evolving needs of the communities we serve.

What has not changed is our commitment to people. Every day, our staff and partners work tirelessly to provide opportunities for individuals to build confidence, develop skills, and move closer to meaningful employment. The impact of this work can be seen not only in the lives of those we directly support but also in the wider communities and businesses who benefit from our approach.

Looking ahead, my focus is on building stability while driving innovation. We will strengthen our partnerships, expand our education and employment programmes, and explore new ways of working to remain at the forefront of inclusive training and employment support.

Finally, I would like to thank the Board, our staff, funders, and partners for their continued support during this period of change. Together, we will honour the progress of the past while embracing the opportunities of the future, ensuring that Landau remains a place where people are empowered to reach their full potential.



.....
P Taylor
Chief Executive Officer

24 September 2025

Landau Limited

Chairperson's Statement for the Year Ended 31 December 2024

As Chairman of Landau Limited, I am pleased to present our Annual Financial Accounts for the year ending 31st December 2024.

This year marks the end of an era for Landau, as we bid a fond farewell to our Chief Executive, Sonia Roberts MBE, who retired after 20 years of dedicated service. During her leadership, Landau experienced remarkable growth, achieved the prestigious Queen's Award for Enterprise, and, most importantly, helped thousands of people overcome barriers to employment. On behalf of the Board, I extend our deepest thanks to Sonia for her vision, energy, and compassion.

We are delighted to welcome Phil Taylor as our new Chief Executive. Having worked alongside Sonia for over a decade, Phil brings both continuity and fresh perspective as we move into a new chapter for Landau.

The year has not been without its challenges. A difficult funding environment and rising operating costs have placed pressure on our finances, resulting in a loss for the year. However, this reflects not only external conditions but also our strategic investment in the future, including the launch of our new city centre premises in Hereford and the appointment of dedicated SENCO roles in both Telford and Stoke to strengthen our education offer. These investments ensure that Landau remains well-placed to deliver on its mission long into the future.

Our impact remains clear: every day, we continue to change lives by supporting individuals into training, education, and employment. The Board remains committed to guiding Landau through this period of transition, ensuring that the organisation continues to thrive and grow under Phil's leadership.

On behalf of the Board, I thank our dedicated staff, trustees, partners, and supporters for their unwavering commitment. Together, we will carry forward Sonia's legacy and strengthen Landau's role as a leader in inclusive employment and education.



M L Kite
Chairperson

24 September 2025

Landau Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2024.

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association on incorporation on 27 July 1995 and superseded by a set dated 30 April 2002.

Recruitment and appointment of trustees

The subscribers of the Memorandum and Articles of Association and such other persons as shall be admitted to membership in accordance with the Articles shall be members of the company. The Board of Trustees has the power to appoint any persons to be a Trustee, subject to re-election at the next Annual General Meeting.

Arrangements for setting key management personnel remuneration

The charity considers that its Trustees and senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee receives remuneration or expenses in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Organisational structure

The Chief Executive Officer oversees the operation of the charity, assisted by a small management team.

Objectives and activities

Objects and aims

Landau is a supported employment and work related training organisation, providing one-to-one, individual support for vulnerable people.

Landau is committed to ensure that every person with a learning disability has the opportunity to work and fulfil their potential. It is our aim to provide individuals with high quality, tailored support to enable them to overcome the obstacles to fulfilling their potential in society.

Objectives, strategies and activities

Our support programme provides the specialist, high levels of support people require to be able to flourish within the workplace. Our aim is to provide support with the aim of finding employment and/or a move towards independent living.

Landau Limited

Trustees' Report

Public benefit

We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Grant making policies

The charity has established its grant making policy to achieve its objects and this is reviewed annually to ensure that it continues to advance its public benefit purposes. The charity pay grants from its restricted BBO Shropshire, BBO Herefordshire, ESF Community and All Age Autism funds and the unrestricted IN2 Employment and NEET projects to its partners.

Fundraising disclosures

The charity does not carry out significant fundraising activities with the general public and does not use a professional fundraiser or commercial participator to carry out fundraising.

Financial review

As expected following the end of a number of long term projects, both grant giving and core service funding, income for the year reduced compared to 2023. Total restricted income fell from £2,700,121 to £892,401 and total unrestricted income fell from £3,176,338 to £1,967,405. The main decrease being in the donations, legacy and grant income reducing from £2,798,075 to £980,259.

Many of these projects involved grant funding payable to other service providers and although income has fallen significantly, related grants paid has also reduced from £1,903,420 in 2023 to £221,097 in 2024.

This reduction in grants has enabled the charity to focus on core activities and expand participant numbers and services in Shropshire, Telford & Wrekin, Stoke, Herefordshire and Worcester.

Given the changes in projects over the year, the charity's expenditure decreased significantly from £5,770,300 to £3,160,529, with the main costs being grants paid to partners of £221,097 (2023 - £1,903,420) and staff costs of £2,228,027 (2023 - £2,863,105).

The charity made a net deficit for the year of £300,723 (2023 - surplus £106,159).

Policy on reserves

Unrestricted funds total £998,500 (2023 - £1,115,879) which are held to cover the expenditure required for the coming year and the charity intends to build up those funds to ensure sustainability of its core services and maintain them at such a level. Restricted funds total £116,205 (2023 - £299,549) and a breakdown of these funds can be found in the notes to the Financial Statements.

Landau Limited

Trustees' Report

Principal funding sources

The charity would like to thank the following organisations for providing principal funding during the year:

The National Lottery Community Fund
European Social Fund
Construction Skills Fund
2gether NHS Foundation Trust
The Community Fund for Staffordshire
Education and Skills Funding Agency
Royal British Legion
Telford and Wrekin Council
Staffordshire County Council
Stoke-on-Trent City Council
Shropshire Council
Herefordshire Council
Derbyshire City Council
Armed Forces Covenant
Building Shropshire
Midlands Partnership University NHS Foundation Trust
NHS England

Risk management

Objectives and policies

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Statement of trustees' responsibilities

The trustees (who are also the directors of Landau Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its 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 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, comprising FRS 102 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 charitable company will continue in business.

Landau Limited

Trustees' Report

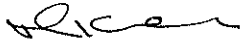
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 24 September 2025 and signed on its behalf by:



.....
M L Kite
Trustee

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Opinion

We have audited the financial statements of Landau Limited (the 'charity') for the year ended 31 December 2024, 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 December 2024 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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 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.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

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.

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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Chairperson's Statement and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Chairperson's Statement and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Chairperson's Statement and the Trustees' Report.

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 6 and 7), 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.

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Auditor responsibilities for the audit of the financial statements

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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to this charity and its sector and determined that the most significant are those relating to the reporting framework and the relevant UK tax legislation.
- We understood how the charity is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- As an audit engagement team, we assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur and considered the opportunities and incentives that may exist within the charity for fraud. We considered the controls that the charity has established to address the risks identified to prevent, deter and detect fraud; and how the management and trustees monitor those controls.
- Based on our understanding we designed our audit procedures to identify non-compliance with laws and regulations. Those procedures involved: - enquiries of management and those charged with governance; - journal entry testing; - assessing whether judgements in making accounting estimates are indicative of a potential bias; - review of financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and – evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk or other risk of material misstatement. These procedures included revenue recognition and testing manual journals and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Landau Limited

Independent Auditor's Report to the Members of Landau Limited

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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 auditor's 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

L Osselton

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Louise Osselton FCA (Senior Statutory Auditor)
For and on behalf of CBSL Accountants Limited, Statutory Auditor

Rowan House North
1 The Professional Quarter
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

24 September 2025

Landau Limited

**Statement of Financial Activities for the Year Ended 31 December 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains
and Losses)**

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations, legacies and grants	3	87,858	892,401	980,259
Charitable activities	4	1,862,808	-	1,862,808
Investment income	5	9,180	-	9,180
Other income	6	7,559	-	7,559
Total income		<u>1,967,405</u>	<u>892,401</u>	<u>2,859,806</u>
Expenditure on:				
Charitable activities	7	<u>(2,012,544)</u>	<u>(1,147,985)</u>	<u>(3,160,529)</u>
Total expenditure		<u>(2,012,544)</u>	<u>(1,147,985)</u>	<u>(3,160,529)</u>
Net expenditure		(45,139)	(255,584)	(300,723)
Transfers between funds		<u>(72,240)</u>	<u>72,240</u>	<u>-</u>
Net movement in funds		(117,379)	(183,344)	(300,723)
Reconciliation of funds				
Total funds brought forward		<u>1,115,879</u>	<u>299,549</u>	<u>1,415,428</u>
Total funds carried forward	20	<u>998,500</u>	<u>116,205</u>	<u>1,114,705</u>

The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

Comparative figures for the year ended 31 December 2023:

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations, legacies and grants	3	97,954	2,700,121	2,798,075
Charitable activities	4	3,068,388	-	3,068,388
Investment income	5	3,029	-	3,029
Other income	6	6,967	-	6,967
Total income		<u>3,176,338</u>	<u>2,700,121</u>	<u>5,876,459</u>
Expenditure on:				
Charitable activities	7	<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Total expenditure		<u>(3,119,213)</u>	<u>(2,651,087)</u>	<u>(5,770,300)</u>
Net income		57,125	49,034	106,159
Transfers between funds		<u>363,402</u>	<u>(363,402)</u>	<u>-</u>
Net movement in funds		420,527	(314,368)	106,159
Reconciliation of funds				
Total funds brought forward		<u>695,352</u>	<u>613,917</u>	<u>1,309,269</u>
Total funds carried forward	20	<u>1,115,879</u>	<u>299,549</u>	<u>1,415,428</u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2024 and 2023 is shown in note 20.


The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

**(Registration number: 03084746)
Balance Sheet as at 31 December 2024**

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	15	390,009	404,652
Current assets			
Debtors	16	511,224	549,178
Cash at bank and in hand	17	<u>317,337</u>	<u>675,807</u>
		828,561	1,224,985
Creditors: Amounts falling due within one year	18	<u>(103,865)</u>	<u>(214,209)</u>
Net current assets		<u>724,696</u>	<u>1,010,776</u>
Net assets		<u>1,114,705</u>	<u>1,415,428</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	20	116,205	299,549
Unrestricted income funds			
Unrestricted funds		<u>998,500</u>	<u>1,115,879</u>
Total funds	20	<u>1,114,705</u>	<u>1,415,428</u>

The financial statements on pages 12 to 31 were approved by the trustees, and authorised for issue on 24 September 2025 and signed on their behalf by:


 M L Kite
 Trustee

Landau Limited

Statement of Cash Flows for the Year Ended 31 December 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash (expenditure)/income		(300,723)	106,159
Adjustments to cash flows from non-cash items			
Depreciation		14,643	14,959
Investment income	5	<u>(9,180)</u>	<u>(3,029)</u>
		(295,260)	118,089
Working capital adjustments			
Decrease in debtors	16	37,954	591,415
Decrease in creditors	18	(110,344)	(231,332)
Decrease in deferred income		<u>-</u>	<u>(361,458)</u>
Net cash flows from operating activities		(367,650)	116,714
Cash flows from investing activities			
Interest receivable and similar income	5	<u>9,180</u>	<u>3,029</u>
Net (decrease)/increase in cash and cash equivalents		(358,470)	119,743
Cash and cash equivalents at 1 January		<u>675,807</u>	<u>556,064</u>
Cash and cash equivalents at 31 December		<u><u>317,337</u></u>	<u><u>675,807</u></u>

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

The notes on pages 16 to 31 form an integral part of these financial statements.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

1 Charity status

The charity is limited by guarantee, incorporated in England & 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 its registered office is:

5 Landau Court
Tan Bank
Wellington
Telford
TF1 1HE

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Basis of preparation

Landau 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Grants offered subject to certain conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold property	Not depreciated
Computer equipment	25% straight line

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

3 Income from donations, legacies and grants

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from individuals	5,888	-	5,888
Grants, including capital grants;			
Government grants	81,970	490,908	572,878
Grants from other charities	-	401,493	401,493
	<u>87,858</u>	<u>892,401</u>	<u>980,259</u>
	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations and legacies;			
Donations from individuals	261	-	261
Grants, including capital grants;			
Government grants	97,693	-	97,693
Grants from other charities	-	2,700,121	2,700,121
	<u>97,954</u>	<u>2,700,121</u>	<u>2,798,075</u>

Government grants receivable relates to grants from local councils and the NHS to support specific projects.

Much of the reduction in grant funding relates to projects where the charity were paying grants to partner service providers and this cost has similarly reduced over the year from £1,903,420 in 2023 to £221,097 in 2024. Details of this are in Note 9.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Restricted grants received from government agencies and other charities are analysed as follows:

	2024	2023
	£	£
All Age Autism	141,697	984,029
BBO Shropshire	-	768,040
BBO Herefordshire	-	470,114
Individual Placement and Support (IPS) - Hereford	157,888	158,899
Individual Placement and Support (IPS) - Worcester	56,854	-
ESF Community Grants	-	115,611
Construction Skills Fund (CSF)	229,576	77,787
Housing and Debt Advice Service	171,917	18,902
IAPT Hereford	134,469	100,852
BBO Evolve	-	5,887
	892,401	2,700,121

4 Income from charitable activities

	Unrestricted funds General	Total 2024	Total 2023
	£	£	£
Supported employment services	1,862,808	1,862,808	3,068,388

Supported employment services income is analysed as follows:

	Note	2024	2023
		£	£
Supported employment services provided		1,823,890	2,940,609
Course income		16,260	103,028
Sale of goods / services made or provided by the beneficiaries of the charity		22,658	24,751
		1,862,808	3,068,388

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	9,180	9,180	3,029
	9,180	9,180	3,029

6 Other income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Rental income	6,935	6,935	-
Other income	624	624	6,967
	7,559	7,559	6,967

7 Expenditure on charitable activities

		Unrestricted General £	Restricted £	Total 2024 £
Supported employment services		208,430	26,838	235,268
Depreciation, amortisation and other similar costs		14,643	-	14,643
Grant funding of activities	9	106,826	114,271	221,097
Staff costs		1,120,911	966,520	2,087,431
Allocated support costs	8	405,841	40,356	446,197
Governance costs	8	155,893	-	155,893
		2,012,544	1,147,985	3,160,529
		Unrestricted funds General	Restricted funds	Total 2023
	Note	£	£	£
Supported employment services		249,850	37,959	287,809
Depreciation, amortisation and other similar costs		14,959	-	14,959
Grant funding of activities		802,846	1,100,574	1,903,420
Staff costs		1,464,870	1,398,235	2,863,105
Allocated support costs	8	455,175	108,904	564,079
Governance costs	8	131,513	5,415	136,928
		3,119,213	2,651,087	5,770,300

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

The supported employment services cost is analysed as follows:

	Unrestricted funds Designated £	Restricted funds £	Total 2024 £	Total 2023 £
Delivery costs	43,129	2,151	45,280	63,095
Subcontractor costs	81,223	-	81,223	107,352
Beneficiary costs	39,797	162	39,959	28,935
Cafe and salon purchases	19,363	-	19,363	20,858
Staff training	6,235	1,332	7,567	11,804
Staff travel expenses	14,355	23,188	37,543	52,920
Volunteer training and expenses	1,448	5	1,453	2,845
Monitoring and evaluation costs	2,880	-	2,880	-
	<u>208,430</u>	<u>26,838</u>	<u>235,268</u>	<u>287,809</u>

In addition to the expenditure analysed above, there are also governance costs of £155,893 (2023 - £136,928) which relate directly to charitable activities. See note 8 for further details.

8 Analysis of governance and support costs

Charitable activities - analysis of allocated support costs

	Unrestricted General £	Restricted £	Total 2024 £	Total 2023 £
Rent, rates and water	124,186	9,134	133,320	160,009
Insurance	9,451	-	9,451	9,126
Telephone and internet	31,639	1,832	33,471	44,899
Other premises expenses	93,738	-	93,738	86,731
Equipment hire	20,100	-	20,100	22,538
Other office costs	46,343	8,865	55,208	64,379
Computer costs	11,227	10,358	21,585	54,286
Subscriptions and memberships	45,597	8,408	54,005	43,427
Marketing costs	2,530	1,279	3,809	37,686
Professional fees	19,019	480	19,499	38,101
Donations	325	-	325	-
Bank charges	1,686	-	1,686	2,897
	<u>405,841</u>	<u>40,356</u>	<u>446,197</u>	<u>564,079</u>

Support costs have been allocated consistently between charitable activities and governance based on management time.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

Governance costs

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Staff costs			
Wages and salaries	138,218	138,218	110,611
Pension costs	2,378	2,378	2,119
Audit fees			
Audit of the financial statements	3,364	3,364	3,720
Allocated support costs	11,933	11,933	20,478
	155,893	155,893	136,928

The allocated support cost is analysed as follows:

	Note	2024 £	2023 £
Other office costs		9,820	18,769
Legal and professional fees and HR costs		2,113	1,709
		11,933	20,478

9 Grant-making

Analysis of grants

	Grants to institutions	
	2024 £	2023 £
Analysis		
All Age Autism	114,271	540,861
IN2 Programme	106,826	802,846
BBO Shropshire	-	291,351
BBO Herefordshire	-	153,917
ESF Community Grants	-	114,445
	221,097	1,903,420

The support costs associated with grant-making are £Nil (31 December 2023 - £Nil).

Grants have been made to a large number of local organisations and charities under the above schemes.

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

11 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	2,018,152	2,694,399
Social security costs	172,529	231,701
Pension costs	37,346	49,735
	<u>2,228,027</u>	<u>2,975,835</u>
	2024	2023
	£	£
Direct staff costs	818,514	1,673,473
Support staff costs, including governance	1,409,513	1,302,362
	<u>2,228,027</u>	<u>2,975,835</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024	2023
	No	No
Direct charitable work staff	64	65
Administrative staff	24	49
	<u>88</u>	<u>114</u>

The average number of full-time equivalent employees during the year was 88 (2023 - 114).

The number of employees whose emoluments fell within the following bands was:

	2024	2023
	No	No
£70,001 - £80,000	<u>1</u>	<u>2</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

12 Net incoming/outgoing resources

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

	2024	2023
	£	£
Operating leases - plant and machinery	20,100	22,538
Audit fees	3,364	3,720
Depreciation of fixed assets	<u>14,643</u>	<u>14,959</u>

13 Auditors' remuneration

	2024	2023
	£	£
Audit of the financial statements	<u>3,364</u>	<u>3,720</u>

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 January 2024	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
At 31 December 2024	<u>370,536</u>	<u>77,462</u>	<u>447,998</u>
Depreciation			
At 1 January 2024	-	43,346	43,346
Charge for the year	<u>-</u>	<u>14,643</u>	<u>14,643</u>
At 31 December 2024	<u>-</u>	<u>57,989</u>	<u>57,989</u>
Net book value			
At 31 December 2024	<u>370,536</u>	<u>19,473</u>	<u>390,009</u>
At 31 December 2023	<u>370,536</u>	<u>34,116</u>	<u>404,652</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

16 Debtors

	2024	2023
	£	£
Trade debtors	98,500	245,090
Prepayments	45,388	59,515
Accrued income	367,336	244,573
	<u>511,224</u>	<u>549,178</u>

17 Cash and cash equivalents

	2024	2023
	£	£
Cash at bank	316,153	674,490
Cash on hand	1,184	1,317
	<u>317,337</u>	<u>675,807</u>

18 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	34,269	41,242
Other taxation and social security	47,296	45,392
Other creditors	14,540	7,393
Accruals	7,760	120,182
	<u>103,865</u>	<u>214,209</u>

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £37,346 (2023 - £49,735).

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

20 Funds

	Balance at 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2024 £
Unrestricted funds					
<i>General</i>					
General fund	1,115,879	1,967,405	(2,012,544)	(72,240)	998,500
Restricted funds					
Construction Skills Fund	-	229,576	(229,576)	-	-
IPS Hereford	-	157,888	(170,890)	13,002	-
IPS Worcester	-	56,853	(12,630)	-	44,223
All Age Autism	215,451	141,697	(364,208)	78,978	71,918
ESF Community Grants	19,740	-	-	(19,740)	-
IAPT Hereford	10,435	134,470	(144,905)	-	-
Housing and Debt Advice Service	53,608	171,917	(225,525)	-	-
Christmas Food & Essential Items	251	-	(251)	-	-
Armed Forces Covenant	64	-	-	-	64
Total restricted funds	<u>299,549</u>	<u>892,401</u>	<u>(1,147,985)</u>	<u>72,240</u>	<u>116,205</u>
Total funds	<u>1,415,428</u>	<u>2,859,806</u>	<u>(3,160,529)</u>	<u>-</u>	<u>1,114,705</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

20 Funds (continued)

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2023 £
Unrestricted funds					
<i>General</i>					
General fund	695,352	3,176,338	(3,119,213)	363,402	1,115,879
Restricted					
BBO Shropshire	323,148	768,040	(815,533)	(275,655)	-
BBO Herefordshire	72,065	470,114	(465,810)	(76,369)	-
BBO Evolve	1,793	5,887	(8)	(7,672)	-
Construction Skills Fund	4,378	77,787	(101,785)	19,620	-
IPS Hereford	-	158,899	(158,899)	-	-
All Age Autism	41,023	984,029	(809,601)	-	215,451
ESF Community Grants	21,437	115,611	(117,308)	-	19,740
IAPT Hereford	-	100,852	(90,417)	-	10,435
Housing and Debt Advice Service	126,400	18,902	(91,694)	-	53,608
Building Shropshire	23,342	-	(16)	(23,326)	-
Christmas Food & Essential Items	267	-	(16)	-	251
Armed Forces Covenant	64	-	-	-	64
Total restricted funds	<u>613,917</u>	<u>2,700,121</u>	<u>(2,651,087)</u>	<u>(363,402)</u>	<u>299,549</u>
Total funds	<u>1,309,269</u>	<u>5,876,459</u>	<u>(5,770,300)</u>	<u>-</u>	<u>1,415,428</u>

Following the completion of the ESF Community Grant project during the year, a reconciliation was completed to ensure all funds received were correctly allocated. Management fee for the quarter ended 31 March 2023 had not been allocated in the prior year and therefore there is a transfer of funds from the ESF Community Grant to unrestricted funds in respect of this.

For the IPS Hereford and All Age Autism projects, project costs are in excess of the grant funding received and the charity has used unrestricted funds to cover the cost overrun to deliver the services.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

The specific purposes for which the funds are to be applied are as follows:

- BBO Shropshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Shropshire project and monies held for future spend and partner grant payments.

- BBO Herefordshire - The Building Better Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by the most disadvantaged people in England. The balance relates to the BBO Herefordshire project and monies held for future spend and partner grant payments.

- BBO Evolve - The Building Opportunities project brings together funding from the National Lottery Community Fund and the European Social Fund (ESF) to help tackle the poverty and social exclusion faced by most disadvantaged people in England.

- Construction Skills Fund (CSF) - This scheme aims to support innovative ways of training new entrants and retraining adults in construction for which public funding is not available. The Construction Skills Fund is provided by the Department for Education and administered and implemented by CITB.

- IPS - Individual Placement and Support (IPS) is a supported employment model which supports people with serious mental health problems into employment, based on a wealth of international evidence, following the principles of 'place and train'. The grant is provided by the 2gether NHS Foundation Trust and funded by NHS England.

- IAPT Hereford - IAPT is an initiative run by the joint Work (Department for Work and Pensions) and Health (Department of Health) Unit (WHU). It has been set up to increase the availability of employment support within IAPT services to ensure that there is sufficient employment support capacity to provide a fully integrated therapy and employment support for people who are employed, those off sick from work and those who are unemployed and looking to find work. IAPT services are able to offer an integrated package of psychological therapy and employment support, including Talking Therapies. Therapists and employment advisors work together to ensure that a personalised integrated package of care is available to all clients who choose to be supported in this way to remain in, get back to and find work.

- ESF Community Grants - This is a programme offering funding to small and voluntary organisations to help unemployed people advance towards employment, education and training. ESF Community Grants is funded by the European Social Fund, commissioned by the Education and Skills Funding Agency, and are being managed by Landau in The Marches to support the Marches LEP strategic priorities.

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

- Armed Forces Covenant - to provide mentor support through community projects for Veterans and their families.
- Building Shropshire - represents grants received through Shropshire Council, Additional Restrictions Grant (ARG) covering the 9 months from Nov 21 to Sept 22. The grant is for the support of business recovery from the impact of COVID-19.
- City of Stoke-on-Trent Council - Christmas Food and Essential Supplies Fund - to provide food parcels and items to deliver to families in need.
- All Age Autism - to provide sustainable autism support services that enables autistic people, their parents, families and unpaid carers to cope (and ideally thrive) by enabling them to reach their full potential and live as independently as possible and to develop the skills and confidence to keep themselves safe and well.
- NEET reengagement - funds from Telford and Wrekin Council to deliver activities to engage with young people in year groups 12 and 13 who are not in education, training or employment.
- High Street Business Start Up - funds from Telford and Wrekin Council to support the opening of a high street centre.
- Housing and Debt Advice service - to develop a pilot service to enable people accessing primary mental health services to find the support they need to live healthy lives within their local community.

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds at 31 December 2024
	General	funds	2024
	£	£	£
Tangible fixed assets	390,009	-	390,009
Current assets	712,356	116,205	828,561
Current liabilities	<u>(103,865)</u>	<u>-</u>	<u>(103,865)</u>
Total net assets	<u>998,500</u>	<u>116,205</u>	<u>1,114,705</u>
	Unrestricted funds	Restricted funds	Total funds at 31 December 2023
	General	funds	2023
	£	£	£
Tangible fixed assets	404,652	-	404,652
Current assets	925,436	299,549	1,224,985
Current liabilities	<u>(214,209)</u>	<u>-</u>	<u>(214,209)</u>
Total net assets	<u>1,115,879</u>	<u>299,549</u>	<u>1,415,428</u>

Landau Limited

Notes to the Financial Statements for the Year Ended 31 December 2024

22 Analysis of net funds

	At 1 January 2024	Cash flows	At 31 December 2024
	£	£	£
Cash at bank and in hand	675,807	(358,470)	317,337
Total	675,807	(358,470)	317,337
	At 1 January 2023	Cash flows	At 31 December 2023
	£	£	£
Cash at bank and in hand	556,064	119,743	675,807
Total	556,064	119,743	675,807

23 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Land and buildings		
Within one year	103,088	82,268
Between one and five years	90,690	360,203
	193,778	442,471

24 Related party transactions

There were no related party transactions in the year.