

COMPANY REGISTRATION NUMBER: 02636958

CHARITY REGISTRATION NUMBER: 1003947

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Financial Statements
For the year ended
31 March 2021

R. E. JONES & CO.

Chartered accountants
132 Burnt Ash Road
Lee
London
SE12 8PU

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2021

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	15
Statement of financial activities (including income and expenditure account)	17
Statement of financial position	18
Notes to the financial statements	20

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the IRIE! DANCE THEATRE for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	IRIE!
Charity registration number	1003947
Company registration number	02636958
Principal office and registered office	Moonshot Centre Fordham Park Angus Street New Cross London SE14 6LU

The trustees

Ms P Warmington - Chair
Mr A Corbin - Vice Chair
Ms L Benjamin - Treasurer
Ms B Glean - Secretary
Mr H Beckles
Mr D Clarke
Ms D Rose

Company secretary	Ms B Glean - CEO & AD and Secretary to the Board
Independent examiner	Darren Smart 132 Burnt Ash Road Lee London SE12 8PU

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management

The Trustees present their report and the financial statements for the year ended 31 March 2021. The trustees, who are also Directors of IRIE! (Trading as IRIE! Dance Theatre) for the purposes of company law, and who served during the year and up to the date of this report.

Governing Document

IRIE! is a company limited by guarantee, governed by its Memorandum and Articles of Association dated August 1991. The Charities Commission registers the company as a Charity. Anyone over the age of 18 can become a member of the company and there are currently 6 members, each of whom agree to contribute £5 in the event of the Charity winding up.

Appointment of Trustees

Trustees are asked to nominate new Trustees prior to the AGM. The Trustees are also entitled to co-opt specialist Trustees, with full consideration given to the requirements of any skills needed towards the advancement of the company's objectives. These are highly experienced individuals in their field who provide support and advice but are unable, because of other commitments, to become full members. Invitations for self-nomination are distributed to similar charities locally. Advisors are asked to attend Board and other meetings as deemed appropriate by the Board. The company currently has no such advisors.

Current Members of the Board

Patrischia Warmington	Chair
Harry Beckles	Vice Chair
Beverley Glean	Secretary
Lin Benjamin	Treasurer
Deborah Rose	Trustee
Desmond Clarke	Trustee
Anthony Corbin	Trustee

Trustee's Induction, Training and Operational Obligations

After a formal interview with senior management and subsequent review by Chair and Vice Chair. Potential Trustees are asked to attend an IRIE! Board meeting prior to deciding whether they wish to take on this voluntary role. New Trustees are inducted into the company through a meeting with a Senior Officer. They are also required to attend at least one board meeting prior to confirmation. This provides prospective Trustees and Directors with an overview of the organisation, its activities and objectives and informs them of their legal obligations under charity and company law. Trustees are invited to meet all staff members. Staff members and volunteers are encouraged to work closely with a Trustee with complementary skills and experience when necessary. Trustees attend appropriate external training events which facilitate their undertaking as a Trustee/Director.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Operating Model

The Board meets a minimum of 4 times per year. It is expected that all Trustees/Directors will attend all Board meetings and contribute to the appropriate governance of the organisation, whether in/at meetings or outside of meetings. If a Trustee/Director is unable to attend a Board meeting they are expected to send an apology. If a Trustee/Director fails to send an apology to two consecutive meetings in a year or they fail to attend 3 consecutive meetings they will be subject to compulsory resignation.

The Chief Executive Officer & Artistic Director (CEO & AD) is appointed by the Board to manage the day-to-day operations of the charity as well as plan, guide and implement the artistic vision and policies of the company ensuring that they continue to encapsulate and reflect the company's mission statement. The CEO & AD delegates authority, approved by the trustees, to a Senior Management Team, which comprises the Director of Accredited Training and Business Director (appointed in July 2019) who support the CEO & AD in the day to day managing of operational matters including finance, building management, employment, education & community outreach, and artistic performance related activities.

Ninety five percent (95%) of the work undertaken by the company from April 2020 to March 2021 took place in the London Borough of Lewisham (LBL). The work of the company is rooted in Caribbean folk dance, music and culture as well as West African traditional dance, drumming and culture. This influences the overall planning and delivery of the programmes alongside other local, cultural and social issues.

IRIE! is strongly imbedded in the community and has professional relationships with a number of related local organisations and institutions including, The Midi Music company; The Albany; Goldsmiths College; and Lewisham Education Arts Network. Community cohesion and engagement will continue to be key to the company's development.

IRIE! is both based at and is a resident of the Moonshot Centre. The buildings in the surroundings provide ideal resources of community-based activities which is key to the company's development. We are able to offer valuable opportunities for showcasing, monitoring and evaluating the company's work. Our activities provide favourable conditions for children and young people to engage with the company and for the company to connect with and understand the needs of the community in which it serves.

Funding Partners

Despite the pandemic we have been successful in raising operations funding, including staff salaries, whilst enabling capacity to work from home. Successful funding applications included Arts Council England-Rescue and Recovery fund; City Bridge Trust; London Borough of Lewisham and CCLORS. Our community engagement activities were delivered online where we were able to actively engage with a large and diverse cross section of our local community. The company's community engagement is intrinsic in all strands of IRIE!'s practice and service delivery, therefore the ethos of IRIE!'s community engagement activities remained intact throughout the COVID-19 lockdown period.

Risk Management

As the charity's existence is primarily based on its capacity to earn income and fundraise, the Trustees continually assess potential risk to the organisation. Senior staff members manage this process through direct reporting to the Board at meetings, 1 to 1 supervision, and continual monitoring and evaluation of

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

project plans and outcomes. The Trustees regularly review the IRIE! Fundraising Strategy and, when necessary, programmes that may result in financial risk to the organisation, are adjusted; postponed; or cancelled.

Although, there are some challenges. London Borough of Lewisham's Culture and Community Development Service continue to be supportive and has worked closely with the Chair, Artistic Director & CEO, and Business Director, to manage any challenges faced by the charity regarding its managing of the Moonshot Centre. The financial position of the company continues to be reviewed as IRIE! takes on more management responsibilities in terms of the BA (Hons) and the Moonshot Centre in pursuance of meeting targets and full sustainability.

Reserves Policy

The Trustees aim to maintain a level of reserves to ensure that contractual commitments to staff and suppliers can be met in the event of a sudden change, or loss, in funding.

Policies on investment powers and reserves are available as required. The aim of the Company is to maintain an annual reserve level to meet a minimum of 3 months operational costs.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

Mission Statement

IRIE! exists to deliver and sustain a range of creative, educational and artistic activity. Based on stimuli derived from Africa and the Caribbean, the company aims to promote culture and diversity through training; outreach; performance and inspired partnerships. The company's broader aim is to develop and deliver a diverse range of activities for all that will support and address the following:

- . Training and Development
- . Mentoring and Volunteering
- . Creativity and Culture
- . Performance and Touring
- . Education and Community Outreach
- . Accreditation and Partnerships
- . Health and Wellbeing

The Trustees are mindful of the need to provide a 'public benefit' as emphasised in the 2011 Charities Act.

Key Partnerships

London Borough of Lewisham:

IRIE!'s relationship with London Borough of Lewisham (LBL) remains stable and continues to progress positively. We continue to engage with the local authority via resources provided to promote our work as well as promoting networking and the forming of new relationships. We normally participate in local festivals, however, due to the pandemic a number of LBL events had to be cancelled. LBL's Borough of Culture for 2021 event, which IRIE! was integral to winning the bid, has also been postponed to 2022. IRIE!'s CEO & AD are currently working in partnership with The Albany on the Mass Dance event entitled From Quadrille to Hip-Hop. We welcome and are excited by the planning of social, cultural and creative activities due to take place in the year ahead.

Although, creatively things are progressing there is concern regarding the disrepair of the Moonshot Centre, owned by LBL and managed by IRIE! dance theatre on their behalf.

Inherited issues of roof leaks have increased in several areas around the building causing significant damage to the internal fabric of the building due to delays with the LBL agreeing repair costs. We continue to pursue LBL to carry out these and other legacy repairs and take responsibility for the internal damage caused by roof leaks. Further disrepair as a result of negligence of LBL contractors has resulted in the breakdown of the buildings Air Conditioning system. LBL officers have been notified however state that they are not in the financial position to pay for the repair. Whilst this is being discussed we are seeking options to replace the system.

We maintain high levels of compliance under our Premises Management Agreement, but sadly face challenges with LBL meeting their contractual and legal compliance obligations.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

Key Partnerships cont....

University of Roehampton

The company is in year 4 of its five-year partnership agreement with University of Roehampton. The dance department continue to work closely with us and we have collaborated on programmes including shared workshops. The company is keen to build and expand its Higher Education accredited training to further support the future development of Dance of the African Diaspora and to increase income generation. We are seriously investigating capital investment to upscale our base at the Moonshot centre as this is needed to further consolidate IRIE!'s standing as an establishment of learning that will assist growth and sustainability for the future.

One Dance UK Partnership

One Dance UK (ODUK), the national organisation working both with and on behalf of the dance sector, and funded by Arts Council England (ACE), remains a strategic partner for IRIE!. The partnership works well, especially as it is based on IRIE!'s standing as one of the UK's leading organisations working in the field of Dance of the African Diaspora (DAD). Naturally, COVID-19 impacted on the organisations work, especially as it had recently relocated to Birmingham in the West Midlands. Nevertheless, like the rest of the nation all activities moved online and IRIE!'s Artistic Director was able to contribute remotely to the judging of the Lifetime Achievement Award for Dance of the African Diaspora. IRIE!'s association with ODUK continues to support the company's reach across a range of platforms for the promotion of activities through publications, conferences, performances and networking.

Main activities for the year:

. COVID-19 - COVID-19 impacted greatly on the company's operations over the year. Nevertheless, IRIE! has held steadfast during the pandemic, mainly due to a team of dedicated employees, freelancers and volunteers and the support of the Board. As a result of successful grant applications, the company have been able to address a number of issues in reference to making the building safe for staff, students, hires and other members of the community as we planned for returning to the building in September 2020. Personal Protective Equipment (PPE) and other safety measures were put in place including reviewing policies and procedures to accommodate the new normal.

. Workshops - We delivered free online workshops to the community throughout the pandemic. Not to be able to engage with our elders at Vista Reminiscence, Milliners and Cinnamon Court during early stages of lockdown was disappointing, however, in september 2020 the Albany set up their 'Meet Me' programme on the radio, where elders had the opportunity to engage with each other over the airwaves. Working in partnership with Julia Honess at the Copleston Community Centre, we produced a series of short voice and film exercise footage, in Caribbean dance/movement, Drumming and percussions and Tai Chi for elders to engage with as part of their health and well-being.

. Children and Young people - IRIE!'s Children and Young Peoples programme, particularly for school's, had to be reimagined with conversations with funders to find an agreed way forward. For example, we spoke with Young Londoners Fund team at the Mayor of London Office to discuss the relaxing of programmes, with the main focus being on simply finding creative ways to keep young people engaged and involved throughout these challenging times. Additional Rescue funding from Arts Council England

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

enabled us to devise, film and present a programme of creative activities for young people ages 5-16 online. The sessions included drumming; story-telling; percussion; Hip-Hop; Caribbean fusion; Ideas for making new dances and street Dance fusion. The programmes were put on IRIE!'s Youtube channel for children, young people, teachers, parents and guardians to both access and participate.

. Saturday School - Asking parents and guardians about their challenges with home schooling, we were able to raise funds from National Lottery Community Fund to deliver a virtual Saturday School where we delivered lessons in general studies (Maths and English); and Black History. During the October half-term, when regulations were relaxed slightly, we ran a face to face programme in West African traditional dance and drumming where 20 children and young people attended, with COVID-19 regulations applied, and the programme proved to be very successfully. The Young Londoners Fund (Wave 3) afforded capacity to develop and run the Saturday school until March 2021. A total of 328 children and young people benefited from the programme.

In March 2021 IRIE! employed a community Engagement Coordinator - Amarr Wright. This 6-month contract helped shift and consolidate IRIE! dance theatre's work at the Moonshot centre and take the organisations thriving community programme to the next level.

Main activities for the year...cont:

Marketing & Publicity - The employment of Ines Carvalho - Coordinator for Social Media and Content Creator - provided critical development for IRIE! dance theatre and the Moonshot websites have been developed with views to IRIE!'s website and social media followers increased by 70%. There has also been a rise in the number of small donations to the organisation. We have now produced an internal weekly Newsletter and monthly User's Newsletter.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

BA (Hons) Diverse Dance Styles:

During lockdown, classes have been delivered online and students learnt how to deliver their work differently, for example, third year students have put rehearsal clips together and made films of their final projects and year 2 students transferred a performance originally designed to take place by the river Thames to their living rooms, delivering the work on Zoom. However, some students found the new online learning challenging, while other have used the time for reflection and preparation for next year. University of Roehampton have relaxed the progression requirements for each year and the final degree classification to take account of the disruption caused by COVID-19.

The BA students completed the year with positive results in June 2020, with many Year 1 and 2 students achieving an average of a 2:1. The two years survived the disruption of COVID-19 and the absence of performance events to complete the year on a positive note. Students who had come in to complete a third year having previously completed 2 years of Foundation degree course all gained the BA successfully, with one student Ofelia Balogun gaining a First-Class Honours Degree.

Classes returned to face-to-face learning in September 2020. COVID-19 restrictions continued to be observed, e.g. social distancing, no physical contact, temperature checks and work restricted to year groups. Guest artists have had a powerful presence during the year. Alleyne Dance, www.alleynedance.com, conducted a mock audition and gave valuable feedback with the intention of returning later in the year to see how the group has improved and taken feedback on board. Rhys Denis and Waddah Sinada, who form Fubunation, www.fubunation.org, they are the current artists in residence, who led an excellent rehearsal week during October to create new work with Year 3 as part of their role as Artist in Residence at IRIE! Both Events have provided opportunities for students to build up their professional portfolios.

Following further lockdown measures, all classes finished by 9th December 2020. Once again this caused disruption to timetables and assessments, resulting in students having to consolidate their work into a shorter period of time. Returning after the Christmas holidays in January 2021, further restrictions meant we had to move all classes online, with some lecturers delivering from Moonshot and others from their homes. Technically, we were in a better position to deliver remotely. The pandemic remains a challenge for students and the staff team but we continue to work through the situation so that everyone remains safe and can gain the most from their studies.

Auditions and interviews were held online. Interestingly, more students chose this course as their first or second choice out of a selection of 5 on their UCAS form, a positive move forwards and proof that the course is developing notoriety.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities *(continued)*

The Moonshot Centre Management:

IRIE! continues to work effectively with Lewisham Council to improve the condition of the Moonshot premises in terms of addressing long-standing disrepair issues and achieving regulatory compliance. The Business Director and Caretaking staff continue to support the delivery of efficient management service and work closely with the tenants of the Centre, Playhouse Community Nursery and Double Jab Boxing Club, to maintain standards of compliance and report repairs. As the providers of day care for children of Keyworkers, the Playhouse Community Nursery reopened in June 2020 and we continued to provide a building management service to them. We continue to struggle with Lewisham Council to carry out long-standing statutory and structural repairs which impact on the interior condition and the safety of building users.

Following successful funding, we used part of the lockdown period to make internal improvements to the building like the installation of thermal blinds and LED lighting to improve our energy efficiency. We also carried out the remodelling of a disused space into a cleaning station to improve cleaning efficiency in response to the COVID-19 pandemic. We also purchased PPE e.g. steam cleaners, thermal thermometers, sanitizing stations, masks and signage to ensure the building was adequately furnished and prepared for the return of staff and service users. Effective management of the cleaning of the Centre was supported by the production of comprehensive Risk Assessment developed with the staff team.

The loss of hires due to the impact of the COVID-19 pandemic had a significant impact on our earned income however, our long-term church worship group who were exempt under Government guidelines continued to hire space but with a reduced congregation and fewer services.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance

IRIE! dance theatre continues to build a greater relationship with the local community as well as develop the practice of Dance of the African Diaspora (DAD) regionally, nationally and internationally. Through a number of successful funding applications that focus on community engagement and dance sector development we were able to design and implement the delivery of online Zoom classes and workshops from our dance studios, as follows:

- Delivered workshops for 105 Trinity Laban students as part of their Centre of Advance Training scheme. The sessions were delivered digitally from Italy by IRIE! graduate Ofelia Balogun.
- 1,224 users accessed programmes remotely and in the building, up by 10%.
- Kept in contact with local elders during lockdown, delivering through combined creative programmes and partnerships, reaching over 58 participants.
- 170 dancers accessed Making Tracks Professional development programme remotely.
- 10 professionals engaged to deliver Making Tracks.
- 328 children and young people accessed online learning (general studies and black history) to support their classroom studies.
- 10 Students achieved a BA (Hons) in Diverse Dance Styles from University of Roehampton.
- People accessing IRIE! website and social media increased by 70%.
- 12 online programmes in dance, drumming, storytelling and choreography for children and young people were produced to engage creatively.

The local community increasingly associates IRIE! with the Moonshot Centre, which means our mission to build a stronger community profile is recognised and we will continue to underpin this through listening, strategic planning and informing and monitoring user's participation via evaluation forms and anecdotal feedback. The company's interface with the community will always influence programme delivery.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

The principal funding source for the organisation is an amalgamation of management service fees, London Borough of Lewisham Main Grant, BA (Hons) fees and Trusts and Foundation grants. COVID-19 impacted on the organisation's ability to maintain and/or increase its earned income, however we were fortunate not to have to put any of our staff team on furlough.

IRIE! have not been successful with Lewisham nor the service providers in its attempts to resolve inherited bills that were issued before IRIE! took over the management agreement. This is ongoing with Lewisham, and in the interim, the company has made arrangements to cover these costs. We continue to bring to the attention of the local authority that the current Moonshot Centre tenants service charges do not reflect increases in water, gas and electric rates and the costs of communal facilities upkeep.

COVID-19:

Moonshot closed its doors on Mar 23rd 2020 as part of government lockdown instructions due to the global pandemic COVID-19.

Unfortunately for staff and students COVID-19 caused a major disruption to the BA and its operation as IRIE! were forced to close the Moonshot Centre on March 23rd 2020 due to Lockdown measures set out by the government. The teaching team had to then very quickly refocus and deliver work remotely via zoom. All arrangements were made in consultation with the university of Roehampton and London Borough of Lewisham in order to keep students and staff safe. The teaching team continued to develop as a collaborative group and worked hard to ensure that the second phase of the year could be delivered as smoothly as possible. IRIE's staff and tenants shifted operations to their homes. The nursery, who are part of frontline services, looking after children of other frontline workers reopened shortly afterwards, observing government guidelines for staying safe.

As with numerous businesses and charities, we anticipate that there will be an impact to earned income and service delivery in 2020-21. With these challenges in mind, emergency team meetings were held via Zoom with Senior staff members and Trustees, whilst we fervently stayed abreast of the rapidly changing government guidelines and daily challenges. IRIE's policy for remote working was issued to all staff, and update and guidelines were placed on the company's website and social media platforms.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review *(continued)*

Financial review cont...:

Working remotely, strategies were put in place to:

- . Review and revise 2020-21 budget and cashflow.
- . Apply for local, national and other agencies emergency funding.
- . Liaise with London Borough of Lewisham and other current funders to discuss grants and programme delivery.
- . Liaise with University of Roehampton regarding BA student' position/delivering classes on-line and guidelines for final gradings.
- . Liaise and provide support for staff, freelance artists, students and users.
- . Safeguard and maintain health and safety check and implement COVID-19 safety guidelines in Moonshot.
- . Develop strategy for delivering community engagement remotely.

The trustees are aware that in this uncertain time a level of flexibility has to be adopted while they consider the wider and long-term impact of COVID-19 on any decisions taken on behalf of the charity's future.

The action taken resulted in a number of successful applications including Arts Council England Rescue, £35,000, and Recovery, £60,000. London Borough of Lewisham supported through Business Rate scheme of £25,000. UCAS brought forward payments of student fees to University of Roehampton, which resulted in the same for IRIE! NESTA, agreeing a 4 months payment holiday for the organisation and existing funders i.e. Sports England released fund so freelancers could be paid up to their agreed end dates, while Mayor of London, Young Londoners Fund supported ways of engaging with young people online.

We continue to bring to the attention of the local authority that the current Moonshot Centre tenants service charges do not reflect increases in water, gas and electric rates and the costs of communal facilities up keep.

The Trustees are aware that in this uncertain time a level of flexibility has to be adopted while they consider the wider and long-term impact of the pandemic on any decisions taken on behalf of the charity's future.

The income for the year is £469,039. This is an increase of £86,187 on the year before.

The company is carrying a surplus fund of £48,343 for this financial year. IRIE! recognises the need to continue to closely monitor the company's income generation targets as part of our Finance Strategy in order to support the next year of operations.

Investment powers and policy & reserves policy:

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review *(continued)*

Policies on investment powers and reserves are available as required. The aim of the Company is to maintain an annual reserve level to meet a minimum of 3 months operational costs.

Plans for future periods

Despite COVID-19 challenges, the capacity to increase earned income and fundraise remains high on IRIE!'s agenda. The organisations have reviewed and revised a number of its strategies including Fundraising, Community Engagement and Communications & Marketing for dealing with future developments through 2021-2024. Along with our Business Plan, these documents will continue to provide a practical and realistic vision for the future. Moonshot, with its excellent facilities, is an invaluable resource for IRIE! The company's work in the building post COVID-19 will inevitably enable capacity to increase earned income and fundraising. So much so, that the organisation is looking at the possibility of expanding the facilities, this would include additional studio space and a total redesign of the entrance making the building more community facing and accessible.

Staffing levels are being addressed in order for the company to operate at its full potential. The services of a Fundraiser continue to support both grant income capacity and facilities management. Delivering a BA (Hons) Diverse Dance Styles is a significant milestone in IRIE!'s standing as an arts organisation delivering Higher Education accreditation programme in dance as well as a critical addition to income generation. The promotion of the degree is encouraging more enquiries, some of which have converted to individuals applying to the course. We are working towards reaching the target of students (20 in each year) by 2023.

IRIE! will continue to build the profile for international dialogue engaging with Key individuals, arts and educational institutions abroad and in the UK. This will be done through conferences, student & lecturer exchanges and performance. The addition of international students to the course intake is planned for September 2021. It is hoped that as a key partner in the Re:generations International Conference will widen international interest in the course.

The re-emergence of the touring performance company is set for 2022. The performance company will increase the profile of the organisation and attract more individuals to the BA (Hons), Children and Young Peoples programmes and Community Engagement activities. The organisation's community and family programmes will continue to support its grassroots identity. We are becoming better connected to many more organisations working for the betterment of community cohesion, engagement and well-being both locally and nationally. The delivery of professional development programmes, accredited qualifications, and supporting emerging artists will continue to feature strongly as part of IRIE! dance theatre's future activities.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Plans for future periods *(continued)*

Statement of trustee's responsibilities:

The Trustees (who are also directors of IRIE! dance theatre for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: . Select suitable accounting policies and then apply them consistently; . Observe the methods and principles in the Charities SORP; . Make judgments and estimates that are reasonable and prudent

. State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and . Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 1993. 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.

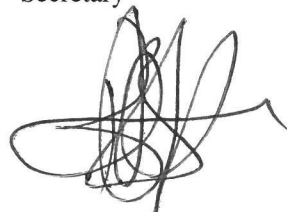
R.E. Jones & Co are deemed to be reappointed in accordance with Section 487(2) of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27 September 2021 and signed on behalf of the board of trustees by:

Ms B Glean - Secretary
Trustee



IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of IRIE!

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of IRIE! ('the IRIE! DANCE THEATRE') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the IRIE! DANCE THEATRE's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the IRIE! DANCE THEATRE's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the IRIE! DANCE THEATRE as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of IRIE! *(continued)*

Year ended 31 March 2021

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

Darren Smart
Independent Examiner



132 Burnt Ash Road
Lee
London
SE12 8PU

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
Income and endowments					
Grants and local authority funding	5	74,186	173,985	248,171	55,882
Charitable activities	6	220,860	–	220,860	326,947
Investment income	7	8	–	8	23
Total income		<u>295,054</u>	<u>173,985</u>	<u>469,039</u>	<u>382,852</u>
Expenditure					
Expenditure on charitable activities	8,9	250,451	170,245	420,696	392,963
Total expenditure		<u>250,451</u>	<u>170,245</u>	<u>420,696</u>	<u>392,963</u>
Net income/(expenditure) and net movement in funds		<u>44,603</u>	<u>3,740</u>	<u>48,343</u>	<u>(10,111)</u>
Reconciliation of funds					
Total funds brought forward		(8,487)	–	(8,487)	1,624
Total funds carried forward		<u>36,116</u>	<u>3,740</u>	<u>39,856</u>	<u>(8,487)</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 20 to 29 form part of these financial statements.

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £	£
Fixed assets					
Tangible fixed assets	14		64,691		64,249
Current assets					
Stocks	15	–		6,464	
Debtors	16	84,677		83,949	
Cash at bank and in hand		10,009		68	
		<u>94,686</u>		<u>90,481</u>	
Creditors: amounts falling due within one year	17	<u>22,102</u>		<u>42,356</u>	
Net current assets			<u>72,584</u>		<u>48,125</u>
Total assets less current liabilities			137,275		112,374
Creditors: amounts falling due after more than one year	18		<u>97,419</u>		<u>120,861</u>
Net assets			<u>39,856</u>		<u>(8,487)</u>
Funds of the charity					
Restricted funds			3,740		–
Unrestricted funds			<u>36,116</u>		<u>(8,487)</u>
Total charity funds	19		<u>39,856</u>		<u>(8,487)</u>

For the year ending 31 March 2021 the IRIE! DANCE THEATRE was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The statement of financial position
continues on the following page.

The notes on pages 20 to 29 form part of these financial statements.

IRIE!

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 March 2021

These financial statements were approved by the board of trustees and authorised for issue on 27 September 2021, and are signed on behalf of the board by:



Ms P Warmington - Chair
Trustee

The notes on pages 20 to 29 form part of these financial statements.

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2021

1. General information

The IRIE! DANCE THEATRE is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Moonshot Centre, Fordham Park Angus Street, New Cross, London, SE14 6LU.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

- (a) No cash flow statement has been presented for the company.
- (b) Disclosures in respect of financial instruments have not been presented.

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

The judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements are as follows:

Management have judged depreciation rates to be in line with the use of the assets.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- 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.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 18% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date. For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its financial liabilities.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

4. Limited by guarantee

IRIE is a company limited by guarantee, governed by its Memorandum and Articles of Association dated August 1991. The Charities Commission registers the company as a Charity. Anyone over the age of 18 can become a trustee/director of the company and there are currently 7 trustees/directors, each of whom agree to contribute £5 in the event of the Charity winding up.

5. Grants and local authority funding

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Grants			
Community grants	58,357	169,585	227,942
Local authority grants	15,829	–	15,829
Trusts income	–	4,400	4,400
	<u>74,186</u>	<u>173,985</u>	<u>248,171</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Grants			
Community grants	17,945	–	17,945
Local authority grants	34,091	–	34,091
Trusts income	3,846	–	3,846
	<u>55,882</u>	<u>–</u>	<u>55,882</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Education and communication income	355	355	6,262	6,262
Moonshot space hire	6,630	6,630	34,038	34,038
Other earned income	5,992	5,992	6,403	6,403
Moonshot management income	43,148	43,148	59,848	59,848
Roehampton University - student fees	164,735	164,735	220,396	220,396
	<u>220,860</u>	<u>220,860</u>	<u>326,947</u>	<u>326,947</u>

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2021

7. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	8	8	23	23
	<u>8</u>	<u>8</u>	<u>23</u>	<u>23</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Direct charitable expenditure	244,821	170,245	415,066
Support costs	5,630	–	5,630
	<u>250,451</u>	<u>170,245</u>	<u>420,696</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Direct charitable expenditure	386,014	–	386,014
Support costs	6,949	–	6,949
	<u>392,963</u>	<u>–</u>	<u>392,963</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Direct charitable expenditure	415,066	–	415,066	386,014
Governance costs	–	5,630	5,630	6,949
	<u>415,066</u>	<u>5,630</u>	<u>420,696</u>	<u>392,963</u>

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	<u>14,201</u>	<u>14,104</u>

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,150</u>	<u>1,150</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	179,722	134,592
Other employee benefits	<u>123</u>	<u>513</u>
	<u>179,845</u>	<u>135,105</u>

The average head count of employees during the year was 3 (2020: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Finance, administration and support	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

13. Trustee remuneration and expenses

One or more trustees has been paid remuneration from employment with the charity.

Remuneration to a trustee is agreed at the annual trustees meeting at the start of the year.

A total gross salary of £39,840 (2020: £33,577) was paid to Ms B Glean during the year as CEO, AD and secretary to the board, with no voting rights.

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2020	144,442
Additions	14,643
At 31 March 2021	<u>159,085</u>
Depreciation	
At 1 April 2020	80,193
Charge for the year	14,201
At 31 March 2021	<u>94,394</u>
Carrying amount	
At 31 March 2021	<u>64,691</u>
At 31 March 2020	<u>64,249</u>

15. Stocks

	2021 £	2020 £
Stock of books and literature	–	<u>6,464</u>

16. Debtors

	2021 £	2020 £
Trade debtors	79,124	80,647
Other debtors	5,553	3,302
	<u>84,677</u>	<u>83,949</u>

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Creditors: amounts falling due within one year

	2021	2020
	£	£
Bank loans and overdrafts	1,329	3,070
Trade creditors	15,173	28,526
Social security and other taxes	3,073	5,948
Other creditors - pension	327	521
Other creditors	2,200	4,291
	<u>22,102</u>	<u>42,356</u>

18. Creditors: amounts falling due after more than one year

	2021	2020
	£	£
Director loan accounts	15,000	–
Other creditors	82,419	120,861
	<u>97,419</u>	<u>120,861</u>

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	<u>(8,487)</u>	<u>295,054</u>	<u>(250,451)</u>	<u>36,116</u>

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
General funds	<u>1,624</u>	<u>382,852</u>	<u>(392,963)</u>	<u>(8,487)</u>

IRIE!**TRADING AS IRIE! DANCE THEATRE**

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

19. Analysis of charitable funds *(continued)***Restricted funds**

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Restricted Fund - London community DCT and Young Londoners Fund	—	<u>173,985</u>	<u>(170,245)</u>	<u>3,740</u>

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 2020 £
Restricted Fund - London community DCT and Young Londoners Fund	—	<u>—</u>	<u>—</u>	<u>—</u>

20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2021 £
Tangible fixed assets	64,691	64,691
Current assets	94,686	94,686
Creditors less than 1 year	(22,102)	(22,102)
Creditors greater than 1 year	<u>(97,419)</u>	<u>(97,419)</u>
Net assets	<u>39,856</u>	<u>39,856</u>

	Unrestricted Funds £	Total Funds 2020 £
Tangible fixed assets	64,249	64,249
Current assets	90,481	90,481
Creditors less than 1 year	(42,356)	(42,356)
Creditors greater than 1 year	<u>(120,861)</u>	<u>(120,861)</u>
Net assets	<u>(8,487)</u>	<u>(8,487)</u>

