

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Financial Statements
For the year ended
31 March 2022

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 2022

	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 2022

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 2022.

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 2022

Structure, governance and management

The Trustees present their report and the financial statements for the year ended 31 March 2022. 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.

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.

Structure, governance and management

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.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Current Members of the Board

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

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 2021 to March 2022 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!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

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, currently holding a Premises Management Agreement for the same, since 2017 with the London Borough of Lewisham. The building is based in Fordham Park in New Cross, which provides ideal surroundings and resources for community-based activities which is key to the company's development. 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 through regular monitoring, questionnaires and anecdotal feedback.

Funding Partners

Despite the pandemic we have been successful in raising funds to support its users, the local community, creatives and its workforce during the COVID19 pandemic, and we have continued to build those relationships and explore new ones as we moved out of this period and looked to build back strategically and stronger. We are working on more long-term programmes and funding development. For example applying to Heritage Lottery Fund to achieve IRIE! dance theatre's past performance work, and National Lottery Community Fund to advance our community engagement over a 3 year period. The company's connection with the community is intrinsic in all strands of its practice and service delivery, therefore the ethos of IRIE!'s activities remained intact as we move forward.

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 2022

Objectives and activities

Key Partnerships

London Borough of Lewisham:

IRIE!'s relationship with LBL remains stable and continues to progress positively. This year has been particularly exciting as we move towards the launch of a year of creative, cultural, artistic and social activities to celebrate Lewisham London Borough of Culture (BOC) in January 2022. The BOC programme launch took place on November 25, 2021 at the Rivoli Ballroom in Brockley. IRIE! launched the 'L BOC Bop; with students and local people who had learnt the dance via a borough wide outreach programme steered by IRIE! The official launch took place on Friday January 28, 2022. (Unfortunately, on returning for the Christmas break, COVID restrictions in relation to large gathering were still in place. Therefore, the Mass Dance opening event was postponed, which meant the BA students were unable to perform. However, by the time the restrictions were lifted IRIE! had taught the Bop to a total of 19 schools, reaching over 1800 in 11 weeks. 8 schools, which included: St Josephs Catholic Primary School; Grinling Gibbons Primary School; Watergate SEN School; Torridon Primary School; Trinity CoE Primary School; Perrymount Primary School; Tidemill Primary School and St Mary's CE Primary School; were chosen to be part of a film to present on Day One of BOC. COVID restrictions were relaxed on January 26th. Sadiq Khan, the Mayor of London attended activities at Lewisham Shopping Centre. IRIE! taught the Bop at St Mary's primary school, the sessions were attended by the Mayor of Lewisham Damien Egan, Councillor Brenda Dacres and film crews from BBC and ITV London. In the evening the children of St Joseph's Primary school had the opportunity to perform the Bop to the Mayor of London and Lewisham and their entourage. Link to Lewisham Borough of Culture IRIE! BOC Film:https://drive.google.com/drive/folders/12kxrFJ_ccvniG8gU-1Jo-3kNq4CbonIx

The soundtrack for the Bop was commissioned with The Midi Music Company and the track entitled 'Plantain & Dumplings. This became the official soundtrack for Lewisham Borough of Culture aka (Lewisham's Anthem).

As a partner, involved in the Mass Dance event, and working closely with the Albany, IRIE! was pivotal to the commissioning of Alleyne Dance to create the Mass Dance production entitled 'I Am Here' in January 2022 and later in the year 'Close to Home'. 7 of IRIE! students studying the BA in Diverse Dance Style performed in the January production and will also, be performing in 'Close to Home' scheduled for October 2022, and we are excited by the number of social, cultural and creative activities due to take place in the borough throughout 2022. Our base, the Moonshot centre, continues to be a going concern in terms of the PMA, tenant's issues and building repairs. However, we continue to communicate with the local authority in relation to legacy repairs and other building related concerns. We continue to seek independent support via funding applications to finance some of the above legacy repairs in particular the buildings Air Conditioning system.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

University of Roehampton:

The impact of COVID-19 has had a knock-on effect on all higher education institutions in the UK, including the University of Roehampton (UoR). This has been a major concern for IRIE! as we too have felt the consequences. IRIE! continues to have a strong relationship with the UoR dance department as we collaborate on programmes including shared workshops. We are keen to build and expand our Higher Education accredited training to further support the future development of Dance of the African Diaspora and to increase income generation. However, we await feedback from the university of Roehampton as to the future nature of the partnership with IRIE!

Nesta:

We continue with our Cultural Impact Agreement with Nesta as they continue to support and check-in every quarter to ensure that the organisation and programme delivery are not facing any challenges due to the changing environment as a result of the Covid-19 pandemic. The intake of BA students in 2020-2021 had a negative impact on the organisations cashflow which we fortunately managed to address. The company has submitted the year-2 monitoring report, which has been accepted. We are pleased to report that despite the lockdown and subsequent relative protective regulations, we have managed to meet and in a number of cases surpass set targets.

Main activities for the year

Staff engagement

Connor Taylor, a graduated from the company's BA (Hons) Diverse Dance Styles Joined the company in August 2021 as Education and Community Engagement Coordinator. The post will support the company's service delivery, in the areas of education, outreach and community engagement, and develop programmes alongside Lewisham's Mayor of London Borough of Culture.

COVID-19

The IRIE! Board of Trustees; team dedicated employees; freelancers; and volunteers continue to embrace the challenges of the pandemic and create strategies for moving forward. IRIE!'s remote workshops and programmes for children and young people, adults, elders and schools continue to thrive and assist in continued student and user's engagement. Staff were able to occupy the building from the middle of July of 2021 in a Covid safe environment and subsequently BA students were able to start the academic year in September 2021. We were then able to gradually return to a full in-house delivery programme, as well as accommodate and support a number of local community groups needing access to COVID-19 safe spaces to deliver their services.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Objectives and activities *(continued)*

Main activities for the year cont...

Workshops

We continued to deliver free online workshops to the community throughout the pandemic which are advertised via social media including YouTube, Instagram, facebook, twitter and the company's website. This continued up to January 2022.

From January 2021, IRIE! was fully engaged in the planning and delivery of the 'L BOC Bop. L BOC Bop was created to involve all across the borough, and the uptake was quite remarkable. January-March 2022 was an exciting and creative time for the organisation. Aside from our partner schools, which include The Phoenix Federation and St Joseph's primary school we were able to engage with a further 17 schools in the borough, and 4 youth and community centres, which translated into engaging 2,091 individuals. We had also hoped to engage with elders in our community however this remained a challenge as care homes, day centres and sheltered accommodation were are still not fully accessible. However, in February we were given access to deliver our vintage tea programme at Milliners Court which we engaged with 20 elders of which 15 participated.

Children and Young People (CYP)

As we emerged from the pandemic, and due to the company's profile and partnerships with schools within the borough, it was possible for IRIE! to seamlessly continue its education programme. For example, the company continued to work remotely with a number of its partner schools. Being a key partner in Lewisham's Mayor of London Borough of Culture and responsible for the Mass Dance this meant that the company would engaged with more schools and community venues in the borough reaching #2, 241. IRIE! delivered its first half-term programme after the pandemic, where we were pleased to engage with 13 disadvantaged local young people from the launch. This included 3 unique participants who are children with special educational needs and disabilities. We were also able to target CYP from Lewisham Homes, who are a social housing provider.

Marketing & Publicity

The post continues to make the company's presence more visible, locally, nationally and internationally. IRIE! Continues to be keen and invested in keeping abreast of content within dance and the Dance of the African Diaspora(DAD) sector and place ourselves both firmly and strategically within arts and culture in the UK. The company will be consolidating its' image and branding across social media and communications platforms in addition to Instagram, Facebook, Twitter, YouTube where we are already present. We are developing a PR and Marketing Plan, which will allow for brand continuity and space for growth. The past year has seen an increase to the Company's social media interaction of 60%.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Objectives and activities *(continued)*

BA (Hons) Diverse Dance Styles:

Face to face teaching returned on March 8th 2021. Practical courses were allowed to return as lockdown measures eased and the relevant checks and tests undertaken. On return, students became engaged with final preparations for their end of year assessments with everyone working hard to finish projects and make up for lost time. Sadly, performances that had been geared for wider audiences had to be restricted to small in-house sharing's of work. 70% of IRIE! students worked with a Master of Fine Arts (MFA) student from the university of Roehampton on his final performance project which was showcased in June 2021 at University of Roehampton's theatre. On May 20th, year 1 students took part in a matinee and evening performance of their work at 3pm and 7.30pm at the Moonshot centre . 8 Year 2 students, created their Site- Specific Performance entitled 'No Justice Just Us', inspired by different forms of protest, in particular The Black Peoples Day of Action, which took place in Fordham Park in 1981 as a result of the aftermath surrounding the New Cross Fire. 'No Justice Just Us' was performed in Fordham Park on June 3rd 2021 at 2pm and 7pm to audiences of up to 335. Year 3 BA students performed their final Independent Projects on May 26th and 27th to full houses at the Moonshot centre. The final exam board for the academic year was held on June 16th 2021. Degree classifications of the year were very good with 60% students gaining a 1st 40% gaining a 2.1.

The September 2021 BA (Hons) Diverse Dance Styles academic year started with face to face teaching as planned. Students were responsible for taking their own COVID tests twice a week, as stipulated by University of Roehampton guidelines. The cohorts were smaller than expected due to the general uncertainty caused by COVID-19 and the desire by students to not return to online learning. After discussions with other HE institution, IRIE! Learnt that enrolments were down nationally in terms of physical activity, and in particular dance as this subject did not transfer well to online learning. To address this issue IRIE! BA Year 3 students developed a workshop tour to practically fulfil the requirements of their teaching module, and delivering workshops to a range of diverse groups. This included bespoke workshops events in a number of arts/dance training institutions including Uxbridge and Colchester College, Centres of Advanced Training in London, Ipswich and Leeds as well as Youth Dance Projects in Hertfordshire and Cambridge reaching 422 unique participants. Extracts from this performance programme were also included in workshops for interested participants as an introduction to the BA Course. This included a work by IRIE!'s 'Artist in Residence' company FUBUNATION. Students also participated in creating the L BOC Bop with the Artistic Director, with some also participating in the launch of Borough of Culture that took place in Lewisham Shopping centre on February 4th 2022 engaging over 500 local people.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Objectives and activities *(continued)*

The Moonshot Centre Management:

IRIE! Has a Premises Management agreement since 2017 for the Moonshot centre. We have continuously endeavoured 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.

Although COVID-19 had a significant impact on our ability to earn income through hires, upon return to the building full-time post pandemic hires are beginning to pick up which we expect to be positively reflected in 2022/23.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

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 dance and culture activities for all. During the year IRIE! was able to:

- Work with a total of 10 schools, engaging with 2,550 young people.
- Deliver 210 in-house workshops reaching 1,050 individuals.
- Participated in two street performance with our Federation schools where a total of 1,100 participated, including teachers, parents/guardians and carers.
- Delivered 30 L BOC Bop workshops with 1,292 people participating.
- Created a music video with 9 local schools to celebrate Lewisham, mayor of London Borough of Culture, engaging 945 local children and young people.
- The video was viewed 3,795 times.
- Created a standing and seated tutorial for the Bop, with an online present of 1,800.
- Deliver 4 Vintage Tea events for local elders, where 40 elders participated in movement, drumming and percussion, crafts, storytelling and performance.
- 7 students achieved a BA (Hons) in Diverse Dance Styles from University of Roehampton.
- The companys on line presences increased by 30% over the year.
- BA year 2, performed site-specific performance in Fordham Park accompanied by 4 graduates. The performances were interactive engaging up to 180 audience members.
- Hosted/joint facilitated an event on January 18th 2022 entitled 'Evening of Togetherness' for Families and survivors of the New Cross Fire, in collaboration with outreach undertaken by SE17 Working and supported by the producers of the BBC 'Uprising' Series which engaged 48 individuals from the same due to the historic link to the Moonshot Centre.

The company is proud of how it is recovering so soon after the pandemic. We have learnt that working in partnership has the ability to support and sustain good relations locally and nationally, building stronger communities with a focus on arts, culture, health and well-being.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

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 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, the financial position of the company continues to be reviewed as IRIE! takes on more management responsibilities as well as increased cost of services.

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, with the relaxing of government guidelines, Lewisham, Mayor of London Borough of Culture and the appointment of a key worker dedicated to the role of education and community outreach, earned income from education outreach and hires started picking up. Building on our successful run of funding applications during the pandemic and lessons learnt, to stay abreast of funding opportunities, build and sustain partnerships and invest in community cohesion have seen more rewards as we received awards from the following: Thriving Communities; Sports England; City Bridge; Heritage Lottery Fund; Goldsmiths (In Living Memory, Lewisham Borough of Culture) and Awards for All.

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 £352,266 This is a reduction of £116,773 on the year before. The company is carrying a deficit fund of (£63,840) 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 policy and reserves policy:

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, which we are working towards, however our subsidising of income due to LBL historic failures to recognise this has been challenging, however we are of an understanding that this will be high on the agenda for 2022/23.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Financial review *(continued)*

Fees from University of Roehampton University for the year 21/22 has decreased from the previous year by 48%. This is due to substantial decrease in our student numbers because of COVID-19 and BREXIT, where unlike before, European Union students are now seen as international students which requires a Tier 4 license we can no longer accept them. The organisation is currently brokering a new partnership with another university, which will make a substantial difference to earned income over the next 2-3 years.

The company have been successful receiving National Lottery Community funds in September 2022 - £379,040, three-year funding from 2022-2025 The award is to develop and deliver IRIE!'s community engagement and outreach programme which has been revamped. Also, in November of 2022 IRIE! became a National Portfolio Organisation (NPO) with Arts Council England (ACE) to redevelop its performance company £718,176, three-year funding 2023-2026. Naturally, the deficit is disappointing. We are confident it will be addressed within 12 months as we are subject to rigorous financial checks and balances as a condition of their funding agreements/frameworks.

We are committed to building reserves over the next 2 years as follows:" Using our new accreditation/validation for our course we will run a MA in dance practice with a focus on Dance of the African Diaspora - 80% on line 20% in person. Current virtual resources. This will facilitate an international reach, which will boost our earned income capacity " Re launch the BA (Hons) with a new provider. " Restructuring the organisation with a stronger focus on key roles and business efficiency." Reintroducing the IRIE! dance theatre Performance Company to create new relative and thematic paid works at theatres and events locally, nationally and internationally. This will also include additional paid education and outreach activities and accredited training, which will boost earned income " We continually review our fundraising strategy at quarterly Board meetings and continue to developing new and interesting partners whether through IRIE! proactive direct engagement prior to completing applications or through Trusts, Grant Makers, and other Funding Bodies solicitation processes.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2022

Plans for future periods

Despite challenges faced as we come out of the pandemic, the capacity to increase earned income and fundraise remains high on IRIE!'s agenda. The organisation has reviewed and revised a number of its strategies including Fundraising, Community Engagement and Communications & Marketing for dealing with future developments through 2022-2025. These documents alongside other development plans, such as Accredited Training and, Creating and Touring provides a practical and realistic vision for the future. Moonshot, and the facilities the building offers is an invaluable resource for the company's work in the Moonshot Centre post COVID-19, our recognition and partnership with Lewisham Mayor of London Borough of Culture and development of accredited training 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 redesign of the building ensuring it improves more community facing engagement and accessibility.

Staffing levels are being addressed for the company to operate at full potential. The services of a freelance Fundraiser continue to support both grant income capacity and facilities management. The organisation will be approaching NLCF Reaching Communities with a 3-year funding proposal to develop and consolidate IRIE!'s service offer to the community. IRIE! Will also approach Arts Council England's National Portfolio Organisation(NPO) to reintroduce the IRIE! performance and touring company. The success of the above bids will boost the organisations profile locally, nationally, and internationally.

Going forward, IRIE! will be looking to introduce an MA programme, that will focus on the individual artists practice. This will be open to international students, as eighty percent of engagement will be on-line and twenty percent in person. The promotion of the degree will continue to be a priority as we look to develop feeder programmes to support this. i.e. a Centre for Advance Training scheme (CAT) by 2024.

IRIE! will continue to build the profile for international dialogue engaging with key individuals, arts and educational institutions abroad and in the UK. This has been achieved, and will continue to develop, through conferences, student & lecturer exchanges and performance. We continue to pursue relationships that will enable IRIE! to intake international students to the BA (Hons) Diverse Dance Styles.

The reforming of the touring performance company is envisioned for 2023/4. The IRIE! dance theatre performance company will increase the profile of the organisation and attract more individuals to the BA (Hons), Children & Young Peoples programmes and Community Engagement activities. The organisation's community& 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 2022

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 23 December 2022 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 2022

I report to the trustees on my examination of the financial statements of IRIE! ('the IRIE! DANCE THEATRE') for the year ended 31 March 2022.

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 2022

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 2022

		Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
Income and endowments	Note				
Grants and local authority funding	5	161,443	–	161,443	248,171
Charitable activities	6	190,823	–	190,823	220,860
Investment income	7	–	–	–	8
Total income		<u>352,266</u>	<u>–</u>	<u>352,266</u>	<u>469,039</u>
Expenditure					
Expenditure on charitable activities	8,9	416,106	–	416,106	420,696
Total expenditure		<u>416,106</u>	<u>–</u>	<u>416,106</u>	<u>420,696</u>
Net (expenditure)/income and net movement in funds		<u>(63,840)</u>	<u>–</u>	<u>(63,840)</u>	<u>48,343</u>
Reconciliation of funds					
Total funds brought forward		36,116	3,740	39,856	(8,487)
Total funds carried forward		<u>(27,724)</u>	<u>3,740</u>	<u>(23,984)</u>	<u>39,856</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 2022

	Note	2022 £	£	2021 £	£
Fixed assets					
Tangible fixed assets	14		51,087		64,691
Current assets					
Debtors	15	31,322		84,677	
Cash at bank and in hand		109		10,009	
		<u>31,431</u>		<u>94,686</u>	
Creditors: amounts falling due within one year	16	<u>24,775</u>		<u>22,102</u>	
Net current assets			6,656		72,584
Total assets less current liabilities			<u>57,743</u>		<u>137,275</u>
Creditors: amounts falling due after more than one year	17		81,727		97,419
Net liabilities			<u>(23,984)</u>		<u>39,856</u>
Funds of the charity					
Restricted funds			3,740		3,740
Unrestricted funds			<u>(27,724)</u>		<u>36,116</u>
Total charity funds	19		<u>(23,984)</u>		<u>39,856</u>

For the year ending 31 March 2022 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 2022

These financial statements were approved by the board of trustees and authorised for issue on 23 December 2022, 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 2022

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 2022

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 2022

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 2022

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.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the IRIE! DANCE THEATRE will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

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.

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 2022 £
Grants			
Community grants	140,338	–	140,338
Local authority grants	21,105	–	21,105
Trusts income	–	–	–
	<u>161,443</u>	<u>–</u>	<u>161,443</u>

	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>

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Education and communication income	12,976	12,976	355	355
Moonshot space hire	18,123	18,123	6,630	6,630
Other earned income	7,466	7,466	5,992	5,992
Moonshot management income	63,474	63,474	43,148	43,148
Roehampton University - student fees	88,784	88,784	164,735	164,735
	<u>190,823</u>	<u>190,823</u>	<u>220,860</u>	<u>220,860</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	—	—	8	8

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Direct charitable expenditure	410,328	—	410,328
Support costs	5,778	—	5,778
	<u>416,106</u>	<u>—</u>	<u>416,106</u>

	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>

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
Direct charitable expenditure	410,328	–	410,328	415,066
Governance costs	–	5,778	5,778	5,630
	<u>410,328</u>	<u>5,778</u>	<u>416,106</u>	<u>420,696</u>

10. Net (expenditure)/income

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

	2022	2021
	£	£
Depreciation of tangible fixed assets	<u>13,753</u>	<u>14,201</u>

11. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,200</u>	<u>1,150</u>

12. Staff costs

The average head count of employees during the year was 3 (2021: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	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 (2021: 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 £30,575 (2021: £30,733) 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 2022

14. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2021	159,085
Additions	149
At 31 March 2022	<u>159,234</u>
Depreciation	
At 1 April 2021	94,394
Charge for the year	13,753
At 31 March 2022	<u>108,147</u>
Carrying amount	
At 31 March 2022	<u>51,087</u>
At 31 March 2021	<u>64,691</u>

15. Debtors

	2022 £	2021 £
Trade debtors	27,499	79,124
Other debtors	3,823	5,553
	<u>31,322</u>	<u>84,677</u>

16. Creditors: amounts falling due within one year

	2022 £	2021 £
Bank loans and overdrafts	2,411	1,329
Trade creditors	17,140	15,173
Social security and other taxes	2,663	3,073
Other creditors - pension	311	327
Other creditors	2,250	2,200
	<u>24,775</u>	<u>22,102</u>

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

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

	2022	2021
	£	£
Director loan accounts	15,000	15,000
Other creditors	66,727	82,419
	<u>81,727</u>	<u>97,419</u>

18. Government grants

During the year the charity received a range of community funding. We wish to express our thanks to the following entities for their support.

National Lottery Community Fund
City of London
Young Londoners Fund
Arts Council
Rushey Green Infection Control
Lewisham 2022 Creative Change
National Heritage

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	<u>36,116</u>	<u>352,266</u>	<u>(416,106)</u>	<u>(27,724)</u>

	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>

IRIE!

TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Restricted Fund - London community DCT and Young Londoners Fund	3,740	—	—	3,740

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

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	51,087	—	51,087
Current assets	27,691	3,740	31,431
Creditors less than 1 year	(24,775)	—	(24,775)
Creditors greater than 1 year	(81,727)	—	(81,727)
Net liabilities	(27,724)	3,740	(23,984)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	64,691	—	64,691
Current assets	90,946	3,740	94,686
Creditors less than 1 year	(22,102)	—	(22,102)
Creditors greater than 1 year	(97,419)	—	(97,419)
Net liabilities	36,116	3,740	39,856