

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 2023

R. E. JONES & CO.
Chartered accountants
132 Burnt Ash Road
Lee
London
SE12 8PU

IRIE!
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Financial Statements
Year ended 31 March 2023

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

Year ended 31 March 2023

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 2023.

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

Mr H Beckles - Chair	
Mr A Corbin - Vice Chair	(Resigned 14 March 2023)
Mr D Clarke - Treasurer	
Ms B Glean - Secretary	
Ms L Benjamin - Treasurer	(Resigned 14 March 2023)
Ms D Rose	(Resigned 14 March 2023)
Ms P Warmington	(Resigned 14 March 2023)
Ms S Montserrat	(Appointed 14 March 2023)
Mr P Ryan	(Appointed 14 March 2023)

Company secretary	Ms B Glean - CEO & AD and Secretary to the Board
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Independent examiner	Darren Smart 132 Burnt Ash Road Lee London SE12 8PU
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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

The Trustees present their report and the financial statements for the year ended 31 March 2023. 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 4 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.

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

Year ended 31 March 2023

Current Members of the Board

Patrischia Warmington	Chair - resigned 14 March 2023
Harry Beckles	Chair - appointed position on 14 March 2023
Lin Benjamin	Treasurer - resigned 14 March 2023
Desmond Clarke	Treasurer - appointed position on 14 March 2023
Beverley Glean	Secretary (no voting rights)
Anthony Corbin	Trustee - resigned 14 March 2023
Deborah Rose	Trustee - resigned 14 March 2023
Sheba Montserrat	Trustee
Paulette Ryan	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 (post vacant) 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 2022 to March 2023 took

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Year ended 31 March 2023

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. These traditions influence the overall planning and delivery of the programmes alongside other historical and contemporary 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 University; Phoenix Federation Schools; Lewisham Education Arts Network; Lewisham Homes and the Migration Museum to name a few. Community cohesion and engagement will continue to be key to the company's development and delivery.

IRIE! is based at the Moonshot Centre, where the company currently hold a Premises Management Agreement for the building, since 2017 on behalf of London Borough of Lewisham. The building is based in Fordham Park in New Cross, which provides ideal surroundings and resources for community-based activities, in-doors and out-doors, which is beneficial to the organisation's development. Our space and activities provide favourable programmes and 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. We assess those needs through regular monitoring & evaluation, questionnaires and anecdotal feedback.

Funding Partners

The company was very successful in raising funds to support its users, the local community, creatives and its workforce during the COVID19 pandemic. As we navigate through the post-pandemic situation we have continued to build on those relationships as well as exploring new ones as we look to build back strategically and stronger. We are investigating more long-term programmes as we develop our funding strategy. 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 (2022-2025). 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.

Although the programme is not due to start until April 2023, IRIE! dance theatre is thrilled to have secured Arts Council England, National Portfolio Funding (NPO) for three years, from 2023-2026. The award will support the re-introduction of the performance company through a research and development process; support good governance, succession planning and restricting; community centre; developing work for and with graduates and emerging artists.

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.

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

Year ended 31 March 2023

Objectives and activities

Key Partnerships

London Borough of Lewisham:

IRIE!'s relationship with LBL remains stable and continues to progress positively. The cultural team at LBL are developing a Cultural Strategy that will take forward many of the positive and meaningful outcomes from the year-long cultural festival. IRIE! dance theatre will be one of the key local creative organisations forming part of the strategic team. To date, we are feeding back on the process of creating the document to be ratified by the local authority. Conversations regarding IRIE's management agreement with the borough are ongoing.

University of Roehampton:

The relationship with IRIE! dance theatre and Roehampton University came to an end in June 2022. The impact of the pandemic, post-pandemic and cost of living crisis has had a devastating impact of university recruitment. This has seen serious change management in institutions, and unfortunately our partnership is one of the casualties. The decision of Roehampton University to not renew the contract with IRIE! was taken rather late. This meant that the opportunity to be validated by another university in time for September 2023 student's intake would be challenging. We are seeking to augment the existing collaboration with Goldsmith University, which is our local university. We are very interested in further enhancing the partnership with Goldsmiths University. We have recently, successfully partnered with them on the Borough of Culture in 2022 - in Living Memory project and our Pioneers and People film remembering the New Cross Fire that took place in 1981.

Nesta:

We are now at the end of year 3 of our Cultural Impact Agreement with Nesta. The organisation continues to offer support and check-in quarterly to ensure that programme delivery is not facing any challenges due to the changing environment as a result of the pandemic and/or cost of living crisis.

Main activities for the year

Staff engagement

The award from National Lottery Community Fund (NLCF) allowed the organisation a much needed respite for the next 3 years of local community engagement. The project entitled 'Moonshot Community' will enable support from 2022-2025 for the post of Education and Community Engagement Coordinator; Administrator and Facilities Officer. The award will support the company's service delivery, in the areas of education, outreach and community engagement and develop programmes alongside our LBL main grants programme. Also the new posts will support the implementation of the change management process.

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

Year ended 31 March 2023

Objectives and activities *(continued)*

Main activities for the year cont...

Workshops

Our NLCF award has enabled IRIE! to focus on:

- The development of the community engagement post to manage and develop our programme and community relationships, partnerships and hires.
- The provision of an increased range of diverse choices of free and affordable community classes delivered by a team of tutors diverse in age and ethnicity able to appeal to a wide range of the community.

Through monitoring and evaluating of our community programmes, participants have feedback: Drumology', participants describe the sessions as providing "cultural awareness" as well as allowing families to engage in group activities with one another "It gives me a reason to go out and enjoy quality time with my son on a Saturday morning".

From events and programme areas focusing specifically on older and young people and intergenerational gatherings. Participants told us:

"I always enjoy them (the sessions). I feel safe and comfortable talking in front of people" - IRIE! Young Voices.

"The staff were amazing, making everyone feel like a family" - Vintage Tea (Elders event).

"I was dancing in my seat" - Vintage Tea (Elders event).

Developing our community conversations and community spirit. Participants told us:

"Fantastic film to spark conversation at many levels" - IRIE! Community Film Screening.

"Many thoughts on history, legacy, joy, connection and the spaces in between" - IRIE! Community Dance Performance.

"I felt after watching a very powerful sense of community" - IRIE! Community Dance Performance.

Through monitoring we have found that the big issue for our elders are places to meet:

"Finding somewhere to meet people your age group" - Vintage Tea (Elders event).

"Push aside. We need to be involved" - Vintage Tea (Elders event).

The organisation is increasing opportunities for volunteers. Volunteers have told us:

"More skills. More Confident" - IRIE! volunteer.

"I am very excited to build some skills that will be transferable to a career in the arts sector" - IRIE! volunteer.

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Year ended 31 March 2023

Objectives and activities *(continued)*

"I have gained knowledge of my local area" - IRIE! volunteer.

Children and Young People (CYP)

Young voices, the company's youth civic and creative group, acts as a consultative group for our work with young people. All participants (ages 11-16) are invited to play an active role and contribute to events in-house and outside. For example, they volunteer and observe sessions and event, participate in the AGM, and they will be programming the main stage of Moonshot Community-Family Fun Day in July 2023.

Youth Dance Company

Developing a youth dance company, with focus on traditional West African dance has been a continuous aspiration for the company from the very beginning. This year, we have been able to actively commit to this development. The quick take-up of places and success of our weekly young people's group has been unexpected. We were able to establish a consistent group of between 22-28 young people from our partner schools. We are also encouraged by the commitment, interest and support from all the parents of the young people attending the youth dance group.

Community Engagement

A thriving programme has encouraged local people and grassroots organisation to hire our community space and run their own sessions. These include: Planet Hoop; Dancehall; Muay Thai, and Boxcamp sessions. The diversity of our community is reflected across all areas of the organisation, in its core and sessional team, its students, volunteers and beneficiaries. The combined strengths of their skills and lived experience complement and enrich the programme.

We are able to clearly see the difference we make as an organisation through our monitoring and evaluation, and anecdotal evidence. Participants have told us that our events and activities are making people feel: more connected; improving physical and mental health and well-being; building confidence & skills; better understanding of their area and supporting people of different communities and age groups.

We understand the importance of listening to what the community wants, observing what is working well, and reviewing areas for improvement. For example, where session/s is less well-attended, we seek additional feedback. The outcome/change could result in increased promotion, postpone, review and/or cancellation. We understand that the Cost of Living Crisis is negatively impacting on many of our communities. Therefore, we believe that it is more important than ever to offer free and affordable opportunities in a familiar warm space. We are especially encouraged with the 14% increase in unique participants during the year.

Away Day

The organisation has an Awayday on September 10, 2022, which resulted in 6 recommendations that were taken forward by the Board of Trustees on November 9, 2022. The recommendations were as follows:

1 AWAY DAY: Annual Review 2023 - Establish a culture of annual review and assessment which will enable the organisation to a) come together as one team, b) analyse its business function, staffing structure, operations and financial performance against strategic goals and c) provides an opportunity for individual team member to reflect on personal achievements and shortcomings. These dates need to be set annually in advance.

2 Trustees Board Renewal and Development - The current board are stretched. A highly effective board is

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

Year ended 31 March 2023

Objectives and activities *(continued)*

a fundamental driver of the organisation's performance across its business and operation functions. Ongoing trustee renewal and development is a hallmark of a high performing organisation. Any board development plan would need to include but not restricted to, skills audit, board policies, board priorities, induction, recruitment, renewal, training, strategy, compliance and risk management.

3 Succession Planning Creative Director/CEO - Succession planning is an important process for the replacement planning or the passing on of key leadership roles and should ideally take place in the case of founding roles, 2-5 years in advance. It is important going forward that IRIE! as an organisation finds ways of managing the pattern of growth from founding through maturity to decline and reinvigoration that comes with the change in leadership. This will involve the delivery of the founder's experience aligned with its business goals.

4 Take forward agreed priorities from AWAY DAY.

5 Improving Business Efficiency - The AWAY DAY seeks to provide an enhanced structure and route map to assist the organisation with improving business efficiency. It will also provide guidance and support to the business director. Going forward there will be a need for a change in infrastructure; this will entail the development of a coherent strategy, planning, changes to the current staffing structure, delivery function and an improved outcome framework focused on the impact to the end users.

6 Change Management and Restructuring Process - The restructuring process will involve changes in business activities and staffing structure which will enable the organisation to become more integrated efficient.

The implementation of the change management process has halted the recruitment of Administrator and Facilities Supervisor. The process has highlighted the phasing in of the new staff structure which will start in April 2023. The post of Education and Community Engagement Coordinator will escalate to Community Engagement Manager from April 2023. The new role will shape, consolidate, build partnerships towards sustaining IRIE's engagement with the community.

Marketing & Publicity

We have been working towards making our marketing and publicity more inclusive. The company involves its users and the local and wider community in its work in a number of ways. We have introduced quarterly programming for our community classes, and events. The programme is distributed via email, social media and hard copies. It is also posted on IRIE!'s website. In addition, we promote with other local organisations and partners. For example, Lewisham Homes, (Social housing provider, managing homes on on behalf of Lewisham Council. Our partnership with them allows the programme to reach over 10,000 residents). Lewisham local, (serving local communities in Lewisham); and Community Connections, (Here to connect you to your local community and services that can support your health and wellbeing).

We continue to build our engagement with the local community through our community programmes and hires and through connections and partnerships with local community organisations, including post Lewisham Borough of Culture networks; Goldsmiths University; 2000 Action Community Centre; Telegraph Hill Centre; The Albany, Lewisham Education and Arts Network; Lewisham Voice, and influence Partnerships; Deptford Area Forum, Phoenix Federation and St Joseph's Primary School.

Users have feedback positively, on the look and content of the programme. This is encouraged through monitoring and evaluation of all our sessions, which enables us to be responsive to feedback and evaluation

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

Year ended 31 March 2023

Objectives and activities *(continued)*

from participants, partners and the wider community. We analyse feedback data, that is regularly collect from participants. This is done via a range of user-friendly platforms, such as, Mailchimp, Survey Monkey, and Eventbrite. Hard copy surveys, structured community conversations, informal feedback and interviews. Q&A sessions after events and via social media platforms are all used as ways to gather information, data and keep connected to our users. The company will be reviewing its social media and communications strategy as part of the change management process.

BA (Hons) Diverse Dance Styles:

The relationship with Roehampton University came to an end in June 2022. The university is restructuring due to the impact of COVID-19 and the impact the pandemic has had on student recruitment. We approached a number of universities to partner, to validate our BA (Hons) Diverse Dance Styles. We are looking to augment the existing collaboration with Goldsmith University, which is our local university. We are very interested in further enhancing the partnership with Goldsmiths University. We have recently, successfully partnered with them on the Borough of Culture in 2022. In Living Memory project. We are proud to say that all 6 students gained first-class honour degrees. As part of their final year, and working as ConnectingVibes* dance company the dancers, successfully, toured schools, Roehampton university, and performance venues with their work entitled 'Right to be Forgotten' doing a total of 6 performances. The company also performed as part of a dance on film performance a new work entitled BLOCK, choreographed by Leroy Dias Dos Santos. The film was presented at the British Film Institute (BFI) as part of the U-Dance on film festival.

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 and update the condition of the Moonshot premises in terms of addressing long-standing disrepair issues and achieving regulatory compliance. IRIE! 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 of compliance and report repairs.

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

Year ended 31 March 2023

Achievements and performance

In response to developing a greater understanding of the company's impact. At the beginning of the year, a set of outcomes were set. A number of the outcomes are also in line with outcomes agreed with our funders.

- Improve physical and mental well-being for 1000 local people IRIE! dance theatre engaged 2,421 participants in physical activity within our community programme.
- Improve educational opportunities and life chances of 800 children and young people 1,800 young children have participated in educational programs focused on cultural awareness and identity.
- 1600 young people will gain a better understanding of culturally diverse dance forms.

IRIE! dance theatre worked with three schools, delivering welcome assemblies and engaging a total of 1,800 young people in rhythm, dance and culture. This engagement has led onto long term residency around culturally diverse dance style.

- Develop a minimum of 50 opportunities for volunteering, and creative & social skills development for community participants.

IRIE! dance theatre has created 94 opportunities for volunteers to develop their social skills through participatory events.

- Develop a minimum of 50 opportunities for volunteering, creative & social skills development for IRIE! students and graduates.

25 opportunities have been presented for IRIE! students and graduates, 2 graduates working with the performance company on reconstructing a dance work. Opportunities also included, volunteering for community programmes, and assisting with the Youth Dance Company.

- Increase access to activities at the Moonshot centre and local Fordham Park by 30%.

The cancellation of our annual family Fun Day, due to dangerous weather, meant that we were not able to reach the target of 30%. However, increase access through our community programs, events, and hirers that utilized our facilities. For example, Tilbury Talks, our Windrush 75 celebration; and hosting our international guest-Spice Dance Company from Grenada, and increase long-term hires saw an increase of 14%

Risk Management

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.

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

Year ended 31 March 2023

The company has no reserves. This has been raised as a matter of priority concern. The organisation aims to establish a reserves position and create a strategy for building reserves that provides assurance to stakeholders that the charity is well managed; through setting a reserves level, maintaining, actively managing agreed levels, and monitoring and reviewing financial and reserves policy.

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 and current cost of living crises on the organisation's ability to maintain and/or increase its earned income. However, with the success of our National Lottery Community Fund (NLCF) award, which will support a key worker dedicated to the role of education and community outreach, earned income from education programme delivery, hires and partnership working has started to pick up. We are aiming to target more long-term funding bids. We intend to stay abreast of funding opportunities, build and sustain partnerships, and invest in community cohesion. Grants this year have included, NLCF, Sporting Equals, London Borough of Culture-Goldsmith's-In Living Memory, and ongoing funding from National Lottery Heritage Fund, London Borough of Lewisham-Main Grants.

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, and the cost of living crises on any decisions taken on behalf of the charity's future.

The income for the year is £414,847 This is an increase of £62,581 on the year before. The company is carrying a deficit fund of £19,790 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:

Statement 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. Particularly due to our base at the Moonshot Centre and, LBL historic failures to recognise this has been challenging, however we intend to make this a priority as part of our change management process over the next 2 years.

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

Year ended 31 March 2023

Plans for future periods

After an Away Day held on September 9th 2022 with IRIE! dance theatre's Trustees and key staff members. The trustees followed up and agreed on 6 recommendations to take forward.

- 1-AWAY DAY: Annual Review 2023
- 2-Trustee Board Renewal and Development
- 3-Succession planning Creative Director/CEO
- 4-Take forward agreed priorities from AWAY DAY
- 5-Improving business efficiency
- 6-Change Management and Restructuring Process

Despite challenges post pandemic, it is hoped that the above development and changes will provide a practical and realistic vision for the future. We have been fortunate to have received 3-years funding from the National Lottery Community Fund (NLCF). The funding will consolidate IRIE!'s service offer, to the community. We are also waiting to hear from Arts Council England's National Portfolio Organisation (NPO). We intend to reintroduce IRIE! dance theatre performance company to the touring circuit in in London, nationally and internationally. The success of ACE's NPO bid will greatly boost the organisations profile.

Work continues to establish an MA programme, that will focus on the individual artists practice. We are in positive conversations with our local university Goldsmiths. If successful, it will open our accredited training across an international platform, as Eighty percent (80%) of engagement will be on-line and twenty percent (20%) 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. IRIE! Dance Advance Training (IDAT) for young people will come on board for 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 reintroduction 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 IRIE!'s programmes and activities. While there will be change operationally. The creative, cultural, artistic and community programmes continue to thrive. The organisation's community & family programmes will continue to support its grassroots identity. We are becoming better connected to a range of of 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.

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

Year ended 31 March 2023

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 22 December 2023 and signed on behalf of the board of trustees by:

Mr D Clarke - Treasurer
Trustee



Ms B Glean - Secretary
Trustee



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Independent Examiner's Report to the Trustees of IRIE!

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of IRIE! ('the IRIE! DANCE THEATRE') for the year ended 31 March 2023.

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 Association of Chartered Certified Accountants, 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 2023

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 2023

		2023		2022	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Grants and local authority funding	5	30,000	174,566	204,566	161,443
Charitable activities	6	210,178	–	210,178	190,823
Investment income	7	103	–	103	–
Total income		<u>240,281</u>	<u>174,566</u>	<u>414,847</u>	<u>352,266</u>
Expenditure					
Expenditure on charitable activities	8,9	236,087	174,566	410,653	416,106
Total expenditure		<u>236,087</u>	<u>174,566</u>	<u>410,653</u>	<u>416,106</u>
Net income/(expenditure) and net movement in funds					
		<u>4,194</u>	–	<u>4,194</u>	<u>(63,840)</u>
Reconciliation of funds					
Total funds brought forward		<u>(27,724)</u>	<u>3,740</u>	<u>(23,984)</u>	<u>39,856</u>
Total funds carried forward		<u>(23,530)</u>	<u>3,740</u>	<u>(19,790)</u>	<u>(23,984)</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 19 to 28 form part of these financial statements.

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £	£
Fixed assets					
Tangible fixed assets	14		40,145		51,087
Current assets					
Debtors	15	33,243		31,322	
Cash at bank and in hand		8,512		109	
		<u>41,755</u>		<u>31,431</u>	
Creditors: amounts falling due within one year	16	<u>31,812</u>		<u>24,775</u>	
Net current assets			9,943		6,656
Total assets less current liabilities			<u>50,088</u>		<u>57,743</u>
Creditors: amounts falling due after more than one year	17		69,878		81,727
Net liabilities			<u>(19,790)</u>		<u>(23,984)</u>
Funds of the charity					
Restricted funds			3,740		3,740
Unrestricted funds			<u>(23,530)</u>		<u>(27,724)</u>
Total charity funds	19		<u>(19,790)</u>		<u>(23,984)</u>

For the year ending 31 March 2023 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 19 to 28 form part of these financial statements.

IRIE!

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 March 2023

These financial statements were approved by the board of trustees and authorised for issue on 22 December 2023, and are signed on behalf of the board by:

Mr D Clarke - Treasurer
Trustee



The notes on pages 19 to 28 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 2023

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 2023

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 2023

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 2023

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 2023

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 2023 £
Grants			
Community grants	–	174,566	174,566
Local authority grants	30,000	–	30,000
	<u>30,000</u>	<u>174,566</u>	<u>204,566</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Grants			
Community grants	140,338	–	140,338
Local authority grants	21,105	–	21,105
	<u>161,443</u>	<u>–</u>	<u>161,443</u>

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

6. Charitable activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Education and communication income	29,598	29,598	12,976	12,976
Moonshot space hire	35,940	35,940	18,123	18,123
Other earned income	8,699	8,699	7,466	7,466
Moonshot management income	58,478	58,478	63,474	63,474
Roehampton University - student fees	77,463	77,463	88,784	88,784
	<u>210,178</u>	<u>210,178</u>	<u>190,823</u>	<u>190,823</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	103	103	-	-
	<u>103</u>	<u>103</u>	<u>-</u>	<u>-</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Direct charitable expenditure	228,804	174,566	403,370
Support costs	7,283	-	7,283
	<u>236,087</u>	<u>174,566</u>	<u>410,653</u>

	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>

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

9. Expenditure on charitable activities by activity type

	Activities undertaken		Total funds	Total fund
	directly	Support costs	2023	2022
	£	£	£	£
Direct charitable expenditure	403,370	–	403,370	410,328
Governance costs	–	7,283	7,283	5,778
	<u>403,370</u>	<u>7,283</u>	<u>410,653</u>	<u>416,106</u>

10. Net income/(expenditure)

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

	2023	2022
	£	£
Depreciation of tangible fixed assets	<u>11,192</u>	<u>13,753</u>

11. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,260</u>	<u>1,200</u>

12. Staff costs

The average head count of employees during the year was 3 (2022: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	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 (2022: 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 £39,659 (2022: £30,575) 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 2023

14. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2022	159,234
Additions	250
At 31 March 2023	<u>159,484</u>
Depreciation	
At 1 April 2022	108,147
Charge for the year	11,192
At 31 March 2023	<u>119,339</u>
Carrying amount	
At 31 March 2023	<u>40,145</u>
At 31 March 2022	<u>51,087</u>

15. Debtors

	2023 £	2022 £
Trade debtors	29,684	27,499
Other debtors	3,559	3,823
	<u>33,243</u>	<u>31,322</u>

16. Creditors: amounts falling due within one year

	2023 £	2022 £
Bank loans and overdrafts	–	2,411
Trade creditors	21,550	17,140
Social security and other taxes	6,760	2,663
Other creditors - pension	1,192	311
Other creditors	2,310	2,250
	<u>31,812</u>	<u>24,775</u>

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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

	2023	2022
	£	£
Director loan accounts	15,000	15,000
Other creditors	54,878	66,727
	<u>69,878</u>	<u>81,727</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 2022	Income	Expenditure	At 31 March 202
	£	£	£	£
General funds	(27,724)	240,281	(236,087)	(23,530)

	At 1 April 2021	Income	Expenditure	At 31 March 202
	£	£	£	£
General funds	36,116	352,266	(416,106)	(27,724)

IRIE!
TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

19. Analysis of charitable funds (continued)

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Restricted Fund - London community DCT and Young Londoners Fund	3,740	174,566	(174,566)	3,740

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

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	40,145	—	40,145
Current assets	38,015	3,740	41,755
Creditors less than 1 year	(31,812)	—	(31,812)
Creditors greater than 1 year	(69,878)	—	(69,878)
Net liabilities	<u>(23,530)</u>	<u>3,740</u>	<u>(19,790)</u>

	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	<u>(27,724)</u>	<u>3,740</u>	<u>(23,984)</u>