

02636958

COMPANY REGISTRATION NUMBER:

CHARITY REGISTRATION NUMBER: 1003947

IRIE!
TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee
Financial Statements
For the year ended
31 March 2025

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 2025

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2025

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 2025.

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	(Resigned 19 March 2025)
Mr D Clarke - Treasurer	
Ms B Glean - Secretary	
Ms S Montserrat	
Mr P Ryan	
Mr J Jeffers - Chair	(Appointed 6 January 2025)
Ms K Hurst	(Appointed 6 January 2025)

Company secretary Ms B Glean - CEO & AD and Secretary to the Board

Independent examiner Darren Smart F.C.C.A.
132 Burnt Ash Road
Lee
London
SE12 8PU

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Company Limited by Guarantee

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

Year ended 31 March 2025

Structure, governance and management

The Trustees present their report and the financial statements for the year ended 31 March 2025. 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

Our mission is to deliver and sustain a range of creative, educational and artistic activities based on stimuli derived from Africa and the Caribbean. Our vision is to create an environment where Dance of the African Diaspora (DAD) is fully integrated into the teaching and practice of the wider dance agenda, making the form important to individuals, communities and society.

The company aims to promote culture and diversity through outreach, engagement through its touring performance company and inspired partnerships. Our broader aim is to develop and deliver a range of creative and diverse activities for all that will support and include:

- . Arts and Culture
- . Community and Wellbeing
- . Education & Training
- . Operations

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 5 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 2025

Current Members of the Board

Joseph Jeffers	Chair
Desmond Clarke	Treasurer
Beverley Glean	Secretary (no voting rights)
Sheba Montserrat	Trustee
Paulette Ryan	Trustee
Kellie Hurst	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.

Eighty five percent (85%) of the work undertaken by the company from April 2024 to March 2025 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. These traditions influence the overall planning and delivery of the programmes alongside other historical and

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

Year ended 31 March 2025

contemporary local, cultural and social issues.

IRIE! is strongly embedded 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's success in securing three-year funding from the National Lottery Community Fund (2022-2025) has been invaluable in supporting its users, the local community, creative practitioners, and its workforce throughout the financial year. This funding has played a key role in sustaining IRIE!'s programmes and maintaining their continuity.

The company's deep connection with the community remains intrinsic to every aspect of its practice and service delivery. As such, the ethos of IRIE!'s activities continue to guide all that we do as we move forward. With this funding cycle approaching its end, the team has begun the process of reviewing current programmes, as well as researching and applying for alternative funding opportunities to ensure the ongoing delivery and impact of our work.

In April 2023, IRIE! dance theatre was awarded Arts Council England National Portfolio Organisation (NPO) funding for three years (2023-2026), with an additional year (2026-2027) subsequently confirmed by ACE. This award supports the re-introduction of the performance company through a research and development process, culminating in the touring of a new work entitled GROUNDATION: Dancing from the Archive. The funding also underpins key areas of organisational development, including good governance, succession planning, restructuring, community centre development, and the creation of work for and with graduates and emerging artists.

Local Authority funding from the London Borough of Lewisham (2023-2026) is also approaching review. This ongoing support has been, and continues to be, instrumental in enabling IRIE! to deliver socially engaged and creative projects that benefit residents across the borough.

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.

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

Year ended 31 March 2025

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.

Objectives and activities

Key Partnerships

London Borough of Lewisham:

IRIE!'s partnership with the London Borough of Lewisham remains strong and continues to develop positively. The company is an active member of the borough's Cultural Strategy Partnership, contributing feedback to the forthcoming strategy document. Discussions around IRIE!'s management agreement with the borough are ongoing. IRIE! participated in Lewisham's first SEEN Festival, celebrating global majority creatives, and proudly launched Black History Month with GROUNDATION: Dancing from the Archive-an event attended by Brenda Dacres (Mayor of Lewisham) and the Deputy High Commissioner of Jamaica.

Goldsmith University of London:

The partnership with Goldsmiths continues to strengthen through successful collaborations with the Community Engagement and Theatre and Performance (TAP) teams. Joint initiatives have included volunteer programmes, Open Days, workshops, and Museum Lates at the Horniman Museum featuring the performance company. We look forward to further community and academic collaborations.

Nesta:

IRIE! has entered year five of its Cultural Impact Agreement with Nesta, which now concludes in March 2026, following an agreed loan holiday during and after COVID-19. Figurative (formerly a division of Nesta) continues to provide support, with quarterly check-ins ensuring effective programme delivery and organisational stability amid ongoing economic challenges such as the cost-of-living crisis.

Main activities for the year

The work of the organisation remained steady especially via funding from National Lottery Community Fund (NLCF) for the Moonshot Community programme. This continues to support the post for Education and Community Engagement Coordinator, Administrator and Facilities Officer. The award supports the company's service delivery, in the areas of education, outreach and community engagement and develop programmes alongside our LBL main grants programme. Arts Council England, National Portfolio Organisation funding has enabled the reintroduction of the performance company and infrastructure development for the organisation.

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

Year ended 31 March 2025

Objectives and activities *(continued)*

Main activities for the year cont...

Workshops

The workshop programme continues to develop and expand, fostering new community relationships, partnerships, and venue hires.

We have successfully delivered an increased range of free and affordable community classes, led by a diverse team of tutors representing a wide range of ages and ethnic backgrounds, ensuring broad appeal and accessibility across the community.

Youth Dance Company

The Youth Dance Company continues to grow in popularity, attracting many young participants from our local partner schools, the majority of whom are of Caribbean and West African heritage. The company primarily focuses on traditional West African dance, a genre that has proven both engaging and successful. While attendance has dipped slightly due to several older members transitioning to secondary school, overall participation remains steady, with 12-18 young people attending weekly sessions. We are particularly encouraged by the enthusiasm, commitment, and ongoing support shown by parents and guardians, whose involvement continues to strengthen the group's sense of community and continuity.

Community Engagement

A thriving community programme continues to encourage local residents and grassroots organisations to hire our facilities and deliver their own sessions. Long-term partners such as Both Dance and the Church of Pentecost demonstrate the value and sustainability of this approach. The diversity of our community is reflected across all aspects of IRIE!'s work-from our delivery team and students to volunteers and beneficiaries. The combined strengths, skills, and lived experiences of those involved continue to enrich our programmes and enhance their impact.

Our monitoring, evaluation, and participant feedback highlight the positive difference IRIE! makes to the community. Participants frequently report that our events and activities make them feel happier, healthier, and more connected, improving both physical and mental wellbeing and building confidence. We recognise the importance of listening to our community, observing what works well, and reviewing areas for improvement. Where sessions are less well attended, we seek feedback to inform actions such as increased promotion, rescheduling, or cancellation.

We are also aware of the challenges many face due to the Cost-of-Living Crisis and therefore remain committed to providing free and affordable opportunities within a welcoming, inclusive, and supportive space.

Work Streams

IRIE!'s delivery and operational programmes are structured across four key work streams: "Arts & Culture: Touring productions; professional development; Making Tracks-routes to employment." Education & Training: Accredited training; education packages; advanced training schemes." Community & Wellbeing: Cultural exchange; community events; volunteering." Operations: Delivering effective, professional, and efficient services to build a robust and resilient organisation, including HR, Finance and Fundraising, IT, Marketing and Communications, Social Media, and Facilities. To strengthen operations further, we will continue to refine and embed our organisational priorities in the following areas:

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

Year ended 31 March 2025

Objectives and activities *(continued)*

Board Development

A comprehensive Board Development Plan is in place. A skills audit of current Board members has been completed, and recruitment, induction, and training procedures have been reviewed. Work continues to strengthen Board policies, strategic planning, compliance, and risk management.

Succession Planning Artistic Director/CEO

Succession planning remains a key priority to ensure continuity of leadership, particularly for founding roles, ideally planned 2-5 years in advance. Progress has been delayed as the organisation manages ongoing growth and structural change, but this process will ensure the founder's experience is aligned with IRIE!'s evolving strategic and business goals.

Improving Business Efficiency

We are developing a coherent organisational strategy, incorporating adjustments to the staffing structure, delivery functions, and an outcome framework focused on impact. The change management and restructuring process is now in Phase 2, with the new staffing structure implemented and work underway to produce an updated Business Plan and strategic frameworks. IRIE!'s leadership role in Dance of the African Diaspora (DAD) remains as vital as ever. With nearly 40 years of expertise in delivering high-quality dance education and training, IRIE! has built extensive community networks and strong partnerships with Lewisham Council, Goldsmiths University, local schools, and key stakeholders. These strengths are being captured and refined through our Theory of Change process with trustees and staff. This framework enables us to define clearly what we aim to achieve and how we will achieve it, mapping short-, medium-, and long-term goals, outputs, and impact.

Marketing & Publicity

Our Marketing and Communications Strategy is under active review to enhance visibility and engagement across all platforms. This includes the promotion of activities and services, student recruitment, and the elevation of IRIE!'s profile within the professional dance sector. A consistent and integrated approach across digital, print, and social media will ensure strong messaging and brand alignment. Ongoing monitoring and evaluation will help maintain quality and coherence across all work streams.

The Moonshot Centre Management:

Since 2017, IRIE! has managed the Moonshot Centre under a Premises Management Agreement with Lewisham Council. We continue to work collaboratively with the Council to maintain and improve the building, addressing long-standing issues and ensuring compliance with safety and regulatory standards. The Council's £800,000 investment in 2024 to replace the roof marked a major milestone in the Centre's upkeep. Building management continues to present challenges, particularly in liaising with tenants on service costs, but IRIE! remains fully committed to effective facility management. We work closely with Playhouse Community Nursery and Double Jab Boxing Club to ensure compliance, maintain good communication, and deliver timely repairs.

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

Year ended 31 March 2025

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the IRIE! DANCE THEATRE.

Achievements and performance

To deepen understanding of the company's impact, a series of measurable outcomes were set at the beginning of the year-many of which align with funder expectations. The results demonstrate significant progress and community benefit. " Improved physical and mental wellbeing: IRIE! dance theatre engaged 2,000 participants in physical activities through its community programme, exceeding the original target of 1,000. " Enhanced educational opportunities and life chances: Over 1,900 children and young people participated in educational programmes promoting cultural awareness and identity, surpassing the target of 800. " Increased understanding of culturally diverse dance forms: IRIE! collaborated with six schools, delivering assemblies and workshops that engaged 2,000 pupils in rhythm, dance, and culture-leading to ongoing residencies in culturally diverse dance styles. " Volunteering and skills development - community participants: A total of 54 volunteering opportunities were created, enabling community members to develop social and creative skills through participatory events. " Volunteering and skills development - students and graduates: 28 opportunities were offered to IRIE! students and graduates, including placements with the Performance Company and Youth Dance Company, as well as volunteering across community programmes. " Increased access to activities at the Moonshot Centre and Fordham Park: IRIE!'s Annual Family Fun Day attracted over 650 participants, alongside a Cultural Dance Festival featuring local groups. Combined with increased venue hires, overall community access rose by 65%, more than doubling the initial 30% target.

Risk Management

The Trustees and senior management team continually assess potential risks to the organisation, particularly those related to income generation and fundraising. Risks are managed through regular board reporting, one-to-one supervision, and ongoing monitoring and evaluation of all projects and outcomes. The Board reviews the Fundraising Strategy regularly and makes adjustments to programmes that may present financial or operational risk, including postponement or cancellation when necessary.

The organisation currently holds no financial reserves, which has been identified as a priority concern. A Reserves Strategy is being developed to establish, maintain, and actively manage a sustainable reserves position-providing stakeholders with confidence that the charity remains financially stable and well governed.

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

Year ended 31 March 2025

Financial review

The organisation's principal funding sources comprise management service fees, the London Borough of Lewisham Main Grant, MA/BA (Hons) course fees, and Trusts and Foundation grants. The ongoing cost-of-living crisis continues to affect the organisation's ability to sustain or grow earned income. However, the National Lottery Community Fund (NLCF) award continues to support a key education and community outreach role.

Income from education programme delivery, venue hires, and partnership projects has increased, and we are now focusing on securing longer-term funding. We remain committed to pursuing new funding opportunities, strengthening partnerships, and investing in community cohesion. Our main grants this year have been received from the Arts Council England and the NLCF.

The income for the year is £647,743 This is an decrease of £21,109 on the year before. The company is carrying surplus funds of £44,939 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 organisation is to maintain an annual reserve level to meet a minimum of 3 months operational costs, which we are working towards.

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2025

Plans for future periods

We will continue to work on the development of the MA Programme, which will focus on the individual artist's practice and aim to expand IRIE!'s accredited training offer internationally. With 80% of engagement delivered online and 20% in person, promotion of the degree remains a priority as we build partnerships and feeder programmes to support recruitment.

IRIE! will continue to strengthen its international profile by fostering dialogue with key individuals, arts and educational institutions both in the UK and abroad. This is being achieved through conferences, exchanges, and performances, paving the way for increased international student intake to the BA (Hons) Diverse Dance Styles course.

The performance company completed a research and development phase for GROUNDATION: Dancing from the Archives, which explored West African and Jamaican folk dances reflecting social and spiritual traditions. The tour in London and Liverpool was well received, with highly positive feedback. The work will be developed into a full production next year, enhancing IRIE!'s profile and engagement. Operationally, the organisation continues to evolve to support growth, efficiency, and quality across creative, cultural, and community programmes. IRIE!'s community and family programmes will remain at the heart of its work, reinforcing its grassroots identity. The charity is committed to building stronger connections with partners promoting community cohesion, engagement, and well-being, while continuing to invest in professional development, accredited training, and emerging artists.

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

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

Year ended 31 March 2025

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 1 November 2025 and signed on behalf of the board of trustees by:



Mr D Clarke - Treasurer
Trustee



Ms B Glean - Secretary
Trustee

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of IRIE!

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of IRIE! ('the IRIE! DANCE THEATRE') for the year ended 31 March 2025.

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).

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

Year ended 31 March 2025

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 F.C.C.A.
Independent Examiner

132 Burnt Ash Road
Lee
London
SE12 8PU

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2025

		2025			2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Grants and local authority funding	5	30,000	394,523	424,523	482,927
Charitable activities	6	202,708	–	202,708	185,741
Other trading activities	7	20,481	–	20,481	–
Investment income	8	31	–	31	184
Total income		<u>253,220</u>	<u>394,523</u>	<u>647,743</u>	<u>668,852</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	593	–	593	–
Expenditure on charitable activities	10,11	257,118	394,523	651,641	599,632
Total expenditure		<u>257,711</u>	<u>394,523</u>	<u>652,234</u>	<u>599,632</u>
Net (expenditure)/income and net movement in funds		<u>(4,491)</u>	<u>–</u>	<u>(4,491)</u>	<u>69,220</u>
Reconciliation of funds					
Total funds brought forward		45,763	3,667	49,430	(19,790)
Total funds carried forward		<u>41,272</u>	<u>3,667</u>	<u>44,939</u>	<u>49,430</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 18 to 28 form part of these financial statements.

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Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	£	2024 £	£
Fixed assets					
Tangible fixed assets	16		43,246		49,412
Current assets					
Debtors	17	49,600		68,417	
Cash at bank and in hand		11,333		16,398	
		<u>60,933</u>		<u>84,815</u>	
Creditors: amounts falling due within one year	18	<u>31,423</u>		<u>35,552</u>	
Net current assets			<u>29,510</u>		<u>49,263</u>
Total assets less current liabilities			72,756		98,675
Creditors: amounts falling due after more than one year	19		<u>27,817</u>		<u>49,245</u>
Net assets			<u>44,939</u>		<u>49,430</u>
Funds of the charity					
Restricted funds			3,667		3,667
Unrestricted funds			41,272		45,763
Total charity funds	21		<u>44,939</u>		<u>49,430</u>

For the year ending 31 March 2025 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 18 to 28 form part of these financial statements.

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Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 March 2025

These financial statements were approved by the board of trustees and authorised for issue on 1 November 2025, and are signed on behalf of the board by:



Mr D Clarke - Treasurer
Trustee

The notes on pages 17 to 27 form part of these financial statements.

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Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net (expenditure)/income	(4,491)	69,220
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	11,496	13,134
Other interest receivable and similar income	(31)	(184)
Interest payable and similar charges	2,087	11,447
<i>Changes in:</i>		
Trade and other debtors	18,817	(35,174)
Trade and other creditors	(26,557)	(10,893)
Cash generated from operations	1,321	47,550
Interest paid	(2,087)	(11,447)
Interest received	31	184
Net cash (used in)/from operating activities	<u>(735)</u>	<u>36,287</u>
Cash flows from investing activities		
Purchase of tangible assets	(5,330)	(22,401)
Net cash used in investing activities	<u>(5,330)</u>	<u>(22,401)</u>
Cash flows from financing activities		
Proceeds from borrowings	1,000	(6,000)
Net cash from/(used in) financing activities	<u>1,000</u>	<u>(6,000)</u>
Net (decrease)/increase in cash and cash equivalents	(5,065)	7,886
Cash and cash equivalents at beginning of year	16,398	8,512
Cash and cash equivalents at end of year	<u>11,333</u>	<u>16,398</u>

The notes on pages 18 to 28 form part of these financial statements.

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Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

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.

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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.

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TRADING AS IRIE! DANCE THEATRE
Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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 2025

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 - 21% 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 2025

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 2025 £
Grants			
Community grants	–	394,523	394,523
Local authority grants	30,000	–	30,000
	<u>30,000</u>	<u>394,523</u>	<u>424,523</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Grants			
Community grants	–	452,927	452,927
Local authority grants	30,000	–	30,000
	<u>30,000</u>	<u>452,927</u>	<u>482,927</u>

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Education and communication income	20,206	20,206	18,038	18,038
Moonshot space hire	49,587	49,587	40,605	40,605
Other earned income	8,903	8,903	11,312	11,312
Moonshot management income	59,848	59,848	59,848	59,848
Goldsmith, University of London - student fees	64,164	64,164	55,938	55,938
	<u>202,708</u>	<u>202,708</u>	<u>185,741</u>	<u>185,741</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Service charge	<u>20,481</u>	<u>20,481</u>	<u>—</u>	<u>—</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>31</u>	<u>31</u>	<u>184</u>	<u>184</u>

9. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Costs of raising donations and legacies - Other type 1	<u>593</u>	<u>593</u>	<u>—</u>	<u>—</u>

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TRADING AS IRIE! DANCE THEATRE

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Direct charitable expenditure	244,023	387,123	631,146
Support costs	13,095	7,400	20,495
	<u>257,118</u>	<u>394,523</u>	<u>651,641</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Direct charitable expenditure	139,232	448,000	587,232
Support costs	7,400	5,000	12,400
	<u>146,632</u>	<u>453,000</u>	<u>599,632</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Direct charitable expenditure	631,146	–	631,146	587,232
Governance costs	–	20,495	20,495	12,400
	<u>631,146</u>	<u>20,495</u>	<u>651,641</u>	<u>599,632</u>

12. Net (expenditure)/income

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

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>11,496</u>	<u>13,134</u>

13. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,260</u>	<u>1,260</u>

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Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Staff costs

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

	2025	2024
	£	£
Wages and salaries	<u>229,590</u>	<u>211,092</u>

The average head count of employees during the year was 8 (2024: 8). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Finance, administration and support	3	3
Direct	<u>5</u>	<u>5</u>
	<u>8</u>	<u>8</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

15. 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 £36,776 (2024: £34,920) was paid to Ms B Glean during the year as CEO, AD and secretary to the board, with no voting rights.

16. Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 April 2024	181,885
Additions	<u>5,330</u>
At 31 March 2025	<u>187,215</u>
Depreciation	
At 1 April 2024	132,473
Charge for the year	<u>11,496</u>
At 31 March 2025	<u>143,969</u>
Carrying amount	
At 31 March 2025	<u>43,246</u>
At 31 March 2024	<u>49,412</u>

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Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Debtors

	2025	2024
	£	£
Trade debtors	48,091	65,624
Other debtors	1,509	2,793
	49,600	68,417

18. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	14,029	27,144
Social security and other taxes	14,403	5,528
Other creditors - pension	561	567
Other creditors	120	3
Other creditors	2,310	2,310
	31,423	35,552

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

	2025	2024
	£	£
Director loan accounts	10,000	9,000
Other creditors	17,817	40,245
	27,817	49,245

20. 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
Clothworkers Foundation
Foyle Foundation
Arts Council
Lewisham Council
National Heritage

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

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

21. Analysis of charitable funds**Unrestricted funds**

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	<u>45,763</u>	<u>253,220</u>	<u>(257,711)</u>	<u>41,272</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>(23,530)</u>	<u>215,925</u>	<u>(146,632)</u>	<u>45,763</u>

Restricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
Restricted Fund - London community DCT and Young Londoners Fund	<u>3,667</u>	<u>394,523</u>	<u>(394,523)</u>	<u>3,667</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Restricted Fund - London community DCT and Young Londoners Fund	<u>3,740</u>	<u>452,927</u>	<u>(453,000)</u>	<u>3,667</u>

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Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	43,246	–	43,246
Current assets	57,266	3,667	60,933
Creditors less than 1 year	(31,423)	–	(31,423)
Creditors greater than 1 year	(27,817)	–	(27,817)
Net assets	<u>41,272</u>	<u>3,667</u>	<u>44,939</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	49,412	–	49,412
Current assets	81,148	3,667	84,815
Creditors less than 1 year	(35,552)	–	(35,552)
Creditors greater than 1 year	(49,245)	–	(49,245)
Net assets	<u>45,763</u>	<u>3,667</u>	<u>49,430</u>

23. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	16,398	(5,065)	11,333
Debt due after one year	(9,000)	(1,000)	(10,000)
	<u>7,398</u>	<u>(6,065)</u>	<u>1,333</u>