

Charity Registration No. 800143

Company Registration No. 02150619 (England and Wales)

ARTSWORK LIMITED

**ANNUAL REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2025

ARTSWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	N Betjemann F Parkinson E Dyer J Shah A W G Nyachae L Thurbon O Edwards N Namazi	(Appointed 9 December 2024) (Appointed 24 September 2025)
Secretary	S Warwick	
Charity number (England and Wales)	800143	
Company number	02150619	
Registered office	142-144 Above Bar Street Southampton SO14 7DU	
Auditor	Fiander ETL Stag Gates House 63/64 The Avenue Southampton Hampshire SO17 1XS	
Bankers	Santander UK PLC Business and Corporate Banking Operations Bridle Road Bootle Merseyside L30 4GB	
	Unity Trust Bank PLC Nine Brindley Place 4 Oozells Square Birmingham B1 2HB	
	Triodos Bank UK Deanery Road Bristol BS1 5AS	

ARTSWORK LIMITED

CONTENTS

	Page
Trustees report	1 - 13
Independent auditor's report	14 - 17
Statement of financial activities	18
Balance sheet	19
Statement of cash flows	20
Notes to the financial statements	21 - 34

ARTSWORK LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005, subsequently updated with effect from January 2019 (FRS 102).

Introduction

At Artswork we strive to make the arts and creativity available to everyone. We aim to break through barriers and develop new ways for people to discover the success, empowerment and sheer joy that the arts and creativity can bring to classrooms, communities and careers.

Imagine if... all our children were happy and confident, strong in their sense of self and the world that they live in.

Imagine if... every child – irrespective of race, background, wealth, identity or ability - felt valued, heard and represented.

Imagine if... we gave them all the opportunity to explore and fulfil their potential in a future that we are all making together.

Imagine if... we kept a sense of wonder, creativity and learning throughout our lives.

The Artswork team works regionally, nationally and internationally to make these aspirations a reality.

Chair's Statement 2024/25

2024/25 was our second year as an Arts Council England National Portfolio Organisation and our mantra, 'Activate', has been fully embraced: Activate Young Cultural Changemakers, Activate Creative Careers, and Activate Creative Learning. In Priority Places across the south we have worked with thousands of young people on creative consultations and youth-led commissions. Through the process young people have earned Arts Awards and Digital Badges, gained skills and confidence and have positively impacted on the wider community.

Young people have excelled in the range of projects they've designed and delivered in their communities - initiatives such as well-being gardens, mental health spaces and police cell makeovers. The environment is, again, of key interest and we saw initiatives such as the creation of animations championing kelp restoration and a new urban marine habitat. Young people took part in a Diwali parade, and in Dover town centre, a creative takeover involving music, art trails and public sculpture.

Activity is truly being driven by young people and, in doing so, they're pushing the boundaries of creativity in the ways they're engaging with each other and, at the same time, gaining confidence and respect in the wider community. One young person involved in Portsmouth Creative Skills commented:

"[The project] throws you outside your comfort zone. You have to think outside the box. Like, you can't have it all your own way. [My partner] wanted [the street art] one way, I wanted it another. We had to combine and compromise. We had to come up with our own ideas, and once I understood what he wanted, I thought about what I could add, like, what would make sense."

Another said:

"The course has been more fun than I expected. The visits enhanced it all. Like, it was nice to explore the [Groundlings] theatre, that's something you wouldn't normally get to do. But my favourite part of the course has been becoming more confident. Now I can have a conversation with a worker in a shop or cafe instead of just being a nervous wreck."

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Inclusivity and relevance remain at the heart of what we do and we've worked with an astonishing range of young people, many of them previously disengaged and not involved in arts activity. This year a lot more young people with special educational needs or disabilities have taken the lead in identifying, developing and delivering creative activities. We've engaged with young people involved in the youth justice system and in pupil referral units. Young members of the Roma community and young people who are asylum seekers have benefited from our programmes and we continue to involve young people from a wide range of ethnic backgrounds. LGBTQIA and trans young people are active in our work. Also, those involved in military communities in which they often feel isolated, young people with mental health challenges, and those in the lowest socio-economic groups.

We're thrilled to see the interest young people are showing in entering the professional arts and cultural arena. A participant in the Breakthrough programme, which provides young people paid six month 'starter jobs' said:

"I would recommend this programme as a great step towards finding a creative career, through an optimum balance of guidance and support to discovery and learning through experience. I feel it has been super helpful for me to gain insight into what careers in this industry actually look like and to forge a greater network. For anyone thinking of applying, I say go for it."

Equally, it's wonderful to see employers' feedback with host organisations noting: "It is an excellent way to integrate early career professionals with the support to make it a success". With others commenting that the programme is "A great way to upskill yourself ... the insights candidates provide are invaluable and they've brought an uplifting, fresh energy to the rest of the team."

Our Creative Learning Programmes, delivered by Artswork Professional Development, continue to be a valued source of development for both those working in the arts sector as well as in the wider arena and provide a growing source of earned income. A participant in the 'Houses of Commons Behaviour Management with Young People in the Creative, Cultural & Heritage Sectors' initiative said: "This was practical and collaborative, and delivered by the nicest person ever! The trainer was incredible!"

A participant in the Logic Models training commented: "This is excellent training, lovely person, excellent delivery on zoom. You covered a lot in a short time but in a clear way that is immediately applicable to my work. It will bring my multiple projects into a cohesive approach, together with the evidence/reasoning needed for managers. Thanks. Great value too - so many orgs charge over the odds. Thank you for keeping this affordable."

We are extremely grateful to the Arts Council England for their continued support of Artswork as a national portfolio organisation. Their investment has also helped us unlock other sources of funding. For instance, the Choices Programme, funded by the Office of the Police and Crime Commissioner, continued to run across Hampshire and the Isle of Wight. It's involved a total of 6,948 young people, encouraging them to resist the peer pressure to be involved in criminal and/or violent behaviour. Arun District Council has continued to partner with us for our placemaking work in Arun. Thank you to both the OPCC and ADC.

Our Youth Board has been a vibrant and constructive presence in our on-going quest to put young people firmly at the centre of our thinking and I thank them for their input. I'm also very pleased that we have benefitted from the views and experience of some young Trustees. Their input, alongside that of our other Trustees, has been invaluable. Thank you to the entire Artswork Board.

Finally, Artswork staff, led by the indefatigable Louise Govier, has yet again excelled in realising Artswork's mission to empower young people through creativity so that they can build a better future for themselves and others. This is despite the very real challenges of squeezed resources, time pressures and political uncertainty. Thank you.

2024/25 marked my 9th year as Chair and what a pleasure and a privilege it's been to be in the role. As the organisation moves forward I anticipate the continued success and, in fact, growth of Artswork's work with young people.

Norinne Betjemann
Chair

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Artswork Leadership Team 2024/25

Louise Govier – Chief Executive (appointed August 2020)

Sarah Warwick – Chief Finance Officer

Annabel Cook – Deputy Chief Executive

Donna Vose – Head of Budgets, Contracts & Policy

Lucy Marder – Head of Business Development

See full Artswork team: <https://artswork.org.uk/about-us/staff-trustees-trainers/>

Artswork's Aims, Objectives and Activities

The trustees have paid due regard to guidance issued by the Charity Commission on public benefit on deciding what activities the charity should undertake.

At Artswork we believe in the power of the arts and creativity to:

- Fundamentally shape happier and healthier children and young people
- Broaden horizons, open opportunities and enrich the lives of children and young people
- Make a difference from birth - we sing before we talk, we dance before we walk
- Help develop skills and experiences enabling all children and young people to thrive, progress and achieve
- Enable and inspire expression for everyone

We achieve our mission through:

- Enabling children and young people from any background to find their voice and encouraging others to listen to and support them
- Devising and delivering inclusive programmes that empower the most under-represented young people to lead change in their communities
- Developing young people's skills, for their own growth and as future cultural leaders
- Working in partnerships across cultural organisations and education to create lasting change
- Delivering creative training that nurtures innovation and progress in cultural organisations, learning settings and a wide range of other contexts including healthcare and Local Authorities.

The objectives of the charity are to promote, maintain, improve, and advance public education, appreciation and understanding of youth arts. The charitable company continues to explore new ways of improving provision for children and young people in creative activities.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Public benefit aims

Public benefit is at the heart of what Artswork does. In the second year of our current business plan, Artswork is delivering its mission through the following key public benefit aims:

1. Empower young people of all ages through creativity, including listening to children and young people through creative consultations and enabling them to lead and deliver creative commissions that will make a difference where they live.
2. Lead and strengthen arts and cultural engagement with children and young people, by activating young cultural changemakers, creative careers and creative learning.
3. Recognise, facilitate and lead the development of opportunities for work-based learning, employability and entrepreneurship.
4. Enhance expertise, skills, knowledge and understanding of the arts and culture in work for, with and by children and young people, developing through training the skills of people working in a wide range of contexts.
5. Collect and share evidence of good practice and success stories regionally, nationally and internationally, particularly around youth voice and youth-led practice centred on creativity.
6. Practice effective governance, leadership and management of Artswork.

We deliver our aims through three main strategic programmes as an Arts Council England funded National Portfolio Organisation which generates additional income through training and consultancy:

- Activate Young Cultural Changemakers - place-based programmes in Arun, Dover, Isle of Wight, New Forest and Slough. We hold creative consultations that enable young people locally to express their views, and then enable young people to respond to those ideas by leading and delivering Changemaking creative commissions that will make a difference where they life.
- Activate Creative Careers – enabling equitable routes for young people into creative careers, from building awareness in primary schools to careers tasters for secondary students, and a range of work-based training and skills development programmes.
- Activate Creative Learning – advocating for and developing creative learning, including continuing professional development for teachers; creative commissions within learning settings that develop practice; training and consultancy for a wide range of organisations that work with and for young people.

Trustees monitor performance on a quarterly basis and measure this against key performance indicators, budget allocation and spend.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The Year in Numbers

During 2024/25, Artswork:

- enabled **6,348** young people to make active change in their communities through **49** youth consultations and **18** youth-led creative commissions
- **92%** of the young people we worked with felt heard
- **43,375** members of the wider community in key places felt positively impacted by our youth-led Changemaking creative commissions
- **2,278** adults took part in Artswork Professional Development, through **24** in-house and open training courses
- **4,733** children and teachers took part in Choices, our creative approach to violence reduction training for pupils in Years 6 and 7
- **88** young people improved their careers prospects and skill levels through our in-depth work and practice-based support, including intensive skills programmes for young people facing significant challenges, our 6-month paid Breakthrough employability scheme, and Apprenticeships
- **20** young people used Artswork's RISE micro-investments to develop their creative practice or business
- We supported **14** members of our youth board, bringing in new members from our place-based work
- **88%** of people taking part in our programmes felt their confidence had improved

A full summary of activities and achievements is contained in the Appendix to this report.

Financial review

Artswork's income in the financial year 2024/25 decreased moderately compared to 2023/24. This was due to the completion of the Artsmark programme. 2024/25 was our second year as a National Portfolio Organisation and we saw investment of £1,394,508 from Arts Council England.

Artswork has again been successful in generating programme income from a range of sources, including local and national agencies, and via delivery and receipt of training fees. The decrease in income was partially offset by an increase in income from professional development training which remains an area of growth for the charity. Artswork controls expenditure well, both within core and project budgets. We also maintain healthy reserves and have increased income from bank interest during 24/25.

The ongoing use of effective control and tracking systems (including purchase orders and ongoing interrogated budgeting) has produced clarity in short-term and long-term financial planning and management. Regular reviews of Artswork's financial planning and management accounts at Trustee board meetings have enabled the Trustees to maintain a consistent and detailed overview of the charity's financial progress and achievements.

Reserves Policy

Artswork, like many small charities, has limited opportunity to generate unrestricted income. Through continued careful budget forecasting, application for full cost recovery where possible, strict management of expenditure and utilisation of high interest bank accounts, Artswork has built up reserves of £691,630. Of this Trustees have ring fenced funds to cover at least 12 months core running costs and closure costs, not specifically met by programme grants, as well as make provision for future commitments. These funds are invested for long term need and future purpose. Trustees also designate funds for specific educational delivery programmes and for contingent liabilities.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Going Concern

Artswork has been innovative in its delivery over the last year and is opening new markets by responding to sector change, through online delivery and increased referrals, and in making successful grant applications and by winning tenders. The charity has repositioned its programme delivery and is a leader in youth voice provision. Simultaneously Artswork has grown its Breakthrough model enabling creative sector employers to provide training and work opportunities for young people. Specifically, the following highlights the rationale for Artswork regarding itself as a going concern.

1. Arts Council England National Portfolio Organisation (NPO) funding for 2023-2026, with an application submitted for extension for 2026-27
2. New grants and tenders for programmes from national and regional partners
3. An increase in unrestricted revenue from training courses and consultancy
4. Artswork reviewed all areas of its operational and programme budgets to model new costings for 2025/26 onwards and has allocated savings into emerging growth opportunities and to meet increased staffing costs. The charity is confident that the budget for 2025 - 2026 is sound and achievable
5. Artswork will continue to implement its fundraising strategy to achieve growth by seeking funds from a range of sources to enable it to deliver its plans
6. Artswork has an additional amount of free reserves (after agreed allocations and designations) which provides further contingency if required.

Principal funding sources and activities 2024/25

Artswork achieved income from a range of sources during 2024/25. We also maintained excellent accounts and financial processes – evidenced by a complimentary report on the prior year from our auditors, Fiander ETL.

Funds raised included:

- Arts Council England – £1,394,508 to deliver the NPO role
- Arun District Council - £30,000 for our placemaking work in Arun
- Police & Crime Commissioner for Hampshire & Isle of Wight – £110,000 to deliver Choices, a Schools Violence Reduction programme
- Employers' training contributions - £29,250 for the Breakthrough programme
- Police & Crime Commissioner for Hampshire & Isle of Wight - £25,000 for Playland
- Arts Council England - £10,735 to deliver a better understanding of Youth Voice
- Apprenticeship Programme - £29,639

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Environmental Responsibility

Artswork has committed to a comprehensive set of targets and responsibilities to reduce the ecological impact of our work and programmes. Our Environmental Action Plan is aligned to UN Sustainable Development Goals and national policy to achieve a 78% reduction in greenhouse gas emissions by 2035. This year we re-calculated the baseline for our measurable scope 2 and 3 emissions based on changes in government conversion factors for homeworking, and by considering more of our supply chain and digital footprint emissions. This saw our measurable emissions increase to 96 tonnes of CO₂e which presents a more accurate picture of Artswork's impact.

Artswork's ambition is to:

- calculate and understand our emissions data to set ambitious and achievable targets
- advocate for a transition to a low-carbon creative sector and society
- increase our employees' and Trustees' awareness, knowledge and understanding
- enable employee and Trustee training and volunteering

See Artswork's website for more information.

During 2024/25, Artswork:

- Calculated our emissions as 96 tonnes
- Maintained the charity's no fly policy
- Supported a creative sustainability programme for young people in schools in our Placemaking areas, with 3,939 participants
- Planted 100 trees in schools in our Placemaking area to improve biodiversity and air quality. These trees are accredited with a Verified Carbon Standard scheme which guarantees carbon credits for 100 tonnes of CO₂
- Continued advocacy work by commissioning youth voice to share Artswork's environmental journey and progress through social media and our website

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Plans for 2025/26 onwards

We will continue to build on the success of 2024/25 in our current role as an Arts Council England (ACE) National Portfolio Organisation (NPO), further delivering on ACE's Let's Create strategy. We will also continue to extend and further diversify our income generation from other sources and keep developing our business model. This recognises the need to balance the budgetary pressures that come from increased costs (including the rise in National Insurance) and the stand-still level of public funding we receive.

Artswork's Activate Young Cultural Changemakers programme will extend its impact in the New Forest, Isle of Wight, Slough, Arun and Dover, with additional work in Rushmoor and Gosport. More focused creative consultations will build on the considerable understanding we've gained from young people already, and further youth-led creative commissions will respond to young people's concerns, enabling them to create positive change in their communities. The training that supports these young people will continue to be more flexible, recognising experiential learning gained by practical experience. We will generate more in-kind support and additional income to supplement this work as local businesses and stakeholders are better able to understand it and see its impact through the evidence of commissions from both Years 1 and 2.

Our Activate Creative Careers programme will continue to work with schools around careers awareness, taster sessions and the development of equitable models for work experience, from primary through to secondary and 16+ options. A new film explaining the benefits of our creative careers at primary package aims to increase funding to enable a larger scale roll out of this free programme for schools who are experiencing extreme pressure on their own funding. We will begin to ask Breakthrough employers to contribute 10%, 20% or 30% of their post-holder's wages, on a sliding scale dependent on their size and operating budget. We will continue to offer the RISE bursaries for young people to develop their creative practice, recognising that for some young people, starting their own business or having a creative small enterprise alongside another job is an effective route towards a creative career. We will offer a development network for them, including potentially shaping a cohort of young consultants who can offer youth voice services to clients as part of a system that generates income for both them and for Artswork, while also giving them further practical work experience.

We will look at alternative ways to meet both the training, development and support needs of young people at 16+ in our employability programmes that better fit the needs of young people and employers and respond to the opportunities employers can provide. Similarly, we will continue to deliver and adapt Portsmouth Creative Skills, our in-depth work with care experienced young people who are not in employment, education or training, including prospecting other delivery modes and locations for this model.

Activate Creative Learning will see the Artswork Professional Development continuing to develop the quality of their online self-led learning products, using professional film, animation and gamification. They will add learning products around youth-led practice, will target new products, and seek to engage specific markets to meet higher income targets.

We will also continue to move towards our 2040 vision by delivering our youth-led creative space at the Playland site in Portsmouth. The project manager and an artist supporting in a development role, both young people, are already connecting with local young people and involving them in how they want this space to run, for themselves and their community. This includes strong connectivity with developing careers and entrepreneurialism, and a space hire model that is the first step towards finding a workable, sustainable financial model for this kind of space going forwards. This project, supported by investment from Artswork's reserves plus fundraising, is a key part of the organisation's exploration of future operating and business models.

Artswork's plan for its own organisational development that responds to ACE's Investment Principles will move forwards our youth leadership practice and find further ways to enable young people (including our Youth Board) to influence our work. As a team we will explore and develop our use of productivity tools, including our Customer Relationship Management system and other technology tools that increase efficiency, to save time and money, and drive income. We will continue to explore new approaches to consultancy and income-generating business, refining our approach to applications for major tenders and for development funding that cuts across multiple aspects of Artswork's programmes.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

We will use our environmental impact data to ensure the team understands which practices can keep improving our performance and why they are effective, delivering the newly updated Environmental Action Plan. Artswork will hold whole team focused periods of learning around Dynamism, Environmental Responsibility, Inclusivity & Relevance and Ambition & Quality, and will continue to invite paid speakers to share their intersectional experiences with the whole team. Our team and Trustee Away Day this year will focus on Dynamism, and ways to increase income in a challenging financial environment – our team of creative thinkers have already suggested excellent ideas.

Artswork will continue to monitor and evaluate our achievements, learning through continuous feedback from participants and reporting achievements to communities, funders and other stakeholders.

Louise Govier, Chief Executive, Artswork

Structure, governance and management

The organisation is a charitable company, limited by guarantee, incorporated on 27th July 1987 and registered as a charity on 5th October 1988. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. Artswork has an active and committed Board of Trustees with the necessary skills and experience to guide and govern the charity. New trustees are recruited using a variety of methods: via 'Board Bank' (including e.g. Inclusive Boards); personal recommendations by Chair, trustees, senior management team and other staff; from our pool of volunteers; through recruitment adverts. Trustees' Skills Audits identify potential skills gaps on the Board and inform Artswork's Board recruitment strategies.

Prospective new trustees meet with the Chair and Chief Executive prior to appointment and/or may be invited to a more formal interview process. Following appointment, they are supplied with a 'Governance/Induction Pack', containing: Artswork constitution; history of Artswork; all approved Artswork policies, including those outlining Artswork's commitment to Equalities, Environment and Safeguarding; most recent annual report; Charities Commission 'Role of Trustees' booklet; most recent minutes; most recent audited accounts; generic publicity information; declaration form and project information.

New Trustees attend a quarterly Board meeting and are nominated by an existing Trustee; this nomination is seconded by another Trustee (this is minuted). Annually, Artswork organises a Board and Staff Away Day, and all Trustees are encouraged to attend Artswork's projects, programmes and events.

At quarterly meetings, new policies are presented to the Board for approval. Key policies are also reviewed (usually annually) by Board and senior staff. Artswork's Business Plan and related annual work plans and budget forecasts are prepared by senior staff and approved by the Board. Management accounts are presented to the Board each quarter.

The Chief Executive is responsible for the day-to-day management of Artswork. She works with a senior team who have an overview of the Artswork's work (Chief Financial Officer; Deputy CEO) with input and advice from other members of the leadership team. In addition, there are a small number of other organisational teams who lead on our key areas of work:

- Placemaking team
- Careers and Professional Development team
- Finance and Operations team
- Communications, Sales & Marketing team

Trustees agree the operational and programme action plans and the staff team deliver these, reporting back on progression on a quarterly basis. Trustees set the salary of the Chief Executive. They also review pay and remuneration on an annual basis agreeing appropriate increases in line with sector benchmarking and with a guaranteed annual 2% increment. Sector benchmarking is generally undertaken every 3 years.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

N Betjemann	
F Parkinson	
E Dyer	
J Shah	
A W G Nyachae	
L Thurbon	
K M Wanjiku	(Resigned 23 July 2024)
C Amedu	(Resigned 11 October 2024)
O Edwards	(Appointed 9 December 2024)
N Namazi	(Appointed 24 September 2025)

Members of the Board of Trustees

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees as of 31 March 2025 was 7. The trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission.

Funds held as custodian trustee

None.

Risk Review

The Chair and Chief Executive have carried out a risk assessment of the charitable company's activities. The risk assessment matrix produced also contains an assessment of fraud risk. The matrix has been fully reviewed by the Board of Trustees at Board Meetings. All Trustees are satisfied that the appropriate mechanisms are in place for the different functions of the organisation. The Board of Trustees has agreed to continue to monitor Artswork's risk assessment quarterly and review each project on an individual basis annually. Risk Assessment is a standard agenda item at all Board Meetings and the Chief Executive notifies Trustees of any potential issues which could activate changes in risk weighting.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Statement of trustees' responsibilities

The trustees, who are also the directors of Artswork Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 year.

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

Auditor

The auditors, Fiander ETL, are deemed to be reappointed under Section 487(2) of the Companies Act 2006.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Norine Betjemann
.....

N Betjemann

Trustee 4/12/2025 | 19:52 GMT

Dated:

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Appendix to the report – Programme Highlights 2024/25

See Artswork's website and our YouTube channel to find out more.

Artswork consolidated and built upon the strong achievements made during its first year as a National Portfolio Organisation for Arts Council England, with youth voice, youth-led practice and youth empowerment at the heart of its work.

The Activate Young Cultural Changemakers programme delivered 49 creative consultations with children and young people in the New Forest, on the Isle of Wight, in Slough, Arun and Dover, and additionally this year also in Gosport and Rushmoor. Each one offered a high-quality creative activity, encompassing many different art forms including protest song-writing, lantern-making, fabric dyeing using natural materials, dance, sculpture making, garden design, graffiti, poetry and spoken word, story writing, circus skills, stained glass window design, paint pouring, mural painting, mosaic construction and ceramics to a wide range of children and young people, from early years to 19+. Participants expressed their views about where they live, what they like to do and what they'd like to change. Concerns about belonging and identity, about personal safety, supporting mental health and wellbeing, about having interesting things to do, connecting with nature and promoting environmental sustainability were common, along with frustration about their town often mixed with pride, love and optimism for its future.

Artswork's Placemaking Creative Producers, supported by our Creative Producer Apprentices, worked with groups of different young people – from schools, youth groups, Pupil Referral Units, care-experienced young people and young people with significant disabilities and additional needs, as well as many others – to help them shape, develop and lead creative commissions that responded to their ideas and were designed to make a difference where they lived. This year we worked with some new groups from different communities, enabled by both the growing relationships that our Creative Producers are building in different Priority Places, and through a new Creative Producer who joined the team bringing additional contacts and relationships with some very underserved groups.

The commissions have included films and animations, art trails around communities, a well-being garden in a hospital, a Diwali lantern parade, the large-scale youth takeover festival Dover at Night, a junk band, accessible outdoor sculpture made by and for young people with disabilities and additional needs, community garden sculptures made from natural materials including a special kind of concrete made from mushrooms, public art for a park next to the Kent Mining Museum that reflects on the community's mining heritage, and redesigned wayfinding for a town centre that has been entirely designed by children working with an artist, to name just a few.

These projects have positively impacted the young people involved and been welcomed within the wider communities within which they have been sited. Key professionals in related sectors have also appreciated the social impact of our work, particularly where it engages young people who are involved in the Youth Justice system or on the fringes of it. At a private view of a photography exhibition on the Isle of Wight displaying work made by young people at risk of criminal activity, which was also published in a book, 100% of respondents agreed that involving more children at risk of criminal activity in creative projects like this could help to reduce crime, and that the exhibition will help change perceptions of children involved with the Youth Justice Service. The Director of Children's Services on the Isle of Wight praised Artswork's programme as: "A brilliant example of the potential of young people and the power of different organisations coming together with a shared purpose." 755 children and young people have also seen their skills development recognised through Digital Badges and Arts Awards, sometimes the first qualifications they have gained.

Activate Creative Careers has continued to develop and deliver, with impactful work at both primary and secondary school level around introducing creative careers. 100% of teachers involved in those programmes now feel more confident in discussing creative careers with their students, while 96% of secondary or FE college participants demonstrate a wider understanding of available creative careers.

ARTSWORK LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Year 2 of the Breakthrough Programme offering 6 month paid early career jobs supported 20 young people take up roles in a range of different creative and cultural organisations across the south. The opportunity embeds training and mentoring alongside gaining real world practical experience and skills. At the same time, employers benefited from having creative young voices within their teams. Employers said: "They have doubled our Instagram followers in just a month". "Working with us on how we market to other young people, they have massively influenced our brand". "Really impressed how they have balanced their time, have a great work ethic, are pro-active – all the skills some people mistakenly believe are missing in young people". "They have made themselves in-dispensable – the person the whole team turns to, so pro-active, so positive, so can do."

Portsmouth Creative Skills exceeded target by working with 39 young people (target of 20), all of whom faced very significant challenges and were not in employment, education and training. It has retained a 100% score in the percentage of participants demonstrating increased confidence, improved relationship building, increased creative skills and reporting that they feel more positive towards education, employment and training. Artswork's RISE programme also offered 20 bursaries to young people aged 13-30 to develop their creative practice, with a diverse cohort working in different media from film and music to prop design, and all moving their creative work and business potential forwards.

Activate Creative Learning saw teams working with teachers on Continuing Professional Development and with whole schools on creative commissions that support environmental sustainability, including several 'vertipools' (new ceramic nature habitat) for urban marine environments in Gosport and animated films made by children to raise awareness of fragile kelp forests off the Sussex coast. Artswork Professional Development promoted our ranges of both self-led online courses and increased the clientele for in-house bespoke training and live online sessions, increasing income generation and beating the stretch targets they were given. Clients now include the Houses of Parliament, Bodmin Keep, Yorkshire Sculpture Park, Ironbridge Museum, Hepworth Wakefield, London Transport Museum, Scottish Ballet, and English National Opera, alongside long-term repeat clients including the Victoria & Albert Museum, the National Gallery and Southbank Centre.

Artswork was also commissioned additionally by Arts Council South East to devise and deliver a series of four very well-attended online sessions aimed at increasing confidence around youth voice and youth-led practice across the South East, building a community of practice. The final session was entirely led by young people who shared their journeys from engagement in youth activities through co-creation and into youth-led, independent action designed to make change.

Artswork has also continued to be commissioned to deliver services for other stakeholders, such as Hampshire's Violence Reduction Unit. The Choices programme has seen Artswork partner with BearFace to deliver an innovative drama-based learning programme in schools across Hampshire and the Isle of Wight. Year 6 and Year 7 pupils explore scenarios in which they might need to choose a course of action that could affect their personal safety and that of other people. They respond to animations voiced by young people currently in the justice system and rehearse the decisions they could take and the consequences those might have, preparing for making positive decisions in real life.

Artswork's delivery with children, young people, and the professionals who work with them is supported by several core teams: Finance and Operations; Business Development; Communications, Sales & Marketing; and Data, Evaluation & Impact. These teams provide essential capacity and resource to create and sustain support structures for the new programmes Artswork has been delivering, and ensure that they are managed, delivered and evaluated successfully, in line with our legislative and governance responsibilities, particularly around data collection and protection. The Communications, Sales & Marketing team has made effective use of video to tell the stories of the work we do and share the impact it has made for young people and the communities in which they live. Crucially during this year, they have redesigned Artswork's website and refreshed its branding, so that both are now far more reflective of our work and are easier for key audiences and clients to navigate.

ARTSWORK LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ARTSWORK LIMITED

Opinion

We have audited the financial statements of Artswork Limited for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

ARTSWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ARTSWORK LIMITED

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

ARTSWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ARTSWORK LIMITED

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience.
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation, data protection, employment, environmental and health and safety legislation.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships.
- tested journal entries to identify unusual transactions.
- tested a sample of BACS payments to identify payments being made to unexpected bank accounts.
- performed transactional testing on payroll costs in respect of those employees with responsibility or authority in connection with the payroll function.
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation.
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

ARTSWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF ARTSWORK LIMITED

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Adam Buse

Adam Buse FCA (Senior Statutory Auditor)

For and on behalf of Fiander ETL, Statutory Auditor

Chartered Accountants

Stag Gates House

63/64 The Avenue

Southampton

Hampshire

SO17 1XS

5/12/2025 | 11:25 GMT

Date:

ARTSWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	-	-	-	472	-	472
Charitable activities	5	88,765	1,704,241	1,793,006	87,978	1,784,605	1,872,583
Investments	4	65,621	-	65,621	57,236	-	57,236
Total income		154,386	1,704,241	1,858,627	145,686	1,784,605	1,930,291
Expenditure on:							
Charitable activities	6	24,287	1,651,794	1,676,081	29,646	1,601,992	1,631,638
Total expenditure		24,287	1,651,794	1,676,081	29,646	1,601,992	1,631,638
Net income		130,099	52,447	182,546	116,040	182,613	298,653
Transfers between funds		100,000	(100,000)	-	91,942	(91,942)	-
Net movement in funds	7	230,099	(47,553)	182,546	207,982	90,671	298,653
Reconciliation of funds:							
Fund balances at 1 April 2024		760,345	1,030,411	1,790,756	552,363	939,740	1,492,103
Fund balances at 31 March 2025		990,444	982,858	1,973,302	760,345	1,030,411	1,790,756

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

ARTSWORK LIMITED**BALANCE SHEET****AS AT 31 MARCH 2025**

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	12		975		4,236
Current assets					
Debtors	13	24,927		16,378	
Cash at bank and in hand		2,031,473		1,855,895	
		<u>2,056,400</u>		<u>1,872,273</u>	
Creditors: amounts falling due within one year	14	<u>(84,073)</u>		<u>(85,753)</u>	
Net current assets			<u>1,972,327</u>		<u>1,786,520</u>
Total assets less current liabilities			<u>1,973,302</u>		<u>1,790,756</u>
The funds of the charitable company					
Restricted income funds	17		982,858		1,030,411
Unrestricted funds	18		990,444		760,345
			<u>1,973,302</u>		<u>1,790,756</u>

The financial statements were approved by the trustees on 4/12/2025 | 19:52 GMT

Norine Betjemann

N Betjemann

Trustee

Company registration number 02150619 (England and Wales)

ARTSWORK LIMITED**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	21		109,957		203,084
Investing activities					
Investment income received		65,621		57,236	
Net cash generated from investing activities			65,621		57,236
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			175,578		260,320
Cash and cash equivalents at beginning of year			1,855,895		1,595,575
Cash and cash equivalents at end of year			2,031,473		1,855,895

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Artswork Limited is a charitable company limited by guarantee incorporated in England and Wales. The registered office is 142-144 Above Bar Street, Southampton, SO14 7DU.

1.1 Accounting convention

The accounts have been prepared in accordance with the charitable company's Memorandum of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: 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)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants are recognised in full in the Statement of Financial Activity in the year in which they are receivable. Grants related to specific performance outputs or service level agreements are classified as incoming resources for charitable activities and are recognised when the charitable company has earned entitlement.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

1.5 Expenditure

Liabilities are recognised in the period to which they relate. The value of any liability includes irrecoverable VAT where applicable.

Resources expended are allocated directly to the relevant activity, project or fund as far as possible and in accordance with the agreed funding terms.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Computers	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charitable company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees consider there are no critical judgements or sources of estimation uncertainty in the financial statements.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	-	472

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	65,621	57,236

5 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable Income						
Educational income	88,765	209,359	298,124	87,978	226,391	314,369
Performance related grants	-	1,494,882	1,494,882	-	1,558,214	1,558,214
	<u>88,765</u>	<u>1,704,241</u>	<u>1,793,006</u>	<u>87,978</u>	<u>1,784,605</u>	<u>1,872,583</u>

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Income from charitable activities (Continued)

Performance related grants analysis

	Charitable Income 2025 £	Charitable Income 2024 £
NPO 23-26	1,429,508	1,412,050
Other	65,374	146,164
	<u>1,494,882</u>	<u>1,558,214</u>

6 Expenditure on charitable activities

	Charitable Expenditure 2025 £	Charitable Expenditure 2024 £
Direct costs		
Staff costs	896,507	808,436
Depreciation and impairment	3,261	8,093
Programme delivery	762,113	804,279
	<u>1,661,881</u>	<u>1,620,808</u>
Share of support and governance costs (see note 8)		
Governance	14,200	10,830
	<u>1,676,081</u>	<u>1,631,638</u>
Analysis by fund		
Unrestricted funds	24,287	29,646
Restricted funds	1,651,794	1,601,992
	<u>1,676,081</u>	<u>1,631,638</u>

7 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	12,964	9,600
Depreciation of owned tangible fixed assets	3,261	8,092
	<u>16,225</u>	<u>17,692</u>

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Governance costs

	Governance costs £	2025 £	Governance costs £	2024 £
Audit fees	12,964	12,964	9,600	9,600
Accountancy	1,236	1,236	1,230	1,230
	<u>14,200</u>	<u>14,200</u>	<u>10,830</u>	<u>10,830</u>
Analysed between Charitable activities	<u>14,200</u>	<u>14,200</u>	<u>10,830</u>	<u>10,830</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but 1 of them was reimbursed a total of £58 travelling expenses (2024 - 2 trustees received reimbursements totalling £65).

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Full time	14	11
Part time	16	19
Total	<u>30</u>	<u>30</u>

Employment costs

	2025 £	2024 £
Wages and salaries	808,649	728,749
Social security costs	63,120	60,681
Other pension costs	24,738	19,006
	<u>896,507</u>	<u>808,436</u>

The number of employees on a full time equivalent basis was 23 (2024: 22).

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,000 to £70,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	283,514	292,664

None of the key management personnel are trustees or directors.

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
Cost			
At 1 April 2024	1,516	87,871	89,387
Disposals	-	(63,598)	(63,598)
At 31 March 2025	1,516	24,273	25,789
Depreciation and impairment			
At 1 April 2024	1,510	83,641	85,151
Depreciation charged in the year	1	3,260	3,261
Eliminated in respect of disposals	-	(63,598)	(63,598)
At 31 March 2025	1,511	23,303	24,814
Carrying amount			
At 31 March 2025	5	970	975
At 31 March 2024	6	4,230	4,236

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	10,450	10,193
Other debtors	2,960	3,305
Prepayments and accrued income	11,517	2,880
	<u>24,927</u>	<u>16,378</u>

14 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Other taxation and social security		18,319	15,099
Deferred income	15	3,498	2,975
Trade creditors		49,553	56,011
Accruals		12,703	11,668
		<u>84,073</u>	<u>85,753</u>

15 Deferred income

	2025	2024
	£	£
Other deferred income	<u>3,498</u>	<u>2,975</u>

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	<u>3,498</u>	<u>2,975</u>
Movements in the year:		
Deferred income at 1 April 2024	2,975	6,860
Released from previous periods	(2,975)	(6,860)
Resources deferred in the year	<u>3,498</u>	<u>2,975</u>
Deferred income at 31 March 2025	<u>3,498</u>	<u>2,975</u>

Deferred income relates to course booking fees received in advance. The entirety of the balance at 31 March 2024 had been released to the SOFA in the year ended 31 March 2025.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

16 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	24,738	19,006

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

A total of £3,573 (2024 - £2,498) of these contributions were unpaid as at the balance sheet date.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Bridge	571,164	-	(42,730)	(100,000)	428,434
Apprenticeships	-	29,639	(29,639)	-	-
Playlands	-	25,000	(16,701)	-	8,299
Breakthrough Programme	-	29,250	(147,395)	118,145	-
Schools Violence Reduction	14,099	110,000	(100,760)	-	23,339
NPO 23-26	437,379	1,497,500	(1,292,755)	(118,145)	523,979
Naval Childrens Charity	7,769	2,117	(9,886)	-	-
Youth Voice	-	10,735	(11,928)	-	(1,193)
	<u>1,030,411</u>	<u>1,704,241</u>	<u>(1,651,794)</u>	<u>(100,000)</u>	<u>982,858</u>

ARTSWORK LIMITED**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025****17 Restricted funds (Continued)**

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Bridge	834,245	-	(263,081)	-	571,164
Portsmouth Skills	9,207	19,898	(29,105)	-	-
Arun	45,380	30,000	(75,380)	-	-
Let's Create	133	-	(133)	-	-
Youth Endowment Fund	10,343	-	(10,343)	-	-
Kickstart	12,718	-	(12,718)	-	-
Apprenticeships	(2,134)	38,240	(36,106)	-	-
Schools Violence Reduction	29,848	110,800	(126,549)	-	14,099
NPO 23-26	-	1,496,074	(847,677)	(211,018)	437,379
Naval Childrens Charity	-	11,505	(3,736)	-	7,769
Breakthrough Programme	-	20,062	(139,138)	119,076	-
Artsmark	-	58,026	(58,026)	-	-
	<u>939,740</u>	<u>1,784,605</u>	<u>(1,601,992)</u>	<u>(91,942)</u>	<u>1,030,411</u>

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Restricted funds

(Continued)

a) Bridge

Aims to improve outcomes for children and young people through the integration of arts, culture, and education. This strategic initiative focused on working with partners such as local authorities and arts and cultural organisations to foster aspiration and ambition among young people and enhance their life chances, wellbeing and opportunities.

Since 23/24 we have been using committed carry forward from the 2018-22 grant.

b) Naval Childrens Charity

A short programme of activities led by Artswork in partnership with the Naval Childrens Charity in which the children of current and veteran forces families learnt about the range of creative careers and pathways into creative work and careers. The programme completed in 2024.

c) Portsmouth Creative Skills Programme

A pre-employability programme designed to equip care experienced young people in challenging circumstances with life skills, work experience, creative expression and confidence building opportunities. In 23/24 we were partly using committed carry forward from 2022/23. This work is now part of our ACE NPO funded work.

d) Arun

A cultural development programme for and by children and young people in the District of Arun which includes the towns of Bognor Regis, Littlehampton and Arundel. We work with local stakeholders and in partnership to create meaningful new creative opportunities in communities and schools. This work is part of our ACE NPO Young Cultural Changemakers programme.

e) Let's Create

To facilitate and produce an online workshop and accompanying resources suitable for children in participating schools.

f) Breakthrough

A paid 6-month training and work placement scheme for young people run in the south east with SME employers. The programme provides entry level work opportunities alongside employability training. Artswork uses NPO grant funding to reimburse the wages, NI & pension contributions of the participating employees and their host employers contribute a training fee to Artswork.

g) NPO 23-26

Main grant programme for 2023-26 that delivers against Arts Council England strategic objectives, principles and targets. Three strands of work: Young Cultural Changemakers, Creative Careers and Creative Learning. This fund underpins most of Artswork's operational costs.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Restricted funds

(Continued)

h) Youth Endowment Fund

The work aims to prevent children and young people from becoming involved in crime and violence. The National Peer Research and Social Action Network is working to:

- Gain a deeper understanding of young people's experiences of violence and the factors that could prevent it
- Create strong local networks and relationships for change
- Help children and young people develop skills and access opportunities
- Achieve direct change in people's communities

Artswork employed and led a team of young Peer Researchers to design the research, recruit and interview participants about their experiences of crime and violence and enlisting participants to become Changemakers. The programme ran from summer 2021 until March 2023.

i) Kickstart

Employment programme for young people at risk of long-term unemployment. The DWP Grant required Artswork to deliver a 6 month employment and training programme in partnership with its Gateway partner Real Ideas Organisation. The Grant covers the salary, national insurance and pension contributions for each employee plus set-up, training and support costs for each participant. The programme ran between July 2021 and September 2022.

j) Apprenticeships

An employability programme providing young people the opportunity to work in the creative industries on a combined programme of work and learning to enable them to develop the knowledge, skills and confidence to start a career in the arts.

k) Schools Violence Reduction

Training services for the Year 6 and Year 7 Schools Project that works to reduce knife crime, gang violence, county lines involvement and promote healthy peer relationships. Artswork is providing inset training for teachers and classroom training for pupils.

l) Artsmark

Encourage and support schools, education and youth justice settings to apply for the Artsmark accreditation, a kitemark for creativity in education.

This work was part of our Bridge programme and we received additional funds in 23/24 to continue delivery before the new service provider commenced the role in August 23.

m) Playlands

A youth-led creative hub run in collaboration with Portsmouth Creates to provide a safe space for young people to express themselves, develop skills and explore creative careers.

n) Youth Voice

An additional project we were asked to deliver by Arts Council England South East to promote a better understanding of youth voice in the arts for their staff.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Movement in funds						
	Balance at 1 April 2023 £	Resources expended £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Redundancy Provision	-	-	-	-	-	100,000	100,000
Artwork Professional Development	-	-	-	88,765	(24,287)	134,336	198,814
International Development	537	(537)	-	-	-	-	-
	<u>537</u>	<u>(537)</u>	<u>-</u>	<u>88,765</u>	<u>(24,287)</u>	<u>234,336</u>	<u>298,814</u>

a) International Development

This was a fund designated to support Artwork in the development of international partnerships. Artwork's CEO travelled to Chile in August 2017 to deliver a presentation at an international symposium run by Balmaceda Arte Joven – a Chilean youth arts organisation. The CEO was supported by Arts Council England (International Artists Development Fund) and by the Anglo-Chilean Society with only a small amount drawn down from Artwork's designated fund. This fund was closed in March 2024.

b) Artwork Professional Development (APD)

This is APD carry forward from prior years supplies of educational services. It is retained and used for the continued supply of educational services through our APD programme.

c) Redundancy Provision

This is provision from Fund 23 for future costs to the charity. It comprises potential retention and redundancy payments for employees who qualify in the event of further core funding not being secured.

ARTSWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

19 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2025 are represented by:				
Tangible assets	-	-	975	975
Current assets/(liabilities)	691,630	298,814	981,883	1,972,327
	<u>691,630</u>	<u>298,814</u>	<u>982,858</u>	<u>1,973,302</u>

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2024 are represented by:				
Tangible assets	-	-	4,236	4,236
Current assets/(liabilities)	760,345	-	1,026,175	1,786,520
	<u>760,345</u>	<u>-</u>	<u>1,030,411</u>	<u>1,790,756</u>

20 Financial commitments, guarantees and contingent liabilities

The charitable company is committed to pay £944,822 (2024 - £1,030,412) in relation to funding agreements agreed with providers for programme delivery where payment conditions have not yet been met.

21 Cash generated from operations

	2025 £	2024 £
Surplus for the year	182,546	298,653
Adjustments for:		
Investment income recognised in statement of financial activities	(65,621)	(57,236)
Depreciation and impairment of tangible fixed assets	3,261	8,093
Movements in working capital:		
(Increase)/decrease in debtors	(8,549)	11,583
(Decrease) in creditors	(2,203)	(54,124)
Increase/(decrease) in deferred income	523	(3,885)
Cash generated from operations	<u>109,957</u>	<u>203,084</u>

22 Analysis of changes in net funds

The charitable company had no material debt during the year.