

Immediate Theatre

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

BRINDLEY MILLEN LTD
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

IMMEDIATE THEATRE

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Report of the Trustees for the Year Ended 31 March 2021

DIRECTORS' AND TRUSTEES' REPORT

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing documents

Immediate Theatre is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

3272271 (England and Wales)

Registered Charity number

1061522

Registered office

The Adiaha Antigha Centre
24-30 Dalston Lane
London
E8 3AZ

Trustees

M Butcher	Chair
L Oguntinyinbo	Vice Chair
P Smith	Treasurer
S Moss	
S Scarlett	
R Harris	
G Green	
M Howarth	
S Summers – also known as S Gorman (appointed 15/12/2020)	
A Perry (resigned 11/05/21)	
I Fryer (resigned 27/07/21)	

Company Secretary

J Carter

Independent Examiner

Brindley Millen Ltd
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Management

The Board of Trustees governs the charity, meeting at least four times a year. The Trustees delegate daily management of the Company to a management team, currently consisting of one Artistic Director and one General Manager.

Appointment and retirement of trustees

Trustees are appointed (or elected) at the AGM and those who have been standing the longest stand down and offer themselves for re-election. Those wishing to retire from the board do so at the time of the AGM.

Objectives and Activities

Immediate Theatre's charitable objective, as detailed in the Memorandum and Articles of Association is to advance education for the public benefit through the promotion of the arts with particular, but not exclusive, reference to the dramatic arts.

Public benefit

The Trustees have considered the Charity Commission guidance on public benefit and consider that the activities of the charity meet its charitable objectives and provide a benefit to the public.

Risk Management

The directors have examined the major strategic, financial, business and operational risks which the charity faces and confirm that systems have been established to enable regular reporting so that the necessary steps can be taken to lessen these risks.

Chair's Report

We are extremely proud of what has been achieved in a year that has been one of the most challenging for the country, and indeed the world, in the past 50 years. The staff team responded very quickly to the urgent needs of our service users, moving programmes online and reaching out to our most vulnerable participants with practical and emotional support. Understanding the needs of our most vulnerable young participants, we re-introduced face-to-face work as soon as we were able, taking on the enormous task of ensuring COVID safety. We also created new online programmes – most notably *Hackney Social Radio* which enabled thousands of older people to stay connected during this very difficult and isolating time.

We would like to thank our staff, freelancers and volunteers who have put in so much additional time this year. The team's flexibility and imagination meant that we were able to not only avoid furloughing any staff but also to create new jobs and freelance opportunities. We are proud that staff remained fit and healthy and able to engage in our work and contribute to local efforts to support those most in need, forming new networks and partnerships with organisations across the borough. We are pleased to be working with Hackney Council on the Government's new Kickstart programme, creating four entry-level positions in the coming year and offering support to other local employers who want to strengthen young people's futures.

In July 2020 we were delighted to welcome our first Patron Idris Elba to the company. We are incredibly grateful for Idris' constant support of our organisation and the young people we work with, it is wonderful to have a Patron who truly recognises the importance of community organisations working at the grassroots. Idris' support has made a tremendous difference during the COVID crisis, providing financial support and donating clothing from his brand 2HR SET, which helped to boost the morale of our young people. We are excited to further develop this very positive new relationship in the coming year.

We would also like to extend our thanks to all of our funders for their new and continued support during such a turbulent year. We appreciate the time and energy that goes into distributing funds and are very grateful for the additional commitment that funders have shown to grassroots organisations such as ourselves.

Finally, we would like to thank our participants, who have made this a year of positivity and enormous creativity despite such challenging circumstances.

PROFESSOR MELISSA BUTCHER, CHAIR OF TRUSTEES

Review of activities for the year ended 31st March 2021

Our Vision:

Immediate Theatre remains committed to our vision of a society where questioning, articulate and motivated people create and collaborate to build thriving communities.

Our Purpose:

Our purpose is to involve communities in creative projects that inspire wellbeing, break down barriers and engage people in the process of personal and social change.

Our Objectives:

- To provide inspiring participatory arts programmes, enabling people to reach their potential and preventing exclusion and social isolation
- To creatively explore social issues, engaging people in the process of change and encouraging and enabling them to influence decision making
- To improve health and wellbeing and increase life skills and employability through engagement in the arts

Our objectives are delivered across our programmes with thorough evaluation processes being used to evidence the impact of our work.



ACHIEVING OUR OBJECTIVES; HIGHLIGHTS

<i>Inspiring participatory arts programmes enabling people to reach their potential and prevent exclusion and social isolation</i>	<i>Creatively explore social issues, engaging people in the process of change and encouraging and enabling them to influence decision making</i>	<i>Improve health and wellbeing and increase life skills and employability through engagement in the arts</i>
<p>Over 1,000 hours of participatory arts programmes delivered</p> <p>388 participants over the year including 276 young people, 91 unemployed, and 21 over 50s.</p> <p>Over 85% of participants from ethnically diverse communities</p> <p>At least 10% of participants identify as disabled</p> <p>Participants ranging from ages 5 – 91</p> <p>Transferred all programmes online in response to COVID-19, ensuring ongoing support and social connection</p> <p>Established Hackney Social Radio, a weekly radio programme aimed at digitally and socially isolated older people, producing 41 shows involving over 300 members of the local community and achieving a total of 25,366 listens</p> <p>Created Stepping Up, a new programme to support young people with the transition from primary to secondary school</p> <p>Provided 84 tablets for young people to access online youth theatres and support their school work.</p> <p>Delivered 4,000 craft packs to 300 young people across Hackney and distributed clothing donated by our Patron to 250 young people</p>	<p>Delivered 5 projects exploring social issues including a Black History Month project and a social action project focusing on racism and discrimination and the power of protest.</p> <p>Participants produced original songs and spoken word pieces to voice their experiences of racism and discrimination which were shared via social media, reaching over 1,000 people.</p> <p>6 young people spoke to a reporter about institutional racism and the stop and search of young Black men for a feature on TRT World News.</p> <p>2 young people won 1st and 3rd prize at the London Youth Visual Art Competition – both pieces explored mental health</p> <p>Summer Exposure project produced three performances exploring the impact of lockdown on participants' relationships</p> <p>3 blogs produced by participants on the impacts of lockdown</p> <p>Involved around 300 local people in the production of <i>Hackney Social Radio</i> including local councilors, faith leaders, community groups, and healthcare professionals and enabled older people to have a voice in key local issues.</p>	<p>Of those young people who sustained engagement, 73% demonstrated improvements in behaviour, engagement and focus</p> <p>95% of participants said they had increased in confidence after taking part in our summer programme</p> <p>19 over 50s participating in Theatre Exchange and contributing to <i>Hackney Social Radio</i>, enabling them to make a meaningful contribution, learn new skills and boost wellbeing</p> <p>41 young people gained accreditation</p> <p>Hosted 4 student placements and 8 volunteers</p> <p>7 young people were paid the London Living Wage to work as Peer Facilitators, earning over £17,000 between them</p> <p>Established new partnership with Mind in the City, Hackney and Waltham Forest, working with young Black men to support emotional wellbeing.</p> <p>4 people entered paid employment and 5 were supported into work experience after participating in our <i>What's Your Story?</i> programme</p>

Work with young people

We deliver a range of programmes with young people, including our youth theatres delivered on local estates, work with young people who have been excluded or are at risk of exclusion, and a variety of projects in primary and secondary schools, including a new programme supporting young people with the transition to secondary school.

We know that young people have been particularly impacted by the pandemic – the missed time in education and feelings of anxiety and uncertainty about the future has hugely affected the emotional wellbeing of our participants and their families. This increased the need for our programmes, with an emphasis on supporting participants to process the unfamiliar world around them, building resilience, and trying to maintain a sense of stability and normality for the more vulnerable groups.

Key funders & partners over the year included:

Connecting Young Hackney, Children in Need, Sanctuary Housing, the Jack Petchey Foundation, Zurich Community Trust, The Fore, Three Monkeys Trust, Peabody Community Fund, Vanguard Group Foundation, UBS, Youth Endowment Foundation, London Borough of Hackney, Wally Foster Community Centre, Mayor of London's Young Londoners Fund, London Youth, London Bubble.

ESTATE-BASED YOUTH THEATRES

Led by Charmain Humphrey, our *Estate-based Youth Theatre* programme has continued to prove the value of our work with young people across the borough. We were able to provide ongoing support throughout the year, quickly adapting to new ways of delivering and performing, and we maintained regular participation across all our youth theatre groups, with only a 33% reduction in numbers from the previous year. This is thanks to the hard work and creativity of our staff and freelancers, particularly Hannah Drummond, Olivia McDonald and Kyarna Morris. We are grateful to the Wally Foster Community Centre for enabling us to move a number of our groups to the space while our usual venues remained closed, enabling us to support the most vulnerable of our participants in a physical space as soon as it was safe to do so.

Through 35 weeks of after school delivery and 7 additional holiday projects, we engaged:

- 101 regular participants plus 72 additional young people in school holiday projects
- 8% with registered disabilities; many more with learning support plans
- 62% female participants
- 84% from ethnically diverse backgrounds

Estate-based Youth Theatres

35 WEEKS OF AFTER-SCHOOL DELIVERY

76 ONLINE WORKSHOPS

101 REGULAR PARTICIPANTS

84% FROM ETHNICALLY DIVERSE BACKGROUNDS

62% FEMALE

8% WITH REGISTERED DISABILITIES

41 ACCREDITATIONS AWARDED



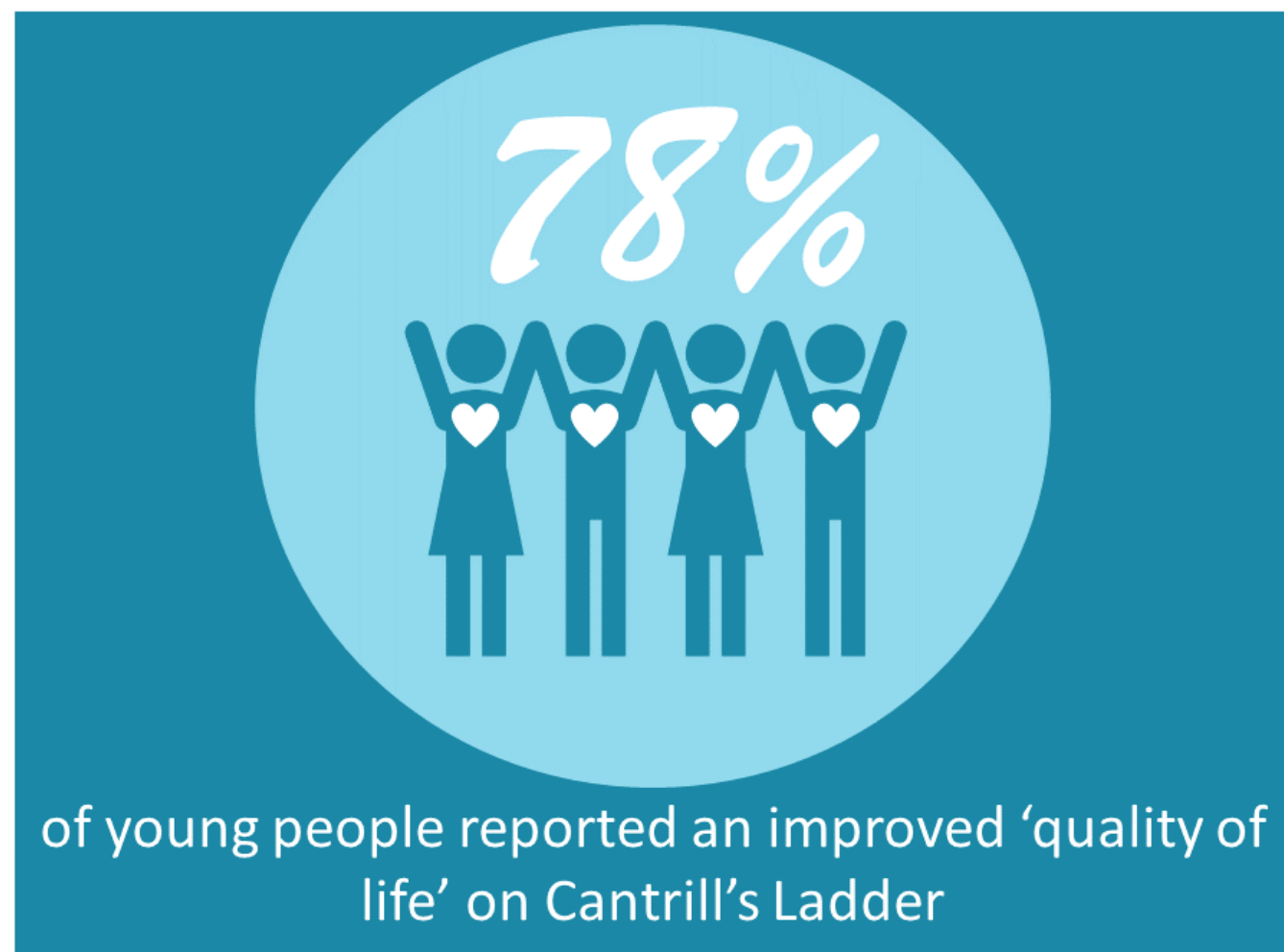
In March 2020, we unfortunately had to close our Youth Theatre on Woodberry Down. After over 20 years of working in the area we were very sad to lose this group. More positively, we were delighted to open a new Youth Theatre on Pembury Estate, thanks to funding from Peabody and the London Community Foundation. This work began in February 2021 and we have so far welcomed 8 new participants to the group.

Participant data, gathered using the tools and systems approved by the Centre for Youth Impact, evidences the impact of our work on young people's social, emotional and practical capabilities.

Staff observation data showed that young people had improved or sustained previous levels in the following key areas:

- Engagement, focus and behaviour – 73%
- Attitude, enthusiasm and contribution – 73%
- Teamworking and leadership qualities – 74%
- Technical skills and performance ability – 84%
- Artistic confidence and creative thinking – 85%

Young people are also asked to rate their quality of life using Cantril's Ladder, an internationally recognised tool for measuring Overall Life Satisfaction. Participants are asked to rate their overall wellbeing from 0-10. This year data shows that **78% of participants reported an improved quality of life**. This is particularly significant when taking into consideration how young people have suffered under COVID restrictions and the variety of social and emotional barriers faced in the past year. Young people participating in our summer programme, our first face-to-face project since lockdown began, reported an **increase from an average score of 4/10 at the beginning of the project to 7/10 at the end of the project**.



“Lockdown affected my school work and my mental health because I felt really alone and isolated from everyone. My mum would be at work a lot because she’s a nurse, so I’d be alone quite a lot of the time. But Immediate Theatre still ran their sessions, so it felt like there were people there for me and I didn’t feel alone in such a bad time. As soon as we came out of lockdown, Immediate were ready with a project for us to do in person, not many places were doing that.”

Participant, aged 16

School Holiday Programmes

This year we delivered three summer holiday projects and four half-term projects and engaged a total of 112 young people, including 74 young people who were not registered to our regular EbyT sessions. We were delighted to be able to go ahead with our regular summer programmes, Breakout and Exposure, with adjustments made in line with COVID restrictions. We also formed a very positive new partnership with Apex Learning Hub, delivering workshops for the Summer Play Scheme and a Black History Month project at Daubeney Primary School.

This year’s **Breakout** project was delivered digitally, engaging 19 young people aged 5-10 in daily Zoom sessions. The project explored the idea of creating an ideal planet – each young person designed their own planet, created characters to live on the planet, devised a song and dance and created rules they would enforce if they were the President of their planet. The project proved extremely effective in providing a fun and creative outlet for the young people during such a challenging and confusing time.

Exposure, a fully inclusive project for 12-25 year olds, took place from 3rd – 14th August at the Wally Foster Community Centre, engaging 17 participants. The project explored lockdown and relationships – participants worked with playwright Justin Marosa to develop three scripts: “Deliver Who”, “Shielding”, and “No New Norm”. The project culminated in three filmed performances which were shared digitally with participants and their families.



At the end of the project, young people's goal setting forms showed:

- **88%** felt that they had developed their theatre skills
- **63%** felt that they had explored issues/themes relevant to them
- **88%** felt that they had contributed their ideas
- **100%** felt more able to support others, compared to **28%** at the start
- **63%** felt they were able to trust others, compared to **28%** at the start



73% of participants
developed their theatre
skills



63% explored
issues/themes relevant
to them



88% felt they had
contributed their ideas



100% of participants
felt they were more able
to support others



63% felt more
able to trust others



30% increase in the average
'life satisfaction' score, from
4/10 at the beginning to 7/10 at
the end of the project.

We engaged 23 young people aged 11-25 in a one-off project, **Tower Block Tales**, from 26th – 30th October 2020. Young people created a performance of a script produced by participant and Peer Facilitator Ajia Perkins, aged 16. The play explored the lives of various residents within a tower block and the problems they faced. Young people were able to creatively explore issues relevant to their own lives and current events, including the Black Lives Matter movement, the Grenfell Tower fire, and bereavement and grief.

At the end of the project, young people's goal setting forms showed:

- **92%** of participants had made friends during the project
- **76%** felt they had developed their theatre skills
- **62%** felt they had explored issues and themes relevant to them
- **77%** felt they had increased in confidence
- **62%** felt more able to trust and support others at the end of the project

Having displayed a strong talent for script writing, Ajia produced another play for our February half-term social action project. Participants wanted to create a performance which reflected the experiences of young Black people within our society and highlighted the power of activism and creating platforms for people's stories to be heard.

The project took place from 15th – 19th February at the Wally Foster Community Centre, welcoming 23 young people aged 11-25 (inclusive of young people with disabilities). Alongside a filmed performance of the play, young people produced an original song, spoken word pieces and performances for an Instagram Live broadcast.



INTERACTIONS

We continued our work in Pupil Referral Units (PRUs), thanks to funding from the Mayor of London's Young Londoners Fund. *Interactions* is a film and drama programme led by Charmain Humphrey, working with young people aged 13-19 who have been excluded, or are at risk of exclusion, from mainstream education, providing access to positive creative activities through which they can achieve.

This year we faced many challenges, particularly with forming new relationships with Pupil Referral Units. Due to the national lockdowns, many PRUs did not allow visitors in to deliver workshops, even after schools had reopened. We were however pleased to maintain a very positive relationship with the Inspired Directions School in Dalston throughout the year. Recognising the increased risk for this client group during school closures, we delivered a series of online workshops and provided tablets to all participants to enable them to participate in our sessions and other online sessions with the PRU. We were also able to use resources from the project to engage at-risk young people in our regular youth theatre programme.

Across the year, we engaged 28 participants in the programme, supported 5 young people into paid or voluntary work within our regular youth theatre programme, and provided tablets and clothing donated by our Patron to all participants

CASE STUDY

Z is 15 years old and joined our *Interactions* programme in June 2020. Z had been stabbed outside of their house and was experiencing a great deal of trauma relating to the incident. At the point when we first engaged Z, they had not left their house for 5 months and their anxiety was so severe that they found it difficult to even leave their bedroom and this would often result in angry outbursts. Despite this, Z coped really well when we first visited them at home and was able to come out to see us. On our second visit, Z was waiting at the doorstep for us to arrive. We then invited Z to help us with deliveries to other young people on the nearby estate.

Through these visits, we were able to build a positive relationship with Z and they became more comfortable and open with us. We were able to learn more about the incident Z was involved in and better understand their support needs. We have seen huge progress since we began working with Z and are incredibly proud of how far they have come in overcoming their anxiety – they now travel in to the PRU to attend sessions in person.

SPEECH BUBBLES

Speech Bubbles is an evidence-based drama-led intervention aimed at improving speech, language and communication in selected children in Key Stage 1; delivered as a franchise from our long-term partners London Bubble.

Thanks to funding from UBS we were able to introduce the programme to three new schools this year. Our practitioners Olivia McDonald, Abbie Nicholls and Flo Katesmark rose to the challenge of adapting their sessions, delivering in a range of formats including online sessions delivered to participants at home, online sessions to students based in schools, and some face-to-face group sessions with additional measures in place. The team managed to maintain consistently high-quality, fun and engaging sessions. Schools experiencing Speech Bubbles for the first time reported how impressed they were by the project and how it offered the children a much-needed safety net, support network and outlet to express themselves.

The importance of this programme in helping Key Stage 1 pupils to catch up on time lost during the pandemic and develop key skills has also been recognised by our funders. In the final term of the 2020/21 academic year we will be working in a further three schools and look forward to starting the new academic year with seven local primary schools.

STEPPING UP

Thanks to funding from the Youth Endowment Fund, this year we launched a new Transitions programme, supporting young people with the move from primary to secondary school. The year-long programme, which started in August 2020, consists of weekly Saturday morning online drama sessions and supports participants with settling into their new school environment.

Led by Olivia McDonald we worked closely with local primary and secondary schools for referrals of young people who they felt would struggle with the move to secondary school. Teachers responded very positively to this project as many were concerned about year six pupils who were not receiving the support they needed at this very challenging time.

From August to March, we delivered 32 sessions and engaged a total of 22 participants. All the young people were provided with a free tablet and internet support to access the programme. Sessions explored making friends, bullying, personal safety – both online and at school, wellbeing and identity. The project allowed young people to feel supported during their first year of secondary school, providing a consistent space where they could discuss issues that were relevant to them in a fun, supportive, and creative way. The young people fed back that they ‘enjoyed the journey’ and recognised how much they had grown in confidence.

The project will culminate in July 2021 when we plan to integrate the young people into our summer programmes and regular youth theatre sessions. We are pleased that funding from Coutts will enable us to repeat the programme in the next academic year and create a new live session specifically for students in years 7 & 8 from February 2022.

CASE STUDY

T was originally referred to the programme because they lacked confidence in group settings and was transferring to Secondary school without close friends. In the first few sessions, T was very quiet and reserved. T rated their confidence as 1 on a scale of 1-10 (1 being the least confident and 10 being the most). Over the course of the programme, T made a significant improvement in confidence and now always puts their hand up and wants to go first when we are sharing work back with the group. T has also made new friends at school. It has been great to see such a positive transformation in such a short space of time.

Work with the Over 50s

This year we significantly extended our programme for older adults aged 50+, continuing to engage our core group in weekly online sessions as part of our *Theatre Exchange* programme, launching *Hackney Social Radio*, and providing training to enable participants to be involved in making content for the broadcasts through a new *Production Club*. All projects are scheduled to continue through to July 2021, and we are seeking funding to make this a permanent element of our programme.

Key funders & partners over the year included:

Arts Council England, CAF Resilience Fund, Henry Smith Charity, The Fore, London Borough of Hackney, Connect Hackney: Ageing Better, West Hackney Parochial Trust, Hackney Caribbean Elderly Organisation, Resonance FM

THEATRE EXCHANGE

Despite some initial challenges transferring to the Zoom platform, this has been a remarkably positive and creative year for our core group of over 50s. Over the year, we involved 17 participants in over 70 online weekly workshops and additional sessions to develop and rehearse plays. We were delighted to welcome new participants to our online sessions and maintain a high regular attendance each week, with many participants describing the sessions as a 'lifeline' during lockdown.

Radio Plays

We produced three plays, which were recorded digitally and broadcast on *Hackney Social Radio*. 'Come in Number 49', written by group member Janet Evans, was broadcast in September 2020 and was also shared at the London Association of Directors of Adult Social Services' Annual Carer's Festival. In December, the group created a festive play, 'A Curious Christmas', inspired by the story of Alice in Wonderland and the group's experiences under lockdown. This was followed by 'Hackney to Hades' in the Spring, loosely based on the story of Persephone and exploring the emergence from lockdown restrictions.



"Being able to interact with people in the weekly Zoom sessions was a real lift as I live on my own and could not go out and meet with people as normal. Those sessions, and participating in *Hackney Social Radio*, is something I can look forward to in an otherwise bleak week"

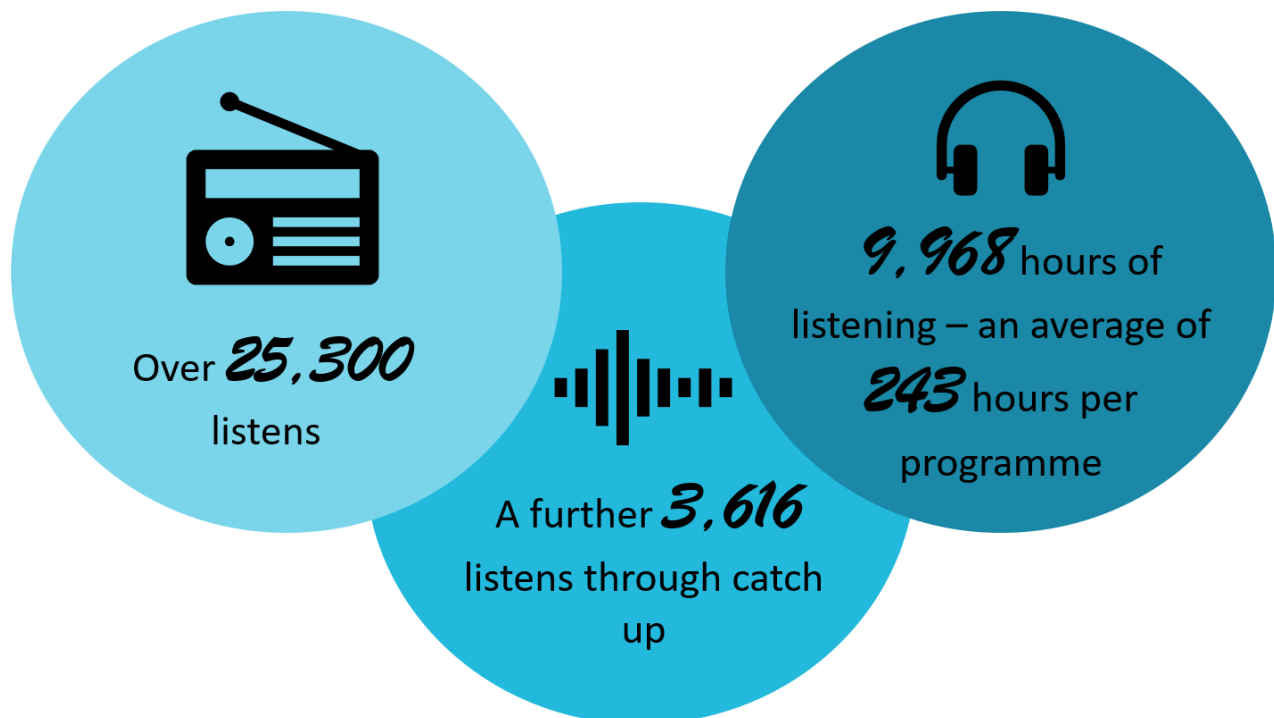
Theatre Exchange participant

HACKNEY SOCIAL RADIO

Inspired by our *Theatre Exchange* core group to find new ways of reaching out to more isolated older people, we launched *Hackney Social Radio* – a weekly magazine style radio programme, recorded on Zoom and broadcast on Resonance FM. The show aimed to engage isolated older people, promoting wellbeing and connectivity and providing entertainment, up-to-date information about where to access help and support, and key health messages during the pandemic.

We secured emergency funding from Arts Council England for a pilot project and support from Connect Hackney (an Ageing Better National Lottery funded project), the London Borough of Hackney's Culture Team and the Hackney Clinical Commissioning Group. Between June – September 2020, we successfully broadcast 15 programmes and received very positive feedback from listeners. This enabled us to raise additional funds from the Henry Smith Charity Emergency Fund and the Charities Aid Foundation to launch a second series in November 2020 which runs until July 2021.

By the end of March 2021, we had produced 41 weekly 59-minute radio shows and had a total of 25,366 listens to the series on Resonance, with a total of 9,968 listener hours (source: Piwik) and 3,616 playbacks on Mixcloud. We involved around 300 local people in the production of the show – including the production team, feature makers, contributors, editors and interviewees – and featured diverse content from a range of local groups, including Jewish, Muslim, Buddhist and Christian faith groups, community groups such as the Imece Turkish Women's Group, LGBTQ+ groups and the Hackney Caribbean Elderly Organisation. We have heard from local experts such as representatives from Local Government and GPs. Programmes have also featured original radio plays from our *Theatre Exchange* group and from other organisations including Jazanne Arts and Jackson's Lane.



As well as having a positive impact on our active over 50s, who are able to make a meaningful contribution through their involvement as presenters, *Hackney Social Radio* has continued to receive a very encouraging response from the local community, and feedback gathered from audience surveys indicates that it has helped to alleviate the sense of isolation felt by many during lockdown.

"Hackney Social Radio is a great way to find out more about all the organisations and projects going on around Hackney – especially through lockdown. Programmes have a real sense of community spirit and address diverse issues"

Hackney Social Radio Listener



Audience Development Research

Thanks to further funding from the Arts Council, we carried out a research project with The Audience Agency to help us to develop our older audiences. This led to a new marketing plan which will help us to build and maintain a community of listeners, increase awareness of the programme and reach a wider audience, including those who do not have access to the internet. We have already begun implementing new strategies based on our learnings.

PRODUCTION CLUB

In February 2021, we established the *Production Club* to enable participants to get involved in identifying interesting ideas and making the features. We engaged 14 participants to the group, with 10 of these joining from *Theatre Exchange*. The sessions were very successful, introducing participants to the basics of interviewing, editing, using sound effects and music. All participants have made features for the show and sessions will continue through to July, giving participants an increasing amount of control over content and ensuring the voices of the over 50s are heard and their contribution to the community celebrated.

"Taking part in Production Club has helped me meet new people and learn new skills and is something to look forward to on a Tuesday. It has helped me to feel more confident about myself and has also developed my imagination in creating and discussing ideas for creative writing. I have made new friends through the group and now listen to the radio more. I have learnt to participate in other groups on Zoom through this project"

Production Club participant

Employability Work

The pandemic has exacerbated the lack of confidence, feelings of anxiety and uncertainty about the future felt by many of our participants. This increased the need for our provisions, with an emphasis on supporting participants' physical and mental health, as well as developing their resilience and employability skills. Continued funding from the Henry Smith Charity and new partnerships with Hackney Quest and Mind in the City, Hackney and Waltham Forest enabled us to maintain an ongoing support network throughout the COVID restrictions.

Key funders & partners over the year included:

Henry Smith Charity, EQUIP, Sanctuary, Uber Moving Forward Fund, Mind in the City, Hackney and Waltham Forest, Job Centre Plus, Hackney CVS, Hackney Quest

PATHWAYS TO EMPLOYMENT

We adjusted our *Pathways to Employment* programme, working on a more one-to-one basis and creating tailored support plans with participants via phone calls and Zoom sessions. Many of the conversations centred around the emotional wellbeing of the participants, a lot of whom were struggling with anxiety and depression. Thanks to additional funding we were able to increase the capacity of the team, with Michael Bond joining us in December to help develop our relationships with local employers and enable us to make the most of the new Government Kickstart scheme for local unemployed young people. Across the year, we delivered employability skills training to 91 unemployed participants.

Working with Hackney Quest, we established a new voluntary sector-led 16+ network in October 2020. Meeting on a monthly basis, this has been a very important and beneficial network to develop our services and enable a more joined-up approach to supporting young people. The network is now attended by Young Hackney and local mental health services and is enabling us to get the voices of our participants heard.

What's Your Story?

Using filmmaking and drama techniques, *What's Your Story?* enables participants to build confidence and communication skills and begin their journey towards employment. This year we delivered two 4-week programmes for unemployed young people aged 18-25 and one online programme for women from ethnically diverse backgrounds, engaging a total of 21 participants. We also provided ongoing support to 8 participants from our March 2020 programme for young people aged 18-25, which was cancelled due to the first national lockdown.

At the beginning of lockdown, we created a new business plan course which we felt would work online and respond to needs identified by our participants. We engaged 8 participants in the programme, many of whom had previously taken part in our *What's Your Story?* programme for women from ethnically diverse backgrounds. Five of the women presented their final ideas to an online panel and were awarded £200 towards their next steps and one participant was invited to deliver paid art sessions to our youth theatre participants.

"What's Your Story? gave me the encouragement and confidence to keep working towards my goals, even when I thought all was hopeless. I have a better and more positive outlook on life and I have made some amazing friends from the group, which has really helped improve my social life"

What's Your Story? Participant

We delivered two programmes for young people aged 18-25 during the year. Three young people completed the course in September 2020, producing an inspiring 3-minute video, 'Amplify Within', which combined contemporary dance performed in full body paint with music and spoken word poetry to portray anxiety and the challenges we face within ourselves. All participants were supported into paid work and volunteering opportunities within the company – gaining experience in marketing, youth theatre facilitation and filmmaking. We are delighted that all three participants have now entered permanent paid employment.



CASE STUDY

R was referred to our *What's Your Story?* programme by the Job Centre in September 2020. She had just graduated from London Metropolitan University, where she studied Film Production. R's mental health had been impacted by the pandemic – she was feeling depressed and isolated and her confidence had been knocked by the lack of job opportunities during the pandemic. Alongside her fellow participants, R created a powerful film which explored anxiety through movement and spoken word poetry.

After the course, R was offered an Assistant Facilitator role on the next *What's Your Story?* programme. Although she was shy initially and had expressed she was feeling out of her comfort zone, R soon became a natural and was able to engage participants who lacked confidence, deliver the warm-up activities and lead on setting up the film equipment during the sessions. When the course was abruptly stopped in January 2021 due to the national lockdown, R continued to provide support to the group, co-facilitating online sessions. R sadly lost her grandmother to COVID and was unable to finish the programme, but we maintained communication and supported her through this period.

We referred R for work experience at the Tenthree Film Studio where she provided general support on production sets. They were really impressed with her enthusiasm and commitment, and R was offered a full-time Junior Production Assistant role.

Our second programme engaged 10 young people and ran for two weeks in December 2020, before it was unfortunately put on hold in January due to the third national lockdown. We continued to engage some participants online until we were able to resume in February 2021, and the group produced a short film, 'Locked Up, Locked In', which explored depression and anxiety in the context of lockdown. One of the participants has since gained employment as a photographer for an online fashion magazine.

Additional Support for Young Black Men

Thanks to funding from Mind in the City, Hackney and Waltham Forest, we were able to provide additional support for Young Black Men. Weekly sessions commenced on 3rd June 2020, with 10 participants. The project provides hot food, a space for participants to discuss challenges and shared experiences – both positive and negative, and to engage in activities to help them prepare to enter employment. It proved difficult to sustain these weekly meetings under COVID restrictions but we continued to support young people through 1-2-1 sessions.

In March 2021, we adapted our agreement with Mind, enabling us to integrate this strand of delivery into the overall *Pathways to Employment* programme. This will enable us to create a new full-time post for a Positive Pathways Officer, working across both our youth and employability programmes and ensuring that we are providing integrated wellbeing support for young people.

Kickstart Support

We were very pleased with the Government's Kickstart initiative which offers companies the opportunity to employ young people aged 16-25 on a 6-month paid placement, providing support and training to get started on their careers. Working with the London Borough of Hackney, we will support 4 young people into placements within the organisation as Marketing and Administration Assistant, Youth Drama Assistant, Film and Media Assistant and Radio Production Assistant. These posts will be a great asset to the company and enable us to make a real difference to the lives of young people.

We have also been able to support the influx of young people wanting support and guidance to register and apply for Kickstart posts. Working with the Job Centre Plus, we accepted 106 referrals and supported 52 young people with their applications and interviews on a 1-2-1 basis. We have also identified young people who would benefit from the more intense *What's Your Story?* programme which will be running in the coming year.

By March 2021:

- 4 young people have gained permanent employment after participating in *What's Your Story?*
- 4 young people were provided with work experience opportunities within Immediate Theatre and 1 young person received work experience at the Piccadilly Theatre
- 11 young people were supported to submit applications for Kickstart placements
- 5 women from ethnically diverse backgrounds received support including start-up funds towards their online business idea



4 young people entered permanent employment



5 young people gained volunteering/work experience



5 women from ethnically diverse backgrounds received support & start-up funding for their online business ideas



52 young people supported with the Kickstart process



11 of these submitted applications

PEER FACILITATORS

We are committed to providing first-time employment opportunities for young people who would otherwise face significant barriers. We regularly train participants as Peer Facilitators, young leaders aged 16-25, paid the London Living Wage and trained in the principles of safeguarding, drama workshop facilitation, and being a positive role model for vulnerable young people. This programme provides invaluable skills and work experience for young people, some of whom continue to be employed on EbYT at the end of the year.

This year we employed 6 young people as Peer Facilitators: Ajia Perkins, Kade Morris Diedrick, Montell Pemberton, Isla Rainforth, Rashane Headley and J’Nai Toney. We created a new full-time post for our regular Peer Facilitator Kyarna Morris in October 2020, who was also able to benefit from accredited Youth Work training with London Youth.

CASE STUDY

Ajia first joined our *Estate-based Youth Theatre* programme in January 2020, aged 15, as a volunteer at our Huddleston Youth Theatre for young people with SEND. She then joined our Wally Foster Youth Theatre as a participant in February, taking part in our social action project. Ajia really impressed us with a spoken word piece she wrote and performed as part of the group’s performance. She is an incredible poet, writer and performer, and turns up to every season ready and willing to throw herself into any situation.

She soon became one of our paid Peer Facilitators, continuing to support Huddleston as well as working on our new *Stepping Up* programme for young people moving up to secondary school. Ajia displays a real commitment to supporting the young people and acting as a positive role model in sessions. Ajia collaborated with the staff team to produce scripts for our October and February half-term projects, bringing with her fresh and creative ideas from a different perspective. She continues to be an advocate and a voice for our young people and has become a valued member of the delivery team. We have seen a massive growth in her confidence since she joined us and are excited to support her artistic development. Ajia has also been accepted into the National Youth Theatre this summer.

“When I first joined Immediate Theatre, I wasn’t confident and I wouldn’t talk to people, but the people here and the other participants are really friendly and really boosted that part of me. I’ve definitely gained more creative skills and my confidence and self-esteem has gone up immensely. They’ve allowed my creativity to have a safe space – I would never have had this experience without them”

Ajia – Peer Facilitator

INTERNSHIPS AND PLACEMENTS

In August 2020, the second round of our Marketing and Administration Internship came to an end. Georgia Gill has remained with us as a permanent and valued member of the team, in the role of Marketing and Administration Officer. We are very grateful to have received another year of funding from the Jack Petchey Foundation to host a new Projects Administration Assistant internship. Lauren Humphries joined the team in April 2021 and has been a great asset, increasing the capacity of the administration team.

We continue to host a number of placement students, who we often go on to employ once they graduate. This year we hosted 4 placements for students from the Royal Central School of Speech and Drama and Goldsmiths, University of London, including one international student from China. We have now welcomed one of these placement students, Sophy Leys-Johnston, to our team of freelancers on our *Estate-based Youth Theatre* and *Stepping Up* programmes.

Living Wage

Immediate Theatre is proud to be a Living Wage Employer, accredited by the Living Wage Foundation. All employees are paid London Living Wage we use industry guidelines such as JNC and Independent Theatre Council agreements to set fees and wage levels.



Quality Assurance

We are proud to hold the London Youth Silver Quality Mark, having demonstrated our commitment to high quality youth work in 2019. Assessment focused on opportunities for young people, staff and volunteers and included Monitoring and Evaluation; Diversity, Equality and Inclusion; Leadership and Management; and Partnerships. The Quality mark is a badge of excellence recognised by local authorities and funders.

Marketing and Audience Engagement

This year we were pleased to be able to create a permanent Marketing and Administration Officer post, which was filled by Georgia Gill following her 12-month internship. This has enabled us to increase our marketing capacity, continue to develop our digital presence and create high-quality marketing materials. Over the year, we have increased audience engagement across our social media channels and grown our following by an average of 37%.

The announcement of our first Patron in July 2020 has helped to raise the profile of the organisation and our work, receiving an extremely positive response online and in local press. Read the Hackney Gazette feature here: <https://www.hackneygazette.co.uk/news/idris-elba-becomes-first-patron-of-hackney-arts-organisation-3666480>

In November 2020, we began working with The Audience Agency (TAA) to develop our older audiences. We worked with Ashleigh Hibbins and Elise Boileau of TAA to design an audience survey, with input from the London Borough of Hackney's Culture Team, which was conducted online in January 2021. A report of the findings was created by TAA and this was then used to inform a marketing plan which will enable us to increase audiences for *Hackney Social Radio* and engage more people in our programmes for Over 50s. This work also supported us to create a company-wide marketing strategy which will enable us to reach more people across all of our programmes.

In January, we were one of 20 charities awarded a place on a free Digital Comms Mentoring Programme with Media Trust, which matched us with an industry mentor to create a digital content strategy. We worked with Katie Garrett for 6 months, concluding in June 2021. In addition to advising on our digital content strategy, Katie has also been very helpful with the overall company marketing strategy, providing feedback and advice throughout the process.

We were supported by a volunteer, Oxoline Bisegna, from October 2020 to January 2021. Oxoline joined us after participating in the September cohort of *What's Your Story?* and provided key support with digital communications, creating a lot of content for social media and the blog. Oxoline is now in full-time employment as a Press Assistant within a PR Firm.

We are really pleased with the development of our audience engagement over the year and expect this to continue to rise in the coming year, as we develop our relationship with our Patron Idris Elba and implement our new company marketing strategy. In 21/22 we will focus initially on celebrating 25 years of Immediate Theatre, our impact and the journey of our participants. This will provide a great opportunity to engage new and existing audiences in our journey so far and our plans for the future.

Our new Marketing and Administration Kickstart post will help us to further increase our marketing capacity; Jannah Miah will be with us for six months from May 2021.

Plans for Future Periods

Immediate Theatre is looking to the future with hope and the conviction that we have a vital part to play in making the world a better place for our communities. As we enter the new financial year with over £400,000 of confirmed income, we have ambitious plans to reinvigorate our work: establishing an office, resource and workshop space for the organisation; building on our exciting new relationship with our Patron; and generating more opportunities for participants to creatively contribute to society. We are conscious that during the next three years there will be a need for our work to focus on recovering from the COVID-19 pandemic, which has impacted disproportionately on the disadvantaged communities we engage with. We need to support our participants to regain the confidence some have lost and enable them to influence the shaping of a positive future for people of all ethnicities and backgrounds in a climate where we can all thrive.

Immediate Theatre has a part to play in supporting:

- All participants to recover from the emotional impact of bereavement and social isolation and helping them to form positive and sustained relationships
- Young people to re-engage and catch up on education so that they can lead fulfilling lives and providing complementary approaches to learning, enabling them to find purpose and prosperity
- Young people to remain “employable”, thus sustaining their sense of hope and purpose in a time when there may well be less work available
- Older people to remain connected and valued, preventing the feelings of isolation which have been both revealed and exacerbated by the pandemic
- Creative connections between the generations and cohesion across different sections of our community, preventing further social fracture.

In June 2021 we were very excited to announce that we are part of an exciting initiative created by Idris and his wife Sabrina Dhowre Elba and French fashion designer Christian Louboutin. The #WalkAMileInMyShoes collection was designed to raise awareness of social and racial injustice and will donate 100% of the proceeds to Immediate Theatre and four other grassroots organisations. We are honoured to be part of this project and feel a strong sense of responsibility to address the inequalities present within our own neighbourhoods and communities and to support young people to challenge the injustices they face and create more positive futures.

Financial Review

The company improved its financial sustainability over the year, significantly increasing turnover despite the impact of the global pandemic. We increased income from £303,512 to £425,701, with expenditure of only £417,564 and an operating surplus of £18,137. This surplus was substantially more than we had budgeted in February 2020 and was largely due to rent relief provided by Hackney Council via our landlords Hackney CVS. This enabled us to increase our unrestricted reserves to £50,505 from £27,865, bolstering our financial position when we most needed it. This strong position reflects the hard work of the staff team and their commitment to Immediate Theatre, together with the ongoing support of our key funders and partners.

We worked closely with the London Borough of Hackney's Cultural and Strategic Policy teams during COVID and the borough continued to support us via our Connecting Young Hackney contract, which has been extended to March 2022, as well as funding our holiday programmes and other projects through the Youth Opportunity Fund and Discover Young Hackney, and providing a great deal of in-kind and financial support for *Hackney Social Radio*. Continued support from HCVS through Connect Hackney; Ageing Better for *Theatre Exchange*, and from Mind in the City, Hackney and Waltham Forest for our *Pathways to Employment* programme reduced the impact of the loss of our main Hackney grant, however local government income still fell to £91,643 (from £111,227 in 2019/20). This reduction, together with increased funds from other funding sources meant that local government funds made up only 21% of total income (down from 36.6% in 2019/20).

Income from Central and Regional Government grew to £116,319 – 27% of our total income (12.5% in 2019/20) due in part to two grants from the Arts Council to help set up *Hackney Social Radio* and work with The Audience Agency on developing audiences for our work with older people. A grant from the Youth Endowment Fund enabled us to deliver a new online transitions programme, *Stepping Up*. We continued to deliver our three-year *Interactions* programme in Pupil Referral Units, funded by the Young Londoners Fund, and are about to start a new two-year partnership project funded by the GLA Violence Reduction Unit from April 2021 to 2023.

With much appreciated support from our fundraiser Katrina Duncan, we significantly increased income from Trusts and Foundations to £205,412 – 47% of total income (38.7% in 2019/20). We now have multi-year funds in place from Henry Smith Charity for Pathways to Employment and from Children in Need for our *Estate-based Youth Theatre* (EbYT) programme, as well as ongoing support from Zurich Community Trust. The Vanguard Group supported EbYT as well as employment for a young person, and Peabody Trust funded a new Youth Theatre on the Pembury Estate from February 2021. Funding from UBS enabled us to deliver Speech Bubbles to three schools and a new partnership with Coutts Foundation will provide funding from April 2021 until 2024 to support EbYT and continue our *Stepping Up* transitions programme.

Project grants from Trusts enabled us to respond to COVID-19, including funding from Henry Smith and the CAF Resilience Emergency Fund to support *Hackney Social Radio*. CCLORS Power to Change funded us to provide laptops so all staff could work effectively from home as well as additional support to deliver online sessions and improve our employability work for young people. Together with several smaller Trusts, they funded us to deliver tablets and craft packs to our young participants so they could engage with online sessions and their school work.

The pandemic had a major impact on earned income from schools projects and performances, with total sales of only £4,640 (£32,047 in 2019/20), a situation that is likely to continue in 2021/22. Working with our Patron, Idris Elba, we significantly increased income achieved through donations to £17,890 – 4% of total income (£4,671 in 2019/20). We are very excited that, following an announcement in June 2021, we will be the sole UK recipient of funds raised through the launch of a new shoe and accessories collection #walkamileinmyshoes designed by Idris and his wife Sabrina working with their friend Christian Louboutin; this is likely to significantly boost income in the coming year.

We have a robust fundraising strategy in place to ensure we can deliver our ambitious financial plans; continuing to diversify income streams and prioritising multi-year support from trusts and foundations, whilst aiming to increase income from regional and local government sources and corporate supporters. Our reliance on project funding makes us vulnerable to changes in priorities and a prospective decline in public funding, therefore while

we are in a strong position, our plans are flexible so that we can respond to opportunities and increase or reduce capacity as appropriate. By the end of the financial year we had secured £489,108 – 72% of our budgeted income for 2021/22 with several applications still pending. Over the coming year we aim to build on this success to meet evident high levels of need and increase our resilience and financial sustainability.

Reserves policy

The total reserves of the company at the close of 20/21 are £64,598 (2019/20: £46,461). This includes an operational reserve of £50,505 (2019/20: £27,865) and restricted funds of £14,093 which must be spent on specific projects.

It is the aim of the trustees to build up sufficient reserves to cover 3 months running costs based on the prior year's financial statement, currently calculated at £63,000. These reserves will be used to safeguard against a temporary shortfall in income and any additional unforeseen costs. We have been rebuilding our reserves over the past five years and are pleased to have achieved a substantial increase in unrestricted reserves this year. Trustees review the Reserves Policy annually to account for changing circumstances and will determine the amount needed to reflect increased operating costs and staff commitments.

Board Development

Our board of eleven Trustees includes ex-participants and Hackney residents, who bring a range of expertise and lived experience under the leadership of Professor Melissa Butcher. Trustees meet quarterly and hold additional meetings with our User Groups (young people, over 50s and unemployed) and wider staff team to ensure that they are listening to and responding to their needs and ideas. There is a Finance sub-committee which meets at least quarterly, reviewing financial performance, forecasting and reserves with all proceeding reported to the full Board.

This year the Board has played an active part in supporting the development of the organisation and guiding us through the challenges of the COVID-19 pandemic, providing strong leadership and governance throughout. We were pleased to welcome Suzanne Gorman to the Board in October 2020. Suzanne was the first Associate Director at Immediate Theatre back in 1997 and is now Artistic Director of Maya Productions. Her work, which focuses on promoting the work of artists from diverse ethnic backgrounds, has already helped us to develop a refreshed set of objectives around Equality, Diversity and Inclusion. We will be sad to say goodbye to Astrid Perry, who stepped down in April, and we will be seeking new Trustees in the coming year.

Staffing

Our core staff team remained stable over the year and we were joined by several new team members:

Artistic Director	Jo Carter
General Manager	Suzy Smith
Participation Manager	Charmain Humphrey
Training Projects Manager	Gbenga Olopade
Projects Manager	Nadya Bettioui
Marketing & Administration Officer	Georgia Gill
Youth Drama Coordinator (Maternity Cover)	Hannah Drummond
Youth Drama Leader (Maternity Cover)	Olivia McDonald
Youth Drama Assistant	Kyarna Morris
Hackney Social Radio Producer	Lucie Regan

We were pleased to welcome Nadya Bettoui back from Maternity leave in January in the new role of Projects Manager and were able to continue to employ Hannah Drummond and Olivia McDonald alongside her. Sharon Mitcheson continued to support the company remotely until going on Maternity leave in November 2020. We congratulate her on the birth of her son Broady. In October we were really pleased to welcome Kyarna Morris as Youth Drama Assistant, having been an EbYT participant and Peer Facilitator for many years. Lucie Regan joined us to produce Hackney Social Radio in July in a freelance capacity, but then joined the core team in November.

We also created two new posts to support our Pathways to Employment programme – Michael Bond joined us in November 2020 in the role of Employer Engagement Officer and Yasmin Adamson joined as Employability Support Worker in March 2021. Michael's post ended in April 2021 but he continues to work in partnership with us in his new role as General Manager at The Playhouse Theatre. In April we will be recruiting for the new post of Positive Pathways officer, a post which will support the employment team and look to improving pathways for participants across our programmes. We will also be reviewing the roles across our youth programmes looking to create new permanent posts to support increased delivery in schools and community settings starting from September.

We would like to thank our freelancers, volunteers and placements for their support over the year:

EbYT

Chryssi Tzanetou
David Omordia
Justin Marosa
Nicky Wilson
Gina Theodotou
Hannah Cassidy-Matthews
Hannah Davies
Afra Didi
Amanda Mascarenas
Elohay Mishpat
Imaani Bedel
Joaquim Fortunato
Lucy Jeffries
Reetta Kivimaa
Sam Addo
Serap Mustafa
Sophy Leys-Johnston
Unique Spencer
Yazmin Belo
Zishu Li
Ellie Buckingham

Speech Bubbles

Abbie Nichols
Flo Katesmark

Hackney Social Radio & Theatre

Exchange

Penny Cliff
May Robson
Sue Elliott-Nichols
Frank Kaos
Zahra Awani
Vicki Carter
Tamsin Hughes
Justin Marosa
Susan Croft
Lucy Rowe
Rob Truscott
Beatrice Ni Bhroin
Ben Dorling
Gary Horsman
Benoit Gouttenoir
Alicia Graham
Neil McKeown
Jake Reynolds
Liam St Pierre
Sally Ainsworth
Janet Evans
Hilarie Kerr
David Howells
Alice McKenna

Christine Taylor
Patricia Howlett
Judy Frumin
Barbara Susman
John Greenwood
Polly Symes
Donald Huttera
Luxmi Ghosh
Shirley Murgraff

Pathways to Employment

Michael Bond
Yasmin Adamson
Raine Arriel Drakes-Thomas
Amina Begum

Fundraising, Marketing & Administration

Katrina Duncan
Steve Roberts
Oxoline Bisegna

This report of the trustees has been approved by order of the board of trustees on Nov 15, 2021 and signed on its behalf by:



.....Melissa Butcher (Nov 11, 2021 11:36 EST).....

M Butcher - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF IMMEDIATE THEATRE

Independent examiner's report to the trustees of Immediate Theatre ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts 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 your charity'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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England & Wales 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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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)).

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.

mwbrindley

mwbrindley (Nov 15, 2021 15:00 GMT)

Maurice Brindley BSc FCA
Institute of Chartered Accountants in England & Wales
Brindley Millen Ltd
167 Turners Hill
Cheshunt
Hertfordshire
EN8 9BH

Date: Nov 15, 2021

IMMEDIATE THEATRE**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		-	-	-	-
Charitable activities	2				
Projects		26,964	408,737	435,701	303,512
		<hr/>	<hr/>	<hr/>	<hr/>
Total		26,964	408,737	435,701	303,512
 EXPENDITURE ON					
Charitable activities	3				
Projects		4,324	413,240	417,564	311,644
		<hr/>	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)		22,640	(4,503)	18,137	(8,132)
 RECONCILIATION OF FUNDS					
Total funds brought forward		27,865	18,596	46,461	54,593
		<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD		<u>50,505</u>	<u>14,093</u>	<u>64,598</u>	<u>46,461</u>

The notes form part of these financial statements

IMMEDIATE THEATRE (REGISTERED NUMBER: 03272271)**BALANCE SHEET****31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
CURRENT ASSETS					
Debtors	10	19,233	200	19,433	10,987
Cash at bank and in hand		<u>65,951</u>	<u>44,018</u>	<u>109,969</u>	<u>52,424</u>
		85,184	44,218	129,402	63,411
CREDITORS					
Amounts falling due within one year	11	<u>(34,679)</u>	<u>(30,125)</u>	<u>(64,804)</u>	<u>(16,950)</u>
NET CURRENT ASSETS		<u>50,505</u>	<u>14,093</u>	<u>64,598</u>	<u>46,461</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>50,505</u>	<u>14,093</u>	<u>64,598</u>	<u>46,461</u>
NET ASSETS		<u>50,505</u>	<u>14,093</u>	<u>64,598</u>	<u>46,461</u>
FUNDS	12				
Unrestricted funds				50,505	27,865
Restricted funds				<u>14,093</u>	<u>18,596</u>
TOTAL FUNDS				<u>64,598</u>	<u>46,461</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

BALANCE SHEET - continued
31 March 2021

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

The financial statements were approved by the Board of Trustees and authorised for issue onNov.15, 2021..... and were signed on its behalf by:



.....Melissa Butcher (Nov 11, 2021 11:36 EST).....

M Butcher - Trustee



.....Paul W m smith (Nov 15, 2021 11:45 GMT).....

P Smith - Trustee

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS **for the Year Ended 31 March 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements and assessment of going concern

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The financial statements are presented in sterling (£).

Critical accounting judgements and key sources of estimation uncertainty

No significant judgements have been made during the course of preparing these financial statements. There are no sources of estimation uncertainty.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Charitable Trading Income

Income arising from workshops, seminars and courses are included in the period in which the relevant event takes place.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs are allocated and apportioned across funds either according to the actual identifiable expenditure incurred or according to a reasonable estimate of the costs incurred by each fund where resources are shared.

Tangible fixed assets

Equipment had an estimated useful life of two years and has been fully depreciated.

Taxation

No provision has been made for corporation tax or deferred tax as the charity is a registered charity and is therefore exempt,

Debtors

Trade and other debtors are recognised at the settlement amount.

Cash at bank and in hand

Cast at bank and in hand comprises cash and monies held in bank current accounts.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS - continued **for the Year Ended 31 March 2021**

1. ACCOUNTING POLICIES - continued

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds - these are funds set aside by the trustees which can be used in accordance with the charitable objects at the discretion of the Trustees.

Restricted funds - these are funds that can only be used for particular purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods

Donated goods and services are included in the Statement of Financial Activities as income and expenditure. Items are valued at best estimate of cost incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially settled at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. INCOME FROM CHARITABLE ACTIVITIES

		31.3.21 £	31.3.20 £
Grants	Activity Projects	<u>435,701</u>	<u>303,512</u>

Grants received, included in the above, are as follows:

	<u>Project</u>		
Central / Regional Government			
Arts Council England	Hackney Social Radio	34,938	-
	Audience Development HSR	13,500	-
	Theatre Exchange	-	23,410
Young Londoners Fund	Interactions	47,967	11,992
European Social Fund/Bauer Media	What's Your Story?	-	2,572
Youth Endowment Foundation	Transitions/Stepping Up	<u>19,914</u>	<u>-</u>
		116,319	37,974
Local Government			
London Borough of Hackney- Young Hackney	Connecting Young Hackney Contract for Estate-based Youth Theatre and key work	65,000	65,000
	Estate-based Youth Theatre	-	18,000
	Theatre Exchange	-	7,022
London Borough of Hackney - Main Grant	Dalston Children's Festival & DYH & Hackney Circle	-	1,700
	Youth Opportunity Fund	2,891	9,505
	Hackney Social Radio	3,000	-

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS - continued **for the Year Ended 31 March 2021**

2. INCOME FROM CHARITABLE ACTIVITIES - continued

	Discover Young Hackney	2,000	-
Hackney CVS	Hackney Connect: Ageing Better	7,500	10,000
Mind in the City, Hackney and Waltham Forest	Pathways to Employment	11,253	
		91,644	111,227
Trusts and Foundations			
Sanctuary Housing Association	Estate-based Youth Theatre	4,000	4,000
	What's Your Story? / Pathways to Employment	-	4,476
EQUIP Fund (via Paddington Development Trust)	Pathways to Employment	9,282	7,595
Henry Smith Charity	Pathways to Employment	35,000	17,500
	Hackney Social Radio	32,500	-
Children in Need	Estate-based Youth Theatre	18,236	10,000
Jack Petchey	Awards scheme	2,250	3,000
	Internship Grant	8,152	19,772
Austin Hope Pilkington	Development and sundry	1,000	-
Zurich Community Foundation	Estate-based Youth Theatre	15,000	15,000
Vanguard Group	Estate-based Youth Theatre	12,125	-
Peabody	Estate-based Youth Theatre	2,000	-
Three Monkeys	Estate-based Youth Theatre	2,000	-
The Fore	Estate-based Youth Theatre	2,000	-
	Theatre Exchange	3,000	-
CAF Resilience Emergency Fund	Hackney Social Radio	16,755	-
Jacobs Charitable Trust	Estate-based Youth Theatre	50	-
CCLORS Power to Change	Power to Change	25,985	-
UBS	Speech Bubbles	10,727	-
West Hackney Parochial Trust	Theatre Exchange	-	10,000
Hackney Parochial Trust	Estate-based Youth Theatre	-	5,000
National Vegetarian Week	Estate-based Youth Theatre	-	200
	Estate-based Youth Theatre summer project	5,000	-
London Youth	Prize money	350	-
East End Community Foundation: Uber Fund	Pathways to Employment	-	5,000
East End Community Foundation: Allen & Overy Ben Ogden Memorial Fund	Pathways to Employment	-	2,500
ANTZ Network	Pathways to Employment	-	1,200
	EbYT: Nightingale Community	-	-
Groundwork	Garden+2500+12	-	5,000
London Bubble	Speech Bubbles	-	750
Charlotte Bonham-Carter Charitable Trust	Speech Bubbles	-	2,000
Wick Award: Community Chest Fund	Theatre Exchange	-	1,000
Mbili Charitable Trust	Estate-based Youth Theatre	-	1,000
Woodward Charitable Trust	Estate-based Youth Theatre	-	1,800
Loughborough University	Small Grant for EbYT Summer	-	800
		205,412	117,593
Income Generation			
Benthal Primary School	Speech Bubbles	1,000	3,000
London Fields	Speech Bubbles	400	-
Queensbridge	Speech Bubbles	400	-
Holmleigh Primary School	Speech Bubbles	-	160
Apex	Daubeny school holiday project	1,500	-

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS - continued **for the Year Ended 31 March 2021**

2. INCOME FROM CHARITABLE ACTIVITIES - continued

Mind payment by results	Pathways to Employment	840	-
Joanne Proctor	Social Media Training	300	-
Various Hackney Schools	Meet The Parents	-	825
	Continuous Professional Development		
Southern Road Primary School	training	-	700
	Continuous Professional Development		
Creative Schools	training	-	600
Creative Education Trust	Schools workshops	-	200
Hackney CVS	Training	-	40
PSHE Association	National Police Engagement Project	-	220
	Now You See me; Now You Don't -		
London Borough of Camden	schools tour	-	9,000
	Dying to Ride workshops	-	937
Department for Work & Pensions	Pathways to Employment	-	9,941
National FGM Centre	Training film	-	1,650
London Youth	Estate-based Youth Theatre residential	-	4,774
Big Give Christmas Challenge	Speech Bubbles	-	3,559
The Childhood Trust	Speech Bubbles	-	220
Individual Giving	Donations via Givey/Give as you live	-	618
	Cash donations	-	274
	Donations via other sources	56	-
	Donations via other sources (USA, campaign, other)	17,830	-
		<u>22,326</u>	<u>36,718</u>
		<u>435,701</u>	<u>303,512</u>

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 4) £	Totals £
Projects	<u>414,924</u>	<u>2,640</u>	<u>417,564</u>

4. SUPPORT COSTS

	Governance costs £
Projects	<u>2,640</u>

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS - continued **for the Year Ended 31 March 2021**

5. NET INCOME/(EXPENDITURE)

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

	31.3.21	31.3.20
	£	£
Independent examiners fee	<u>2,640</u>	<u>2,640</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

The key management personnel of the charity comprise the trustees, the Artistic Director and Participation Manager (2020: and General manager). The total employee benefits of the key management of the charity were £82,211 (2020: £90,516)

Trustees' expenses

	31.3.21	31.3.20
	£	£
Trustees' expenses	<u>-</u>	<u>256</u>

Trustee expenses consist of travel to board meetings, which benefited on trustee and refreshments which all trustees benefit from.

7. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	226,797	176,306
Social security costs	15,991	13,028
Other pension costs	<u>4,345</u>	<u>3,919</u>
	<u>247,133</u>	<u>193,253</u>

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20
All staff	<u>8</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

8. 2019/20 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	-	-
Charitable activities			
Projects	7,107	296,405	303,512
	<u>7,107</u>	<u>296,405</u>	<u>303,512</u>
Total	7,107	296,405	303,512

IMMEDIATE THEATRE**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 March 2021**8. 2019/20 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Projects	3,758	307,886	311,644
	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)	3,349	(11,481)	(8,132)
RECONCILIATION OF FUNDS			
Total funds brought forward	24,514	30,079	54,593
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>27,863</u>	<u>18,598</u>	<u>46,461</u>

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2020 and 31 March 2021	<u>1,740</u>
DEPRECIATION	
At 1 April 2020 and 31 March 2021	<u>1,740</u>
NET BOOK VALUE	
At 31 March 2021	<u>-</u>
At 31 March 2020	<u>-</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade debtors	16,893	8,247
Other debtors	<u>2,540</u>	<u>2,740</u>
	<u>19,433</u>	<u>10,987</u>

IMMEDIATE THEATRE**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 March 2021**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.21	31.3.20
	£	£
Trade creditors	3,021	2,654
Social security and other taxes	7,950	2,079
Other creditors	1,818	658
Accrued expenses	2,640	3,407
Grants in advance	<u>49,375</u>	<u>8,152</u>
	<u>64,804</u>	<u>16,950</u>

12. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	26,065	22,640	1,800	50,505
Designated fund	<u>1,800</u>	<u>-</u>	<u>(1,800)</u>	<u>-</u>
	27,865	22,640	-	50,505
Restricted funds				
Interactions	605	656	-	1,261
Estate-based Youth Theatre	4,000	(4,000)	-	-
Speech Bubbles	1,000	(11)	-	989
Theatre Exchange	3,300	2,597	-	5,897
Pathways to Employment	8,584	(3,250)	-	5,334
Development (internship)	1,107	(1,107)	-	-
Stepping Up	<u>-</u>	<u>612</u>	<u>-</u>	<u>612</u>
	<u>18,596</u>	<u>(4,503)</u>	<u>-</u>	<u>14,093</u>
TOTAL FUNDS	<u>46,461</u>	<u>18,137</u>	<u>-</u>	<u>64,598</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	26,964	(4,324)	22,640
Restricted funds			
Interactions	48,372	(47,716)	656
Estate-based Youth Theatre	113,277	(117,277)	(4,000)
Speech Bubbles	13,527	(13,538)	(11)
Theatre Exchange	114,551	(111,954)	2,597
Pathways to Employment	64,959	(68,209)	(3,250)
Development (internship)	8,152	(9,259)	(1,107)
Stepping Up	19,914	(19,302)	612
Power to Change	<u>25,985</u>	<u>(25,985)</u>	<u>-</u>
	<u>408,737</u>	<u>(413,240)</u>	<u>(4,503)</u>
TOTAL FUNDS	<u>435,701</u>	<u>(417,564)</u>	<u>18,137</u>

IMMEDIATE THEATRE**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 March 2021**12. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	22,714	3,351	26,065
Designated fund	<u>1,800</u>	<u>-</u>	<u>1,800</u>
	24,514	3,351	27,865
Restricted funds			
Interactions	-	605	605
Estate-based Youth Theatre	9,605	(5,605)	4,000
Speech Bubbles	1,565	(565)	1,000
Our Space	2,211	(2,211)	-
Create Your Future	2,310	(2,310)	-
What's Your Story?	5,123	(5,123)	-
Theatre Exchange	9,265	(5,965)	3,300
Pathways to Employment	-	8,584	8,584
Development (internship)	<u>-</u>	<u>1,107</u>	<u>1,107</u>
	<u>30,079</u>	<u>(11,483)</u>	<u>18,596</u>
TOTAL FUNDS	<u>54,593</u>	<u>(8,132)</u>	<u>46,461</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,107	(3,756)	3,351
Restricted funds			
Interactions	11,912	(11,307)	605
Estate-based Youth Theatre	143,100	(148,705)	(5,605)
Now You See Me, Now You Don't	9,000	(9,000)	-
Speech Bubbles	10,207	(10,772)	(565)
Our Space	-	(2,211)	(2,211)
Create Your Future	-	(2,310)	(2,310)
What's Your Story?	3,772	(8,895)	(5,123)
Theatre Exchange	51,630	(57,595)	(5,965)
Pathways to Employment	47,011	(38,427)	8,584
Development (internship)	<u>19,773</u>	<u>(18,666)</u>	<u>1,107</u>
	<u>296,405</u>	<u>(307,888)</u>	<u>(11,483)</u>
TOTAL FUNDS	<u>303,512</u>	<u>(311,644)</u>	<u>(8,132)</u>

IMMEDIATE THEATRE**NOTES TO THE FINANCIAL STATEMENTS - continued**
for the Year Ended 31 March 2021**12. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	22,714	25,991	1,800	50,505
Designated fund	<u>1,800</u>	<u>-</u>	<u>(1,800)</u>	<u>-</u>
	24,514	25,991	-	50,505
Restricted funds				
Interactions	-	1,261	-	1,261
Estate-based Youth Theatre	9,605	(9,605)	-	-
Speech Bubbles	1,565	(576)	-	989
Our Space	2,211	(2,211)	-	-
Create Your Future	2,310	(2,310)	-	-
What's Your Story?	5,123	(5,123)	-	-
Theatre Exchange	9,265	(3,368)	-	5,897
Pathways to Employment	-	5,334	-	5,334
Stepping Up	<u>-</u>	<u>612</u>	<u>-</u>	<u>612</u>
	<u>30,079</u>	<u>(15,986)</u>	<u>-</u>	<u>14,093</u>
TOTAL FUNDS	<u>54,593</u>	<u>10,005</u>	<u>-</u>	<u>64,598</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	34,071	(8,080)	25,991
Restricted funds			
Interactions	60,284	(59,023)	1,261
Estate-based Youth Theatre	256,377	(265,982)	(9,605)
Now You See Me, Now You Don't	9,000	(9,000)	-
Speech Bubbles	23,734	(24,310)	(576)
Our Space	-	(2,211)	(2,211)
Create Your Future	-	(2,310)	(2,310)
What's Your Story?	3,772	(8,895)	(5,123)
Theatre Exchange	166,181	(169,549)	(3,368)
Pathways to Employment	111,970	(106,636)	5,334
Development (internship)	27,925	(27,925)	-
Stepping Up	19,914	(19,302)	612
Power to Change	<u>25,985</u>	<u>(25,985)</u>	<u>-</u>
	<u>705,142</u>	<u>(721,128)</u>	<u>(15,986)</u>
TOTAL FUNDS	<u>739,213</u>	<u>(729,208)</u>	<u>10,005</u>

Estate-based Youth Theatres:

After school and holiday drama projects delivered in areas of high deprivation for young people aged 5-19.

IMMEDIATE THEATRE

NOTES TO THE FINANCIAL STATEMENTS - continued **for the Year Ended 31 March 2021**

12. MOVEMENT IN FUNDS - continued

Speech Bubbles:

Supporting children in KS1 to develop their speaking, listening and attention skills, franchised from London Bubble.

Create Your Future & What's Your Story:

Employability workshops, including 1-to-1 work with BAME women and young people aged 18-25, who face barriers to employment.

Theatre Exchange / Older People:

Drama project with people over the age of 50 delivered to prevent isolation in the community, including intergenerational activities.

Talent Match:

Providing training and support for young people aged 18 - 25 who are facing barriers to employment.

Jack Petchey Foundation:

Awards for young people chosen by their peers to fund a trip or other special activity. Also includes funding for year-long internship programme to employ a young person aged 18-25 full time.

Meet the Parents:

Trains young people to deliver sex, relationships & parenting education workshops in schools and youth settings.

Our Space:

Anti-knife crime project promoting a safer community with young people aged 9-16 years.

Now You See Me; Now You Don't:

Road safety workshops delivered to Year 5 and 6 students across London.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

14. MEMBER'S GUARANTEE

The members' liability is limited by guarantee.

The members guarantee that in the event of a winding up of the company each member will contribute such amounts as may be required, not exceeding £1.