



(A Company Limited by Guarantee with Charitable Status)

Impact Report and Unaudited Financial Statements for the year ended 31 March 2023

Registered number: 03500128 (England & Wales)
Registered Charity Number: 1072902

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Accessible Arts & Media

Impact Report for the year ended 31 March 2023

1 Introduction

Accessible Arts & Media (AAM) has been running arts and creative media learning projects in and around York since 1982. We believe that everyone can learn, everyone can be creative, and everyone can play a part in their local community, they just need the right support. We help people develop the skills and confidence to connect with their local community and have more of a say in the things that matter to them. And everyone has a lot of fun along the way!

Vision

Our vision is for an inclusive society. We level the playing field so everyone's given the best chance to shine.

Mission

We run a vibrant range of accessible, inclusive, high-quality, and affordable projects, from singing and signing choirs and sensory movement sessions to accessible music making groups and one-to-one creative and therapeutic sensory sessions. Our user-led projects help people find their voice and develop the confidence to use it. And they support people's wellbeing by helping them feel happy, valued, and connected.

Camaraderie, collaboration, and community spirit are at the heart of everything we do. We bring our own brand of humour and a lively sense of fun to the serious business of supporting people to achieve their aspirations.

We work with disabled adults and young people, older people living with dementia and memory loss, people with mental ill-health and community groups in York and North Yorkshire. You'll find us delivering workshops in schools, businesses and community centres and putting smiles on faces by performing in venues from concert halls to our local supermarket. We make sure our work, knowledge and expertise have a wider impact through strong local, regional, and national networks and partnerships and the creation of learning resources.

We're experts in creating a caring environment where everyone's supported to take part in the way that suits them best. It's a space where you can be yourself. By providing tailored opportunities for personal development and learning, our projects push boundaries and challenge stereotypes around what people can achieve.

We're registered with the Information Commissioners Office and the Fundraising Regulator, reinforcing our commitment to best practice in data management and ethical fundraising. And we're accredited as a Living Wage Employer because we believe in paying a true living wage.

2 Achievements and Performance

2022-23 was a year of re-establishing more of our pre-pandemic activities, including getting all of our programmes back to in-person sessions, performing indoors for the first time since November 2019 and getting back out into the community with outreach activities.

2.1 Celebrating 40 years

2022 saw us celebrate 40 years of delivering inclusive arts and media programmes in and around York.

A social media campaign celebrated highlights from the last four decades and our birthday celebrations culminated in a special anniversary gig at York St John University in October.



Hands & Voices performing © Jemma Mickleburgh

As well as celebrating 40 years of AAM, the show celebrated 10 years of our IMPs (Inclusive Music Projects) programme, 25 years of our Hands & Voices choir and 30 years of partnership working with York St John University. It was a bumper anniversary bonanza!

Young people from our Senior IMPs group opened the show with some of the new songs they've written over the past couple of years. Friends from York St John Contemporary Ensemble and Communitas

Choir (a community choir formed as part of York St John University's Converge programme) joined us with two beautiful performances. Our Movers & Shakers group performed in public for the first time, giving the audience a taste of what they get up to in their weekly sessions. And Hands & Voices brought the house down with some of the greatest hits from their 25-year back catalogue.

The performance came to a suitably celebratory close with everyone on stage for a sing-and-sign-along of '[We're AAM, How's 'at](#)', a new song written for the occasion by Hands & Voices. Recalling some of their favourite memories of AAM, it was a fun-filled trip down memory lane and the perfect way to end the show, with the audience joining in with gusto.

Huge thanks to everyone who came to celebrate with us in October, shared memories throughout the year and donated in celebration of our big birthday. We're proud to have brought inclusion to the forefront over the past four decades, and even more proud of the people who've taken part in our projects and what they've achieved. Here's to another 40 years of creating magical moments together!



Remembering dressing up for Christmas busking in "We're AAM, How's At" © Jemma Mickleburgh

2.2 Headline figures for 2022-23

- We supported **187** core participants with regular creative learning and wellbeing activities
- We delivered **412** regular activity sessions
- We delivered **9** outreach, training and practice sharing sessions that engaged a further **160** participants and professionals.
- **604** people accessed our free learning resources via our website.
- On average, our social media posts reached **12,670** accounts and received **503** engagements every month.
- We worked with **58 partners** across the education, cultural, voluntary, health, social care and business sectors.
- **48** fabulous people **volunteered** with us and collectively gave **477 hours** of their time
- Volunteers' contribution was worth **£5,202** * *calculated using the 2022-23 Real Living Wage of £10.90 per hour*
- We received **pro bono support** from professionals and businesses worth **£2,525**
- We created **1,082 hours** of paid employment opportunities for freelance artists

2.3 Participant and Supporter feedback

We asked our project participants and the people who support them to tell us about the difference AAM and our activities made to them over the past year.

2.3.1 Participants in our group projects:

- **100%** said that taking part in our sessions had made them **feel happy**
- **97%** said taking part has helped them **feel more confident**
- **97%** said they feel **they have a say in what happens** in sessions
- **92%** said taking part helps them **feel connected to friends**
- **89%** said taking part has helped them **get better at communicating**

When we asked what they enjoyed most about taking part in our sessions, they told us:

“Being as a group with people I know and like”

“Dancing, singing, seeing everyone”

“Everything!”

“I'm always happy at Movers and Shakers because I love the music and company. I'm more vocal when I sing to music and am very excited. I'm a happy soul.”



A Movers & Shakers session

2.3.2 Supporters:

The people who support our participants gave the following feedback:

- They gave an average score of **4.7 out of 5** when we asked about the impact taking part in our sessions has had on **building positive relationships** for the person they support (where 1 = no impact and 5 = significant impact)
- They gave an average score of **4.6 out of 5** when we asked about the impact our sessions had on the **wellbeing** of the person they support
- They gave an average score of **4.1 out of 5** when we asked about the impact taking part in our sessions has had on the **confidence** of the person they support
- They gave an average score of **4 out of 5** when we asked if the person they support is given the opportunity to **contribute their own ideas and have a say in what happens in their project**

Their feedback included:

"It is the member's group, their views on how to drive the session forward are fully respected by the leaders. All ideas are welcome. I love to watch the members volunteer to lead the sessions and take responsibility and I've watched them grow in confidence as 'leaders'."

"It's great to see the interaction and friendship between participants, the dedication and care given by the staff is superb and a joy to watch them all together"

2.3.3 iMUSE for Wellbeing Participants:

We asked the people who take part in our iMUSE for Wellbeing sessions to tell us about the difference iMUSE has made to them over the past year.

- They scored an average of **4.8 out of 5** when asked about the impact iMUSE has on **reducing anxiety and improving mood** (where 1 = no impact and 5 = significant impact)
- They scored an average of **4.6 out of 5** on the impact iMUSE has had in **helping them communicate**
- They scored an average of **4.4 out of 5** when asked about the impact iMUSE has had on their **ability to make decisions**
- They scored an average of **4.4 out of 5** on the impact iMUSE has had on helping them **feel more confident**
- They scored an average of **4 out of 5** on whether iMUSE has helped them **connect with other people**

Their feedback included:

"It really has helped break down the wall that I've had before. I feel more confident talking to people now"

"I feel a lot more relaxed afterwards and able to shut my mind off for longer"

“It helps to give me the confidence I need to do things. I'm more independent and doing a lot more on my own now.

“I have PTSD and its very important to self soothe and relax and iMUSE really helps this, so I am able to think more clearly. It is the best form of instant relaxation I've ever found”

2.3.4 Audience feedback:

We asked members of the audience at our indoor concerts to feedback on the performances.

- They gave an average score of **9.5 out of 10** when asked to rate the **quality** of the event (with 1 = very poor and 10 = excellent)
- They gave an average score of **10 out of 10** when asked **how important they feel projects like IMPs, Hands & Voices and Movers & Shakers are** (with 1 = not at all and 10 = very important)

Their feedback on the performances included:

“A-a-mazing as always! An afternoon of utter joy in music - A true celebration.”

“Really wonderful celebration of being together again.”

“Wonderful to see the joy on all the faces of the participants”

When asked to explain why they feel our projects are important, they told us:



Movers & Shakers participants performing at our Big Birthday Bash © Jemma Mickleburgh

“Seeing everyone fully included and enjoying themselves is an absolute joy.”

“I think it's incredibly important to emphasise the inclusiveness and accessibility of all arts. Projects like these help people to remember not to take things too seriously and enjoy yourself!”

“You can tell everyone is absolutely loving it, and it reminds us of the joy music can bring.”

We asked everyone to tell us the three words they'd use to describe our sessions, and this is what they told us (the larger the word, the more times it was given as a response):



2.4 Organisational Development

2022-23 was a year of consolidation, as we emerged from the Covid-19 pandemic. We've developed the following areas in 2022-23.

Governance:

- Elizabeth Jones stood down as Chair of our Board, after 3 years in the role. We're very grateful to Elizabeth for her support, expertise and counsel in steering the organisation, particularly through the challenges of the Covid-19 pandemic.
- Tina Wright retired from our Board after 12 years as a Trustee. Tina chaired our HR Sub-Group and advised AAM on HR matters, supporting staff appraisals and the development of policies. We're very grateful to Tina for her guidance, support and expertise over the years, and wish her a very happy retirement.
- Lucy Galliard, a Trustee since 2018, was appointed as Chair in November 2022.
- A successful recruitment campaign saw us recruit four new trustees. Peter Baumann and Michael Cross joined our Board in February, bringing skills in community engagement, digital and project management. A further two new trustees will join our Board in May 2023.
- Our Board reviewed our Complaints, Risk Management and Recruitment Policies.

Staff Development:

- We supplemented our in-house training in safeguarding, accessible communication and impact measurement with external training in safeguarding, sign supported communication, third sector management, First Aid and digital fundraising.
- We hosted three student placements on our learning disability programmes and a Duke of Edinburgh Awards placement for a young volunteer on Hands & Voices.

Human Resources:

- Jodie Jordan joined us in the new role of Project Assistant, supporting two of our learning disability programmes (IMPs and Hands & Voices), after initially undertaking a placement as part of her Music degree.
- Trustees reviewed rates of pay across the organisation (for employees and freelance contractors), in light of the cost-of-living crisis. Our Board approved a 5% cost of living adjustment for staff and appropriate adjustment to freelance rates (to a maximum of 10%) for the 2023-24 financial year.

Fundraising:

- Our community fundraising programme continued to grow, surpassing pre-pandemic levels of income from a range of events and from people fundraising on AAM's behalf.

- We were delighted to be selected as one of the two beneficiary charities for York Rotary Club's Dragon Boat Challenge. This meant that 33% of the funds raised by the 36 teams taking part was shared between Accessible Arts & Media and Antibiotic Research UK. Our intrepid team of rowers, Seas the Day, battled it out on the River Ouse and raised over £1,400 in sponsorship. A further £13,600 was received from York Rotary Club, thanks to the fundraising efforts of all the competing teams. Huge thanks to York Rotary for selecting AAM, to York Rotary President Mary Lumley for joining us in the boat for our first race, to our fantastic team and everyone who supported them, and to all the other teams and their supporters.



Members of Seas the Day being awarded the Tailenders Trophy by York Rotary President Mary Lumley © Lazlo Uzala

- We're very grateful to Nick Boaz, whose epic Summer of Swimming challenge saw him take part in the Great North Swim, swim the lengths of Ullswater and Windermere and attempt a cross-Channel swim that was sadly cut short due to adverse weather. Nick's fundraising, inspired by his sister Katie who's been a member of Hands & Voices for over 20 years, raised over £2,000. Thanks again Nick!
- Long-time supporters and friends of AAM JNJS Classic Soul donated £505, from a fundraising soul night in November. Big thanks!
- Our Hands & Voices and IMPs singing and signing choirs raised £1,400 in donations and sponsorship at two busking performances.
- Long-term Hands & Voices member Claire had a special birthday this year and asked friends and family to donate to AAM, raising over £400. Thanks Claire!
- And we were very excited to see the return of A Night to Remember, after a 2-year break during the pandemic. Local fundraising and music scene legend 'Big Ian' Donaghy's annual event sees some of the city's best musical talent sell out York Barbican to raise dementia awareness and raise funds for local charities. AAM has been one of the beneficiary charities for several years, and we received a donation of £4,861 from this year's event, as well as free tickets for our participants. We're very grateful to Ian and everyone who performed and donated on the night.

Partnerships:

- In October 2022, planning permission was secured for the new Clifton Explore Library Learning Centre. AAM has been confirmed as one of four community partners who'll be based at the new Hub. Partners were selected based on their ability to add value to the local community and to work to enhance the provision of services locally. Building work is due to start on site in 2023, with completion in summer 2024.

We're excited about the opportunities relocating to Clifton Explore will offer, including: having a purpose-built sensory room; developing new and re-establishing former partnerships with community groups and organisations in the Clifton area, where we were based from 2009-2018; collaborating with Explore and the other Explore community partners; and expanding the range of activities we offer.

2.5 Programme Development

The people who take part in our programmes often face difficulty with everyday activities and can end up feeling isolated and cut off. The ongoing development of our projects focuses on supporting their wellbeing by helping them:

- learn new skills they can transfer to other parts of their lives, including education, training and employment;
- explore and connect with the world around them, in a safe, supportive, fun environment;
- learn to work and communicate with other people, making new friends along the way;
- grow the confidence to have more of a say in the things that matter to them;
- contribute to their local community through workshops, exhibitions and performances;
- feel happy, valued and connected.

The above outcomes remained a key focus during the past year, with all project activities designed with them in mind.

2.5.1 Hands & Voices



Hands & Voices performing at our Big Birthday Bash © Jemma Mickleburgh

A fully inclusive singing and signing community choir, set up in 1997 to help adults with communication and learning difficulties take part in performances. The Hands & Voices programme includes regular choir rehearsals, performances and outreach workshops co- led by Hands & Voices trainees (members of the choir who are learning how to lead workshops).

“I feel part of a group and it gives me confidence.”

- **44 people** took part and we delivered **35 rehearsal sessions**
- We re-started in-person sessions in April 2022, with a new hybrid model that sees some people attend in-person (the ‘roomies’) and others join on Zoom (‘the zoomies’). Hands & Voices was the last of our projects to return to face-to-face sessions, due to the size of the choir and the need to maintain a degree of social distancing. Finding the right venue, that would enable us to meet in person with social distancing, was key.

The community hall at Marjorie Waite Court, a sheltered housing with extra care scheme in Clifton, has proven to be the perfect space. It was joyful to see everyone back together again in April and the hybrid model’s been a big success. Participants who struggled with online sessions during the pandemic are back singing with their friends again and membership numbers are back to where they were pre-pandemic. And we’ve made links with some of the older people who live at Marjorie Waite Court, inviting them to a mini performance and tea and cake.

- We held **4 social sessions** for members of Hands & Voices over the summer break.
- We welcomed **6 new volunteers**, including a young person working towards their Duke of Edinburgh Award.

- Hands & Voices members took part in **three concerts** – our Celebrate gig in July 2022 (our first indoor performance since November 2019), our Big Birthday Bash in October and a carol concert at York Castle Museum. They also performed at a choir member's 40th birthday party.
- Hands & Voices members joined members of our Senior IMPs group for **two busking performances** – one in York City Centre in the run up to Christmas and another at Asda, Monks Cross, in March.
- Three Hands and Voices trainees co-led **three singing and signing workshops**; one for students on the University of York's MA in Community Music, one as part of an inclusive film screening night at New Earswick Folk Hall, and one for first year Music students at York St John University.

We're very grateful to the following Hands & Voices funders and donors for their support this year: The Pavers Foundation, Rix Thompson Rothenberg Foundation, The Calmcott Trust, York Common Good Trust, The Charles Ruddock Trust, Norman Collinson Charitable Trust, Ron and Beryl Gatenby, York Vikings Rotary, Ways to Wellbeing, Ian Donaghy and City of York Council.

2.5.2 IMPs (Inclusive Music Projects)

IMPs offers year-round fun, inclusive music activities for disabled and non-disabled children and young people aged 5 – 25. The IMPs programme includes weekly sessions during term time (Senior IMPs for young people aged 11+ and Junior IMPs, delivered in partnership with Westfield Community Primary School), holiday activities in all the school holidays except Christmas, and a training programme where participants learn leadership, planning and communication skills. We also deliver outreach workshops in schools, youth groups and other community settings, co-led by our IMPs trainees.



Senior IMPs members performing at our Big Birthday Bash © Jemma Mickleburgh

"It felt good when I did my solo!"

- **68 children and young people** took part in **78 sessions** across the three strands of the programme.
- We delivered **eleven IMPs Holiday Clubs**, fun half-day sessions in the school holidays exploring themes including musical theatre, puppets and percussion, carnival music and dance and a sensory woodland adventure.
- We hosted **two student placements** for students studying Music at York St John University.
- Two Senior IMPs members co-led **four singing and signing workshops**, two for members of York Theatre Royal's Access All Areas inclusive youth theatre programmes and two for young people at Tang Hall SMART, a local music education setting.
- Senior IMPs members took part in **three concerts** – our Celebrate gig in July 2022 our Big Birthday Bash in October and a carol concert at York Castle Museum.
- Senior IMPs members joined members of Hands & Voices for **two busking performances** – one in York City Centre in the run up to Christmas and another at Asda, Monks Cross, in March.

We're very grateful to the following IMPs funders for their support this year: Youth Music, the Ed De Nunzio Charitable Trust, Children in Need, True Colours Trust, TK Maxx & Homesense Foundation and City of York Council.

2.5.3 iMUSE (Interactive Multi-Sensory Environment)



Participant creating music in iMUSE by moving their arms

iMUSE is a portable interactive multi-sensory environment. It provides a relaxing, therapeutic and creative space where participants can connect with the world around them, make their own choices, reduce anxiety and stress and develop non-verbal ways of communicating. It combines relaxation (using vibro-acoustic technology), music and visuals in one-to-one sessions tailored to each individual's needs and preferences.

Our iMUSE for Wellbeing programme runs weekly in-person one-to-one sessions, aimed at adults and young people with enduring mental ill-health and/or complex disabilities. Our iMUSE at Home programme uses simplified versions of the iMUSE technology that people can easily use in their own homes. Some participants access sessions that are facilitated remotely by one of our team, others use the At Home kits in self-guided sessions. iMUSE at Home empowers people to take control of their own mental wellbeing, by building self-care into a regular wellbeing routine.

"I am now very much able to talk to people as iMUSE has helped me keep my anxiety under control"

2.5.3.1 iMUSE for Wellbeing:

- We supported **44 people** with **210** x 1:1 iMUSE sessions
- We relocated our in-person **iMUSE for Wellbeing** sessions to New Earswick Folk Hall. As an inclusive, accessible community hub that's home to a library, café, post office and more, including our Movers & Shakers group, the Folk Hall has enabled iMUSE participants to benefit from accessing other services and making connections in the local community.
- Anna Snow joined the team as a new iMUSE facilitator, trained and mentored by our lead wellbeing facilitator, Tom Andrews, and Creative Director Rose Kent. This will enable us to expand the number of sessions available each week in 2023-24, meaning more people will benefit from iMUSE.
- We've continued to develop referral routes and partnerships with health and social care services, to ensure the people who will benefit most from accessing iMUSE are reached, and supported to take part. The relocation to New Earswick Folk Hall has also enabled links with local community partners, such as New Earswick Less Loneliness Initiative.
- A long-term iMUSE participant joined the team as a technical specialist, working with our adaptive technology partner Apollo Creative to create new, wearable vibro-acoustic equipment that is now used regularly in iMUSE sessions.

- We started working with the University of York Department of Physics, Engineering and Technology's Audio Lab on the development of the software used in iMUSE.

2.5.3.2 iMUSE at Home:

“Having a regular routine that positively encourages me to ‘just be’ has brought about huge, positive differences to my life.”

- We supported **3 people** with **50 remotely-facilitated iMUSE sessions**, two of whom have also accessed in-person sessions during the year.
- A further **8 people** used our iMUSE at Home kits for **1,248 self-guided iMUSE sessions**, averaging 3 sessions per person per week.

We're very grateful to the following iMUSE funders and donors for their support this year: The Igen Trust, The Purey Cust Trust, The Gay & Peter Hartley's Hillards Trust, York Rotary and City of York Council

2.5.4 Sensory Programme – Movers & Shakers

Creative and sensory-based activities designed for adults with profound and multiple learning disabilities (PMLD). Activities are designed to help participants develop communication, motor and learning skills. They include music making, movement/dance, mindfulness activities, storytelling and drama, alongside lots of opportunity for positive social interaction. Movers & Shakers meets weekly during term-time.



Making music at Movers & Shakers

“H adores her time at Movers & Shakers. While she is at the session she works completely independently from the support worker that accompanies her. H feels that she is a part of the team which runs the sessions and you wonderful people allow this to be. We are hugely appreciative of your care and kindness to her. It makes her very happy and allows her to feel she belongs to something important.”

- We supported **26 adults with PMLD** who took part in **35 sessions**.
- Participant numbers have steadily grown throughout the year. We now have a waiting list and will seek funding to expand the project to two sessions a week in 2023-24.
- Movers & Shakers participants performed in public for the first time at our Big Birthday Bash in October. They created an improvised soundscape and shared some of the movement activities they enjoy in their weekly sessions. They were a big hit with the audience, with feedback including: **“Very moving to see the Movers and Shakers session, everyone came alive with the music and showed the great love and care taken by the support workers too.”**
- We hosted **a student placement** for a student studying Music at York St John University.
- We welcomed **two new volunteers** to the Movers & Shakers team.

We're very grateful to the following Sensory Programme funders for their support this year: Nimbuscare and City of York Council.

3 Future Plans

Priorities for 2023-24 include:

- Holding an Away Day with staff and Trustees in May 2023, focused on creating an Equity, Diversity and Inclusion Action Plan for AAM.
- Inducting two new Trustees to our Board.
- Securing funding to expand our Movers & Shakers programme to two sessions a week.
- Working with York Explore and other community partners to firm up plans for the new community hub and secure funding, ahead of relocating in 2024-25.
- Expanding our IMPs Holiday Club provision, delivering sessions in partnership with local disability, educational and youth support organisations to enable more children and young people to benefit.
- Expanding our in-person iMUSE for Wellbeing programme from one to two days a week.
- Exploring the further expansion of iMUSE with our network of referral partners, and securing multi-year funding to support the programme's development.
- Working with the University of York's Department of Physics, Engineering and Technology on the creation of student research and development placements focused on developing the software and hardware used in iMUSE.



IMPs members performing at our Big Birthday Bash © Jemma Mickleburgh

Accessible Arts & Media

Report of the Trustees and Unaudited Financial Statements for the year ended 31 March 2023

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31st March 2023. The financial statements comply with the Companies Act 2006 and Accounting and Reporting by Charities, Statement of Recommended Practice (SORP 2015).

1 Structure, Governance and Management

a) Governing document

Accessible Arts & Media (AAM) is a company limited by guarantee with charitable status, governed by its Memorandum and Articles of Association dated 27th January 1998. In the event of the charity being wound up, members are required to contribute an amount not exceeding £10 and any assets left over must be given to another similar group.

b) Appointment of trustees

The directors of the company are also trustees of the charity. Under the requirement of the Memorandum and Articles of Association, trustees can be voted onto the board at trustee meetings and members of the organisation can be elected as trustees.

c) Trustee induction and training

New trustees are inducted into the charity, including: their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction they will have an opportunity to meet key employees and other trustees and to visit project sessions. They are also encouraged to attend appropriate external training events in order to develop their role.

d) Organisation

Trustees meet a minimum of four times a year, with sub-groups for HR & Governance and Finance meeting between full Board meetings. AAM is not a 'membership' charity in the legal sense of the word.

A Creative Director is appointed by the trustees to manage the day-to-day operations of the charity. To ensure the effective running of AAM, the Creative Director has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and artistic programming.

2 Trustees' Financial Review for the Year Ended 31 March 2023

a) Financial Summary

The 2022-23 financial year was one of consolidation as we emerged from the Covid-19 pandemic. The Finance Sub-Group met quarterly to monitor and mitigate any financial risk and adjust budgets and forecasts accordingly.

Like the previous financial year, a core aim in 2022-23 was to return to our pre-Covid budget position. Trustees were pleased to increase turnover by 6% since last year, and a 2% increase on the previous year.

Earned income has continued to increase this year as more projects have returned to in-person activity - up 39% on the previous year. The biggest increase since 2022-23 financial year has been in community fundraising where we were one of the chosen charities for the York Dragon Boat Challenge 2022, resulting in a 131% increase.

Grant funding (from trusts and foundations, Lottery and public funds) continued to be our main source of income. This year showed a small decrease of 7% on the previous year. We've continued to see income from individual donations decrease, this year by 9%.

In line with our recognition of income policy, £78,920 of income from donations and grants has been removed from 2022/23 and will be charged back in 2023/24. The reason for this is because donors have specified the grant is either to be spent in a future accounting period or until the pre-conditions of the grant have been met.

b) Raising Funds

AAM's primary fundraising activity consists of grant applications to private trusts and foundations and Lottery funders, written by our Creative Director, Development Manager and Programme Manager. We're very grateful to the individuals and organisations who raised funds for AAM this year. And we're equally indebted to the individuals who make regular and one-off donations to support our work. Our fundraisers are supported by our Marketing & Community Fundraising Coordinator, who also leads on AAM's own fundraising events and activities.

AAM is registered with the Fundraising Regulator, and we're committed to the standards set out in the Fundraising Code of Practice, reinforcing our commitment to best practice in fundraising. A link to our complaint's procedure is included in the fundraising section of our website so that members of the public can notify us of any complaints linked to our fundraising. We received no complaints this year and there were no compliance issues in relation to the Fundraising Code of Practice.

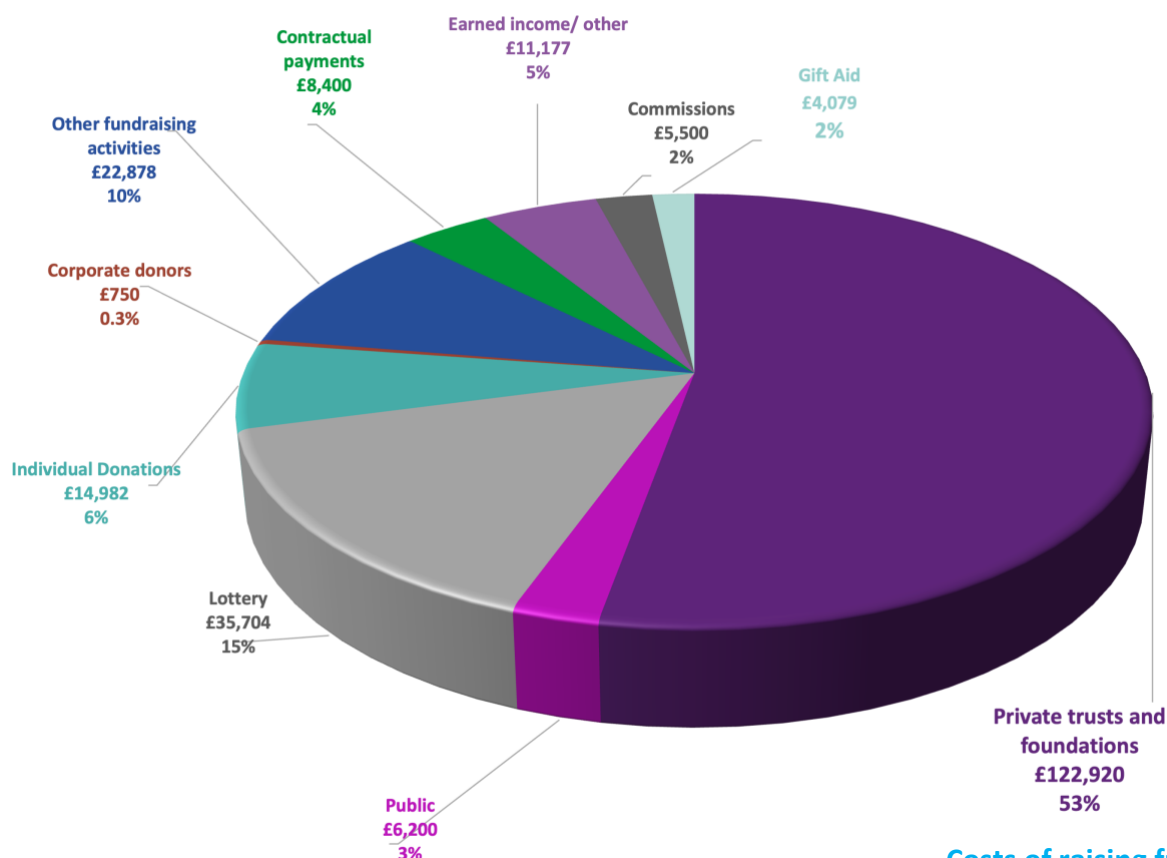
This has been another active year for AAM in terms of raising funds. We're particularly indebted to the following organisations and programmes for supporting our work with grants to the sum of £164,824:

The Calmcott Trust
The Charles Ruddock Trust
Children in Need
City of York Council
Cultural Wellbeing York
Ed De Nunzio Charitable Trust

The Feoffees of St Crux
Gay & Peter Hartley's Hillards Trust
The Henry Smith Charity
Igen Trust
National Foundation for Youth Music
Nimbuscare
Norman Collinson Charitable Trust
Pavers Foundation
The Purey Cust Trust
Rix Thompson Rothenberg Foundation
Sylvia & Colin Shepherd Charitable Trust
TK Maxx and Homesense Foundation
True Colours Trust
Ways to Wellbeing/York CVS
York Common Good Trust
York Rotary
York Vikings Rotary

c) Income and Expenditure Breakdown

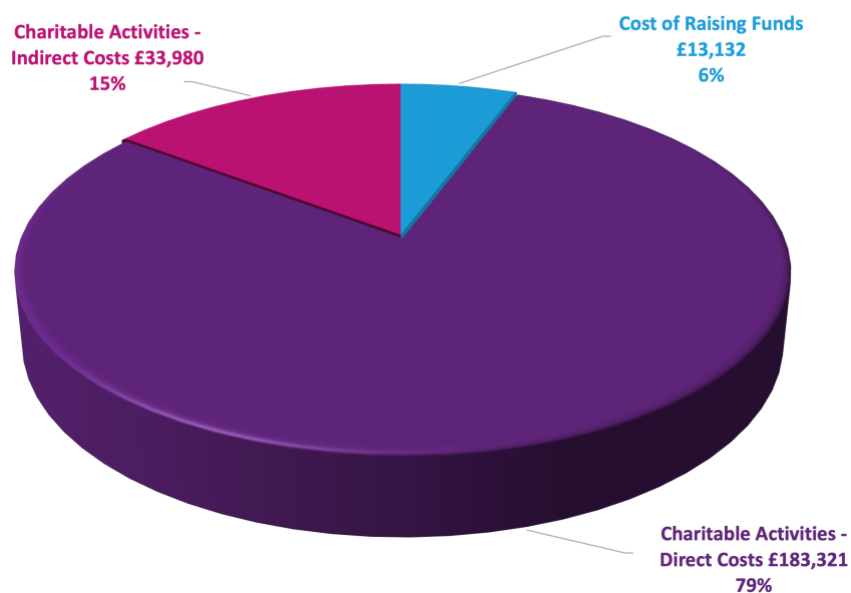
INCOME - 2022/23



Costs of raising funds:

Salaries and fees	£10,814
Other fundraising costs	£2,318

EXPENDITURE



Direct costs:

Salaries and fees	£140,919
Staff training & recruitment	£2,889
Direct project costs (venue hire, resources, travel expenses, volunteer expenses, training)	£21,402
Premises costs	£9,024
Marketing	£3,417
Project equipment	£5,670

Indirect costs:

Salaries & fees	£20,183
Staff training & recruitment	£590
Premises costs	£2,591
Office and admin costs (printing, postage, stationery, insurance, travel, hospitality)	£6,759
Equipment & IT	£1,654
Governance (trustee expenses, accountancy)	£563
Depreciation	£1,640

Support costs for our charitable activities equate to 15% of total expenditure. Support costs are allocated proportionately to individual programme budgets, according to the amount of central/core resources drawn upon by each programme.

3 Policies and Risk Management

a) Pay policy

The pay of staff is reviewed annually and normally increased in line with average earnings and benchmarked against comparable pay levels in other similar organisations. As an organisation, we are committed to the Real Living Wage and registered as a Living Wage Employer in 2017.

We rolled out Workplace Pensions for all staff in January 2017. Trustees sought external advice before approving employee and employer contributions. Employees contribute 3% of their salary to which AAM adds a further 5%.

b) Investment Powers and Policy

Under the Memorandum and Articles of Association, the Charitable Company has the power to make any investments that the Trustees see fit. However, the Charitable Company did not hold any investments during the year ended 31 March 2023, nor does it have any investment plans for the immediate future.

c) Reserves Policy

It is the Trustees' policy to designate funds to cover planned commitments for future charitable activities and, as far as is possible, for unplanned events. The charity is dependent upon grants, donations, fundraising and earned income to meet expenditure which, as detailed above, is subject to fluctuating economic circumstances. Trustees have therefore noted the importance to AAM of building reserve from unrestricted sources of income. Trustees also recognise that many supporters only wish to make a direct contribution to project activity costs, as opposed to core running costs and the cost of growing our reserve. A core strategic aim is therefore to continue to make fundraising appeals and applications to support core operating costs, as well as a contribution to reserves and the future long-term sustainability of the charity.

Trustees recognise the need for different types of Reserves, as follows:

Restricted funds – to hold in reserve, funding which has been provided by external organisations or individuals for specific purposes.

Designated funds - to hold in reserve, unrestricted income which Trustees have designated for a specific purpose.

Closure Costs:

- The Board has designated £45k to meet contractual liabilities should the organisation have to close. These include redundancy payments, amounts due to creditors, rents payable and other non-cancellable lease and loan commitments. Trustees would also wish to support beneficiaries in transitioning to other services. Trustees believe that this work would be undertaken by AAM staff during their periods of notice, prior to closure.

Unrestricted Reserves:

- **Other Needs (External Factors):**
 - to meet unexpected costs of a material nature such as legal costs or unexpected and substantial non-capital purchases.
 - to allow the charity to change or modify its operation to respond to adverse external factors over which AAM has no control.
- **Other Needs (AAM-led):**
 - to enable the charity to pursue new funding opportunities where some level of up-front investment is required to be able to secure such funding.
 - to pilot new projects which have the potential to lead to viability through external funding.
 - to make a capital purchase, including software, that will enable AAM to expand an existing or develop a new project or activity.

The Level of Reserves:

- Regarding **Closure Costs**, Trustees believe it is prudent to hold an unrestricted reserve that would allow the charity to be wound up should the need arise. The level of such reserve will be reviewed annually but is currently set at £45k.
- Regarding **Restricted Funds**, this reserve will always reflect income which has been received for a specific purpose but not yet spent.
- Regarding **Designated Funds**, this reserve is generally received as unrestricted funds then designated by the Board for a specific purpose.
- Regarding **Other Needs (External and AAM-led)**, Trustees will aim to build an unrestricted reserve which would be sufficient to address these objectives. The level of this reserve will be reviewed annually in order that the annual budget can make appropriate provision if it needs increasing.

Our Reserves Policy is reviewed annually. The Finance sub-group meet quarterly to consider performance against the reserve policy objective and report back at quarterly Board meetings (finance is a standing agenda item), including:

- an assessment of the amount of unrestricted reserve available;
- making recommendations for further improving the level of reserve that AAM currently holds;
- assessment of any potential shortfall now and in the future; and
- reviewing the planned specific fundraising aimed at building an emergency operating reserve in adverse economic conditions.

d) Risk Management

The Trustees have considered the risks affecting the organisation, particularly those concerning the flow of funds to meet the programmes, the importance of key personnel, the extent to which the annual business and strategic development plans change and the management of new risks as they arise and allowing the level of reserve to fall below what is considered prudent. The Trustees have a risk management strategy that comprises of:

- An annual review of the risks affecting the organisation;

- The establishment and implementation of policies, systems and procedures to mitigate against those risks identified in the annual review;
- Reserves policy.

4 Statement of Trustees' Responsibilities

Company law requires the Directors (Trustees) to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for the year. In preparing those financial statements, the directors (trustees) are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Directors (Trustees) are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information

In so far as the Trustees are aware:

- There is no relevant information of which the Charity's Independent Examiner is unaware;
- The Trustees have taken the necessary steps to be aware of the information which would be relevant for independent examination purposes and have communicated them to the Independent Examiner.

The Trustees have taken advantage of the exemption available to small companies, including the audit exemption (as detailed on the balance sheet).

The Trustees declare that they have approved the Trustees Annual Report and Accounts on 28th July 2023 and were signed on behalf of the charity's Trustees by:

Signature:



Full Name: Lucy Galliard

Position: Chair of Trustees

Date: 28th July 2023

5 Independent examiner's report to the trustees of Accessible Arts & Media

I report to the charity trustees on my examination of the accounts of Accessible Arts & Media for the year ended 31 March 2023.

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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Trust as required by section 386 of the Act; or
- the accounts do not accord with those records; or
- 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
- 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.



Karen Wood (ACMA)

Outsource independent examination service
The Hiscox Building
Peaseholme Green
York
YO1 7P7

Date: 28th July 2023

6. Statement of Financial Activities for the year ended 31st March 2023

	Note	Unrestricted funds	Restricted funds	Total 2023	Total 2022
		£	£	£	£
Income and endowments from:					
Donations and legacies	8.2.1	22,552	170,324	192,876	201,967
Charitable activities	8.2.2	600	13,300	13,900	12,815
Other trading activities	8.2.3	22,903	-	22,903	4,762
Investments	8.2.4	2,910	-	2,910	70
		-	-	-	-
Total income		48,965	183,624	232,589	219,614
Expenditure on:					
Raising funds	8.3.1	7,868	5,264	13,132	3,558
Charitable activities	8.3.2	40,244	177,057	217,301	207,208
Total expenditure		48,112	182,321	230,433	210,766
Net gains/(losses) on investments					
Net income/(expenditure)		853	1,303	2,156	8,848
Gross transfers between funds		1,303	- 1,303	-	-
Net movement in funds		2,156	0	2,156	8,848
Total funds brought forward		66,905	-	66,905	58,057
Total funds carried forward		69,061	-	69,061	66,905

7. Balance Sheet as of 31st March 2022

	Note	2023 £	2022 £
Fixed Assets			
Tangible assets	8.6.1	2,853	4,493
Total Fixed Assets		2,853	4,493
Current Assets			
Cash at bank and in hand		128,330	129,367
Debtors & Prepayments	8.7	26,406	4,896
Total Current Assets		154,736	134,263
Current Liabilities: Amounts falling due within one year			
Creditors and accruals	8.8	(88,528)	(71,851)
Net Current Assets/(Liabilities)		66,208	62,412
Total Assets less Current Liabilities		69,061	66,905
Funds of the Charity			
Unrestricted Funds (General)		24,061	36,905
Unrestricted Funds (Designated)		45,000	30,000
Restricted Funds		-	-
Total Funds Carried Forward	8.9	69,061	66,905

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors (trustees) acknowledge their responsibilities for:

- i) ensuring the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- ii) preparing financial statements which give a true and fair view of the state of affairs of the company at the end of each financial year and of its profit and loss 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 company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the 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 (Charities SORP (FRS 102)).

The financial statements were approved by the trustees and signed on their behalf by:

Lucy Galliard, Trustee



8. Notes to the Accounts for the year ending 31st March 2021

8.1 Basis of preparation

8.1.1 Basis of accounting

The financial statements are prepared under the historical cost convention and the 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 (Charities SORP (FRS 102)).

8.1.2 Change of basis of accounting

All accounting policies (valuation rules and methods of accounting) have remained the same except depreciation. The accounting estimate for depreciation is based on straight line basis.

8.1.3 Change to previous accounts

There have been no changes in the basis for accounting over the year.

Accounting policies

8.2 Income and endowments

Recognition of income

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably.

Income from donations and grants, is included in Incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in the future accounting periods;
- The income is deferred until those periods when donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income;
- The income is deferred and not included in incoming resources until the pre-conditions for use have been met.

Income from charitable activities is recognised over the period to which the income relates.

Incoming resources with related expenditure

Where incoming resources have related expenditure, the incoming resources and related expenditure are reported gross in the SoFA.

Grants and donations

Grants and donations are only included in the SoFA when the charity has evidence of entitlement to the resources and receipt is probable.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

8.3 Expenditure and Liabilities

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis.

Raising funds

Cost of raising funds comprise those costs associated with attracting voluntary income.

Charitable activities

Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible fixed assets for use by the charity

All fixed assets except software are depreciated over a 7-year period. Software is depreciated over a 3-year period. Where items that would ordinarily be classed as fixed assets are purchased as part of a grant for a specific project/restricted fund, they are written off over the period of time covered by the grant.

Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are funds which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor.

8.2 Income and endowments

	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
8.2.1 Donations and legacies						
Individual donations	4,982	10,000	14,982	2,204	14,304	16,508
Corporate donations	250	500	750	338	-	338
Grants	5,000	159,824	164,824	7,174	169,472	176,646
Gift aid	4,079	-	4,079	2,932	-	2,932
Participants' fees	8,241	-	8,241	5,543	-	5,543
	22,552	170,324	192,876	18,191	183,776	201,967
8.2.2 Charitable activities						
Commissions	600	4,900	5,500	381	4,034	4,415
SLA	-	8,400	8,400	-	8,400	8,400
	600	13,300	13,900	381	12,434	12,815
8.2.3 Other trading activities						
Community Fundraising activities	22,878	-	22,878	4,753	-	4,753
Sales & merchandise	25	-	25	9	-	9
	22,903	-	22,903	4,762	0	4,762
8.2.4 Investments						
Bank interest	2,910	-	2,910	70	-	70
	2,910	-	2,910	70	-	70
Total income	48,965	183,624	232,589	23,404	196,210	219,614

8.3 Expenditure	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
8.3.1 Raising funds						
Staff salaries	759	1655	2,414			
Freelance workers	5040	3360	8,400			
Administration fees	1,714	-	1,714	1,641	-	1,641
Other fundraising costs	355	249	604	1,777	140	1,917
	7,868	5,264	13,132	3,418	140	3,558
8.3.2 Charitable activities						
Staff salaries	23,204	90,444	113,648	2,377	113,070	115,447
Freelance workers	1,040	46,414	47,454	-	42,331	42,331
Staff training & recruitment	590	2,889	3,479	365	400	765
Staff & volunteer expenses	147	1,817	1,964	256	1,803	2,059
Participant support costs	-	368	368	-	-	-
Venue Hire for events	75	12,518	12,593	-	7,177	7,177
Rent & rates	2,591	9,024	11,615	2,072	8,286	10,358
Cleaning, repairs & maintenance	104	371	475	189	1,212	1,401
Office & administration costs	5,622	781	6,403	1,220	6,541	7,761
Insurance	1,668		1,668	362	1,447	1,809
Web design, marketing & publicity	1,239	1,662	2,901	933	682	1,615
Project resources & consumables	441	4,701	5,142	58	2,350	2,408
Equipment	478	4,938	5,416	325	10,978	11,303
Independent Examiner's fee	550		550	500		500
Membership & subscription	457	1,130	1,587	145	444	589
Consultancy & professional fees	398	-	398	-	-	-
Depreciation	1,640	-	1,640	1,685		1,685
	40,244	177,057	217,301	10,487	196,721	207,208
Total expenditure	48,112	182,321	230,433	13,905	196,861	210,766

8.4 Expenses & fees

No trustees received a remuneration for services rendered during the year, nor were any trustees' out of pocket expenses reimbursed.

8.4.1 Fees for examination of the accounts

	2023	2022
	£	£
Independent Examiner's fees for reporting on the accounts	550	500

8.5 Staff costs and emoluments

	2023	2022
	£	£
Gross salaries	109,552	109,054
Employers National Insurance	3,252	3,480
Employer's pension Contributions	3,258	2,913
	116,062	115,447
Average number of employees (full time equivalent)	5	5

8.6 Fixed assets

8.6.1 Tangible fixed assets

Cost or valuation

	Office Equipment £	Workshop Equipment £	Total £
At 1st April 2022	4,619	5,327	9,946
Additions	-	-	-

At 31st March 2023

4,619	5,327	9,946
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Depreciation

	£	£	£
At 1st April 2022	2,281	3,172	5,453
Charge for the year	754	886	1,640

At 31st March 2023

3,035	4,058	7,093
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Net Book Value

	£	£	£
At 31st March 2023	1,584	1,269	2,853

At 31st March 2022

2,338	2,155	4,493
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8.7 Debtors and prepayments

Debtors and prepayments

	2023	2022
	£	£
Trade debtors	26,406	4,896
Other Debtors & Prepayments	-	-
	26,406	4,896

8.8 Creditors and accruals

	2023	2022
Analysis of creditors falling due within one year	£	£
Trade creditors	8,647	6,937
PAYE & NI	411	-
Accrued expenses	550	500
Deferred income	78,920	64,414
	88,528	71,851

9 Movement of funds

8.9.1 Movement of major funds

2023

Fund Name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted Funds (General)					
General Unrestricted funds	36,905	48,965	48,112	(13,697)	24,061
Designated funds	30,000	-	-	15,000	45,000
	66,905	48,965	48,112	1,303	69,061
Restricted Funds					
Adult (Learning Disability)	-	40,020	41,020	1,000	-
IMPs (York)	-	50,604	48,592	(2,012)	-
iMUSE (Youth Learning Disability)	-	6,500	7,404	904	-
iMUSE (Mental Wellbeing)	-	26,900	25,849	(1,051)	-
General running costs	-	59,600	59,456	(144)	-
	-	183,624	182,321	(1,303)	-
Total Funds	66,905	232,589	230,433	-	69,061

Transfer between funds

An extra £15,000 has been designated towards managed closure costs.

Surplus funds have been transferred from restricted to unrestricted funds to cover core running costs with the donor's permission.

2022

Fund name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted funds (General)					
General unrestricted funds	27,406	23,404	13,905	-	36,905
Designated funds	30,000	-	-	-	30,000
	<u>27,406</u>	<u>23,404</u>	<u>13,905</u>	<u>-</u>	<u>66,905</u>
Restricted Funds					
Adult (Learning Disability)	90	38,441	38,531	-	-
IMPs (York)	561	47,296	47,857	-	-
iMUSE (Youth Learning Disability)	-	14,677	14,677	-	-
iMUSE (Mental Wellbeing)	-	36,004	36,004	-	-
General running costs	-	59,792	59,792	-	-
	<u>651</u>	<u>196,210</u>	<u>196,861</u>	<u>-</u>	<u>-</u>
Total Funds	<u>28,057</u>	<u>219,614</u>	<u>210,766</u>	<u>-</u>	<u>66,905</u>

8.9.2 Details of Funds Held

Unrestricted Funds (General)

The General fund is unrestricted and available for the general purposes of the Charity.

Unrestricted Funds (Designated)

The Designated fund is for closure costs

Restricted Funds

The restricted funds are only available for the purposes specified for each fund, which are:

Adult (Learning Disability)

A creative programme for local adults with learning disabilities including: Hands & Voices, inclusive singing and signing choir to help adults with communication and learning difficulties communicate through music and performance and Movers & Shakers, a group of learning-disabled adults who like to get together to sing, play, dance, and have fun.

IMPs (York)

A year-round programme of fun, inclusive music activities for disabled and non-disabled children and young people from York and the surrounding area.

iMUSE (Youth Learning Disability)

iMUSE provides a relaxing and creative learning space where participants can connect with the world around them, make their own choices and develop non-verbal ways of communicating.

iMUSE (Mental Wellbeing)

iMUSE provides a space where people can relax, forget the outside world and feel their stress and anxiety reduce

General running costs

Funding that has been secured to cover our organisational running costs

8 Net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Balances at 31st March 2023			
Fixed assets	2,853	-	2,853
Current assets	154,736	-	154,736
Current liabilities	(88,528)		(88,528)
	69,061	-	69,061
	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Balances at 31st March 2022			
Fixed assets	4,493	-	4,493
Current assets	134,263	-	134,263
Current liabilities	(71,851)		(71,851)
	66,905	-	66,905

9 Legal and Administrative Information

Incorporated: England 27th January 1998
Registered Company Number: 03500128 (England and Wales)
Registered Charity Number: 1072902

Registered and principal office

Sanderson House
Bramham Road
York
North Yorkshire
YO26 5AR

Trustees

L Corker
L Galliard
E Jones
S Middleton
CEM Wright (resigned 28th February 2023)
PMJ Baumann (appointed 28th February 2023)
ME Cross (appointed 28th February 2023)
J Anderton (appointed 31st May 2023)
DC Martin (appointed 31st May 2023)

Company Secretary

Ms R Kent

Independent examiner

Outsource
The Hiscox Building
Peaseholme Green
York
YO1 7P7

Bankers

Yorkshire Bank
Queen Victoria Square
Hull
HU1 3EB