

TROPICAL ISLES

**TRUSTEES' REPORT AND ACCOUNTS
YEAR ENDED 31ST MARCH 2022**

Charity Registration No: 1090798

TROPICAL ISLES
FINANCIAL STATEMENTS
YEAR ENDED 31ST MARCH 2022

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TROPICAL ISLES
LEGAL AND ADMINISTRATION INFORMATION
YEAR ENDED 31ST MARCH 2022

Charity Registration Number	1090798
Trustees	Ms Deirdre Scantlebury Mr Jeffery St. Jean Miss Peggy McKenzie
Management Committee	Ms (Deirdre Scantlebury (Chair) Mrs Peggy McKenzie (Treasurer & Trustee) Signatory Ms Stephanie Radford (Youth representative Marva Antonine (Managing Artistic Director) Signatory
Staff	Ms Marva Antoine (Managing Artistic Director) Ms Stephanie Antoine (Artistic Director) Mr Tariq Lee (Artistic Assistant)
Registered Office	The Rose Lipman Building 43 Beauvoir Road London N1 5SS
Independent Examiner	Rolston Allen FCCA Allen Robyn & Associates Limited Chartered Certified Accountants London N7 9DQ
Banker	Barclays Bank PLC, Kingsland Holloway & Kingsland Group 3 - 5 Kingsland High Street, London E8

TROPICAL ISLES

REPORT OF THE TRUSTEES

YEAR ENDED 31ST MARCH 2022

The Trustees present their report with the financial statements of the charity for the year ending 31st March 2022.

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) The reference and administration set out below forms part of this report and the financial statement comply with current requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - 'Accounting and Reporting by Charities issued in March 2015.

Charity's Objectives and Activities:

A. To advance the education of the public in particular but not exclusively children in the arts (meaning creative and performing arts) or any other arts provided in each case they are recognized cultural, aesthetic or educational value, culture and traditional values of the African Caribbean community

B. To foster, promote and increase public interest in the arts, and in particular the active encouragement and development of children in to the cultural and social heritage of the African Caribbean community, and subjects of artistic merit so that the development of good relationships between persons of different racial groups might be promoted and the contribution which a multi-Racial community has to make to society might be enhanced, especially but not exclusively in the London Borough of Hackney and surrounding areas.

About us

Tropical Isles is a registered Charity which aims to develop its participation events programme by providing year-round carnival arts and educational art after-school activities, with a specific focus on developing enhancing skills and talents of disadvantaged children and young people who may be at risk. Tropical Isles is an ambitious and fast-growing organization determined to enhance the educational outlook of children and young people growing up in deprived areas of Hackney. This work supports young people 's abilities to achieve in the formal school curriculum while giving them the chance to work on professionally produced creative products in an unconventional learning environment.

Aims and Objectives:

- To develop the capacity of Tropical Isles staff, volunteers and mentors to secure funding tenders and commissions, develop the quality and scale of our programmes and achieve excellence in the delivery of our activities
- To develop children and young people's literacy, confidence, and resilience. We do this by giving them extra personalized attention in an unconventional learning environment and giving them the opportunity to work on real-world creative art and production and performances long side local professionals.
- To work with our Youth Forum to document and disseminate good practice in the design, development, and execution of youth-led carnival arts products and events
- Develop partnerships and joint working arrangements with diverse community organizations in London, UK and across the world as part of cultural exchange and appreciation
- To build on Tropical Isles reputation as a leading organization in London's Carnival Arts sector; developing our role as key lead artists

Ensuring our work delivers our aims

Tropical Isles is committed to delivering ground-breaking, multi-disciplinary art projects that offer new perspectives on our daily lives, provoking debate and encourage constructive change and social progress.

Our artistic activities described below focuses on bringing the arts to the community of our Borough. Our youth engagement programme focus on skills development, production, performance, and leadership skills on aspects of carnival arts craft and dance. Whilst we will continue to work to engage as wide an audience as possible, our energy and resources will be directed over the next three years at the following:

- Deepening the level of community engagement in our projects and delivering projects that transform lives
- Growing the Tropical Isles brand and public awareness of our work
- Brokering international projects
- Working with communities in areas which have particularly low levels of participation in arts and culture, and low provision of cultural infrastructure
- Working in a collaborative, partnership way and extending the Tropical Isles network
- Who used and benefited from our services

Safeguarding

Tropical Isles is aware of the important role current legal requirements, national policies and guidance on health and safety and promoting the well-being of children and young people and their implications for the years, schools, and community setting. Through a range of effective policies and procedure the organisation outlines the fundamental role in keeping children and young people healthy and safe and promoting well-being. The organisation team are up to date with current legislation o child protection and safeguarding procedures.

At Tropical Isles, we aim to keep children and young people safe by adopting the highest possible standards and taking all reasonable steps to protect children and young people from harm. We undergo relevant training regarding promoting child protection and safeguarding issues.

Tropical Isles has a clear and effective policies and procedures in place that explore in-depth the necessary documentation.

Achievement & Performances

Arts Council England Cultural Recovery Fund Round 2

Tropical Isles Transition Programme.

The second round of awards will help organisations look ahead to the spring and summer and plan for reopening and recovery. After months of closures and cancellations to contain the virus and save lives, this funding will be a much needed helping hand for organisations transitioning back to normal in the months ahead.

With Covid restrictions easing over the past few months, Tropical Isles returned to in-person delivery of activities. Covid security remains a priority. We continue to update our Covid risk assessments and take them into account, working in bigger groups and enhancing cleaning & social distancing.

"We are all so excited. What an overwhelming opportunity! The lockdowns have so hard-hit children and young people, and it is vital to provide opportunities for them to learn and develop their creativity amongst other people their age.

This grant allows us to sustain our core activities and provide progression opportunities for the children and young people we have worked with between January and March this year. It will also allow us to expand the programme to more children and young people, developing their skills in producing ideas for carnival outfits, costume making and dance.

The funding enables us to launch a series of creative masterclass workshops we have developed during

the lockdown. The masterclasses include choreography, mask construction and costume design, working with professional industry artists to exhibit the finished pieces in an exhibition space both online and eventually within a natural carnival setting."

Before we were due to open our venue doors, we had to relocate due to the asbestos removal. We were able to extend our artist's development activities to a new temporary location.

We could now keep our fixed overhead low. We did not need to furlough any members or make any staffing redundancies.

Six professional artists continued to engage with 112+ children & young people, individual beneficiaries over the period and, through a variety of partners, started to deliver a range of exciting sessions for young people, including the DJ & Sound Skills project at The Halley, sessions with ballet dancer Eric Underwood.

In the lead-up to the Easter and Summer Carnival Camp holidays activities and producing the Hackney Carnival Gala alongside over 350+ professional artists and performers in the Hackney Empire. Tropical Isles continue to make grand carnival creative arts through master's class in costume design 3Dkinetics Kings and Queens.

Our reopening helped us support our professional development in our digital media, which is high-quality engagement and had an outstanding social media reach of 12576+ on Facebook and Instagram as we improved our digital artistic capabilities.

June received excellent feedback from our participants. Fascinating outcomes such as "90% of CYP have a clear plan to build upon a specific range of skills and attributes they wish to develop that furthers their chances of progression in their area of interest" impact long-term commissioning for the future.

April-June 21 will enable us to realise our ideas through creating a series of creative masterclass workshops (Choreography, Mas Construction and costume design) to exhibit the finished pieces within an exhibition space (on and offline) and eventually within a natural carnival setting and commissioning. Reopening, enhancing our offer in workshops, rehearsal spaces, to commissioning artists. Producing the Hackney Carnival Gala in the Hackney Empire with other artists allows us to create an open platform for artists to continue delivering their work.

Our commitment to educational/outreach work has created new commissions in schools, estate-led organisational partnerships for 2022-2024

DfE funded Holiday Activities and Food programme.

The programme aims to provide children and young people eligible for Free School Meal vouchers the opportunity to participate in free holiday activities. As a result of this programme, children who attend this provision began to:

- Eat more healthily over the school holidays.
- Be more active during the school holidays.
- Participate in engaging and enriching activities that support the development of resilience, character and well-being and their wider educational attainment.
- Be safe and not be socially isolated.
- Have more excellent knowledge of health and nutrition
- Be more engaged with school and other local services.

Whilst providing all the fantastic, enriching, educational and friendly fun activities contributing to health and well-being for young people and families. Although it's the holidays of 27th July and 19th August 21, it is nice to know that we can provide access to healthy free meals. We were also happy to provide healthy nutritional meals for 60 children and young people during this period and free meals for 50 FSM families to support low-income families during the school term. Ensuring the most disadvantaged children within the community can receive a free and nutritious meal each day, helping them concentrate, learn and achieve. We will also offer nutritional eating programs and put together information on health and nutrition.

From our previous Easter programme, we offered wrap-around 4 hours sessions for those children and young people who came in just before lunch and had the opportunity to have still the 4 hours of engagement activities between 10.30 am – 5.30 pm.

The summer holiday program supports providing a healthier, active, character-building, engaging summer holiday. The funding will be used to comfortably offer resources for 60 children and young people, of which 50 will receive FSMs. Activities will cover science, carnival arts and craft, sports and free flow play outdoor games.

The fund supported the professional youth sports trainer who is exceptionally skilled and qualified in sports science to ensure that young people get the following:

- Improve a healthy lifestyle.
- Contribute to health and well-being by meeting the physical activity guidelines.
- Prevention of Medical conditions
- SEND children and young people engagement
- Children with Special Educational Needs engagement

It also enables us to provide an opportunity for six qualified paid staff members and Advance DBS to ensure we have the best service for the children and youth program and individuals. We are building a duty of care to the community, supporting each young person taking part with a tailored approach to each individual whilst implementing equality and diversity in the group. We aim for our trusted staff to encourage each young person to engage with everyone and socially include themselves in all the great activities we have available. We are fostering resilience, character, and well-being along with their more comprehensive education. Ensuring safeguarding and risk assessments are adhered to and maintaining covid-19 regulations.

We engaged with more schools and local services as we continued to grow our outreach through the community.

1. What activities did you deliver?

At our Easter programme, we delivered Arts & crafts, Dance, Sports activities and games, Science, Healthy Eating and Storytime.

2. What activities were most successful?

Science (STEM) had loads of laughter. All the children seemed very well engaged and showed excitement throughout. There was a lot of teamwork and showing interest in their experiment. The cooking was also very successful – the young people enjoyed decorating biscuits for themselves and their loved ones. They got creative! Collectively, the majority of the children enjoyed all of the activities. Some of their favourites were science, dance, and cooking.

3. What activities were the least successful?

During lunchtime, children would finish eating at different times. It would have been great if we had a lunchtime activity for the children waiting on the other children to finish their food, such as board games, table tennis, and cards.

4. What changes would you make if you were running another programme in the summer?

If we were to run another programme in summer, we would make some additional changes to the sports activity. We want a wider variety of sports equipment for circuit training, skipping ropes, bats and balls, floor mats, stop clocks, hoops, balls etc. More sports equipment and more outdoor sessions would be something we would like to add on.

5. What feedback have you had from young people and parents/carers?

From the survey we carried out at the end of the project, we received terrific, encouraging feedback. Parents/Carers mentioned how happy the children returned from the sessions and are already looking forward to the next one. One parent said she was surprised her child ate lunch with us. Although it was

healthy, it was tasty! All the children expressed how friendly everyone was to each other, and mum said, "thank you very much, he has come out beaming" another said it was "well facilitated and educational" for us feedback.

Funding was available again for the summer holidays. We provided 4 hours of activity four days a week for four weeks, including a daily meal (that meets school food standards,) 1 hour of daily physical activity, enriching activities, and nutritional education.

The programme aims to provide young people eligible for Free School Meal vouchers the opportunity to participate in free holiday activities. As a result of this programme, we want children who attend this provision to:

- Eat more healthily over the school holidays.
- Be more active during the school holidays.
- Please Participate in engaging and enriching activities that support the development of resilience, character, and well-being with their wider educational attainment.
- Be safe and not be socially isolated.
- Have more excellent knowledge of health and nutrition
- Be more engaged with school and other local services.

Hackney Main Grant and Specialist 2nd year A place for Everyone.

October started positively, and we had new members join our sessions which increased by 40% compared to other term time in 2020. From the summer sessions, we started with 42 participants. In total Q3 and Q4, our participants ranged from 24, were under 16 years, 13, 16-17 years, and 13, 18-24 years across six months, where the participation of predominate 23 females and 23 males increased by 35% between the ages of 16-18 years. Through October, we registered 50 young people across the eight weeks between the ages of 12 years – 24 years who would attend twice a week for dance and music sessions and costume making.

We were delighted to create more opportunities to employ more staff, which expanded our resources to effectively monitor the small groups and keep in with the social distancing guidelines. We extended our office space to facilitate practical engagement activities by converting two big rooms into five small hire music cubicles.

Temperature checks were taken, and contact details were provided before each session started. Hand sanitiser was placed before entering the building, whilst a face mask was compulsory for them to attend. We offered a free face mask for individuals who didn't have one with them, including a one-route entry and exit system.

November was the start of the second lockdown, and we, unfortunately, had to close the sessions and activities. However, due to the impact of the national lockdown, tiny bubbles were created for vulnerable young people to provide adequate support during the tough times alongside online line sessions, support and activities.

This time, our online engagement diverted to being more creative and discussing how Covid19 has impacted young people and their families. Zoom WhatsApp support groups had to be more innovative.

During the lockdown, we stayed open and supported several young people who needed a space to get guidance and family relief.

Each week while the website was updated, we used our Instagram channel to engage in activities at home and set tasks for the participants.

Although our programme was for three days a week, we agreed to continue to offer support whenever a young person called or sent us a message. Tropical Isles needed that continuity to support those seeking

to be ready for when Covid had eased.

Many young people do not claim Universal Credit, which is a future concern for those seeking work but not using the help the Government has put in place to financially support them during these challenging times and the tools they provide to assist with job-seeking. A disadvantage we experienced was that it was challenging to offer employment and training sessions, as everyone had to stay home. In the meantime, we have been speaking to them about the Kick Start Programme and getting their CV ready for the opportunity.

Delivery of outreach activities due to the government Covid-19 lockdown and feedback guidance from the National Youth Agency (NYA) webinars, it was advised to refrain from doing any outreach activities. In January, we could only work in tiny bubbles of 6 participants at any given time for our onsite sessions, creating 1-2-1 sessions.

The development of creative activities to support participants affected by the Covid-19 meeting was limited as we were asked to stay home. Many registered participants could not attend any meetings virtually due to being unwell.

Transitioning to a blended online and in-person delivery offer, we wanted to develop an agile programme to sustain and grow our reach and engagement with Hackney-based young people and families.

The work produced has formed the basis of an ideation stage for how coming out of lockdown will be celebrated in 2021 and creating a blueprint for our delivery framework. We intend to widen our artist mentoring pool by testing new methodologies in running participatory carnival arts practice that best uses in-person and online resources.

Understanding our existing participants and areas of growth and scalability will enable us to create a participant's development plan that focuses on the organisation's delivery and redeploys resources to the most impactful areas, and ensures more excellent social value.

Lastly, due to covid, acquiring a clear strategic plan and participant development and marketing strategy enable us to set a clear set of success measures that form the basis of an evaluation framework to keep us on track.

As part of our business continuity plan, we have built-in Covid-19 contingencies to enable us to respond and adapt to fluctuations in Government safeguarding guidelines. We have produced a Covid-19 risk assessment to mitigate financial and operational risks.

We continue to extend our reach and engagement by retaining relationships with essential council services that signpost our services to children and families most adversely impacted by COVID-19.

Tropical Isles reached out to its WhatsApp support group (32 members, 6 years - 70 years and individuals and family members with young children) & our Instagram page (Music/dance group 44 young people aged 13 years -24 years). We have a waiting list of 100+ for the music and dance workshops, and we are keeping in touch and getting them to do some research for suitable music and dance moves.

We are looking at resources to bring in additional staff time for the case mentor (caseworker) to support our young people who may now be facing challenging times during the lockdown process and will require more support to achieve their ambitions, developmental goal and well-being.

The Tropical Isles programme is designed to build employability skills. It'll require both caseworker's intervention support and group work, where young people need to negotiate ideas, roles and responsibilities, as well as independent, self-directed learning, where they'll take on leadership roles such as supporting their peers. Creative risk-taking and having ideas rejected by the group are all part of the creative process. Using negotiation, listening skills, problem solving, adaptability, patience and empathy

towards others will develop social and emotional resilience, which is key to coping at work. We aim for young people to be supported once the lockdown has been eased and we are set to reopen.

During the lockdown, one of the young people, just 16 years asked if we could have a session on healthy eating since Marcus Rashford got the Government to support free school meals during the summer. In this opportunity, we find that many of the young people's parents were getting their food from the food banks, and it was well-received to see a young person in the kitchen explaining how to prepare a meal. It was good that the grant could be used to address the Covid impact on our young people and their families' challenges.

We have reassessed Tropical Isles' business model and creative programme in light of Covid-19 and beyond. Our overarching outcome is to become a more agile and resilient organisation, aligning structural, cultural, and strategic realities to our ever-evolving climate.

Reopening

The case worker can provide tailored help to participants in making informed decisions and a supported transition to staying/re-engaging with school, further education, employment, or training through 1:1 session, c.v and interview technique workshops on a needs-led basis.

This costing is based on our pre-Covid operating capacity with the anticipation that we will progress from an entirely online offer to a blended offering of online and in-person delivery to a fully operating in-person programme. We expect that whilst Government Safeguarding guidelines will have been somewhat relaxed by June '21. We continue to ensure our venue exercises additional Covid-19 safeguarding measures concerning cleaning protocols within the facilities, including the sharing and use of equipment and materials and within the format of our sessions concerning capacities and physical contact during classes.

A full COVID-19 risk assessment will be employed that covers operations and session plans that will be adapted accordingly.

Providing 54 CYP with a tangible outcome over April '21 -March '22 is critical to maintaining motivation and commitment whilst bolstering their cultural and mental well-being during a time when many will have experienced considerable disruption to their home and school life, with elevated risks of anxiety and depression.

Working towards a Carnival exhibition/performance will bring children, families and communities together that is uplifting and forward-facing in light of the new vaccine being rolled out. We have already been in consultation with Hackney Council, who are optimistic about producing some form of public carnival celebration later in the year.

Our plans provide value for money as it will employ young artists with employment, directly build the personal, social, and technical skills of 100 children and young people, and indirectly the well-being of their friends and family.

The outcome of this work to date has enabled the team to identify financial efficiencies such as new partnerships and income-generating opportunities through engaging diverse young people across the borough.

During the first lockdown, we built our digital capabilities, which enabled us to test and explore the delivery of both pre-recorded and live-streamed sessions to children, young people and families. We

also looked at how we could address digital poverty within some households by sending out art packs to 50 CYP and scheduling 1:1 slots within our venue so that participants can access necessary equipment. As the summer progressed and lockdown measures relaxed in June, we further adapted our online offer to a blended online and in-person delivery programme, which allowed small capacity sessions (i.e. bubbles).

This has given us a good grounding in what works concerning both online sessions and what further measures we need to take to maximise our ability to operate from our venue at increased capacity and look at the new KickStart Program to support our service users seeking employment opportunities. We will continue to inspire the CYP by providing them with the resources they need to become advocates for their inner selves and the community and pride in our duty to protect and empower families within the community.

Voice for Change Sports England

In 2021 we received from the Voice4Change England Covid-19 Partnership Fund, with Sport England funding.

Tropical Isles Wellbeing Project

The coronavirus Pandemic throws many unforeseen challenges in the works for everyone but even more so for families in the underrepresented.

This project promoted fitness, dance, and movement, where we focused on health and well-being, increasing confidence, life skills, and self-sufficiency.

Sixty participants of 6 years, with the oldest being 78, registered.

95% of our participants were from low-income families due to the pandemic; many claimed Universal Credit.

Exercise/ Movement and dance Implementing 14 weeks (1-day x 1 hour) weeks of 1-1 mentoring sessions to begin breaking down physical and emotional barriers our individuals are currently facing difficulties due to Covid-19.

Keep fit tutor, Soca Aerobics and dance sessions for 14 (1-day x 1 hour) weeks.

Introducing 60 children, young people, and their families to our 14-week programme complemented our innovative Sports/Physical Activity, Exercise/ Movement, and dance once a week, followed by a discussion on healthy eating and being accountable activities to initiate the inactive people to come out of their comfort zone.

The outcome includes

- Increased physical activity, health and fitness, reduced obesity levels.
- Increase social skills and greater access to fun activities in a safe environment.
- Increase among the inactive, self-confidence and self-esteem.

Although numbers don't always measure success, we have had new members join from social media and word of mouth. This tells us we are creating a place where children and people wish to invite peers.

- Rise in physical activities (Health & Fitness).
- Increase in social skills.
- Growth in the inactive, self-confidence and self-esteem.

Measuring success and impact

During the 16 weeks, we had 53 participants participating in all the joint activities.

- 100% agreed that they all participated in the 30 minutes exercise.
- 90% had fun and improved their confidence.
- 92% felt they made new friends.
- 90% felt their behaviour changed from week 3 to week 14.

There was an overwhelming response from parents divulging that their children felt seen, heard, and celebrated. The Sports/Physical Activity, Exercise/ Movement and Dance facilitated in a hard-to-reach inner London area were received well by families of young people exposed to being inactive and who do not have access to such beneficial opportunities. Children and young people responded to feedback forms enthused about the safe and exciting space created for them by the charity, which inspired them and built their confidence. The trust aims to build a long-term rapport and support system for the children who visited during the summer, and children and parents alike felt this.

Hackney Carnival commissioning in Hackney Empire

Tropical Isles CEO received their second-year commissioning as one of the shortlisted candidates. Collaborating with a team of experienced experts in delivering the ambitious project that involved curating and producing the heritage of the carnival themes chosen by the groups each year.

We were very excited that we, as the emerging carnival artists and the creative producer, could start creating, designing and making for a long-awaited performance. It was good that the carnival groups could produce this year's carnival story theme being presented by many of our local talented carnival groups.

It was also about engaging different skilled artists, costume designers, storytellers, and dancers.

We also reached an important milestone in showcasing intergenerational, diverse, and disability artists and performers in one shared covid accessible venue.

- How many individual pieces will be made to tell your story or present your theme
- Details of a King or Queen (or both) or medium to giant 3D technical puppetry for your presentation

Suzette Brissett advised choreography to participate in carnival groups and hosts Ms Paigey Cakey and Rhianna.

The impact for the groups was that they wanted to celebrate their work as carnival artists, especially as there was no parade, and if it was not going on the road. We had the opportunity to perform on the iconic stage of the Hackney Empire.

Producing, creating, and waiting for nearly two years was the highlight of the gala.

Band Leaders prepared the members to engage, get involved, and participate in the programme.

Rehearsals and meetings got the members working together.

Responsibility for ownership of share work,

Participants felt that they were excited to be performing in the Hackney Empire.

For many participants, it was their first time in costume, and on the stage, wearing a carnival costume had a get impact as this created a sense of belonging and being a part of an event that they were missing out on cultural engagements.

We are delighted and proud of the outcomes, and we could not have done this without the group's support, commitment, passion, and drive over the last couple of months.

Thirteen groups participated, with over 350 participants, volunteers and helpers on the day. The positive feedback from everyone is that we should have this event annually in the future, as well as the carnival parade.

The online streaming was a great hit. We manage to get over 10670 views. Hackney Carnival Gala 2021 - YouTube

Jack Petchey Achievements and Leadership Awards

Celebrating staff and volunteers who go 'the extra mile to support young people

The Jack Petchey Foundation Leader Awards scheme highlights and recognises the incredible commitment of adults who work with schools and youth organisations and are dedicated to supporting young people. The awards give young people a chance to say 'thank you to these incredible adults.

How Many YP Directly Benefited: 25

Difference Project Made to YP

Throughout the programme, 95% of CYP showed increased skillsets (confidence, self-esteem, resilience) through active roles in the project from inception to production and presentation.

25 children and young people registered for these activities 11-25 years.

All CYP were empowered to make informed choices about their next steps, giving them a stronger voice in their lives and contributing to shaping and developing the organisation and programme.

Energy had increased; this made them ready for physical activity, which was a beneficial factor in influencing a positive attitude.

Outputs:

- 18 young people x 9-25-year-olds attend costume & fashion design or dance sessions during the 12 weeks
- 15 young people, mainly young males x 12-22 years old, regularly participated in the least three Sound and Skills, DJ music workshop sessions
- 23 young people x 15-25 years attended a series of programmes called Carnival arts, fashion and t-shirt printing
- 15 young people x 18-23 years regularly attend at least 90% (of dance, soca Aerobics and exercise sessions. This outcome was crucial for addressing unheard voices, greater independence and building personal resilience. Being aware, we are still going through a pandemic and ensuring the facilities were cleaned, ensuring the children and young people kept to our health and safety guidelines.

Outcomes:

- 90% have increased self-awareness of their skills deficits and the steps they need to further their knowledge by being more active. CYP demonstrate higher competency in self-directed learning.
- 99% of CYP welcomed an open and inclusive environment by holding those new to joining the programme.
CYP demonstrate extraordinary leadership skills in setting and preparing the workspace, ensuring it is accessible to all and making everyone feel included.
- 90% of CYP have a clear plan to build upon a specific range of skills and attributes they wish to develop that further their chances of progression in their area of interest.
- 90% of CYP review and refine their skill through applied learning to achieve the desired effect.

Arts Council England Tropical Isles Organisational Development & Delivery final report.

Throughout the project, we were able to achieve a dual-strand project of delivery and organisational development over six months. We completed the development of running Carnival Arts workshops alongside the engagement and development of audience targets, as well as developing a strategy and applying methods aimed at the business to become more organisations and structured.

The project allowed us to overcome the extreme challenges that we faced due to Covid-19 and also gave us the boost to refresh the organisation's structure and cultural aspects. Tropical Isles continued to support the community, especially for 6 BAME artists, 87 individuals and families, by increasing the value and importance of carnival arts and its impact on well-being.

The project allowed the business to improve in various areas that needed positive change. The workshops with Make Happy allowed us to review how the company and our staff operate.

- To be an influencer in the sector
- To be the public face of our art form
- Secure match funding
- Long-term project commissions 3-4 years
- Financial beneficial commission project
- High-end engagement for community
- Increase Trustees' engagement
- Learning how to communicate.
- Changeling energy into creativity and expression through the art form.
- Social Media Development (Identify a member of the team to manage social media weekly)

Tropical Isles achieved the transition to a blended offer of online and in-person delivery, as this has become paramount to our future programmes.

87 young people participated in costume making, dance, and music, contributing to story content for online engagement. (Some going live on Instagram).

Our survey and collected feedback were very positive and showed a need for an artistic platform for what we have on offer once the lockdown has been eased.

We were providing opportunities to 20 young people who regularly attended and were able to work in tiny bubbles of 6. We had to arrange with each young person to attend the 15 weekly DJ music sessions Sound and Skills. Caribbean Soca was very popular in tiny bubbles, and this workshop went viral, reaching over 3,500 views of all ages.

Tropical Isles also became consultants and supported local carnival organisations and cultural networks, i.e. Carnival Arts Masquerade Foundation 34 memberships.

This enabled has also helped us build a valuable partnership with our local authority and Hackney Council's cultural team in developing the carnival economy part of the strategic cultural legacy for the community and the borough. It elevates artistic value, gives diverse artists the voice and recognition it deserves, and shares best practices.

It has enhanced and built our leadership skills to identify in applying to the Cultural Recovery Fund Round 2 for us to be ready for reopening when the lockdown has been lifted.

The project has supported our organisation to develop to new heights of sustainability and given us recognition as a professional organisation that specialises in a carnival art form which enables us to collaborate with more Carnival leaders and bands as opposed to previously being viewed as a competitor. Additionally, it has helped to ensure the organisation and our activities have the resources

to be resilient and build the capacity to deliver greater.

Making a commitment to longer-term initiatives such as mentoring, creating an accessible offer and environment to support the development of diverse artists and practice

Changeling energy into creativity and expression through an art form.

- Secured match funding
- Long-term project commissions 3-4 years
- Financial beneficial commission project
- High-end engagement for community
- Increase Trustee's engagement
- Encouraging new collaboration
- Social Media Development (Identify a member of the team to manage social media weekly)

We action a Visibility Action Plan.

Allowing us to update and modify the business plan as discussed

- Managing Director to share and discuss the business plan with the team.
- Enable the team to introduce their ideas
- Identify talent within the team and delegate elements of the action plan for them to take forward and own, e.g. social media management.

Tropical Isles' goals are an advantage to the community because it creates opportunities and workshops that result in positive outcomes. Our projects enable possibilities where we develop a diverse range of skills to a high quality that allows us to achieve profound results to date.

We expect that whilst Government Safeguarding guidelines will have been somewhat relaxed by June '21, we will continue to ensure our venue exercises additional Covid-19 safeguarding measures concerning cleaning protocols within the facilities, including the sharing and use of equipment and materials and within the format of our sessions concerning capacities and physical contact during classes.

A full COVID-19 risk assessment has been employed that covers operations and session plans that will be adapted accordingly.

To educate them on the elements of carnival and the life skills they can gain from being a participant. i.e. being a part of a diverse community and learning creative tools such as dance, music, arts and crafts and costume making. The project has contributed to young people's and families health and well-being.

Increase of capacity/reach more young people targeted outreach whilst making investments to remove inequality barriers and become more sustainable and less reliant on government grants.

Further training on providing a well-being package service to businesses for their staff team building and workshops, generating all-year-round sales, and marketing income from costumes and merchandising. And create a creative hub where young people and families can benefit from life skills and creative opportunities.

The longer-term impact the project has had is the continuation of developing potentially 87 young people in the community to develop personal skills/ life skills. It supported the business through covid-19 and allowed us to use the time during the lockdown to redevelop the business structure and incorporate change internally. We retrained, empowered, and facilitated workshops to better our staff skills and shared experiences.

Tropical Isles will now emerge into the corporate industry and be seen as a cultural organisation that supports the development of artistic talent, relating to their needs as artists and a supporting factor to well-being through a carnival art form.

We are reviewing our strengths, weakness, and challenges to refresh our business model.

Ensuring after 20 years, Tropical Isles activities are more robust and have the best financial resources to be resilient and build the capacity to deliver more outstanding work.

Follow-up sessions of 8 days with 'Make Happy' a creative marketing and innovative consultancy, allowed us to create our Visibility Plan to be known who we are.

- Team to manage their responsibility
- To be an influencer for the sector.
- To be the public face of our art form.
- Work in collaboration with new partners and corporate businesses, and creative Industry sector mentors
- Deliver artistic work and cultural experience that uses talent and demonstrates genuine ambition and skill in carnival arts

The programme has also helped us to improve 4 management teams, 13 artists and 3 volunteers' knowledge and skills following a review in the next 6 months.

We now have a clearer understanding of the audience development plan, marketing strategy and visibility plan that will support broader engagement with Tropical Isles in the future.

Marketing is key for participants and audience, especially as a black-led organisation profiling evidence that supports the quality of our work.

Our approach caters to the well-being of Children and Young People(CYP). This ranges from expressing in carnival arts, with the consistency of working with designers, costume making, staging massive choreography, focusing on theatrical performing arts as a factor of expression, in conjunction with our carnival-style movement with elegant bright and colourful carnival costume pieces made by our emerging artists with support from the community and industry professionals.

Our projects enable possibilities where we develop a diverse range of skills to a high quality that allows us to achieve breath-taking and profound results to date.

Tropical Isles is looking to develop and deliver its cultural outcomes yearly programme to young people and emerging artists. We anticipate starting exclusively producing and distributing creative content and experiences digitally via our online in line with current national lockdown restrictions. We will gradually move into a blended offer of in-person and online activity by July 2021.

Other highlight events:

- Dance & Symposium Panellist 8th June
- Artistic Director Organising & Delivering the Hackney Empire Carnival Gala
- "Hello Again Hackney" Campaign photos
- Young Designers Project-Young Hackney
- Waterside School (formerly Hackney New School)

- Milton Keynes Carnival
- Dance workshop with Pembury Community Centre and Black History Month Exhibition
- John Lewis Stratford Store Black History Month
- Nike London Dance Partner Oxford Street
- John Lewis Black History Month.
- Pembury Community Centre term-time dance sessions
- Advert for Britain Got Talent
- St. Peter's Church De Beauvoir Estate Mardi De Gra celebrations
- Milton Keynes 1st August 2021
- Nike Dance workshop and performance

Looking forward to the future

Engaging more and new participants to achieve and have fun. Suitable quality activities are about giving all the young people the experience to be involved fully and to continue to provide purposeful, positive activities popular with young people and ensuring they enjoy their experience and have lots of fun. Making these opportunities available for the participants by providing free activities is very important.

We have a very good and excellent working relationship with the Art Council of England, our key major funder, our Local Authority, the London borough of Hackney, the Hackney Cultural Team and Young Hackney. Tropical Isles will be able to continue with the programme as Tropical Isles premises are now based at the Rose Lipman Building Hackney N1.

This was a very challenging year for us all

Special Acknowledgement

The trustees are grateful for all the support the organisation gets from funders, individuals, and other community organisations. Their extended support made it possible for us to reach our present stage of development. In particular, we are very grateful to all the funders who support the development of our young people and our organisation. The trustees acknowledge the contributions of the management committee, staff, and volunteers, through their work, devotion, and loyalty.

A BIG THANK YOU TO ALL OUR STAFF, ARTISTS, MENTORS, CASE OFFICER, VOLUNTEERS, PARTICIPANTS, FUNDERS AND STAKE HOLDERS.

Public Benefit Statement

The organisation meets the Charity Commission's public benefit criteria under both the advancement of children's education in the local area and of community development objectives. The trustees have complied with the duty on section 4 of the Charity act 2006 with regards to public benefit guidance published by charities commission.

STUCTURE, GOVERNANCE AND MANAGEMENT

The Board meets yearly and the management committee monthly; there are a number of sub-committees covering finance, fundraising and specific projects. The charity has a close relationship with Hackney Community Voluntary Services who provides assistance and advice to safeguarding and business matters.

Governing Documents

The organisation became a charitable company by its constitution on 6th December 2001 which was further amended on 7th February 2002.

Charity

The organisation registered with Charity Commission on 26th February 2002. Register number 1090798.

Recruitment and Appointment of Management Committee

The organisation shall have a Management Committee comprising not less than three and not more than fifteen persons as follows:

- Not more than ten persons elected by the membership at the annual general meeting and
- In addition, the management committee shall have the power to co-opt up to two persons who need not be members of the organisation for their specialist skills and or knowledge of the Management Committee.

Organisation Structure

The trustees ensure that our organisation has a clear strategy and are responsible for the governance of the organisation in line with our stated vision and keeps a check on the organisation finances and activities. With an active management committee, who meet once a month, as well as informal weekly meetings, the committee has a designated treasurer and active chair, the management committees' role is to give guidance and direction and report back to the trustees.

The artistic Director works with the team of two seasonal staff and a part time assistant artistic director to ensure that the charity develops and delivers quality services for its service users in our care.

Related Parties and co-operation with other organisations.

None of the trustees received any remuneration or other benefits for their work with the charity. Any connections between a trustee or senior manager of the charity must be disclosed at a full board meeting of trustees in the same way other contractual relationships with the contracted party. In the current year no such related party transactions were reported.

This is to confirm that Tropical Isles has members who are related:

- The amount due to Marva Antoine at the end of the financial year was £2,336 (2019 £6,836)

Risk Management

The trustees have a risk management strategy, which comprises.

- The trustees actively review the risk, which the charitable company faces on a regular annually basis.
- The establishment of systems and procedures to mitigate those risks identified in the plans; and the implementations of procedure designed to minimise potential impact on the charity should those risk materialised.
- This work has identified that financial sustainability is the major financial risk for the charity.
- The charity also purchases a range of insurance.

Trustees' induction and training.

Where there is a need for to invite new Trustees, these will be identified and appointed by the current Trustees. At present there are three Trustees and five Committee Members (MC). New Trustees are provided with a MC Induction Pack and give appropriate training related to their role and function. The current level of reserves has not met the target and strategies have been put in place to meet this target in the next three years.

Financial review

The Charity's financial statements for the year ended 31st March 2022 shows a net surplus in restricted funds of £33,698 (2020: £11,579) and a net deficit £20,267 in unrestricted funds (2021: deficit £7,803)

Reserve policy

The trustees have established that unrestricted reserves should be between 3- and 6-months' expenditure. These reserves are required should there be a consideration reduction in funding of financial resources.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with Applicable Law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice)

The Law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Report) Regulations 2008 and the provision of the trust deed required the Trustees to prepare financial Statements for each financial year which gives a true and fair view of the state of affairs of the charity and of the incoming resource and application of resources, including the income and expenditure, of the charity from that period. In preparing those financial statements, the Trustees are required to:

- i. Select suitable accounting policies and then apply them consistently.
- ii. Observe the methods and principle in the Charity SORP;
- iii. Make judgement and estimates that are reasonable and prudent.
- iv. Prepare the financial statement on the going concern basis unless it is inappropriate to presume that the charity will continue in business

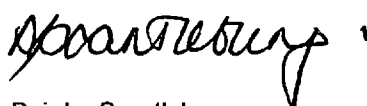
The Trustees are responsible for the keeping proper accounting records which disclosure with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the asset of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Accountants

The accountants, Allen Robyn & Associates Limited will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the trustees on 25th January 2023

ON BEHALF OF THE BOARD:


Deirdre Scantlebury
TRUSTEE


Jeffery St. Jean
TRUSTEE

**TROPICAL ISLES
INDEPENDENCE EXAMINERS' REPORT
YEAR ENDED 31ST MARCH 2022**

I report on the Financial Statements of the Tropical Isles for the year ended 31st March 2021, which are set out on pages 13-14 and Notes to the Financial Statements on Pages 15.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011(The 2011 Act) and that an independent examination is required.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act,
- To follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act or the accounts do not accord with the accounting records

I have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Rolston Allen FCCA
Chartered Certified Accountant
Allen Robyn & Associates Limited
London N7 9DQ
Approved on 26th January 2023.

TROPICAL ISLES
STATEMENT OF FINANCIAL POSITION
AS AT 31ST MARCH 2022

	Note	2022	2021
Fixed Assets			
Tangible Fixed Assets		2,941	1,534
Current Assets			
Cash at Bank and In Hand		16,500	7,182
Prepayment		2,394	-
		<u>18,894</u>	<u>7,182</u>
Liabilities			
Amounts falling due within one year	6	<u>14,080</u>	<u>14,391</u>
		-	-
Net Current Assets		4,814	7,209
Net Assets		<u>7,755</u>	<u>5,675</u>
FUNDS			
Unrestricted Funds		-9,770	10,497
Restricted Funds		17,525	16,172
		<u>7,755</u>	<u>5,675</u>

The Financial Statements were approved by the Trustees on 25th January 2023 and signed on their behalf by


Deirdre Scantlebury
TRUSTEE


Jeffery St. Jean
TRUSTEE

TROPICAL ISLES
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31ST MARCH 2022

	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Incoming Resources:				
Arts Council - Grants for the Arts		24,162	24,162	60,945
Cultural Recovery Fund 2		75,000	75,000	-
Donations	2,151	350	2,501	4,023
Jack Petchey Foundation		1,850	1,850	500
LB Hackney - Carnival		17,000	17,000	-
LB Hackney - HAF		7,840	7,840	-
LB Hackney - YOF		300	300	7,176
LB Hackney - DHY		22,664	22,664	7,176
LB Hackney Main Grant		31,622	31,622	44,061
LB Business Recovery Grant		10,000	10,000	-
Voice for Change		10,000	10,000	-
Total Incoming Resources	2,151	200,788	202,939	123,881
Resources Expended				
Room/Studio/Venue Hire	3,000	15,042	18,042	15,575
Marketing/PR	400	3,830	4,230	265
Sessional Fees	0	10,556	10,556	20,977
Accessories/Materials	0	13,837	13,837	3,878
Vehicle/Coach Hire		288	288	-
Travel/Accommodations	32	415	447	-
Membership and Subscriptions	25	234	259	-
Volunteers Expenses	0	1,984	1,984	3,850
Salaries/Employer NI	9,410	83,792	93,202	52,975
Refreshments/Catering	0	9,708	9,708	3,004
Equipment/PA Hire		3,956	3,956	2,320
Operational Costs	3,351	8,558	11,910	8,225
Security Hire		0	0	360
Professional Fees	4,000	14,691	18,691	-
Accountancy and Payroll Fees	2,200	200	2,400	1,500
Total Resources Expended	22,418	167,090	189,509	112,929
Net Incoming (Outgoing) Resources				
For the Year	-20,267	33,697	13,430	10,952
Balance B/fwd as at 01/04/2021	10,497	-16,172	-5,675	- 9,451
Balance C/fwd as at 31/03/2022	-9,770	17,525	7,755	1,501

None of the charity's activities were acquired or discontinued during the year and there were no recognized gains or losses other than included in the statement of financial activities. The notes on pages 14 form part of the accounts.

1 ACCOUNTING POLICIES:

Basis of preparation of Financial Statements

The financial statements are prepared under the historic cost convention and include the result of the charity's operation which is described in the Trustees' Report and all of which are continuing.

The accounts have been prepared in accordance with the Statement of Recommended Practice
 - Accounting and Reporting by Charities.

All amounts have been rounded up to nearest pound.

2 RESTRICTED FUNDS:

Restricted funds are to be used for specific purposes as laid down by the donors. Expenditure, which meets these criteria, is identified to the fund, together with a fair allocation of management and support costs.

3 UNRESTRICTED FUNDS:

Unrestricted funds are donations and other incomes received or generated for the objects of the charity without further specified purpose and are available for general funds.

4 DESIGNATED FUNDS:

Designated funds are unrestricted funds earmarked by the Trustees / Management Committee for particular purposes.

5 INVESTMENT INCOME:

Credit is taken for interest when the interest is accrued on investment

6. LIABILITIES: AMOUNTS FALLING DUE WITHIN ON YEAR

	2022	2021
Loan	2,336	2,336
Other Creditors	11,744	12,055
	<u>14,080</u>	<u>14,391</u>

The trustees received no remuneration in the year