CREATE (ARTS) LIMITED

England & Wales · Charity number 1099733

Details

Other names	CREATE
Status	Registered
Legal form	Charitable company
Company number	04728145
Registered	2003-09-29
Register	View on the Charity Commission register

Contact

Address	3rd Floor 14 Austin Friars London
Phone	02073748485
Email	info@createarts.org.uk
Website	www.createarts.org.uk

Activities

Objects: A) TO ADVANCE AND PROMOTE THE EDUCATION OF THE PUBLIC IN THE KNOWLEDGE, UNDERSTANDING AND APPRECIATION OF THE ARTS.B) TO PROMOTE THE USE OF THE ARTS, PARTICULARLY THE CREATIVE ARTS, AS A WAY OF;I) RELIEVING THE NEEDS OF THE POOR, SICK, DISABLED, ELDERLY AND YOUNG PEOPLE WHO ARE IN NEED OF CARE AND ATTENTION.II) REHABILITATION OF OFFENDERS.III) RELIEVING THE NEEDS OF THE UNEMPLOYED.

Activities: Create uses the creative arts to help transform the lives of the most disadvantaged and vulnerable people in our society.

Classification

- **How:** Provides Services
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

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Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,574,288	£1,338,149	£1,507,690	22
2024-03-31	£1,237,129	£1,248,475	£1,271,550	21
2023-03-31	£1,138,783	£1,104,733	£1,282,896	20
2022-03-31	£1,013,012	£952,613	£1,248,846	19
2021-03-31	£1,058,636	£823,926	£1,188,446	17

Trustees

Name	Role	Appointed
Antony George Cates	Chair	2020-06-30
Carol Topolski		2013-12-10
JOHN BROADIS		
MARIT MEYER-BELL		2017-10-02
Monica Holly Robinson		2021-09-28
Simone Jade Rita Wright		2022-06-28
Vanessa Sharp		2015-03-18

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CREATE (ARTS) LIMITED

England & Wales - Charity number 1099733

Accounts

CREATE
ARTS.ORG.UK

CREATE (ARTS) LIMITED FINANCIAL STATEMENTS

for the year ended

31 MARCH 2025

mitchell charlesworth
Accountants • Business Advisors

CREATE (ARTS) LIMITED

ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

Company Number	4728145
Charity Registration Number	1099733
Chairman	Tony Cates
Chief Executive (CEO)	Nicky Goulder MBE
Company Secretary	Vanessa Sharp
Treasurer	Paul Thimont
Registered Office	3rd Floor 14 Austin Friars London EC2N 2HE
Email **Telephone (London / Manchester)** **Website**	info@createarts.org.uk 020 7374 8485 / 0161 521 0033 createarts.org.uk
Facebook **Instagram / X**	facebook.com/createarts.org.uk @createcharity
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Mitchell Charlesworth (Audit) Limited 3rd Floor, 44 Peter Street Manchester M2 5GP

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CREATE (ARTS) LIMITED

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2025. The Trustees confirm that the report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102).

Objectives and Activities

Charitable objects

1) to advance and promote the education of the public in the knowledge, understanding and appreciation of the arts.

2) to promote the use of the arts, particularly the creative arts, as a way of:

   a) relieving the needs of the poor, sick, disabled, elderly and young people who are in need of care and attention;
   b) rehabilitation of offenders;
   c) relieving the needs of the unemployed.

Vision

A society in which everyone has access to the educational, social and life-enriching benefits of the creative arts.

Mission

To use the creative arts to connect, empower, inspire and upskill society's most disadvantaged and vulnerable people, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.

Core beliefs

- That People Need to Create.
- That everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential.
- That high-quality creative arts activities connect, empower, inspire and upskill, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.
- That everyone has a role to play in making society fairer, more caring, more inclusive and more sustainable.

Values

Create is a values-driven charity. Our values underpin the way we work with our participants, partners, people and community. They guide the decisions we make and the way we work.

- **Creativity** ~ encouraging a creative approach to every area of our performance
- **Excellence** ~ seeking to attain the highest standards in all activities
- **Valuing the individual** ~ recognising and nurturing each individual's unique talents
- **Passion** ~ being passionate in our motivations and performance
- **Flexibility** ~ listening and responding creatively to all stakeholders' needs
- **Integrity** ~ embedding integrity in all we do

CREATE (ARTS) LIMITED

Directors' Report

Aims

- To tackle inequality by giving society's most disadvantaged and vulnerable people free access to the benefits of the creative arts.
- To engage participants in tailored projects led by exceptional professional artists in areas where provision is poor and engagement is low.
- To listen to, advocate for and give a voice to participants.
- To connect, empower, inspire and upskill participants, developing creativity, raising self-esteem, enriching lives, reducing isolation and enhancing wellbeing.
- To promote the value of creative arts engagement in achieving social outcomes.
- To provide high quality, fairly paid work and CPD to a diverse pool of professional artists.
- To help create a society that is fairer, more caring, more inclusive and more sustainable.

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts

People Need to Create. Create's work has never been more important. Creativity impacts wellbeing, emotional and mental health. It builds skills, brings joy and reduces isolation. It allows us to think differently, to express ourselves and to be heard. It enables us to learn about ourselves and others in new ways. It inspires, empowers and raises aspirations. And, according to industry leaders including the World Economic Forum, it is a core skill for business.

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover newfound self-belief and a desire to try more, do more and be more.

Create is a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Most projects are collaborations with community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Create's focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is low. We prioritise our work with eight participant groups: young psychiatric hospital patients; disabled children and adults; young and adult carers; children in care and young care leavers; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults (eg homeless people, LGBTQ+ older people, young refugees and asylum seekers).

Since Create was founded on 07/07/03, the charity has run 15,809 creative arts workshops that have delivered 396,902 contact hours as part of sustained, life-changing programmes with 47,921 participants.

Some of our programmes are developed and delivered in partnership with the business community, helping to meet their Responsible Business priorities. Every programme is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact. Additionally, in 2024/25 we commissioned consultancy Partnership First to undertake an evaluation of Create's Social Value. This included the statistical data collected across the year; a survey of key stakeholders; and in-depth interviews.

We know from experience that drama can build an isolated young carer's self-esteem, that storytelling can strengthen the bond between a young offender and the loved ones waiting for him at home, and that music can provide an important means of self-expression for a young person experiencing anxiety or depression.

One spark of creative energy opens up a world of positive opportunities. Create lights that spark.

Public Benefit

In setting Create's objectives and planning its activities, the Trustees have considered the Charity Commission's general guidance on public benefit. As noted throughout this report, the charity's work is directed towards the most disadvantaged and vulnerable people in society and outcomes for the public benefit are recorded here in detail.

Project participants

To fulfil Create's commitment to working with the most disadvantaged and vulnerable children and adults, each potential community partner is carefully researched to assess the extent to which it enables the charity to meet this objective. Where applicable, Create uses poverty indices and government statistics on areas of deprivation, together with under-provided priority places – such as those identified by Arts Council England and BBC Children in Need – to establish the geographical areas of greatest need. When choosing schools, it also considers the percentage of children who are eligible for pupil premium / are entitled to free school meals (key poverty indicators), use English as an additional language or have special educational needs. The level of vulnerability of the participants is always a key consideration, as is the extent to which the community partner already benefits from provision by other external agencies. Create's preference is to work with organisations that are under-served.

In 2024/25, 2,146 participants directly benefited from Create's projects. These included: young psychiatric hospital patients; young carers, young adult carers and adult carers; children and adults with mental ill-health; disabled children and adults; young asylum seekers and refugees; survivors of modern slavery; prisoners; inner-city schoolchildren; isolated older people, including those living with dementia; and children in care / young care leavers. Create worked with participants (where data provided):









Volunteers

152 volunteers, including those provided by corporate partners, donated 855 hours of their time to Create: using their skills and enthusiasm to support participants in Create workshops; and providing expert guidance as Trustees or Advisory, Communications, Creative or Finance & General Purposes Council members.

Achievements and Performance



Create's vision is for a world in which everyone has access to the educational, social and life-enriching benefits of the creative arts, and the value, importance and impact of creativity cannot be overstated. In these uncertain times, as economic inequality continues to grow and the most marginalised people face ever more challenges, Create urgently needs to provide creative opportunities that boost skills, build connections, increase confidence and enhance wellbeing. The creative arts also play a major role in the economy, with the creative industries contributing an estimated £124 billion per annum in the UK.

In line with its ambitious plans to double the reach and impact of its work by 2028, Create maintained its focus on expanding its reach and bringing the power of creativity to increasing numbers of disadvantaged children and adults across the UK. It also continued to raise the profile of the importance of creativity as a powerful tool in our society.

Since launching Create in 2003, the charity has delivered 396,902 hours of contact with 47,921 participants. During 2024/25, 64 professional Create artists ran 20 programmes (an umbrella body of work) within which 98 projects (a series of workshops with one or more community partners) were designed. These delivered 1,315 workshops (up 12% on the previous year) / 23,504 contact hours with 2,146 participants; and were rated "successful overall" by 100% of community partner staff. Create has continued to extend its national reach, with the North West hub in Manchester, established in 2021, playing a central role in the charity's expansion. Workshop delivery in the region increased by 6.4% during the year, reaching 14.3% more participants.

From 1-7 July 2024, Create piloted Create Week, a new initiative designed to raise awareness of the importance of the creative arts for individuals, organisations and society. The charity's professional artists developed seven activities, which were offered free of charge, enabling people to experience the benefits of the creative arts first-hand individually or in groups. Organisations and individuals across the UK and beyond took part in the event, which reached over 830,000 people online.

Create was the official charity partner for the Summer Reading Challenge, working in collaboration with The Reading Agency to unleash 581,301 children's creativity through reading at 3,130 library branches across the country. Between June and September 2024, children took part in 'Marvellous Makers', discovering new stories, getting to meet seven creative characters (below), joining in with free activities at the library, and exploring their creativity – from junk modelling to music, dance to drawing and painting – via activities devised by Create artists. 13.4 million books were read as part of the Challenge.



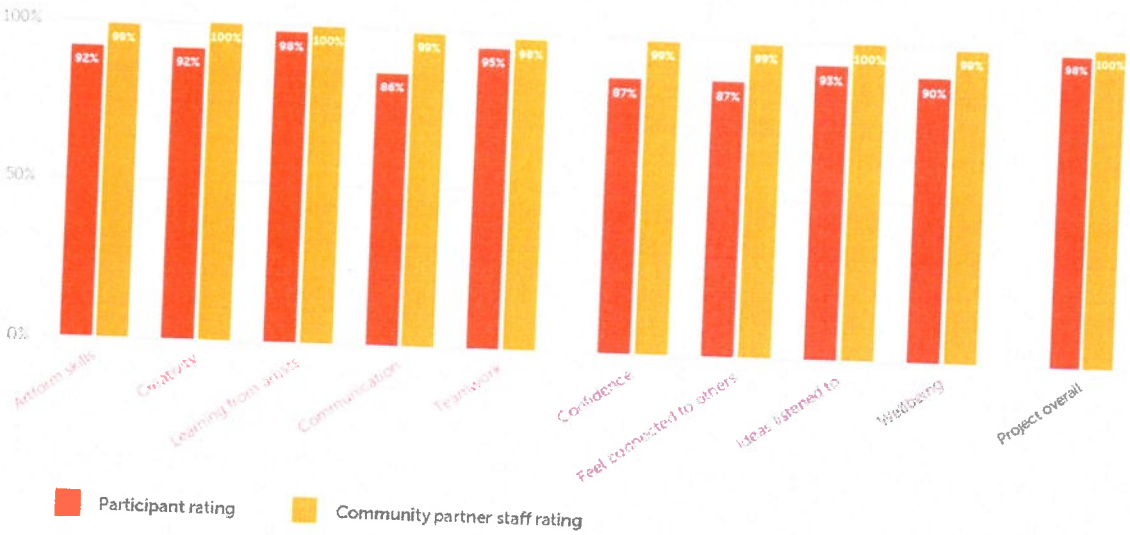
Create won the prestigious 'Most Innovative Proactive Wellbeing Activity' Mental Health Award in October for its *creative:voices* programme with adult carers; and secured seven Koestler Awards in recognition of its prison programmes.

The charity is committed at all levels to rigorous, honest evaluation. Each project is individually designed to meet partners' unique needs; clear, relevant intended outputs and outcomes are agreed; and programmes are evaluated against these. Planning and debrief meetings start and conclude each project and Create has a 100% feedback policy, with feedback being collected wherever possible from all participants, community partner staff, volunteers and Create artists. Projects are monitored through verbal feedback circles and consultation, observation of workshops and written response through questionnaires. Qualitative and quantitative feedback is used by Create to produce an evaluation report that assesses the extent to which the intended outputs and outcomes have been met. This is the primary means by which formal feedback from each programme is disseminated. Reports are sent to community partners, artists and funders, and used by Create in the planning of all future projects.

As part of the evaluation process, community partner staff and participants are asked to rate the success of their Create project in enabling the participants to develop a range of key skills and enhanced wellbeing, and to appraise the success/enjoyment of their project overall. The results across all projects during the year, shown in the graph below, demonstrate that participants' skill development/wellbeing enhancement was rated successful by between 86% and 98% of participants and 98% and 100% of community partner staff.

Participant skill development / wellbeing / overall project rating (%)

Skills for Life, Education, Work **Quality of Life**



Directors' Report

Create provided its artists and project team with free learning, skill-building and networking opportunities at Artist Sharing events that took place in May and November. With external speakers and artist-led workshops, these sessions focused on special educational needs and disability; and on wellbeing. Attendees commented:

"I so enjoyed sharing experiences, having preconceptions challenged. " / "Good balance of practice, discussion and learning. / "I understood how to use a wide range of tools, like sensory toys and talking mats, to encourage and facilitate learning." / "It was good to listen and learn from Create staff about shared principles of wellbeing, [and] how this can be implemented in practice."

Create ran the ninth year of *Nurturing Talent*, a programme over 12 months designed to upskill emerging artists who wish to combine their professional artistic practice with creative workshop delivery in community settings. *Nurturing Talent* gave five emerging artists the opportunity to work as supporting artists on a range of projects, attend professional development training days and work as a group to design and deliver their own workshop in a community setting. Each artist received a bursary and collectively supported 176 workshops across the year. Nurturing Talent artists commented:

"I have loved working with Create artists. It's been super inspiring to have an insight into the many ways of planning and delivering activities, it was great also to experience workshops in other art forms. I've found it hugely positive making my own activities to weave into others." / "Gaining experience with a variety of participant groups over the course of Nurturing Talent has changed how I design/facilitate workshops." / "All of the skills will help me to be a more confident and creative workshop leader."



Create's income was secured via the development of new relationships (with organisations including: Barnett Waddingham; Cubitts; The Foyle Foundation; The Linbury Trust; Octopus Energy; The Quilter Foundation; White Stuff); the strengthening of significant existing relationships (including: Aesop Foundation; Ashurst; British Land; City Bridge Foundation; Deborah Loeb Brice Donor Advised Fund at CAF; John Lyon's Charity; Reed Smith LLP; Rory and Elizabeth Brooks Foundation; Sarah Jane Leigh Charitable Trust; Smiles Fund by Comic Relief and Walkers; St James's Place Charitable Foundation); the generous support of dozens of other trusts, foundations, companies and individuals; community fundraising; in memoriam gifts; and events.

The *Create the Difference* individual and business membership schemes provide highly valued unrestricted financial support to underpin the charity's work, enabling it to plan with confidence. Create thanks the following members (and all who are non-Founding Change Makers/Community members or wish to remain anonymous), who together donated over £72.6k during the year:

Business Members: Pioneer: Brown-Forman **Innovator:** Uncommon **Collaborator**: Fold7; Zealot UK. **Individual Members: Champion:** Tony Cates; Alistair DK Johnston CMG; Tim and Claire Jones **Catalyst:** Anne Baldock; Eddie Donaldson OBE **Curator:** Gareth Davies; Philip Emery; Sean Hanson; Adam McNeeny; Susan Paul; Mark Sismey-Durrant; Chris and Vanessa Turpin **Connector:** Richard Schreiber; Vanessa Sharp **Change Maker (Founder Members):** Nicky Goulder MBE; Marit Meyer-Bell **Community (Founder Members):** John Broadis; Carol Topolski; Michael Topolski.

A vital part of Create's work is its partnerships with the business community, which enable companies to meet their Responsible Business objectives while helping Create to achieve its mission. Alongside financial, support, companies including Ashurst, Barnett Waddingham, BNP Paribas, Brown-Forman, Fitch, Octopus Energy, Reed Smith and White Stuff provided 128 volunteers, bringing a wealth of experience and expertise to workshops, acting as positive role models for the participants, developing new skills and experiences to take back to their workplace, and enhancing their wellbeing.

- 100% of volunteers said they would recommend volunteering with Create and would like to undertake more volunteering with the charity in the future.
- 99% felt well informed, briefed and supported by Create during their volunteering.
- 88% said volunteering with Create improved their wellbeing, increased their confidence in working with people from different backgrounds and made them more aware of the social issues facing participants.
- 79% said volunteering enhanced their creativity, identified by World Economic Forum as the second most important skill for business.

Pro bono support included: a social media management system by Metricool; media monitoring by Hawthorn Advisors; a supporter event by Brown-Forman; and meeting/event space by Barnett Waddingham, Reed Smith and Simply Business.

In February 2025, Create commissioned consultancy Partnership First to undertake its third independent evaluation of the charity's Social Value for the participants, organisations and communities with which it works, and the professional artists who deliver this work. In determining the charity's Social Value, Partnership First used a broad evidence base, including: focus groups; a Social Value Survey completed by 70% of recipients (86 Community Partners; 41 Artists; all eight Corporate Partners who volunteer); and extensive post-project data collected by Create across the year from participants and Community Partner staff. The report found:

98%

of survey respondents said that Create's work had a substantial or exceptional impact on Quality of Life.

92%

said that Create's work had a substantial or exceptional impact on Skills for Life, Education and Work.

95%

said that Create's work had a substantial or exceptional impact on Diversity, Equity and Inclusion.

82%

said that Create's work had a substantial or exceptional impact on Community Cohesion and Renewal.

Key Groups / Example Projects

During the year, Create developed and delivered 98 projects, examples of which are included below.

Led by Create's professional artists, Create's projects connected, empowered, inspired and upskilled participants, raising aspirations, building self-esteem and enhancing wellbeing. They also ...

Children in care / young care leavers	... improved self-expression, self-belief and relationship-building

"I learned that you can do whatever you want, if you believe in yourself. And taking pictures is not just about taking a picture, it's making sure you capture the moment. I want to carry on taking pictures, because it's fun. This was a life-changing opportunity to have and I don't take it for granted." Participant

Having launched *our:voices* in 2023/24, 89 children in care/ young care leavers in Greater Manchester and London took part in animation, music, photography and visual art projects.

Disabled adults	... improved social skills, provided means of self-expression and enhanced self-confidence

"From a social inclusion perspective, this workshop gave a lot of positive vibes to our participants. They learnt a lot and they enjoyed it a lot." Staff

The *more:creative* project in Southwark brought together nine adults with a learning disability from Bede House with 11 children from John Keats Primary School for collaborative creative drama activities. The *community:matters* project with Brent Mencap enabled 19 adults with a learning disability to explore drama, filmmaking and puppetry and create a spectacular mural at their centre.

Disabled children	... broke down barriers of prejudice and explored environmental concerns

"I've gone home happy and [I'm] coming into class more comfortable with the people around me." Participant

creative:connection brought together 173 disabled and nondisabled children in London, Manchester, Salford and Watford. *changing:minds* and *creative:spaces* worked with 152 SEND schoolchildren and young adults in London. The *environment:matters* programme delivered climate-themed projects with 123 children at four special schools in Bedford, London and Sale. A wide range of artforms were explored.

Adult carers	... provided a social outlet through which to take a break from caring and build trusting relationships, reducing isolation

"It's helped me in my caring role as well. I've not felt alone in the last six weeks. I felt like I [had] somewhere to go where someone is going to listen to me and talk to me. And it just feels so good." Participant

creative:release and *creative:voices* delivered both in venue and remotely via Create Live! reduced the isolation of 356 adult carers in Edinburgh, Glasgow, London, Manchester, Nottingham, Sefton, Surrey, and Wigan and Leigh. The built creative skills across visual and performing artforms.

Young carers	... enabled young carers to take a break, build resilience, and learn about money in the home

"I really enjoyed the chance to express creativity. It was good to see our hard work come to life and it actually turned-out way better than we thought it would. I feel very proud. This project made me happier. It's given me something to do and I've been hanging around with friends." Participant

Create delivered 417 workshops across a wide range of artforms through *art:space, change:matters, community:matters* and *inspired:arts*. The programme included a showcase on Young Carers Action Day (12 March 2025) in partnership with Carers Trust, putting young carers' talents and voices at the heart of the event.

Prisoners	... gave prisoners space to express themselves, build financial skills, and create stories to connect them with their children

"I can come across as confident, but really, I'm quite nervous. But I grew in confidence as the days have gone on. I feel a lot more confident in being able to express myself and getting involved with other people too. I've learnt that maybe I can be a bit more social. Everyone had positive ideas, everyone had a good time, and we all learnt something." Participant

Create worked with 100 male and female prisoners across four prisons through *Free Inside, Inside Change, Inside Stories* and *My Dad's in Prison*, enabling them to create a mural, write illustrated stories for their children and develop their financial literacy skills through radio drama and visual art.

Older people	... reduced isolation, fostered imagination and increased self-worth

"I looked forward to each session. It was therapeutic and peaceful. I always enjoy being creative - it's a stress buster!" Participant

art:links, creative:engagement and *creative:links* improved the quality of life of 248 isolated older people, many living with dementia, across London and Greater Manchester. A wide range of artforms were enjoyed.

Young psychiatric hospital patients	... provided a creative outlet to young people living with mental illnesses

"Being creative has made me feel very fulfilled because I can achieve something tangible. It's good to have a safe space where you can contribute different creative ideas. Art is important because it harnesses what others are feeling, which can be quite satisfying." Participant

creative:tandem empowered 82 young people who had been admitted to mental health units due to serious conditions, including psychotic, depressive, anxiety and eating disorders, self-harm or suicidal thinking. Create's professional artists brought art, ceramics, circus, drama, jewellery, mural and photography workshops into five hospital units in London and Manchester.

Young refugees and migrants	... encouraged self-expression and built a sense of community

"The sense of calm, purpose and creative autonomy has myriad benefits that are hard to articulate. We all need space to create for ourselves - these sessions are a joy." Staff

Create worked with 59 young refugee and migrant children in Brent through its partnership with Salusbury World. The *community:matters* programme gave them a chance to develop their creativity through collage, filmmaking, photography and jewellery making.

Survivors of modern slavery	... used creativity as a powerful form of self-expression

"At first I was very nervous to meet new people but now I'm more comfortable and less anxious communicating with others." Participant

Create worked with nine survivors of modern slavery who are supported by Hestia through its *Art is Freedom* collaboration. The programme raised awareness of modern slavery through an exhibition across London, including a display on Piccadilly Lights for Anti-Slavery Day on 18 October 2024.



Create increased its profile through high quality communications that helped to raise the profile of the importance of the creative arts, and to position the charity as a leader in its field and the CEO as an expert voice. In July 2024, the charity launched "Create Conversations", a series of online panel discussions designed to spark meaningful discussions about the role and importance of creativity in our society. The first of these focused on "Creativity and Accessibility". Significant media coverage during the year included the Summer Reading Challenge, the launch of Create's partnership with White Stuff, a charity auction by spectacle-maker Cubitts in support of Create, and front-page coverage in Inside Time of the *My Dad's In Prison* project. Create's CEO Nicky Goulder took part in podcasts with The Institute of Practitioners in Advertising (IPA) and with Understanding Society, was invited to write a comment piece for Prospect Magazine, and received national press coverage after being awarded an MBE in the New Year Honours List 2025. She spoke at the Harrison Parrott Foundation Symposium in Liverpool in November 2024 and on the Innovation stage at ASALEE's Conference in Paris in March 2025.

Plans for 2025/26

Create will enter year five of its ambitious seven-year strategic plan with the aim of doubling the reach and impact of its work by its 25th anniversary in 2028. Its participants will remain the driving force behind its work and the charity will continue to meet its commitment to developing sustained, life-changing programmes by returning to many of the carer services, day centres, prisons, schools, children's psychiatric hospital units and other community settings with which it collaborated during 2024/25.

Create has a series of important initiatives planned that will extend its work geographically and with new partners. This includes further expansion of its work from the NW hub, successfully established in Manchester during 2021, reaching participants in areas of high deprivation across Greater Manchester, Merseyside and beyond. In addition, the charity will build on the work developed in 2023/24 with two important new participant groups: survivors of modern slavery; and children in care / young care leavers.

The charity is delighted to have secured a four year Literacy Special Initiative grant from St Paul's Schools Foundation (via The Mercers' Company) to fund *our:stories* between 2025/26 and 2028/29. This major new literacy programme with special needs primary schools in London will take a creative approach to

increasing children's reading and writing for pleasure. It will provide an interactive, fun learning experience for children aged 5-11, where they can experiment with different ways of engaging with words and ideas, and create their own narratives through writing, music, dance, drama or art. Eight schools will take part during 2025/26.

With the climate crisis arguably the most significant global challenge over the next decade and beyond, there is an urgent need to educate people on environmental issues. Create has taken its environmental responsibility seriously for 22 years, both operationally and via projects. Having joined the City of London's "Climate for SMEs: 4 Steps to Action" programme during 2024 and completed training, the charity will develop its Net Zero Action Plan, progress towards which will be tracked by the Green Committee. Create will also deliver its environmental programme – *environment:matters* – at special needs schools in Bedford, Greater Manchester and London, encouraging children to explore sustainability through the creative arts.



Create will continue to offer community partners a blended approach of Create Live! (via Zoom) and in-venue projects, enabling them to choose the most appropriate way for their participants to access workshops. For those participants who are unable to leave home, due to their caring responsibilities, frailty, mental illness, sickness or geographical remoteness, being able to join workshops over Zoom helps to keep them connected, empowered, inspired and upskilled, reducing isolation and enhancing wellbeing.

Following a successful pilot during 2024/25, the charity will be developing further two important initiatives: **Create Week** from 1-7 July 2025, a week-long event to promote and celebrate creativity and its importance for the wellbeing of individuals, organisations and society as a whole; and **Create Conversations** a series of online panel discussions on the role of creativity in society, aimed at raising awareness of the importance of making the creative arts available to everyone. Topics during the year will include "creativity and wellbeing" and "creativity and AI".

Artist development will remain a priority for Create, with free CPD offered via the "Ignite" programme, which will provide an opportunity for its professional artists to network, develop new skills and share best practice. Key events taking place in May and November 2025 will focus on "Trauma Informed Practice"; and "creative literacy". Six artists have been accepted onto the *Nurturing Talent* programme, which upskills emerging artists, enabling them to acquire experience and to benefit from high-quality mentoring, training and practical workshop assistance.

In summer 2025, Create will commission consultancy Partnership First to articulate a Theory of Impact for Artists in consultation with the charity's professional artist pool and senior project team. In spring 2026, the consultancy will undertake a review of Create's social value through a survey of stakeholders, in-depth focus groups, and analysis of impact data collected across the year.

Thanks to a major new grant aimed at helping to strengthen long-term impact, efficiency and sustainability, Create will be undertaking a significant IT infrastructure programme during the year. It will be embedding Salesforce across the organisation, moving to a cloud-based finance system and expanding its finance team to reflect the charity's significant growth in recent years.



Reserves policy

The aim of Create's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure. The Trustees regularly review the levels of unrestricted reserves and perform a full review annually. This considers the financial risks associated with different income streams, expenditure categories and balance sheet items together with Create's ability to meet these from realisable funds. Create monitors a range of measures related to its income and expenditure profile, risks faced and cash flow in developing an unrestricted reserves target. On this basis, the Trustees aim to maintain free unrestricted reserves of 4-6 months of projected operational costs. Unrestricted reserves at 31/03/25 were £995.5k, of which £156.3k is held in designated funds as a fixed asset fund; and to support: development of the CRM system/IT; a legacy fund; *creative:connection*; and development of the NW hub. The balance of £839.2k represents six months of budgeted expenditure for 2025/26.

This crucial level of reserve – given the continued uncertainty resulting from the cost-of-living crisis and increase in Employer's NI, and the volatility of the current economic situation – together with restricted reserves at 31/03/25 of £512.2k (funding received in advance that has been given for a specific purpose and is tied to specified projects or activity taking place in future financial years), provide the charity with a strong balance sheet and cash position. The Directors therefore consider the funding of the activities of the charity to be secure for the following 12 months and beyond.

Structure, governance and management

Company Status

The company is incorporated by guarantee and has no share capital. Each of the members has guaranteed to meet debts of £1 in the event of a winding up. The company was incorporated on 09/04/03 and is governed by a memorandum and articles of association. The company is also a registered charity.

Appointment and induction of Directors

Create's Board of Directors has a wealth of experience that covers the arts, business, community and education sectors. New Directors are appointed to the Board by the current Directors, who are also members of the company, with reference to skills, diversity and Create's values. The CEO inducts new Directors through a process of briefings. They are provided with key information relating to the charity's governance and operations, and undertake a DBS check and safeguarding training. The Directors meet at least quarterly and attend projects and events. The Communications, Creative and Finance & General Purposes Councils are each chaired by a member of the Board.

Key management personnel

Day to day operations are managed by the CEO, Nicky Goulder and her team of 22 staff. Six of these are on the Senior Leadership Team with her: Director of Communications; Director of Development (Grants/Major Gifts); Director of Finance & Operations; Director of Programmes; Head of Corporate Development & Marketing; Lead Senior Project Manager.

New staff have a six-monthly appraisal; all staff have an annual appraisal against SMART objectives set. The Staff Handbook provides information on internal policies and procedures.

Annually, the Chairman agrees any staff salary increases, which consider cost of living rises and any increase in responsibilities. As appropriate, staff salaries are benchmarked against the sector.

Fundraising
Create has a fundraising team of four who work closely with the CEO. Funding bids are carefully researched, developed and submitted to trusts/foundations and public sector bodies, matching their funding criteria with Create's work. Corporate partnerships are developed with businesses, carefully matching their Responsible Business objectives with Create's charitable objectives. Increasingly, Create is approached and works with organisations to co-create partnerships with mutual benefit. Create works on a personalised basis with individuals who have expressed interest in its work, via personal donations or community fundraising.

Create has received no complaints about this or any other approach to fundraising.

Risk management
The Directors consider the key risks to which the charity is exposed. In addition, a detailed risk register is maintained by the Director of Finance & Operations and reviewed annually by the Directors to assess the detailed risks and the systems in place to mitigate them. Examples of the key risks faced by Create and their mitigation are provided below:

- **Loss of the CEO**
  In a charity of this size and history the CEO's continuing commitment and resilience underpins its capacity to deliver its business plan.

  Mitigation: A Senior Leadership Team covers the core areas of communications, finance, fundraising, operations and projects, and provides support to the CEO as well as continuity in times of absence. As the charity continues to grow that resource is monitored.

- **Reputational damage**
  The charity's reputation is paramount and it works hard to maintain and enhance it.

  Mitigation: High quality programmes are delivered by exceptional artists and meticulously evaluated; a rigorous Safeguarding Children & Vulnerable Adults policy is in place; risk assessments are carried out with community partners for every project.

- **Lack of funding**
  Funding is critical to the continued operations of the charity and in a continuously evolving environment, particularly the current economic climate, it needs to be alert to changing funding demands and policies.

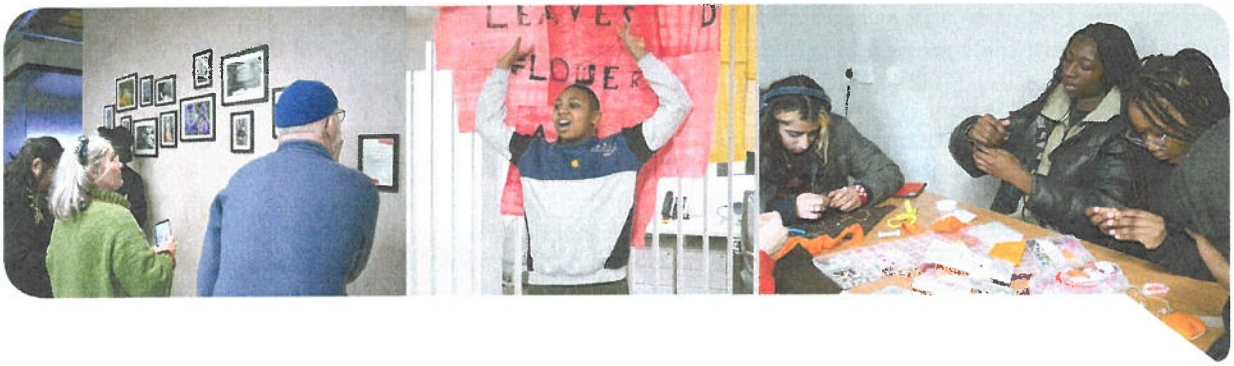
  Mitigation: The CEO has a proven fundraising track record; fundraising is overseen by a Development team of four; longer-term funding is being developed; Create has a proven ability to meet fundraising targets.

- **Poor staff wellbeing**
  Staff wellbeing is crucial in a small, ambitious charity that delivers an extensive programme each year with disadvantaged and vulnerable participants.

  Mitigation: Staff wellbeing is central to the charity's people strategy and an increased priority since lockdown with the team dispersed due to hybrid working. Initiatives have included wellbeing training; creative activities; project offloads; additional leave; and team socials.

CREATE (ARTS) LIMITED

Directors' Report



Directors

The following served as Directors during the year:

John Broadis
Tony Cates
Holly Khan (Monica Robinson)
Marit Meyer-Bell
Vanessa Sharp
Paul Thimont
Carol Topolski
Simone Wright

The Directors are also the Trustees for the purpose of charity law.

CREATE (ARTS) LIMITED

Directors' Report

Statement of Directors' responsibilities

The trustees (who are also directors of Create (Arts) Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement of Disclosure to Auditor

In so far as each of the Directors is aware:

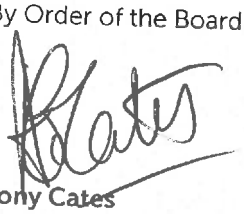
- there is no relevant audit information of which the company's auditors are unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

In accordance with section 485 of the Companies Act 2006, appointment of auditors to the company will be put to the Annual General Meeting of Members.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

By Order of the Board



Tony Cates
Chairman
04/09/25

CREATE (ARTS) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CREATE (ARTS) LIMITED

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Directors of their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the company for fraud and identified the greatest potential for fraud in the following area:

The timing of the recognition of revenue. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and local taxation legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Data Protection Regulations.

Audit response to risks identified

As a result of performing the above, we identified the timing of the recognition of revenue as the key audit matter related to the potential risk of fraud.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Directors concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

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

A Buckley

Alison Buckley (Senior Statutory Auditor)
for and on behalf of Mitchell Charlesworth

4.9.25

Accountants
Statutory Auditor

3rd Floor
44 Peter Street
Manchester
M2 5GP

CREATE (ARTS) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	569,622	737,132	1,306,754	437,882	559,911	997,793
Charitable activities	4	33,638	167,916	201,554	37,737	147,321	185,058
Other trading activities	5	17,538	4,060	21,598	13,357	5,200	18,557
Investments	6	44,382	-	44,382	35,721	-	35,721
Total income		665,180	909,108	1,574,288	524,697	712,432	1,237,129
Expenditure on:							
Raising funds	7	155,770	-	155,770	115,756	-	115,756
Charitable activities	8	273,680	908,699	1,182,379	407,467	725,252	1,132,719
Total expenditure		429,450	908,699	1,338,149	523,223	725,252	1,248,475
Net income/(expenditure)		235,730	409	236,139	1,474	(12,820)	(11,346)
Transfers between funds		28,678	(28,678)	-	-	-	-
Net movement in funds	10	264,408	(28,269)	236,139	1,474	(12,820)	(11,346)
Reconciliation of funds:							
Fund balances at 1 April 2024		731,098	540,453	1,271,551	729,623	553,273	1,282,896
Fund balances at 31 March 2025		995,506	512,184	1,507,690	731,097	540,453	1,271,550

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

CREATE (ARTS) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	13		25,158		38,263
Current assets					
Stocks	14	50,000		50,000	
Debtors	15	99,006		99,642	
Cash at bank and in hand		1,522,636		1,262,735	
		1,671,642		1,412,377	
Creditors: amounts falling due within one year	16	(169,110)		(159,090)	
Net current assets			1,502,532		1,253,287
Total assets less current liabilities			1,527,690		1,291,550
Provision for other liabilities	17		(20,000)		(20,000)
Net assets			1,507,690		1,271,550
The funds of the charity					
Restricted income funds	19		512,184		540,453
Unrestricted funds - general	20		839,182		613,285
Unrestricted funds - Designated fund	20		156,324		117,812
			1,507,690		1,271,550

The financial statements were approved by the directors on 4 September 2025

Tony Cates
Chairman

Company registration number 4728145 (England and Wales)

CREATE (ARTS) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		215,519		(47,132)
Investing activities					
Investment income received		44,382		35,720	
Net cash generated from investing activities			44,382		35,720
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			259,901		(11,412)
Cash and cash equivalents at beginning of year			1,262,735		1,274,147
Cash and cash equivalents at end of year			1,522,636		1,262,735

1 Accounting policies

Charity information

Create (Arts) Limited is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of guarantee is limited to £1 per member of the charity. The registered office is 3rd Floor, 14 Austin Friars, London, EC2N 2HE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

Restricted funds can only be used for the particular purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are applied for a specific restricted purpose. In the majority of cases, restricted funds are those which have been received in the year but are required to be applied to projects which are not going to commence until the following year. If those projects do not proceed then in some cases those funds will have to be returned.

Designated funds are unrestricted funds which have been set aside by the directors for an essential spend or future purpose.

1.4 Income

Recognition of income

Incoming resources from charitable activities have been analysed according to type of funding received as the charity has one main activity, which is the development and delivery of projects.

1 **Accounting policies** **(Continued)**

Fees, sponsorship and event income
Fees, sponsorship and event income are stated net of discounts and VAT and are recognised on a receivable basis.

Grants, donations and sponsorship
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. For donations, this is usually on receipt. For grants, this is usually when the formal offer has been made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Much of the funding for Create's charitable work derives from grants, donations and sponsorship, whether from the public sector, companies, trusts and foundations, or individuals. Such support is often directed towards a particular event or project. Such receipts are accounted for as restricted funds and expenditure is matched against the income as incurred.

Investment income is recognised when receivable.

Legacies
Legacies are recognised on a receivable basis once the conditions for the receipt have been satisfied and the amount can be measured reliably.

1.5 Expenditure

Liabilities and related expenditure are recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity, The cost of overall direction and administration of the charity is included within the support costs as part of the cost of charitable activities. All resources expended are inclusive of irrecoverable VAT.

Staff costs have been allocated to the expenditure headings on the basis of an estimate of the amount of time spent by staff members in each area.

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objective, as well as any associated support costs.

1.6 Tangible fixed assets

Individual assets costing £1,500 or more are capitalised at cost.

Tangible fixed assets are initially measured at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

1 Accounting policies **(Continued)**

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Leasehold improvements	20%
Fixtures and fittings	20%

1.7 Impairment of fixed assets

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

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Financial instruments

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

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

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

Basic financial assets

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

1 Accounting policies **(Continued)**

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Taxation

The charity is exempt from Corporation Tax on its charitable activities.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.13 Retirement benefits

Pensions

Create (Arts) Limited has set up an auto enrolment compliant pension scheme into which the employees are enrolled. The pension cost in the financial statements represents the contributions payable by the charity during the year.

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and legacies	266,999	-	266,999	147,901	-	147,901
Grants	302,623	737,132	1,039,755	289,981	559,911	849,892
	569,622	737,132	1,306,754	437,882	559,911	997,793

Included in the above are grants received from The Chartered Accountants' Livery Charity, City Bridge Foundation, Comic Relief, Coutts Charitable Foundation, Deborah Loeb Brice Donor Advised Fund at CAF, Garfield Weston Foundation, John Lyon's Charity, Kusuma Trust, The Quilter Foundation, Santander Foundation, Sarah Jane Leigh Charitable Trust, The Linbury Trust, The Mercers' Company, The Rory and Elizabeth Brooks Foundation.

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Sponsorships	33,638	167,916	201,554	37,737	147,321	185,058

5 Income from other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Community fundraising	17,538	-	17,538	13,357	-	13,357
Create Live! For Business	-	4,060	4,060	-	5,200	5,200
Other trading activities	17,538	4,060	21,598	13,357	5,200	18,557

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	44,382	35,721

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Employee costs	117,850	78,644
Support costs	37,920	37,112
	155,770	115,756

8 Expenditure on charitable activities

	Expenditure on charitable activities 2025 £	Expenditure on charitable activities 2024 £
Direct costs		
Employee costs	651,683	586,441
Direct costs of projects	315,819	335,979
	967,502	922,420
Share of support and governance costs (see note 9)		
Support	214,877	210,299
	1,182,379	1,132,719
Analysis by fund		
Unrestricted funds - general	273,680	407,467
Restricted funds	908,699	725,252
	1,182,379	1,132,719

9 Support costs allocated to activities

	2025	2024
	£	£
Employee costs	85,504	73,898
Depreciation	13,105	13,105
Other staff related costs	4,636	4,697
Insurance	4,887	2,242
Rent/service charge	70,063	67,238
Other premises expenses	25,593	23,492
Communications/branding	11,032	5,113
IT software	8,981	19,215
Payroll costs	920	880
Irrecoverable VAT	18,787	26,712
Auditors remuneration	8,500	10,000
Sundries	789	819
	252,797	247,411
Analysed between:		
Expenditure on raising funds	37,920	37,112
Expenditure on charitable activities	214,877	210,299
	252,797	247,411

10 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	8,500	10,000
Depreciation of owned tangible fixed assets	13,105	13,105

11 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Project management	12	11
Communications	2	2
Development	4	4
Management	3	3
Finance	1	1
Total	22	21

11 Employees (Continued)

Employment costs

	2025	2024
	£	£
Wages and salaries	762,890	660,308
Social security costs	72,005	60,510
Other pension costs	20,142	18,165
	855,037	738,983

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

	2025	2024
	Number	Number
In the band £70,001 - £80,000	1	1

None of the directors received remuneration during the year (2024: none). No expenses incurred by the directors were reimbursed. Expenses waived by the directors are immaterial.

12 Taxation

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

13 Tangible fixed assets

	Leasehold improvements	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2024	20,000	44,473	64,473
At 31 March 2025	20,000	44,473	64,473
Depreciation and impairment			
At 1 April 2024	8,420	17,790	26,210
Depreciation charged in the year	4,210	8,895	13,105
At 31 March 2025	12,630	26,685	39,315
Carrying amount			
At 31 March 2025	7,370	17,788	25,158
At 31 March 2024	11,580	26,683	38,263

14 Stocks

	2025	2024
	£	£
Artwork donated for resale	50,000	50,000

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	25,229	17,171
Prepayments and accrued income	54,306	63,000
	79,535	80,171

	2025	2024
Amounts falling due after more than one year:	£	£
Other debtors	19,471	19,471
Total debtors	99,006	99,642

16 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	29,336	21,436
Trade creditors	38,809	28,614
Accruals and deferred income	100,965	109,040
	169,110	159,090

17 Provisions for liabilities

	2025	2024
	£	£
Office dilapidation provision	20,000	20,000

Movements on provisions:

	£
At 1 April 2024 and 31 March 2025	20,000

18 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	20,142	18,165

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

19 Restricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Marginalised children & adults	49,306	83,434	(47,374)	(4,292)	81,074
Vulnerable older people	52,982	94,548	(106,339)	(18,773)	22,418
Nurturing Talent	928	-	(2,500)	1,572	-
Young & adult carers	314,599	420,073	(458,950)	1,681	277,403
Young patients	6,861	68,445	(52,915)	(1)	22,390
Disabled children & adults	81,411	112,122	(127,620)	(3,913)	62,000
Young & adult prisoners	18,672	101,416	(93,247)	(4,952)	21,889
Hub	15,694	-	(15,694)	-	-
Create Live! For Business	-	4,060	(4,060)	-	-
Evaluation	-	25,010	-	-	25,010
	540,453	909,108	(908,699)	(28,678)	512,184

19 **Restricted funds** **(Continued)**

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Marginalised children & adults	11,000	71,662	(33,356)	-	49,306
Vulnerable older people	57,648	100,135	(104,801)	-	52,982
Nurturing Talent	-	15,500	(14,572)	-	928
Young & adult carers	321,738	319,319	(326,458)	-	314,599
Young patients	12,514	47,028	(52,681)	-	6,861
Disabled children & adults	116,421	119,709	(154,719)	-	81,411
Young & adult prisoners	33,952	15,340	(30,620)	-	18,672
Manchester Hub	-	15,694	-	-	15,694
Create Live! For Business	-	5,200	(5,200)	-	-
Capital	-	2,845	(2,845)	-	-
	553,273	712,432	725,252	-	540,453

20 **Unrestricted funds**

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

Designated funds

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
CRM/IT	41,710	-	-	-	-	41,710
Fixed asset fund	38,263	-	(13,105)	-	-	25,158
Charles Lloyd-Jones Legacy Fund	6,300	-	(1,575)	-	-	4,725
creative: connection	20,539	-	(15,808)	-	-	4,731
Project Equipment	11,000	-	(11,000)	-	-	-
North West Hub	-	80,000	-	-	-	80,000
	117,812	80,000	(41,488)	-	-	156,324
General funds	613,286	585,180	(387,962)	28,678	-	839,182
	731,098	665,180	(429,450)	28,678	-	995,506

20 **Unrestricted funds** **(Continued)**

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
CRM/IT	80,500	-	(38,790)	-	-	41,710
Fixed asset fund	51,368	-	(13,105)	-	-	38,263
Charles Lloyd-Jones Legacy Fund	7,875	-	(1,575)	-	-	6,300
creative: connection	-	20,539	-	-	-	20,539
Project Equipment	-	11,000	-	-	-	11,000
	139,743	31,539	(53,470)	-	-	117,812
General funds	589,880	493,158	(469,753)	-	-	613,285
	729,623	524,697	523,223	-	-	731,097

21 Statement of funds

Designated Funds:

CRM/IT - Designated fund to support the implementation of a new CRM system / IT.

Fixed Asset Fund - The designated fixed asset category represents tangible fixed assets that are used to carry out the charity's activities and are therefore not readily available for spending.

Charles Lloyd-Jones Legacy Fund - Designated fund to support *Nurturing Talent*.

Project Equipment - Designated fund to support the purchase of new photography equipment for projects.

North West Hub - Designated fund to support expansion of work delivered from the NW hub.

General Funds

The General Unrestricted Funds represent accumulated income from the Charity's activities that are available for the general purposes of the charity.

Restricted Funds

Marginalised children & adults - This funds relates to the charity's work with marginalised children and adults.

Vulnerable older people - This fund relates to the charity's work with vulnerable older people.

Nurturing Talent - This fund relates to the charity's *Nurturing Talent* programme for emerging artists to develop professional practice in a community setting.

Young & adult carers - This fund relates to the charity's work with young and adult carers.

Young patients - This fund relates to the charity's work with young patients.

Disabled children & adults - This fund relates to the charity's work with disabled children and adults.

Young & adult prisoners - This fund relates to the charity's work with young and adult prisoners.

North West Hub - This fund relates to the charity's work developing its hub in Manchester.

Create Live! For Business - This fund relates to the charity's creative workshops with corporate partners.

Evaluation - This fund relates to charity's rigorous evaluation and impact assessment.

22 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	25,158	-	25,158
Current assets/(liabilities)	990,348	512,184	1,502,532
Provisions	(20,000)	-	(20,000)
	995,506	512,184	1,507,690

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	38,263	-	38,263
Current assets/(liabilities)	712,834	540,453	1,253,287
Provisions	(20,000)	-	(20,000)
	731,097	540,453	1,271,550

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	76,294	58,412
Between two and five years	334,476	102,221
	410,770	160,633

24 Related party transactions

During the year the charity made payments of £Nil to Carol Topolski (2024: £2,547) and £1,200 to Holly Khan (2024: £4,900) in relation to the services they provided on projects as writer and musician respectively. Neither were paid in their role as trustees.

In aggregate, the trustees donations totalled £15,520 (2024: £18,925).

The key management personnel of Create in charge of planning, directing and controlling the charity and running it on a day to day basis comprise the Board of Trustees, Chief Executive and Senior Leadership Team. The total remuneration payable to key management personnel (6 persons) during the year was £294,028 (2024: (6 persons): £298,888).

25 Cash generated from/(absorbed by) operations

	2025 £	2024 £
Surplus/(deficit) for the year	236,140	(11,346)
Adjustments for:		
Investment income recognised in statement of financial activities	(44,382)	(35,720)
Depreciation and impairment of tangible fixed assets	13,105	13,105
Movements in working capital:		
Decrease in debtors	636	29,245
Increase/(decrease) in creditors	10,020	(42,416)
Cash generated from/(absorbed by) operations	215,519	(47,132)

26 Analysis of changes in net funds

The charity had no material debt during the year.

CREATE (ARTS) LIMITED

England & Wales - Charity number 1099733

Accounts

CREATE ARTS.ORG.UK

CREATE (ARTS) LIMITED FINANCIAL STATEMENTS

for the year ended

31 MARCH 2024

Goodman Jones

CREATE (ARTS) LIMITED

ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

Company Number	4728145
Charity Registration Number	1099733
Chairman	Eddie Donaldson OBE (until 31/03/24) Tony Cates (from 01/04/24)
Chief Executive (CEO)	Nicky Goulder
Company Secretary	Vanessa Sharp
Treasurer	Paul Thimont
Registered Office	3rd Floor 14 Austin Friars London EC2N 2HE
Email	info@createarts.org.uk
Telephone (London / Manchester)	020 7374 8485 / 0161 521 0033
Website	createarts.org.uk
Facebook	facebook.com/createarts.org.uk
Instagram / X (Twitter)	@createcharity
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Goodman Jones LLP 29/30 Fitzroy Square London W1T 6LQ

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CREATE (ARTS) LIMITED

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2024. The Trustees confirm that the report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102).

Objectives and Activities

Charitable objects

1) to advance and promote the education of the public in the knowledge, understanding and appreciation of the arts.

2) to promote the use of the arts, particularly the creative arts, as a way of:

    a) relieving the needs of the poor, sick, disabled, elderly and young people who are in need of care and attention;
    b) rehabilitation of offenders;
    c) relieving the needs of the unemployed.

Vision

A society in which everyone has access to the educational, social and life-enriching benefits of the creative arts.

Mission

To use the creative arts to connect, empower, inspire and upskill society's most disadvantaged and vulnerable people, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.

Core beliefs

- That People Need to Create.
- That everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential.
- That high-quality creative arts activities connect, empower, inspire and upskill, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.
- That everyone has a role to play in making society fairer, more caring, more inclusive and more sustainable.

Values

Create is a values-driven charity. Our values underpin the way we work with our participants, partners, people and community. They guide the decisions we make and the way we work.

- **Creativity** ~ encouraging a creative approach to every area of our performance
- **Excellence** ~ seeking to attain the highest standards in all activities
- **Valuing the individual** ~ recognising and nurturing each individual's unique talents
- **Passion** ~ being passionate in our motivations and performance
- **Flexibility** ~ listening and responding creatively to all stakeholders' needs
- **Integrity** ~ embedding integrity in all we do

Aims

- To tackle inequality by giving society's most disadvantaged and vulnerable people free access to the benefits of the creative arts.
- To engage participants in tailored projects led by exceptional professional artists in areas where provision is poor and engagement is low.
- To listen to, advocate for and give a voice to participants.

- To connect, empower, inspire and upskill participants, developing creativity, raising self-esteem, enriching lives, reducing isolation and enhancing wellbeing.
- To promote the value of creative arts engagement in achieving social outcomes.
- To provide high quality, fairly paid work and CPD to a diverse pool of professional artists.
- To help create a society that is fairer, more caring, more inclusive and more sustainable.

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts

People Need to Create. Create's work has never been more important. Creativity impacts wellbeing, emotional and mental health. It builds skills, brings joy and reduces isolation. It allows us to think differently, to express ourselves and to be heard. It enables us to learn about ourselves and others in new ways. It inspires, empowers and raises aspirations. And, according to industry leaders including the World Economic Forum, it is a core skill for business.

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover newfound self-belief and a desire to try more, do more and be more.

Create is a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Most projects are collaborations with community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Create's focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is low. We prioritise our work with eight participant groups: young psychiatric hospital patients; disabled children and adults; young and adult carers; children in care and young care leavers; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults (eg homeless people, LGBTQ+ older people, young refugees and asylum seekers).

Since Create was founded on 07/07/03, the charity has run 14,494 creative arts workshops that have delivered 373,398 contact hours as part of sustained, life-changing programmes with 45,775 participants.

Some of our programmes are developed and delivered in partnership with the business community, helping to meet their Responsible Business priorities. Every programme is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact. Additionally, in 2023/24 we commissioned consultancy Partnership First to undertake an evaluation of Create's Social Value. This included the statistical data collected across the year; a survey of key stakeholders; and in-depth interviews.

We know from experience that drama can build an isolated young carer's self-esteem, that storytelling can strengthen the bond between a young offender and the loved ones waiting for him at home, and that music can provide an important means of self-expression for a young person experiencing anxiety or depression.

One spark of creative energy opens up a world of positive opportunities.

Create lights that spark.

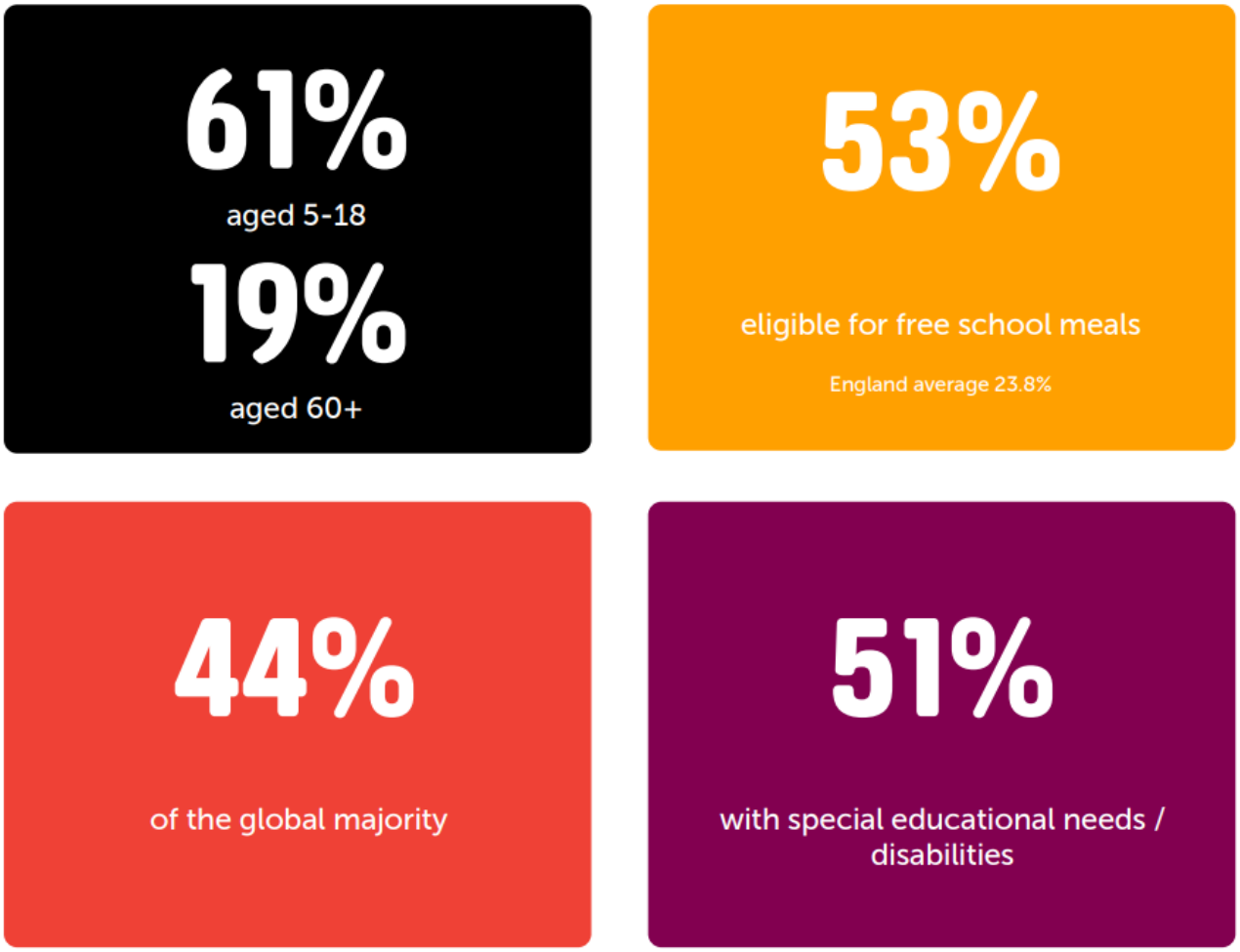
Public Benefit

In setting Create's objectives and planning its activities, the Trustees have considered the Charity Commission's general guidance on public benefit. As noted throughout this report, the charity's work is directed towards the most disadvantaged and vulnerable people in society and outcomes for the public benefit are recorded here in detail.

Project participants

To fulfil Create's commitment to working with the most disadvantaged and vulnerable children and adults, each potential community partner is carefully researched to assess the extent to which it enables the charity to meet this objective. Where applicable, Create uses poverty indices and government statistics on areas of deprivation, together with the government's levelling up / Arts Council England's under-provided priority places, to find the geographical areas of greatest need. When choosing schools, it also considers the percentage of children who are eligible for pupil premium / are entitled to free school meals (key poverty indicators), use English as an additional language or have special educational needs. The level of vulnerability of the participants is always a key consideration, as is the extent to which the community partner already benefits from provision by other external agencies. Create's preference is to work with organisations that are under-served.

In 2023/24, 2,097 participants directly benefited from Create's projects. These included: young psychiatric hospital patients; young carers, young adult carers and adult carers; children and adults with mental ill-health; disabled children and adults; young asylum seekers and refugees; survivors of modern slavery; prisoners; inner-city schoolchildren; isolated older people; and children in care / young care leavers. Create worked with (where data provided):



Volunteers

109 volunteers donated 668 hours of their time to Create: using their skills and enthusiasm to support participants in Create workshops; and providing expert guidance as Trustees or Advisory, Communications or Creative Council members. Pro bono Social media management system was donated by Metricool; PR advice by Hawthorn Advisors; a 20th anniversary event by Reed Smith LLP; and meeting/event space by Aesop, Barnett Waddingham LLP and Simply Business.

CREATE (ARTS) LIMITED

Directors' Report

Achievements and Performance



54 professional Create artists ran 19 programmes (an umbrella body of work) within which 91 projects (a series of workshops with one or more community partners) were designed. These delivered 1,175 workshops / 21,596 contact hours with 2,097 participants; and were rated "successful overall" by 99% of community partner staff.

Create turned 20 on 7 July 2023, and this report covers most of the landmark anniversary year, which has been one of exciting developments. Although much has changed over the past 20 years, Create's vision has stayed the same: for a world in which everyone has access to the educational, social and life-enriching benefits of the creative arts. Since 2003, Create has delivered 14,494 workshops that have brought joy, skills, inspiration, connection and wellbeing to 45,775 of the UK's most disadvantaged and vulnerable children and adults.

It was inspiring to see growing awareness of the unique and valuable benefits that creativity brings for both individuals and wider society. Create's 'Feeding Creativity' campaign with Jacksons of Yorkshire launched on three million loaves across the UK in 07/23. This included a nationwide poll, which provided further evidence for the importance of Create's mission. Ninety-three percent of Brits surveyed said that creativity is important to their wellbeing, while 28% and 27% respectively said that lack of inspiration and insufficient money were barriers to creativity. That's where Create comes in, delivering free, professionally-run creative arts projects with those who need them most.

During the year, Create launched programmes with two important new groups of participants: children in care/young care leavers; and survivors of modern slavery.

Following the launch of the Manchester hub in 2021, the charity continued to expand its work across the North West and beyond. A highlight was the *creative:connection* music showcase in October 2023, in which 57 disabled and non-disabled children from Manchester/Salford performed a series of new pieces that they had created with Create musicians as part of Manchester Literature Festival. This was featured on BBC Radio Manchester.

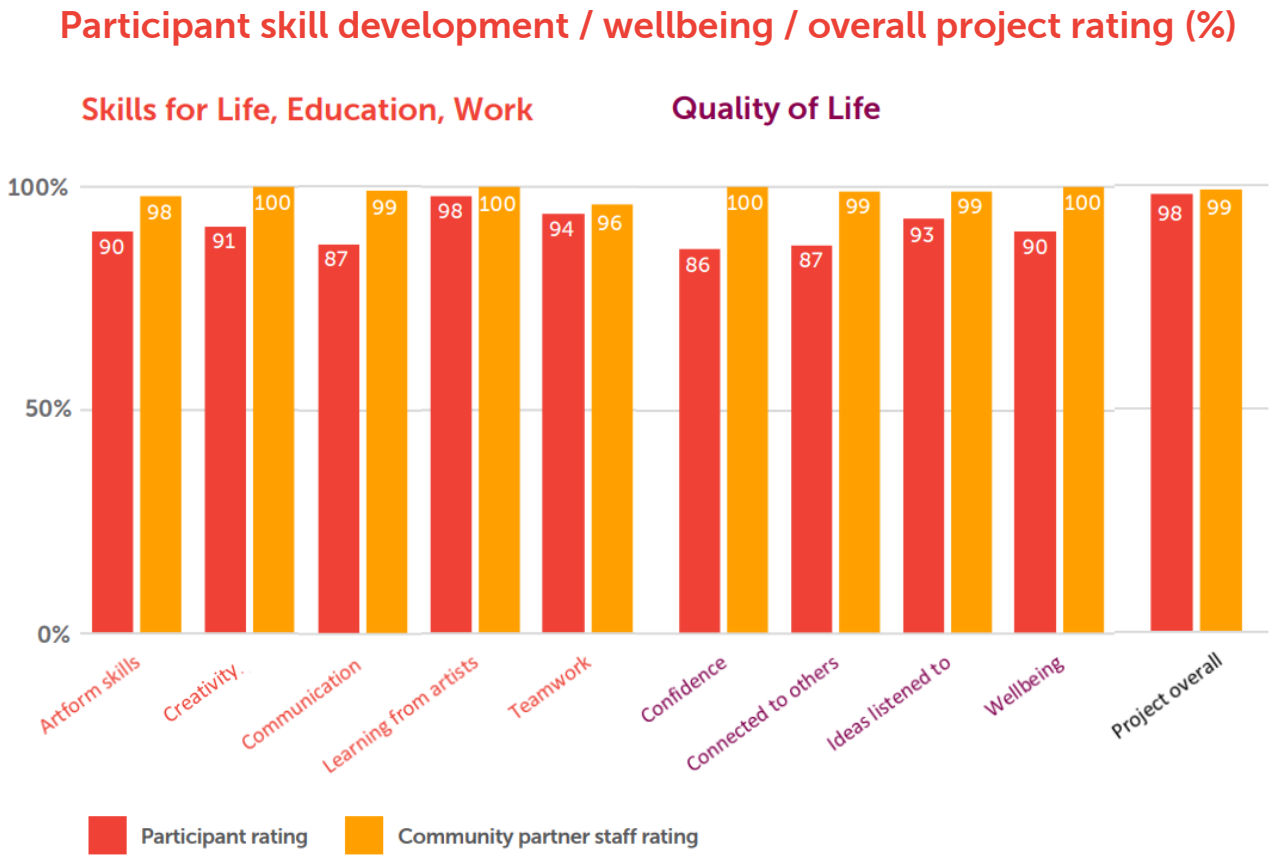
During the February 2024 half term, the charity delivered a Young Carers Action Day (YCAD) programme in partnership with Carers Trust for the fourth year running. Themed around "Fairer Futures for Young Carers", projects took place in Bromley, Cheshire, Sefton and Uxbridge, upskilling young carers in animation, music, photography and puppetry. The programme culminated in an online Showcase on 13 March 2024, putting young carers' voices at the heart of YCAD. Participants shared the artwork, films and music that they had created with an audience of parents and guardians, staff and Trustees from Carers Trust, Create and their carer services, and other invited guests.

Create's prison work was recognised with three Koestler awards; its work with young carers won the prestigious Children & Young People Now Highly Commended award; and founding CEO Nicky Goulder was crowned "Arts Innovator" in Women&Home's Amazing Women Awards 2023.

Create is committed at all levels to rigorous, honest evaluation. Each project is individually designed to meet partners' unique needs; clear, relevant intended outputs/outcomes are agreed; and programmes are then evaluated against these. Planning and debrief meetings start and conclude each project and Create has a 100% feedback policy, with feedback being collected wherever possible from all participants, community partner staff, volunteers and Create artists. Projects are monitored through verbal feedback circles, communication, observation of workshops and written response through questionnaires; and

qualitative and quantitative feedback is used by Create to produce an evaluation report that assesses the extent to which the intended outputs/outcomes have been met. This is the primary means by which formal feedback from each programme is disseminated, reports being sent to the community partners, artists and funders, and used by Create in the planning of all future projects.

As part of the evaluation process, community partner staff and participants are asked to rate the success of Create's projects in enabling the participants to develop a range of key skills and enhanced wellbeing, and to appraise the success/enjoyment of their project overall. The results across all projects during the year, shown in the graph below, demonstrate that participants' skill development/wellbeing enhancement was rated successful by between 87% and 98% of participants and 96% and 100% of community partner staff.



Create provided its artists and project team with free learning, skill-building and networking opportunities at Artist Sharing events that took place in May and November. With external speakers and artist-led workshops, these sessions focused on special educational needs, disability and accessibility; and on children in care / young care leavers respectively. Attendees commented:

"It's been great to share and engage with different activities that open up discussions of accessibility within a creative process." / "It was great to start from an immersive experience and then open up a discussion about how people felt and how accessibility played a role in the activity." / "Makaton workshop was really helpful and a practical tool to make communication more accessible." / "The day provided lots of information and interesting insights." / "It was great to hear about the care system and how these workshops impact the young people."

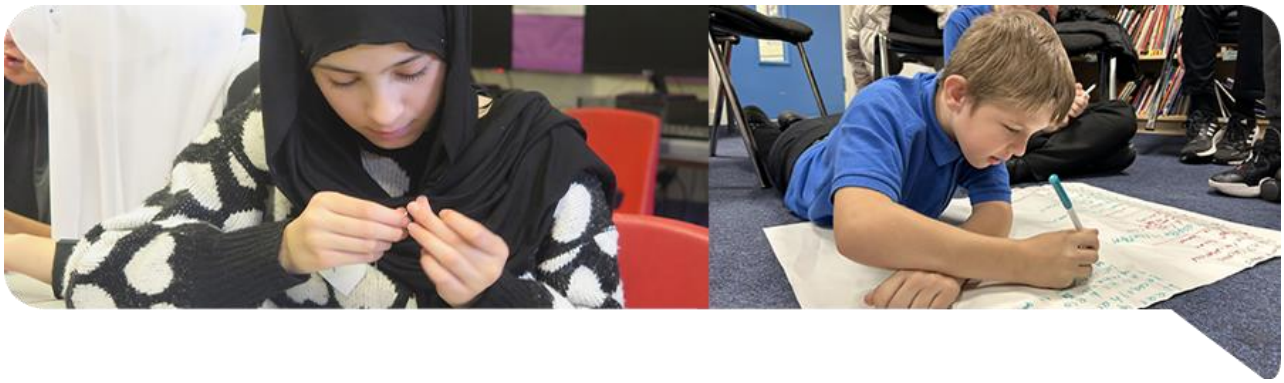
Create ran the eighth year of *Nurturing Talent*, a programme over 12 months designed to upskill emerging artists who wish to combine their professional artistic practice with creative workshop delivery in community settings. *Nurturing Talent* gave six emerging artists the opportunity to work as supporting artists on a range of projects, attend professional development training days and work in pairs to design and deliver their own workshop in a community setting. Each artist received a bursary and collectively supported 212 workshops across the year. One Nurturing Talent artist commented:

CREATE (ARTS) LIMITED

Directors' Report

"As an artist your main focus is your own creativity. What this programme has taught me is how to harness aspects of my practice that I can use to encourage others to find their own voices. It's enabled me to shift my focus outwards and given me the tools to inspire others."

Create's income was secured via the development of new relationships (with organisations including: City Bridge Foundation; Deborah Loeb Brice Donor Advised Fund at CAF; Hollick Family Foundation; Jacksons of Yorkshire, M&G); the strengthening of significant existing relationships (including: Aesop Foundation; Anthropologie; Ashurst LLP; Atherton Family Charitable Trust; British Land; John Lyon's Charity; Kusuma Trust UK; Raise Your Hands; Reed Smith LLP; Santander UK Foundation Limited; Sarah Jane Leigh Charitable Trust; Smiles Fund by Comic Relief and Walkers; The Charity of Sir Richard Whittington; The Chartered Accountants' Livery Charity; The London Community Foundation); the generous support of dozens of other trusts, foundations, companies and individuals; community fundraising; in memoriam gifts; and events.



The *Create the Difference* individual and business membership schemes provide highly valued unrestricted financial support to underpin the charity's work, enabling it to plan with confidence. Create thanks the following members (and all who are non-Founding Change Makers/Community members or wish to remain anonymous), who together donated over £66.7k:

Business Members: Brown-Forman; Mediaworks; Salt; Straight Forward Design; Zealot.
Individual Members: Champion ~ Tony Cates; Alistair DK Johnston CMG; Tim and Claire Jones. **Catalyst** ~ Anne Baldock; Eddie Donaldson OBE. **Curator** ~ Inez Anderson; Gareth Davies; Philip Emery; Sean Hanson; Adam McNeeny; Susan Paul; Colin Sheaf; Mark Sismey-Durrant; Chris and Vanessa Turpin. **Connector** ~ Richard Schreiber; Vanessa Sharp. **Change Maker (Founder Members)** ~ Nicky Goulder; Marit Meyer-Bell. **Community (Founder Members)**: John Broadis; Carol Topolski; Michael Topolski.

A vital part of Create's work is its partnerships with the business community, which enables companies to meet their Responsible Business objectives while helping Create to achieve its mission. Companies including Anthropologie, Ashurst, BNP Paribas, Jacksons of Yorkshire, M&G and Reed Smith provided 73 volunteers to support projects that they funded, bringing a wealth of experience and expertise to workshops, acting as positive role models for the participants, developing new skills and experiences to take back to their workplace, and enhancing their wellbeing.



Create increased its profile through high quality communications that helped to raise the profile of the importance of the creative arts, and to position the charity as a leader in its field and the CEO as an expert voice. This included significant national press coverage around the campaign with Jacksons of Yorkshire, the *creative:connection* showcase featured on BBC Radio Manchester, the CEO featured on the Can Art Save Us Podcast, and coverage of 'Foxes Don't Paint', Fold7's delightful book inspiring creativity in children, released in support of Create, including on BBC Radio London.

In 02/24, Create commissioned consultancy Partnership First to undertake an independent evaluation of the charity's Social Value for the participants, organisations and communities with which it works, and the professional artists who deliver this work. In determining Create's Social Value, Partnership First used a broad evidence base, including data collected from participants and Community Partner staff, a Social Value Survey completed by 64% of the 122 Community Partners, 52 Artists and six Corporate Partners who received it, and focus groups. The report found:

100%

of survey Respondents said that Create's work improved Quality of Life.

98%

said that Create's work improved Skills for Life, Education & Work.

99%

said that Create improved Diversity, Equity and Inclusion.

83%

of Corporate Partners said Volunteers improved their wellbeing.

Key Groups / Example Projects

During the year, Create developed and delivered 91 projects, examples of which are included below.

Led by Create's professional artists, Create's projects connected, empowered, inspired and upskilled participants, raising aspirations, building self-esteem and enhancing wellbeing. They also ...

Children in care / young care leavers	... improved self-expression, self-belief and relationship-building

"All the staff were really welcoming and I really appreciate that. Thank you so much for appreciating me for me." Participant

Through the new *our:voices* programme, 50 children in care / young care leavers participated in music making, song-writing and film making workshops in the London Boroughs of Bromley and Waltham Forest.

Disabled adults	… improved social skills, provided means of self-expression and enhanced self-confidence

"We've been making things, making friends and having fun. It's been absolutely magical." Participant

More Creative project in the London Borough of Southwark brought together 10 disabled adults from Bede House with 11 children from John Keats Primary school to explore ceramics, drawing and mask-making. This helped to build shared understanding, trusting relationships, social skills, creativity and confidence.

Disabled children	… broke down barriers of prejudice and explored environmental concerns

"It is so important to have workshops like these in schools. It makes children feel so good about themselves and they learn so much." Teacher

Create delivered 274 creative workshops with 588 disabled children. *creative:connection* brought together disabled and non-disabled children in London, Manchester and Salford. *changing:minds* and *community:matters* projects worked with SEND school children and young adults in London. *environment:matters* and *environment:tales* programmes delivered climate-themed projects in 10 SEND schools in Cumbria, Leeds, London and Manchester. On 26/02/24, *environment:matters* Brent culminated in a music showcase at Bridge Park Community Centre attended by an audience of 117.

Adult carers	… provided a social outlet through which to take a break from caring and build trusting relationships, reducing isolation

"The project has been educational. It might give me a chance in the future to do something else with what I've learnt. I really enjoyed it. It gives me a break from everything else I do." Participant

creative:release and *creative:voices* programmes delivered both in venue and remotely via Create Live! reduced the isolation of 235 adult carers in Edinburgh, Glasgow, Kent, London, Manchester, Sefton, and Wigan and Leigh. Working collaboratively, participants explored their creativity, took a break from their caring responsibilities, built trusting relationships with other carers, and developed social skills and confidence.

Young carers	… enabled young carers to take a break, build resilience, and learn about money in the home

"Projects like this help young carers because they get our minds away from things and really distract us." Participant

340 workshops were delivered across our *art:space, change:matters, community:matters* and *inspired:arts*. These enabled 533 young carers to develop their skills, enhance their creativity, build their confidence, connect with their peers, enjoy a break from their caring responsibilities and build their financial literacy (*change:matters* only). A showcase on Young Carers Action Day (13/03/24) in partnership with Carers Trust put young carers' voices at the heart of the awareness day.

Prisoners	… gave prisoners space to express themselves, build financial skills, and create stories to connect them with their children

"I think the fact that we all got together as a group was good. Teamwork is something that we don't really do in prison. But it's good actually to do it. You have to work as a team, try and get on with everyone. I think it was a good group, so nobody was overpowering. Everybody had an opinion, but everyone was willing to let it go for the greater good." Participant

104 male and female prisoners were reached across four prisons through *Free Inside*, *Inside Change*, *Inside Stories* and *My Dad's in Prison*, enabling them to dance, take photographs, write illustrated stories for their children and develop their financial literacy skills through radio drama.

Older people	… reduced isolation, fostered imagination and increased self-worth

"My favourite thing about the project was just coming here, and not being stuck indoors. I can't push myself around, and my carer is not with me 24/7. So just coming here, and seeing what we can do. And the people as well. It was good. It was enjoyable, I've enjoyed it." Participant

art:links, creative:engagement and *creative:links* improved the quality of life of 334 isolated older people across London and Greater Manchester, many living with dementia, enabling them to express themselves creatively, build new skills, connect with others and have fun.

Young psychiatric hospital patients	… provided a creative outlet to young people living with mental illnesses

"This is so relaxing. This is the calmest I've felt in weeks. I felt happy after the sessions." Participant

creative:tandem empowered 84 young people who have been admitted to mental health units due to serious conditions, including psychotic, depressive, anxiety and eating disorders, self-harm or suicidal thinking. Create's professional artists brought art, drama, film making, photography and music into four hospital units in London and Manchester, enabling the young people to build new skills, new relationships and self-esteem, enhancing their wellbeing.

Adults with mental ill health	… provided a social and creative outlet, enhancing self-worth

"The sessions felt like a mini-retreat: a chance to relax, pause, pay attention, and be creative." Participant

Creating Library Connections, a partnership with Chichester Library, brought together 11 adults who attend three local mental health services. They worked with Create's professional photographer and writer over two weeks to produce an impressive body of work inspired by Chichester, its library and its collection of books. The project culminated in an exhibition and poetry performance.

Young refugees and migrants	… encouraged self-expression and built a sense of community

"I made new friends and existing friendships stronger." Participant

community:matters, a partnership with Salusbury World, gave 59 refugee and migrant children in Brent a chance to build skills, develop creative thinking and self-expression, and connect with others.

Survivors of modern slavery	… used creativity as a powerful form of self-expression

"It's a good feeling thinking about my next chapter. It's a nice thing to put into our paintings." Participant

Art is Freedom, a partnership with Ashurst and Hestia, enabled 17 survivors of modern slavery to create powerful artwork that gave them a means of self-expression and a voice. The programme raised awareness of modern slavery through an exhibition of the artwork across London including a display on Piccadilly Lights on Anti-Slavery Day (18/10/23)



Plans for 2024/25

Create's 20th anniversary year will conclude on 06/07/24, drawing 12 months of celebrations to a close with the launch of two important new initiatives: **Create Week** from 1-7/07/24, a week-long event to celebrate creativity and its importance for the wellbeing of individuals, organisations and society as a whole; and **Create Conversations** on 02/07/24, an online event to encourage constructive discussions on the role of creativity in society and raise awareness of the importance of making the creative arts available to everyone.

The charity will enter year four of its ambitious seven-year strategic plan with the aim of doubling the reach and impact of its work by its 25th anniversary in 2028. Its participants will remain the driving force behind its work and Create will continue to meet its commitment to developing sustained, life-changing programmes by returning to many of the carer services, day centres, prisons, schools, children's psychiatric hospital units and other community settings with which it collaborated during 2023/24.

Create has a series of important initiatives planned that will extend its work geographically and with new partners. This includes further expansion its work from the NW hub, successfully established in Manchester during 2021, reaching participants in areas of high deprivation across Greater Manchester, Merseyside and beyond. In addition, the charity will build on the work developed in 2023/24 with two important new participant groups: survivors of modern slavery; and children in care / young care leavers.



Create is delighted to have been selected by The Reading Agency as its partner organisation for the 2024 Summer Reading Challenge. Delivered in collaboration with 92% of Library Authorities across the UK, this aims to fire up children's imaginations and unleash creativity through the power of reading. From June to September, children taking part in 'Marvellous Makers' will discover new stories, get to meet seven creative characters (above), join in with free activities at the library, and explore their creativity – from junk modelling to music, dance to drawing and painting – via activities devised by Create artists. 700,000 children are expected to take part.

With the climate crisis arguably the most significant global challenge over the next decade and beyond, there is an urgent need to educate people on environmental issues. Create has taken its environmental responsibility seriously for 21 years, both operationally and via projects. In line with its Environmental Policy, it will continue to promote the need for environmental responsibility, reviewing the targets set out in its Green Action Plan and taking an innovative approach to leading change. During 2024/25, it will deliver its environmental programmes - *environment:matters* – at special needs schools in Greater Manchester and London.

CREATE (ARTS) LIMITED

Directors' Report

Create will continue to offer community partners a blended approach of Create Live! (Zoom) and in-venue projects, enabling them to choose the most appropriate way for their participants to access workshops. For those participants who are unable to leave home, due to their caring responsibilities, frailty, mental illness, sickness or geographical remoteness, being able to join workshops over Zoom helps to keep them connected, empowered, inspired and upskilled, reducing isolation and enhancing wellbeing.

In autumn 2024, the charity will commission consultancy Partnership First to undertake the final piece of its evaluation review - the collection of feedback from participants, community partners, artists and volunteers - to ensure that this provides the most robust evidence base to assess impact. In spring 2025, Partnership First will undertake a review identifying and evaluating Create's social value through its workshop programme and wider engagement with key stakeholders during 2024/25. This will include a survey of stakeholders and analysis of impact data collected across the year.

Artist development will remain a priority for Create, with six-monthly Artist Sharing events continuing to provide an opportunity for its professional artists to network, develop new skills and share best practice. Taking place in May and November 2024, the first of these will focus on "wellbeing/active listening"; the second on "special educational needs / disabilities". Six artists have been accepted onto the *Nurturing Talent* programme, which upskills emerging artists, enabling them to acquire experience and to benefit from high-quality mentoring, training and practical workshop assistance.



Reserves policy

The aim of Create's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure. The Trustees regularly review the levels of unrestricted reserves and perform a full review annually. This considers the financial risks associated with different income streams, expenditure categories and balance sheet items together with Create's ability to meet these from realisable funds. Create monitors a range of measures related to its income and expenditure profile, risks faced and cash flow in developing an unrestricted reserves target. On this basis, the Trustees aim to maintain free unrestricted reserves of 4-6 months of projected operational costs. Unrestricted reserves at 31/03/24 were £731.1k, of which £117.8k is held in designated funds to support: the development of a CRM system; as a fixed asset fund; a legacy fund; the *creative:connection* programme; and project equipment. The balance of £613.3k represents 4.75 months of budgeted expenditure for 2024/25.

This crucial level of reserve – given the continued uncertainty resulting from the cost of living crisis and impending general election, and the volatility of the current economic situation – together with restricted reserves at 31/03/24 of £540.5k (funding received in advance that has been given for a specific purpose and is tied to specified projects or activity taking place in future financial years), provide the charity with a strong balance sheet and cash position. The Directors therefore consider the funding of the activities of the charity to be secure for the following 12 months and beyond.

Structure, governance and management

Company Status
The company is incorporated by guarantee and has no share capital. Each of the members has guaranteed to meet debts of £1 in the event of a winding up. The company was incorporated on 09/04/03 and is governed by a memorandum and articles of association. The company is also a registered charity.

Directors' Report

Appointment and induction of Directors
Create's Board of Directors has a wealth of experience that covers the arts, business, community and education sectors. New Directors are appointed to the Board by the current Directors, who are also members of the company, with reference to skills, diversity and Create's values. The CEO inducts new Directors through a process of briefings. They are provided with key information relating to the charity's governance and operations, and undertake a DBS check and safeguarding training. The Directors meet at least quarterly and attend projects and events. The Communications, Creative and Finance & General Purposes Councils are each chaired by a member of the Board.

Key management personnel
Day to day operations are managed by the CEO, Nicky Goulder and her team of 20 staff. Five of these are on the Senior Leadership Team with her: Director of Communications; Director of Finance & Operations; Director of Programmes; Head of Development (Corporate); Head of Development (Grants).

New staff have a six-monthly appraisal; all staff have an annual appraisal against SMART objectives set. The Staff Handbook provides information on internal policies and procedures.

Annually, the Chairman agrees any staff salary increases, which consider cost of living rises and any increase in responsibilities. As appropriate, staff salaries are benchmarked against the sector.

Fundraising
Create has a fundraising team of four who work closely with the CEO. Funding bids are carefully researched, developed and submitted to trusts/foundations and public sector bodies, matching their funding criteria with Create's work. Corporate partnerships are developed with businesses, carefully matching their Responsible Business objectives with Create's charitable objectives. Increasingly, Create is approached and works with organisations to co-create partnerships with mutual benefit. Create works on a personalised basis with individuals who have expressed interest in its work, via personal donations or community fundraising.

Create has received no complaints about this or any other approach to fundraising.



Risk management
The Directors consider the key risks to which the charity is exposed. In addition, a detailed risk register is maintained by the Director of Finance & Operations and reviewed annually by the Directors to assess the detailed risks and the systems in place to mitigate them. Examples of the key risks faced by Create and their mitigation are provided below:

- **Loss of the CEO**
  In a charity of this size and history the CEO's continuing commitment and resilience underpins its capacity to deliver its business plan.

  Mitigation: A Senior Leadership Team covers the core areas of communications, finance, fundraising, operations and projects, and provides support to the CEO as well as continuity in times of absence. As the charity continues to grow that resource is monitored.

- **Reputational damage**
  The charity's reputation is paramount and it works hard to maintain and enhance it.

  Mitigation: High quality programmes are delivered by exceptional artists and meticulously evaluated; a rigorous Safeguarding Children & Vulnerable Adults policy is in place; risk assessments are carried out with community partners for every project.

- **Lack of funding**
  Funding is critical to the continued operations of the charity and in a continuously evolving environment, particularly the current economic climate, it needs to be alert to changing funding demands and policies.

  Mitigation: The CEO has a proven fundraising track record; fundraising is overseen by a Development team of four; longer-term funding is being developed; Create has a proven ability to meet fundraising targets.

Poor staff wellbeing
Staff wellbeing is crucial in a small, ambitious charity that delivers an extensive programme each year with disadvantaged and vulnerable participants.

Mitigation: Staff wellbeing is central to the charity's people strategy and an increased priority since lockdown with the team dispersed due to hybrid working. Initiatives have included wellbeing training; creative activities; project offloads; additional leave; and team socials.

Directors

The following served as Directors during the year:

John Broadis
Tony Cates
Eddie Donaldson OBE
Holly Khan (Monica Robinson)
Marit Meyer-Bell
Vanessa Sharp
Paul Thimont
Carol Topolski
Simone Wright

The Directors are also the Trustees for the purpose of charity law.

CREATE (ARTS) LIMITED

Directors' Report

Statement of Directors' responsibilities

The trustees (who are also directors of Create (Arts) Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement of Disclosure to Auditor

In so far as each of the Directors is aware:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

In accordance with section 485 of the Companies Act 2006, appointment of auditors to the company will be put to the Annual General Meeting of Members.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

By Order of the Board

Tony Cates

Tony Cates
Chairman
05/12/24

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED

Opinion

We have audited the financial statements of Create (Arts) Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Directors' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Directors' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and sector, we identified that the principal risks of non-compliance with laws and regulations related to sector regulations and unethical and prohibited business practices, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, Companies Act 2006, Charity Commission and sector regulations, and UK Tax Legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Appropriate audit procedures in response to these risks were carried out. These procedures included:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reading minutes of meetings of those charged with governance;
- Obtaining and reading correspondence from legal and regulatory bodies including HMRC;
- Identifying and testing journal entries;
- Challenging assumptions and judgements made by management in their significant accounting estimates.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members; and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Goodman Jones LLP

Julian Flitter, FCA
Senior Statutory Auditor
For and on behalf of
Goodman Jones LLP, Chartered Accountants and Registered Auditor
1st Floor,
Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

Date: 10-12-24

Goodman Jones LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the Year Ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	**437,882**	**559,911**	**997,793**	*949,321*
Charitable activities	4	**37,737**	**147,321**	**185,058**	*165,405*
Other trading activities	5	**13,357**	**5,200**	**18,557**	*10,552*
Investments		**35,721**	**-**	**35,721**	*13,505*
Total income		**524,697**	**712,432**	**1,237,129**	*1,138,783*
Expenditure on:					
Raising funds		**115,756**	**-**	**115,756**	*126,948*
Charitable activities		**407,467**	**725,252**	**1,132,719**	*977,785*
Total expenditure		**523,223**	**725,252**	**1,248,475**	*1,104,733*
Net movement in funds		**1,474**	**(12,820)**	**(11,346)**	*34,050*
Reconciliation of funds:					
Total funds brought forward		**729,623**	**553,273**	**1,282,896**	*1,248,846*
Net movement in funds		**1,474**	**(12,820)**	**(11,346)**	*34,050*
Total funds carried forward		**731,097**	**540,453**	**1,271,550**	*1,282,896*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 23 to 37 form part of these financial statements.

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)
Registered number: 04728145

BALANCE SHEET
As at 31 March 2024

	Note		2024 £		*2023* *£*
Fixed assets					
Tangible assets	10		**38,263**		*51,368*
			38,263		*51,368*
Current assets					
Stocks	11	**50,000**		*50,000*	
Debtors	12	**99,642**		*128,887*	
Cash at bank and in hand		**1,262,735**		*1,274,147*	
		1,412,377		*1,453,034*	
Creditors: amounts falling due within one year	13	**(159,090)**		*(201,506)*	
Net current assets			**1,253,287**		*1,251,528*
Total assets less current liabilities			**1,291,550**		*1,302,896*
Provisions for liabilities			**(20,000)**		*(20,000)*
Total net assets			**1,271,550**		*1,282,896*
Charity funds					
Restricted funds	15		**540,453**		*553,273*
Unrestricted funds					
Designated funds	15	**117,812**		*139,743*	
General funds	15	**613,285**		*589,880*	
Total unrestricted funds	15		**731,097**		*729,623*
Total funds			**1,271,550**		*1,282,896*

BALANCE SHEET (CONTINUED)
As at 31 March 2024

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the period in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 144 of the Charities Act 2011. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements. The financial statements were approved and authorised for issue by the Trustees and signed on their behalf, by:

Tony Cates

Tony Cates
Chairman
Date: 09-12-24

The notes on pages 23 to 37 form part of these financial statements.

CREATE (ARTS) LIMITED
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
For the Year Ended 31 March 2024

	2024 £	*2023* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(47,132)**	*(86,464)*
Cash flows from investing activities		
Bank interest received	**35,720**	*13,505*
Net cash provided by investing activities	**35,720**	**13,505**
Change in cash and cash equivalents in the year	**(11,412)**	**(72,959)**
Cash and cash equivalents at the beginning of the year	**1,274,147**	*1,347,106*
Cash and cash equivalents at the end of the year	**1,262,735**	*1,274,147*

The notes on pages 23 to 37 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

1. General information

Create (Arts) Limited is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of guarantee is limited to £1 per member of the charity. The address of the registered office is 3rd Floor, 14 Austin Friars, London, EC2N 2HE.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Create (Arts) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

2.3 Income

Recognition of income
Incoming resources from charitable activities have been analysed according to the type of funding received as the charity has one main activity, which is the development and delivery of projects.

Fees, sponsorship and event income
Fees, sponsorship and event income are stated net of discounts and VAT and are recognised on a receivable basis.

Grants, donations and sponsorship
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. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity’s control which must be met before the charity is entitled to the funds.

Much of the funding for Create’s charitable work derives from grants, donations and sponsorship, whether from the public sector, companies, trusts and foundations, or individuals. Such support is often directed towards a particular event or project. Such receipts are accounted for as restricted funds and expenditure is matched against the income as incurred.

Investment income is recognised when receivable.

Legacies
Legacies are recognised on a receivable basis once the conditions for the receipt have been satisfied and the amount can be measured with certainty.

2. Accounting policies (continued)

2.4 Expenditure and liabilities

Liabilities and related expenditure are recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of the charity is included within the support costs as part of the cost of charitable activities. All resources expended are inclusive of irrecoverable VAT.

Staff costs have been allocated to the expenditure headings on the basis of an estimate of the amount of time spent by staff members in each area.

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.5 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

2.6 Taxation

The charity is exempt from Corporation Tax on its charitable activities.

2.7 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Directors.

Restricted funds can only be used for the particular purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are applied for a specific restricted purpose. In the majority of cases, restricted funds are those which have been received in the year but are required to be applied to projects which are not going to commence until the following year. If those projects do not proceed then in some cases those funds will have to be returned.

Designated funds are unrestricted funds which have been set aside by the directors for an essential spend or future purpose.

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

Individual fixed assets costing £1,500 or more are capitalised at cost.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	20%
Office equipment	-	20%
Other fixed assets	-	20%

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.12 Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.13 Pensions

Create (Arts) Limited has set up an auto enrolment compliant pension scheme into which the employees are enrolled. The pension cost in the financial statements represents the contributions payable by the charity during the year.

2. Accounting policies (continued)

2.14 Provisions

Provisions are recognised when the company has a legal or constructive obligation as a result of a past event, it is probable that the company will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in the period in which it arises.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Donations and legacies	147,901	-	**147,901**	*102,736*
Grants	289,981	559,911	**849,892**	*846,585*
Total 2024	437,882	559,911	**997,793**	*949,321*
Total 2023	*274,272*	*675,049*	*949,321*	

Included in the above are grants received from Aesop Foundation, The Atherton Family Charitable Trust, The Charity of Sir Richard Whittington, City Bridge Foundation, Deborah Loeb Brice Donor Advised Fund at CAF, Hollick Family Foundation, John Lyon's Charity, Kusuma Trust, The London Community Foundation, Raise Your Hands, Royal Borough of Kensington and Chelsea's Arts Grants Scheme, Santander UK Foundation Limited, Sarah Jane Leigh Charitable Trust, Smiles Fund by Comic Relief.

4. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Fees for services	-	-	**-**	*11,470*
Sponsorships	37,737	147,321	**185,058**	*153,935*
Total 2024	37,737	147,321	**185,058**	*165,405*
Total 2023	*23,962*	*141,443*	*165,405*	

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

5. Income from other trading activities (fundraising)

Income from non charitable trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Community Fundraising	13,357	-	**13,357**	*7,483*
Create Live! For Business	-	5,200	**5,200**	*3,069*
Total 2024	13,357	5,200	**18,557**	*10,552*
Total 2023	*10,552*	*-*	*10,552*	

6. Expenditure on raising funds

	2024 £	*2023 £*
Fundraising / Cultivation Events	**-**	*1,714*
Employee Costs	**78,644**	*98,891*
Support costs (below)	**37,112**	*26,343*
	115,756	*126,948*

7. Expenditure on charitable activities

	2024 £	*2023 £*
Employee costs	**586,441**	*495,273*
Direct costs of projects	**335,979**	*261,232*
Support costs (below)	**210,299**	*221,280*
	1,132,719	*977,785*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

. Support Costs

	2024 £	2023 £
Employee costs	**73,898**	*55,030*
Other staff related costs	**4,697**	*3,133*
Insurance	**2,242**	*2,870*
Rent/service charge	**67,238**	*66,036*
Other premises expenses	**23,492**	*15,352*
Communications/branding	**5,113**	*2,222*
IT software	**19,215**	*732*
Payroll Costs	**880**	-
Office costs	**-**	*58,220*
Irrecoverable VAT	**26,712**	*20,559*
Depreciation	**13,105**	*13,105*
Auditors remuneration	**10,000**	*6,500*
Finance Support Services (donated)	**-**	*500*
General project costs	**-**	*2,418*
Sundries	**819**	*946*
	247,411	*247,623*

8. Net income

Net income is stated after charging:

	2024 £	2023 £
Auditors remuneration for audit services	**10,000**	*6,500*
Rent paid under operating leases	**48,677**	*48,677*
	58,677	*55,177*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

9. Staff costs

	2024 £	*2023* *£*
Wages and salaries	**660,308**	*580,046*
Social security costs	**60,510**	*53,574*
Contribution to defined contribution pension schemes	**18,165**	*15,574*
	738,983	*649,194*

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	*2023* *No.*
Project management	**11**	*9*
Communications	**2**	*2*
Development	**4**	*5*
Management	**3**	*3*
Finance	**1**	*1*
	21	*20*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	*2023* *No.*
In the band £70,001 - £80,000	**1**	*1*

None of the directors received remuneration during the year (2023: none). No expenses incurred by the directors were reimbursed. Expenses waived by the directors are immaterial.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

10. Tangible Fixed Assets

	Fixtures and fittings £	Office dilap. provision £	Total £
Cost or valuation			
At 1 April 2023	44,473	20,000	64,473
At 31 March 2024	44,473	20,000	64,473
Depreciation			
At 1 April 2023	8,895	4,210	13,105
Charge for the year	8,895	4,210	13,105
At 31 March 2024	17,790	8,420	26,210
Net book value			
At 31 March 2024	26,683	11,580	38,263
At 31 March 2023	35,578	15,790	51,368

11. Stocks

	2024 £	*2023 £*
Artwork donated for resale	**50,000**	*50,000*

12. Debtors

	2024 £	*2023 £*
Due after more than one year		
Other debtors	**19,471**	*19,471*
	19,471	*19,471*
Due within one year		
Trade debtors	**17,171**	*32,541*
Other debtors	**-**	*1,357*
Prepayments and accrued income	**63,000**	*75,518*
	99,642	*128,887*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

13. Creditors: Amounts falling due within one year

	2024 £	*2023* *£*
Trade creditors	**28,614**	*28,278*
Other taxation and social security	**21,436**	*15,230*
Accruals and deferred income	**109,040**	*157,998*
	159,090	*201,506*

14. Provisions

Office dilapidation provision		
At 1 April 2023	**20,000**	*20,000*
At 31 March 2024	**20,000**	*20,000*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
Designated funds				
Implementation of a new CRM	**80,500**	**-**	**(38,790)**	**41,710**
Fixed Asset fund	**51,368**	**-**	**(13,105)**	**38,263**
Charles Lloyd-Jones Legacy Fund	**7,875**	**-**	**(1,575)**	**6,300**
creative:connection	**-**	**20,539**	**-**	**20,539**
Project Equipment	**-**	**11,000**	**-**	**11,000**
	139,743	**31,539**	**(53,470)**	**117,812**
General funds				
General Funds - all funds	**589,880**	**493,158**	**(469,753)**	**613,285**
Total Unrestricted funds	**729,623**	**524,697**	**(523,223)**	**731,097**
Restricted funds				
Marginalised children & adults	**11,000**	**71,662**	**(33,356)**	**49,306**
Vulnerable older people	**57,648**	**100,135**	**(104,801)**	**52,982**
Nurturing Talent	**-**	**15,500**	**(14,572)**	**928**
Young & adults carers	**321,738**	**319,319**	**(326,458)**	**314,599**
Young patients	**12,514**	**47,028**	**(52,681)**	**6,861**
Disabled children & adults	**116,421**	**119,709**	**(154,719)**	**81,411**
Young & adult prisoners	**33,952**	**15,340**	**(30,620)**	**18,672**
Manchester Hub	**-**	**15,694**	**-**	**15,694**
Create Live! For Business	**-**	**5,200**	**(5,200)**	**-**
Capital	**-**	**2,845**	**(2,845)**	**-**
	553,273	**712,432**	**(725,252)**	**540,453**
Total of funds	**1,282,896**	**1,237,129**	**(1,248,475)**	**1,271,550**

15. Statement of funds (continued)

Designated Funds

Implementation of new CRM- Designated fund to support the implementation of a new CRM system.

Fixed Asset Fund- The designated fixed asset category represents tangible fixed assets that are used to carry out the Charity's activities and are therefore not readily available for spending.

Charles Lloyd-Jones Legacy Fund- Designated fund to support Nurturing Talent.

creative:connection - Designated fund to support the *creative:connection* project 2024/25.

Project Equipment - Designated fund to support the purchase of new photography equipment for projects.

General Funds

The General Unrestricted Funds represent accumulated income from the Charity's activities that are available for the general purposes of the Charity.

Restricted Funds

Marginalised children & adults- This fund relates to the Charity's work with marginalised children and adults.

Vulnerable older people- This fund relates to the Charity's work with vulnerable older people.

Nurturing Talent- This fund relates to the Charity's Nurturing Talent programme for emerging artists to develop professional practice in a community setting.

Young & adult carers- This fund relates to the Charity's work with young and adult carers.

Young Patients- This fund relates to the Charity's work with young patients.

Disabled Children & adults- This fund relates to the Charity's work with disabled children and adults.

Young & Adult prisoners- This fund relates to the Charity's work with young and adult prisoners.

creative:vision- This fund relates to the Charity's ambitious plan to double the reach of its work by 2028.

LGBTQ+participants- This fund relates to the Charity's work with LGBTQ+ participants.

Manchester Hub- This fund relates to the Charity's work developing its hub in Manchester.

Create Live! For Business - This fund relates to the Charity's creative workshops for corporates.

Capital -This fund relates to the Charity's capital budget.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	*Income £*	*Expenditure £*	*Balance at 31 March 2023 £*
Unrestricted funds				
Designated funds				
Implementation of a new CRM	*85,000*	*-*	*(4,500)*	*80,500*
Fixed Asset fund	*64,473*	*-*	*(13,105)*	*51,368*
Charles Lloyd-Jones Legacy Fund	*-*	*7,875*	*-*	*7,875*
	149,473	*7,875*	*(17,605)*	*139,743*
General funds				
General Funds - all funds	*515,083*	*314,416*	*(239,619)*	*589,880*
Total Unrestricted funds	*664,556*	*322,291*	*(257,224)*	*729,623*

	Balance at 1 April 2022 £	*Income £*	*Expenditure £*	*Balance at 31 March 2023 £*
Restricted funds				
Marginalised children & adults	*-*	*15,000*	*(4,000)*	*11,000*
Vulnerable older people	*31,928*	*118,521*	*(92,801)*	*57,648*
Nurturing Talent	*1,988*	*18,000*	*(19,988)*	*-*
Young & adults carers	*283,599*	*400,845*	*(362,706)*	*321,738*
Young patients	*7,504*	*46,106*	*(41,096)*	*12,514*
Disabled children & adults	*211,318*	*120,121*	*(215,018)*	*116,421*
Young & adult prisoners	*17,953*	*68,018*	*(52,019)*	*33,952*
creative:vision	*30,000*	*-*	*(30,000)*	*-*
LGBTQ+participants	*-*	*9,881*	*(9,881)*	*-*
Manchester Hub	*-*	*20,000*	*(20,000)*	*-*
	584,290	*816,492*	*(847,509)*	*553,273*
Total of funds	*1,248,846*	*1,138,783*	*(1,104,733)*	*1,282,896*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

16. Analysis of net current assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Current year				
Net current assets	751,097	540,453	**1,291,550**	*1,302,896*
Provisions	(20,000)	-	**(20,000)**	*(20,000)*
	731,097	540,453	**1,271,550**	*1,282,896*

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Prior year				
Net current assets	749,623	553,273	**1,302,896**	*1,268,846*
Provisions	(20,000)	-	**(20,000)**	*(20,000)*
	729,623	553,273	**1,282,896**	*1,248,846*

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net income/expenditure for the period (as per Statement of Financial Activities)	**(11,346)**	*34,050*
Adjustments for:		
Depreciation charges	**13,105**	*13,105*
Bank interest received	**(35,720)**	*(13,505)*
Stock donated for re-sale	**-**	*(50,000)*
Decrease/(increase) in debtors	**29,245**	*(83,434)*
Increase/(decrease) in creditors	**(42,416)**	*13,320*
Net cash used in operating activities	**(47,132)**	*(86,464)*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2024

18. Analysis of cash and cash equivalents

	2024 £	*2023 £*
Cash in hand	**1,262,735**	*1,274,147*
Total cash and cash equivalents	**1,262,735**	*1,274,147*

19. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**1,274,147**	**(11,412)**	**1,262,735**
	1,274,147	**(11,412)**	**1,262,735**

20. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	*2023 £*
Not later than 1 year	**58,412**	*58,412*
Later than 1 year and not later than 5 years	**102,221**	*160,633*
	160,633	*219,045*

21. Related party transactions

During the year the Charity made payments of £2,547 to Carol Topolski (2023: £2,045) and £4,900 to Holly Khan (2023: £4,930) in relation to the services they provided on projects as a writer and musician respectively. Neither were paid in their role as Trustees.

In aggregate, the trustee donations totalled £18,925 (2023: £13,250).

The key management personnel of Create in charge of planning, directing and controlling the charity and running it on a day to day basis comprise the Board of Trustees, Chief Executive and Senior Leadership Team. The total remuneration payable to key management personnel (6 persons) during the year was £298,888 (2023 (6 persons): £266,232).

CREATE (ARTS) LIMITED

England & Wales - Charity number 1099733

Accounts

CREATE ARTS.ORG.UK

CREATE (ARTS) LIMITED FINANCIAL STATEMENTS

for the year ended

31 MARCH 2023



Goodman Jones

CREATE (ARTS) LIMITED

ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Company Number	4728145
Charity Registration Number	1099733
Chairman	Eddie Donaldson OBE
Chief Executive	Nicky Goulder
Company Secretary	Vanessa Sharp
Treasurer	Paul Thimont
Registered Office	3rd Floor 14 Austin Friars London EC2N 2HE
Email	info@createarts.org.uk
Telephone (London / Manchester)	020 7374 8485 / 0161 521 0033
Website	createarts.org.uk
Facebook	facebook.com/createarts.org.uk
Instagram / Twitter	@createcharity
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Goodman Jones LLP 29/30 Fitzroy Square London W1T 6LQ

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CREATE (ARTS) LIMITED

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2023. The Trustees confirm that the report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Objectives and Activities

Charitable objects

1) to advance and promote the education of the public in the knowledge, understanding and appreciation of the arts.

2) to promote the use of the arts, particularly the creative arts, as a way of:

    a) relieving the needs of the poor, sick, disabled, elderly and young people who are in need of care and attention;
    b) rehabilitation of offenders;
    c) relieving the needs of the unemployed.

Vision

A society in which everyone has access to the educational, social and life-enriching benefits of the creative arts.

Mission

To use the creative arts to connect, empower, inspire and upskill society's most disadvantaged and vulnerable people, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.

Core beliefs

- That People Need to Create.
- That everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential.
- That high-quality creative arts activities connect, empower, inspire and upskill, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.
- That everyone has a role to play in making society fairer, more caring more inclusive and more sustainable.

Values

Create is a values-driven charity. Our values underpin the way we work with our participants, partners, people and community. They guide the decisions we make and the way we work.

- **Creativity** ~ encouraging a creative approach to every area of our performance
- **Excellence** ~ seeking to attain the highest standards in all activities
- **Valuing the individual** ~ recognising and nurturing each individual's unique talents
- **Passion** ~ being passionate in our motivations and performance
- **Flexibility** ~ listening and responding creatively to all stakeholders' needs
- **Integrity** ~ embedding integrity in all we do

Aims

- To tackle inequality by giving society's most disadvantaged and vulnerable people free access to the benefits of the creative arts.
- To engage participants in tailored projects led by exceptional professional artists in areas where provision is poor and engagement is low.

- To listen to, advocate for and give a voice to participants.
- To connect, empower, inspire and upskill participants, developing creativity, raising self-esteem, enriching lives, reducing isolation and enhancing wellbeing.
- To promote the value of creative arts engagement in achieving social outcomes.
- To provide high quality, fairly paid work and CPD to a diverse pool of professional artists.
- To help create a society that is fairer, more caring, more inclusive and more sustainable.

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts

People Need to Create. We are experiencing a time of unprecedented change and challenge. The impact of Brexit and the pandemic as well as the climate and cost of living crises have underlined and exacerbated the inequalities within our society as never before. Create's work has never been more important. Creativity impacts wellbeing, emotional and mental health. It builds skills, brings joy and reduces isolation. It allows us to think differently, to express ourselves and to be heard. It enables us to learn about ourselves and others in new ways. It inspires, empowers and raises aspirations. And, according to industry leaders including the World Economic Forum, it is a core skill for business.

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover newfound self-belief and a desire to try more, do more and be more.

We are a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Most projects are collaborations with community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Our focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is low. We prioritise our work with seven participant groups: young psychiatric patients; disabled children and adults; young and adult carers; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults (eg homeless people, LGBTQ+ older people, young refugees and asylum seekers).

Since Create was founded in July 2003, we have run 13,319 creative arts workshops that have delivered 351,802 contact hours as part of sustained, life-changing programmes with 43,678 participants.

Some of our programmes are developed and delivered in partnership with the business community, helping to meet their Responsible Business priorities. Every programme we deliver is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact. Additionally, in 2022/23 we commissioned consultancy Partnership First to undertake two independent assessments: the first a review of Create's work, leadership and impact since the charity's formation in 2003; the second, a review identifying and evaluating Create's social value through its workshop programme and wider engagement with stakeholders during 2021/22. Both included desk research using the charity's historical data; a survey of key stakeholders; and in-depth interviews.

We know from experience that drama can build an isolated young carer's self-esteem, that storytelling can strengthen the bond between a young offender and the loved ones waiting for him at home, and that music can provide an important means of self-expression for a young person experiencing anxiety or depression.

One spark of creative energy opens up a world of positive opportunities.

Create lights that spark.

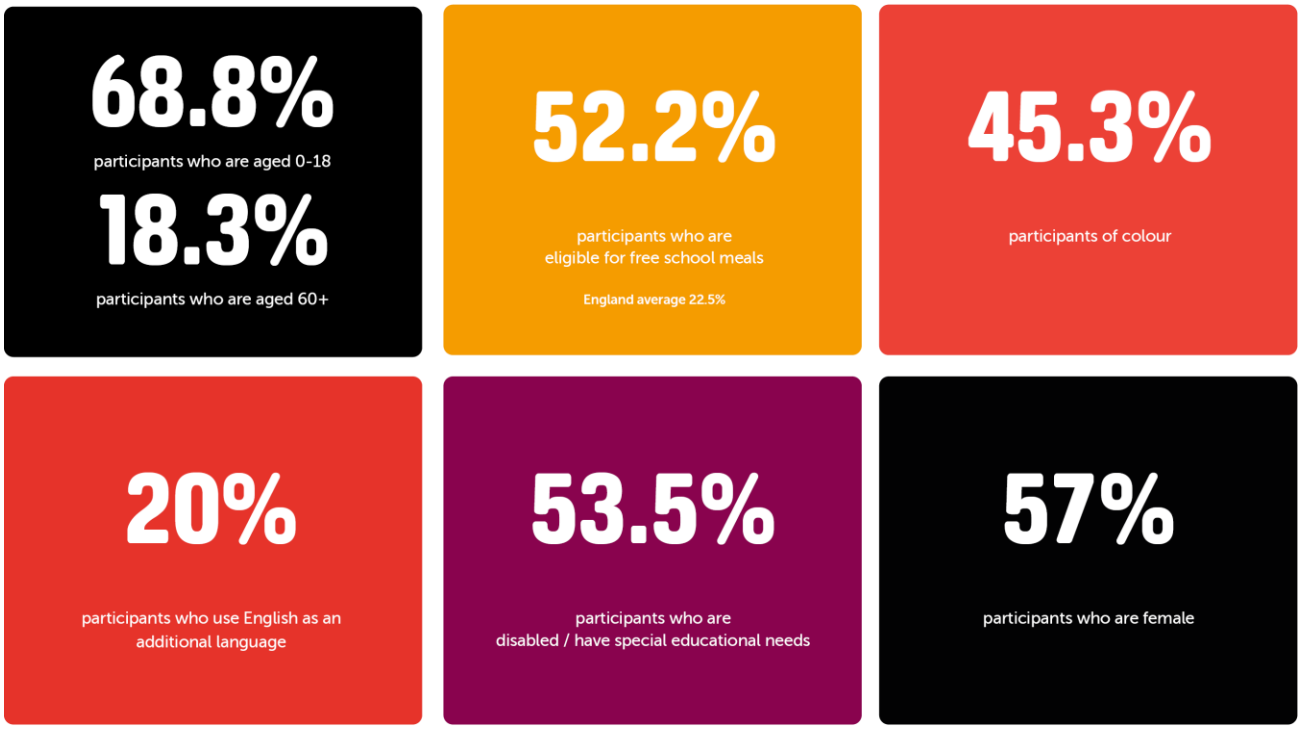
Public Benefit

In setting Create's objectives and planning its activities, the Trustees have considered the Charity Commission's general guidance on public benefit. As noted throughout this report, the charity's work is directed towards the most disadvantaged and vulnerable people in society and outcomes for the public benefit are recorded here in detail.

Project participants

To fulfil Create's commitment to working with the most disadvantaged and vulnerable people, each potential community partner is carefully researched to assess the extent to which it enables the charity to meet this objective. Where applicable, Create uses poverty indices and government statistics on areas of deprivation, together with the government's levelling up / Arts Council England's under-provided priority places, to find the geographical areas of greatest need. When choosing schools, it also considers the percentage of children who bring pupil premium / are entitled to free school meals (key poverty indicators), use English as an additional language or have special educational needs. The level of vulnerability of the participants is always a key consideration, as is the extent to which the community partner already benefits from provision by other external agencies. Create's preference is to work with organisations that are under-served.

In 2022/23, 2,139 participants directly benefited from Create's projects. These included: young psychiatric hospital patients; young, young adult and adult carers; children and adults with mental ill-health; disabled children and adults; young asylum seekers and refugees; LGBTQ+ older people; homeless adults; prisoners; inner-city schoolchildren; and isolated older people. Create worked with (where data provided):



Volunteers

81 volunteers donated 695 hours of their time to Create: using their skills and enthusiasm to support participants in Create workshops; and providing expert guidance as Trustees or Advisory, Communications, Creative or Development Council members. Pro bono HR software was donated by Breathe; legal advice by Reed Smith LLP; meeting rooms by Barnett Waddingham LLP / Simply Business.

Achievements and Performance



Fifty-three professional Create artists ran 19 programmes (an umbrella body of work) within which 97 projects (a series of workshops with one or more community partners) were designed. These delivered 1,262 workshops/20,858 contact hours with 2,139 participants; and were rated "successful overall" by 99% of community partner staff.

Our Manchester hub, launched in 2021, has enabled Create to expand its work across the North West and beyond. During the year, Create built partnerships with 21 delivery partners and delivered 236 workshops against a target of 193.

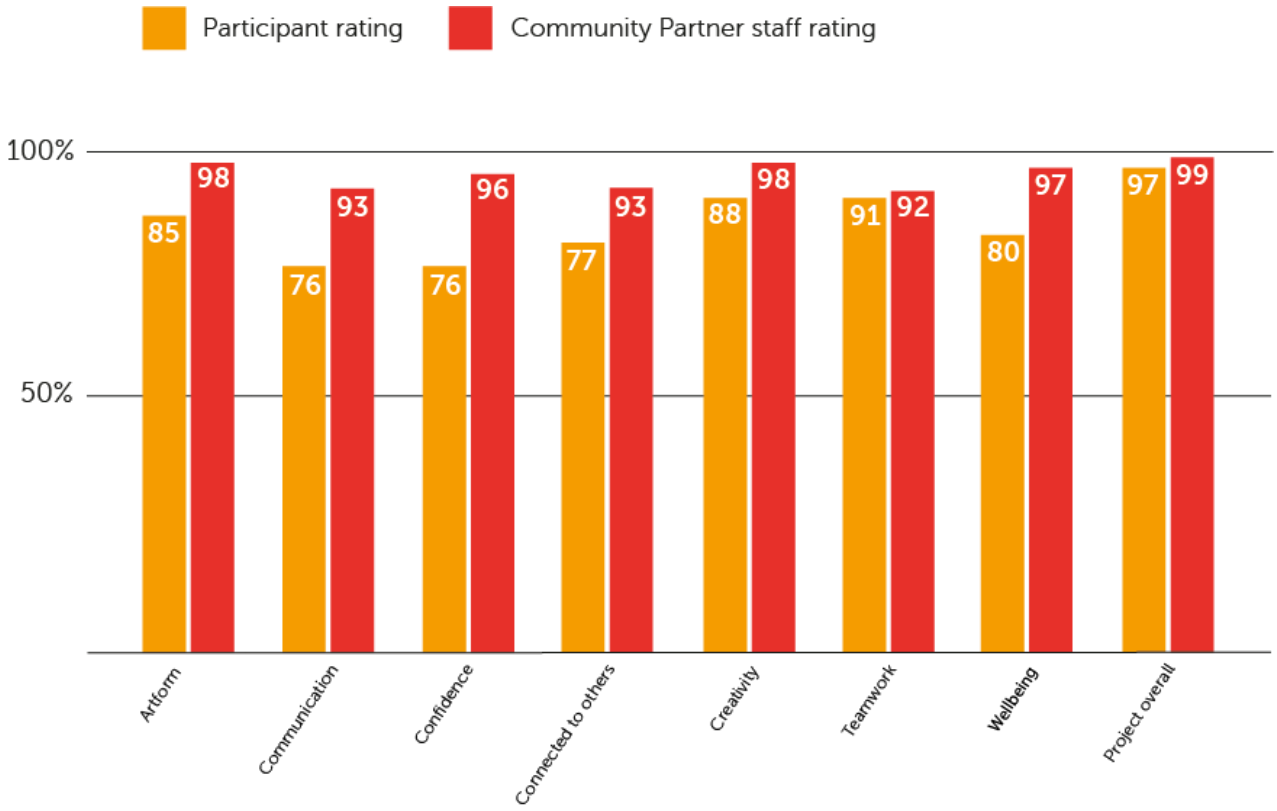
In October 2022, *creative:connection* brought together 61 disabled and non-disabled young people from four schools in Manchester and Salford with four of the charity's professional musicians. On 21 October 2022, the environment-themed project - inspired by David Attenborough and Greta Thunberg - culminated in a concert of their newly created music and songs at Manchester Central Library as part of Manchester Literature Festival. This was attended by an in-venue audience of around 60 family, friends and Create/ school staff, and a remote audience via Zoom.

During the February 2023 half term, Create delivered a Young Carers Action Day (YCAD) programme across the UK's four nations, a partnership with Carers Trust for the third year running. Projects took place in Belfast (Create's first ever project in Northern Ireland), Dumfries and Galloway, Swansea and Wigan, upskilling young carers in filmmaking, 3D model making, photography and visual art. The projects culminated in a YCAD online Showcase on 15 March 2023, putting young carers' voices at the heart of the event. Participants shared the artwork they had created with an audience of parents and guardians, staff and Trustees from Carers Trust, Create and their carer services, and other invited guests.

Create is committed at all levels to rigorous, honest evaluation. Each project is individually designed to meet partners' unique needs; clear, relevant intended outputs/outcomes are agreed; and programmes are then evaluated against these. Planning and debrief meetings start and conclude each project and Create has a 100% feedback policy, with feedback being collected wherever possible from all participants, community partner staff, volunteers and Create artists. Projects are monitored through verbal feedback circles, communication, observation of workshops and written response through questionnaires; and qualitative and quantitative feedback is used by Create to produce an evaluation report that assesses the extent to which the intended outputs/outcomes have been met. This is the primary means by which formal feedback from each programme is disseminated, reports being sent to the community partners, artists and funders, and used by Create in the planning of all future projects.

As part of the evaluation process, community partner staff and participants are asked to rate the success of Create's projects in enabling the participants to develop a range of key skills and enhanced wellbeing, and to appraise the success/enjoyment of their project overall. The results across all projects during the year, shown in the graph below, demonstrate that participants' skill development was rated successful by between 92% and 98% of community partner staff and by 76% and 91% of participants.

Participant skill development / wellbeing / overall project rating (%)



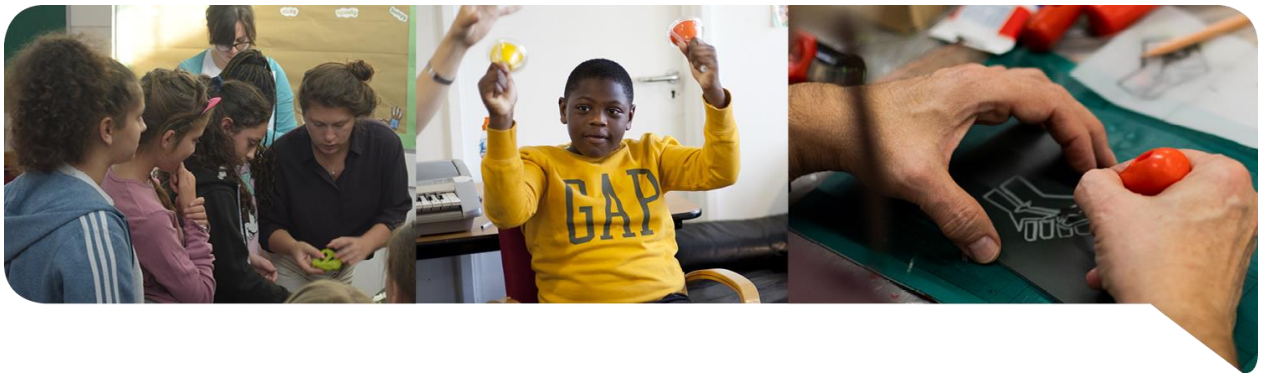
Create provided its artists and project team with free learning, skill-building and networking opportunities at Artist Sharing events that took place in May and November. With external speakers and artist-led workshops, these sessions focused on delivering projects with special needs/disabled participants; and with young people with mental ill health. Artists commented: *"The workshop demonstrations were particularly useful, giving concrete ways to work with groups of varying needs." "The training was so useful in showing us how to approach different learning needs and how to increase access." "It was great to think about working in challenging settings and how incorporating seasonal elements could be a good way to start the workshop." "All the people sharing gave very relevant information, from practical, logistical tips to the workshop content itself. Very informative, interesting and fun."*

Create ran the seventh year of *Nurturing Talent*, a programme over 12 months designed to upskill emerging artists who wish to combine their professional artistic practice with creative workshop delivery in community settings. *Nurturing Talent* gave six emerging artists the opportunity to work as supporting artists on a range of projects, attend professional development training days and work in pairs to design and deliver their own workshop in a community setting. Each artist received a bursary and collectively supported 153 workshops across the year, further enhancing the participants' experience. One Nurturing Talenter commented: *"Nurturing Talent has been this amazing place where we've been able to take some space, look at other people's practices and work across discipline. It has provided us with opportunities to learn from each other and from really experienced artists."*

Funding and in-kind support

Create's income was secured via the development of new relationships (with organisations including: Aesop Foundation, Anthropologie; BNP Paribas Foundation (DreamUp); Kusuma Trust UK; Prudence Trust; Sarah Jane Leigh Charitable Trust; Smiles Fund by Comic Relief and Walkers; Champions for Children); the strengthening of significant existing relationships (including: Ashurst LLP; British Land; Carers Trust; The Chartered Accountants' Livery Charity; John Lyon's Charity; The Mercers' Company; Raise Your Hands; Reed Smith LLP; Santander UK Foundation Limited; The Taylor Family Foundation); the generous support of dozens of other trusts, foundations, companies and individuals; community

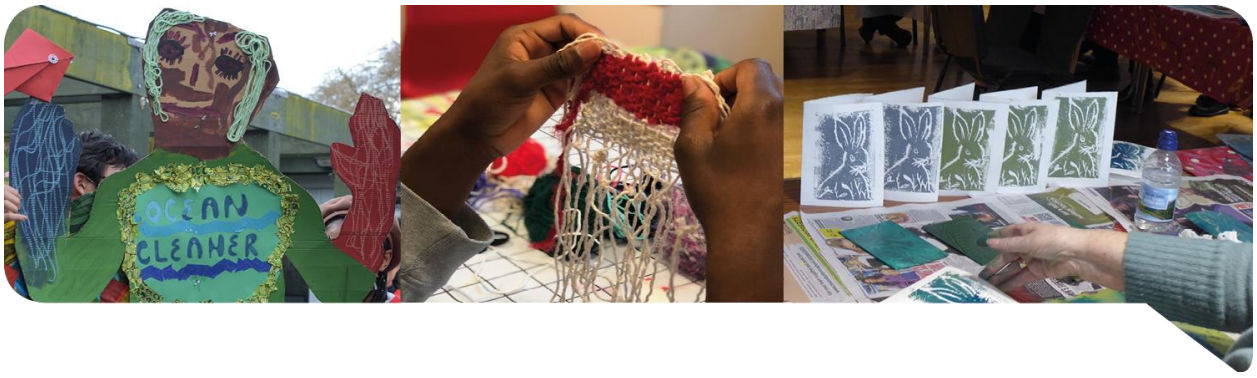
fundraising; in memoriam gifts; and events. In addition, a legacy was received from Charles Lloyd-Jones.



America's leading contemporary fashion illustrator Bil Donovan took part in a live illustration during Gray MCA's exhibition of his work at Cromwell House, London, in September 2022, generously donating the proceeds from two of the pieces he created to support Create's work.

Create's partnership with international lifestyle brand, Anthropologie raised both awareness and funds for the charity. Anthropologie funded *creative:me*, a set of three projects with young carers, adult carers, and older people, which enabled Create to deliver creative arts workshops with these groups in the run-up to Christmas 2022. In addition, merchandise sales on Giving Tuesday 2022 raised funds, as did an in-store customer appeal throughout December 2022.

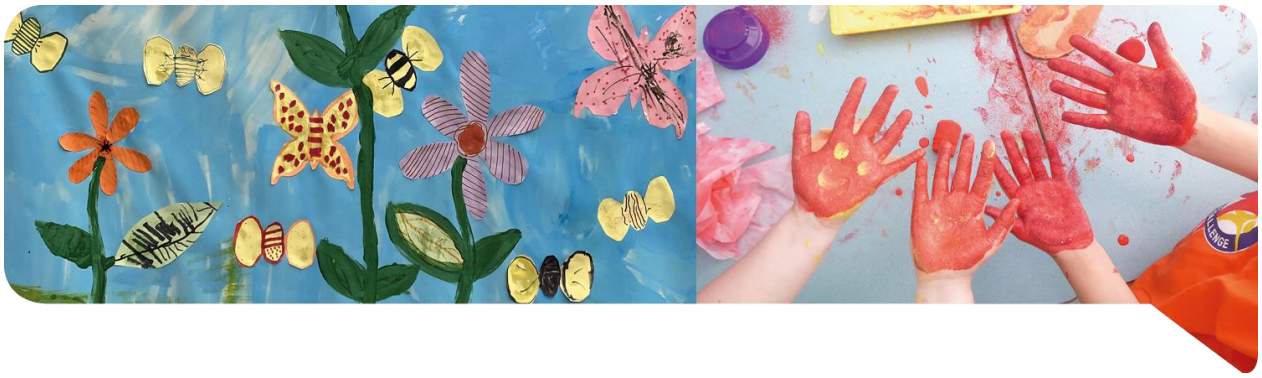
After Create's *inspired:arts* Lambeth project was featured on Channel 4's hit TV show *Grayson's Art Club* in 2022, the artwork produced by young carers was displayed in "Grayson's Art Club: The Exhibition" at Midlands Arts Centre (MAC) in Birmingham between December 2022 and June 2023. The private view brought together artwork by dozens of incredible artists that had been featured in the popular TV series hosted by acclaimed artists Grayson and Philippa Perry. Create's project was featured during the episode themed "Heroes and Heroines". Working with our professional artist Rachel McGivern, the young carers created three life size "hero(in)es": Army Guy; Boss Girl; and Ocean Cleaner.



The *Create the Difference* individual and business membership schemes provide highly valued unrestricted financial support to underpin the charity's work, enabling it to plan with confidence. Create thanks the following members (and all who are non-Founding Change Makers/Community members or wish to remain anonymous), who together donated over £55k:

Business Members: Create The Difference ~ Lauren Dickinson Clarke, Michael O'Mara Books, Uncommon London, Yellow Cat Recruitment. **Individual Members: Champion** ~ Tony Cates; Tim and Claire Jones; Alistair DK Johnston CMG. **Catalyst** ~ Anne Baldock; Eddie Donaldson OBE; Chris and Vanessa Turpin. **Curator** ~ Inez Anderson; Gareth Davies; Philip Emery; Sean Hanson; Freddy Knight, Adam McNeeney; Susan Paul; Colin Sheaf; Mark Sismey-Durrant. **Connector** ~ Richard Schrieber; Vanessa Sharp. **Change Maker (Founder Members)** ~ Nicky Goulder; Marit Meyer-Bell. **Community (Founder Members)**: John Broadis; Carol Topolski; Michael Topolski.

A vital part of Create's work is its partnerships with the business community, which enables companies to meet their Responsible Business objectives while helping Create to achieve its mission. Companies including Ashurst LLP, British Land, Eggar Forrester, First Sentier Investors and Reed Smith LLP provided volunteers to support projects that they funded, bringing a wealth of experience and expertise to workshops, acting as positive role models for the participants, and developing new skills and experiences to take back to their workplace.



Create increased its profile through high quality, targeted communications that continued to position the charity as a leader in its field and the Chief Executive (CEO) as an expert voice. This helped to raise the profile of the challenges faced by the charity's participants and the importance of the creative arts to connect, empower, inspire, upskill and enhance wellbeing. This included: young carers' artwork featuring in Grayson's Art Club: The Exhibition at Midlands Art Centre and accompanying catalogue; the Create/Carers Trust YCAD partnership; the CEO's "The Power of Creativity" piece shared in Most Contagious Report 2022; her Animo CEO Spotlight piece on leadership; and the Zealous "Amplify" Instagram livestream with the CEO and Guy Armitage.

During 2022, Create commissioned consultancy Partnership First to undertake an independent review of its work since the charity's formation in 2003. Partnership First provides expert and independent evaluations across the creative arts sector. A key aim of this process was to understand the impact that Create is having on its participants and partner organisations.

Partnership First collated a range of evidence for analysis, including documentation held by Create or in the public domain, as well as surveys and interviews with a range of stakeholders. The survey found that:

92%

of respondents said Create fully met or exceeded its aim to connect, empower and inspire participants

97%

of respondents said they rated Create's project delivery as either good or excellent

96%

of respondents said Create's partnership working was either good or excellent

100%

of funders rated Create's impact as excellent or good

Source: https://createarts.org.uk/create-independent-evaluation/

Key Groups / Example Projects

During the year, Create developed and delivered 97 projects, examples of which are included below.

Led by Create's professional artists, Create's projects connected, empowered, inspired and upskilled participants, raising aspirations, building self-esteem and enhancing wellbeing. They also ...

Disabled adults	... improved social skills, provided means of self-expression and built self-confidence

"I knew clay was cool but I didn't know it was THIS cool. I can't wait to tell my friends about it." Participant

Create's *More Creative* project in the London Borough of Southwark enabled 21 disabled adults and primary schoolchildren to explore the theme "Celebrating Nature" together through painting, printing, clay and animal kites. The project aims to build shared understanding between disabled and non-disabled participants, together with trusting relationships, social skills, creativity and confidence.

Disabled children	... broke down barriers of prejudice and explored environmental concerns

"Thank you so much, Create taught me things I couldn't do before!" Participant

creative:connection brought together 61 disabled and non-disabled young people from four schools in Manchester and Salford with four professional Create musicians. On 21 October 2022, the environment-themed project - inspired by David Attenborough and Greta Thunberg - culminated in a concert of the children's newly created music and songs at Manchester Central Library as part of Manchester Literature Festival.

Create's *environment:matters* and *environment:tales* programmes delivered climate-themed projects in 22 special schools across Kent, Leeds, London and Manchester that enabled 536 SEND children to explore the climate crisis via animation, ceramics, drama, music, painting and sculpture while developing social and creative skills.

Adult carers	... provided a social outlet through which to take a break from caring and build trusting relationships, reducing isolation

"[During the project] you're so engrossed in what you're making, you tend not to dwell on the negative aspects of your life as a carer. You're having fun, you're in a different place and I think that's the main objective." Participant

creative:me, *creative:release* and *creative:voices* delivered both in-venue and remotely via Create Live! (Zoom-delivery) reduced the isolation of 230 adult carers in England and Scotland. Working collaboratively, they explored their creativity, took a break from their caring responsibilities, built trusting relationships with other carers, and developed social skills and confidence. The project in Scotland brought carers from Edinburgh and Glasgow together.

Young carers	... enabled young carers to take a break, build resilience, and learn about money in the home

"I thought, I'm just going to come for the music, the money doesn't even matter. But the project taught me stuff about money that I didn't already know. After the first or second day, I went home and I said, 'Mum, I need to open a savings account!" Participant

change:matters takes a creative approach to upskilling young carers about money and family finances. With the cost of living impacting families as never before, this programme has never been more important. Since launching the programme in August 2020, Create has delivered 39 projects with 28

carer services across England. This has enabled 324 young carers to develop new skills through animation, drama, graphic novel, music, photography, radio drama, visual art and zine. It is accompanied by a resource bank on the Create website.

Prisoners	... gave prisoners space to express themselves and build financial skills

"At first, I was worried it would be like school and I reverted to being the class clown but, as I listened and gave it a chance, I ended up enjoying it and getting into it. I really like the final piece I've written." Participant

Create launched *Free Inside*, a new programme working with a women's prison in tandem with a specialist unit. Two projects brought 21 participants together through creative writing, enabling them to express their feelings and experiences creatively, and improve both literacy and social skills.

Forty-seven male and female participants across four prisons took part in *Inside Change*, Create's project enabling prisoners to explore financial literacy through radio drama. Together they wrote and performed their own radio plays centred around personal finance issues. This helped them to develop their financial capability and new relationships, both aimed at supporting a smoother transition back into the community on release.

Older people	... reduced isolation, fostered imagination and increased self-worth

"The project has lifted my morale because the team are so warm, friendly and skilful at talking to people. It has uplifted me psychologically." Participant

art:links, *creative:engagement*, *creative:links*, *creative:me* and *create:inTonic@Bankhouse* are dedicated to improving the quality of life of vulnerable older people, many living with dementia. These enabled 297 participants across Greater Manchester, London and Merseyside to express themselves creatively, build new skills, connect with others and have fun, reducing isolation and enhancing wellbeing.

Young psychiatric hospital patients	... provided a creative outlet to young people living with mental illnesses

"I used to do art a lot at home, when I was feeling good. Now, I've built the confidence to do it more and be more creative, because I know how much it impacts my mood." Participant

creative:tandem empowers young people who have been admitted to mental health units due to serious conditions including psychotic, depressive, anxiety and eating disorders, self-harm or suicidal thinking. Create delivered three programmes in London with 61 young patients.

Young refugees	... encouraged self-expression and built a sense of community

"The project improved my wellbeing. At the start I was very self-conscious and now I smile a lot!" Participant

Create worked with 79 refugee and migrant children in Brent through its partnership with Salusbury World, both in school settings and during holidays. *community:matters* gave them a chance to develop their creative thinking and self-expression – as well as connect with others and build skills – through ceramics, photography and visual art. The charity's professional filmmaker also upskilled eight staff from Salusbury World and other charities in Brent with an "animation for social media" training session.

Homeless adults	... enhanced wellbeing through self-expression

"This has helped me find my voice again after everything I've been through." Participant

Speak With My Voice brought together 22 participants who attend 999 Club, a day centre in the London Borough of Lewisham for people who are homeless. The project empowered them to express themselves through filmmaking and music, and culminated in a Showcase event at Deptford Lounge on 31 March 2023.



Plans for 2023/24

On 07/07/23, Create will turn 20. During the year, it will celebrate this significant milestone with a number of events including: a series of project showcases of participants' work; a party on its birthday; and a Fundraising Gala at Mosimann's in 10/23.

The charity will enter year three of its ambitious seven-year strategic plan from 04/23 with the aim of doubling the reach and impact of its work by its 25th anniversary in 2028. Its participants will remain the driving force behind its work and Create will continue to meet its commitment to developing sustained, life-changing programmes by returning to many of the carer services, day centres, prisons, schools, children's psychiatric hospital units and other community settings with which it collaborated during 2022/23.

Create has a series of important initiatives planned that will extend its work geographically and with new partners. It will expand its work from the NW hub, successfully established in Manchester during 2021, reaching participants in areas of high deprivation across Greater Manchester, Merseyside and beyond. Create will work for the first time with two new participant groups: survivors of modern slavery; and children looked after / young people leaving care.

With the climate crisis arguably the most significant global challenge over the next decade and beyond, there is an urgent need to educate people on environmental issues. Create has taken its environmental responsibility seriously for 20 years, both operationally and via projects. In line with its Environmental Policy, it will continue to promote the need for environmental responsibility, reviewing the targets set out in its Green Action Plan and taking an innovative approach to leading change. During 2023/24, it will deliver its two new environmental programmes - *environment:matters* and *environment:tales* – at special needs schools in Greater Manchester, Leeds and London.

Create will continue to offer community partners a blended approach of Create Live! (Zoom) and in-venue projects, enabling them to choose the most appropriate way for their participants to access workshops. For those participants who are unable to leave home, due to their caring responsibilities, frailty, mental illness, sickness or geographical remoteness, for example, being able to join workshops over Zoom helps to keep them connected, empowered, inspired and upskilled, reducing isolation and enhancing wellbeing.

In spring 2024, the charity will commission consultancy Partnership First to undertake a review identifying and evaluating Create's social value through its workshop programme and wider engagement with stakeholders during 2023. This will include a survey of key stakeholders and analysis of impact data collected across the year.

Artist development will remain a priority for Create, with six-monthly Artist Sharing events continuing to provide an opportunity for its professional artists to network, develop new skills and share best practice. Taking place in May and November 2023, the first of these will focus on "access"; the second on "the care system". Six artists have been accepted onto the *Nurturing Talent* programme, which upskills emerging artists, enabling them to acquire experience and to benefit from high-quality mentoring,

training and practical workshop assistance. One of these is based in the Manchester hub for the first time.

Staff development and wellbeing will continue to be key priorities for the charity. The project team will attend "Active Listening" training to support project offloads; and the CEO and members of the Senior Leadership Team will become accredited Mental Health First Aiders.



Reserves policy

The aim of Create's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure. The Trustees regularly review the levels of unrestricted reserves and perform a full review annually. This considers the financial risks associated with different income streams, expenditure categories and balance sheet items together with Create's ability to meet these from realisable funds. Create monitors a range of measures related to its income and expenditure profile, risks faced and cash flow in developing an unrestricted reserves target. On this basis, the Trustees aim to maintain free unrestricted reserves of 4-6 months of projected operational costs. Unrestricted reserves at 31/03/23 were £729.6k, of which £139.7k is held in designated funds to support the key one-off strategic cost of a CRM system / as a fixed asset fund / a legacy fund. The balance of £589.9k represents five months of budgeted expenditure for 2023/24.

This crucial level of reserve – given the continued uncertainty resulting from the impact of COVID-19 and Brexit, and the volatility of the current economic situation – together with restricted reserves at 31/03/23 of £553.3k (funding received in advance that has been given for a specific purpose and is tied to specified projects or activity taking place in future financial years), provide the charity with a strong balance sheet and cash position. The Directors therefore consider the funding of the activities of the charity to be secure for the following 12 months and beyond.

Structure, governance and management

Company Status
The company is incorporated by guarantee and has no share capital. Each of the members has guaranteed to meet debts of £1 in the event of a winding up. The company was incorporated on 09/04/03 and is governed by a memorandum and articles of association. The company is also a registered charity.

Appointment and induction of Directors
Create's Board of Directors has a wealth of experience that covers the arts, business, community and education sectors. New Directors are appointed to the Board by the current Directors, who are also members of the company, with reference to skills, diversity and Create's values. The Chief Executive inducts new Directors through a process of briefings. They are provided with key information relating to the charity's governance and operations, and undertake a DBS check and safeguarding training. The Directors meet at least quarterly and attend projects and events. The Communications, Creative, Development and Finance Councils are each chaired by a member of the Board.

Key management personnel
Day to day operations are managed by the Chief Executive, Nicky Goulder and her team of 20 staff. Five of these are on the Senior Leadership Team: Director of Communications; Deputy Director of Development; Director of Development; Director of Finance & Operations; Lead Senior Project Manager.

New staff have a six-monthly appraisal; all staff have an annual appraisal against SMART objectives set. The Staff Handbook provides information on internal policies and procedures.

Annually, the Chairman agrees any staff salary increases, which have reference to any rise in the cost of living and any increase in responsibilities. As appropriate, staff salaries are benchmarked against the sector.

Fundraising
Create has a fundraising team of four who work closely with the Chief Executive. Funding bids are carefully researched, developed and submitted to trusts/foundations and public sector bodies, matching their funding criteria with Create's work. Corporate partnerships are developed with businesses, carefully matching their Responsible Business objectives with Create's charitable objectives. Increasingly, Create is approached and works with organisations to co-create partnerships with mutual benefit. Create works on a personalised basis with individuals who have expressed interest in its work, via personal donations or community fundraising. It does not seek to raise funds from the wider public.

Create has received no complaints about this or any other approach to fundraising.



Risk management
The Directors consider the key risks to which the charity is exposed. In addition, a detailed risk register is maintained by the Director of Finance & Operations and reviewed annually by the Directors to assess the detailed risks and the systems in place to mitigate them. Examples of the key risks faced by Create and their mitigation are provided below:

- **Loss of the Chief Executive**
  In a charity of this size and history the Chief Executive's continuing commitment and resilience underpins its capacity to deliver its business plan.
  Mitigation: A Senior Leadership Team covers the core areas of communications, finance, fundraising, operations and projects, and provides support to the Chief Executive as well as continuity in times of absence. As the charity continues to grow that resource is monitored.

- **Reputational damage**
  The charity's reputation is paramount and it works hard to maintain and enhance it.

  Mitigation: High quality programmes are delivered by exceptional artists and meticulously evaluated; a rigorous Safeguarding Children & Vulnerable Adults policy is in place; risk assessments are carried out with community partners for every project.

- **Lack of funding**
  Funding is critical to the continued operations of the charity and in a continuously evolving environment, particularly the current economic climate, it needs to be alert to changing funding demands and policies.

  Mitigation: The Chief Executive has a proven fundraising track record; fundraising is supported by a Development Council, and Development team of four; longer-term funding is being developed; Create has a proven ability to meet fundraising targets.

- **Poor staff wellbeing**
  Staff wellbeing is crucial in a small, ambitious charity that delivers an extensive programme each year with disadvantaged and vulnerable participants.

  Mitigation: Staff wellbeing is central to the charity's people strategy and an increased priority since lockdown with the team dispersed due to hybrid working. Initiatives have included wellbeing training; creative activities; additional leave; and team socials.

Directors

The following served as Directors during the year:

John Broadis
Tony Cates
Eddie Donaldson OBE
Holly Khan (Monica Robinson)
Marit Meyer-Bell
Vanessa Sharp
Paul Thimont
Carol Topolski
Simone Wright (appointed 28/06/22)

The Directors are also the Trustees for the purpose of charity law.

Directors' Report (continued)

Statement of Directors' responsibilities

The trustees (who are also directors of Create (Arts) Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement of Disclosure to Auditor

In so far as each of the Directors is aware:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

In accordance with section 485 of the Companies Act 2006, appointment of auditors to the company will be put to the Annual General Meeting of Members.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

By Order of the Board

E Donaldson

Eddie Donaldson OBE
Chairman
04/10/23

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED

Opinion

We have audited the financial statements of Create (Arts) Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Directors' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Directors' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and sector, we identified that the principal risks of non-compliance with laws and regulations related to sector regulations and unethical and prohibited business practices, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, Companies Act 2006, Charity Commission and sector regulations, and UK Tax Legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Appropriate audit procedures in response to these risks were carried out. These procedures included:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reading minutes of meetings of those charged with governance;
- Obtaining and reading correspondence from legal and regulatory bodies including HMRC;
- Identifying and testing journal entries;
- Challenging assumptions and judgements made by management in their significant accounting estimates.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members; and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Goodman Jones LLP

Julian Flitter, FCA
Senior Statutory Auditor
for and on behalf on
Goodman Jones LLP, Chartered Accountants and Registered Auditor
29/30 Fitzroy Square
London
W1T 6LQ

Date: 11-10-23

Goodman Jones LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the Year Ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Donations and legacies	3	**274,272**	**675,049**	**949,321**	*740,887*
Charitable activities	4	**23,962**	**141,443**	**165,405**	*218,699*
Other trading activities	5	**10,552**	**-**	**10,552**	*49,734*
Investments		**13,505**	**-**	**13,505**	*3,693*
Total income		**322,291**	**816,492**	**1,138,783**	*1,013,013*
Expenditure on:					
Raising funds		**126,948**	**-**	**126,948**	*159,684*
Charitable activities		**130,276**	**847,509**	**977,785**	*792,929*
Total expenditure		**257,224**	**847,509**	**1,104,733**	*952,613*
Net movement in funds		**65,067**	**(31,017)**	**34,050**	*60,400*
Reconciliation of funds:					
Total funds brought forward		**664,556**	**584,290**	**1,248,846**	*1,188,446*
Net movement in funds		**65,067**	**(31,017)**	**34,050**	*60,400*
Total funds carried forward		**729,623**	**553,273**	**1,282,896**	*1,248,846*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 22 to 36 form part of these financial statements.

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)
Registered number: 04728145

BALANCE SHEET
As at 31 March 2023

	Note		2023 £		*2022 £*
Tangible assets	10		**51,368**		*64,473*
			51,368		*64,473*
Current assets					
Stocks	11	**50,000**		-	
Debtors	12	**128,887**		*45,454*	
Cash at bank and in hand		**1,274,147**		*1,347,106*	
		1,453,034		*1,392,560*	
Creditors: amounts falling due within one year	13	**(201,506)**		*(188,187)*	
Net current assets			**1,251,528**		*1,204,373*
Total assets less current liabilities			**1,302,896**		*1,268,846*
Provisions for liabilities	14		**(20,000)**		*(20,000)*
Total net assets			**1,282,896**		*1,248,846*
Charity funds					
Restricted funds	15		**553,273**		*584,290*
Unrestricted funds					
Designated funds	15	**139,743**		*149,473*	
General funds	15	**589,880**		*515,083*	
Total unrestricted funds	15		**729,623**		*664,556*
Total funds			**1,282,896**		*1,248,846*

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the period in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 144 of the Charities Act 2011. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements. The financial statements were approved and authorised for issue by the Trustees and signed on their behalf, by:

E Donaldson

Eddie Donaldson OBE
Chairman
Date: 04/10/2023
The notes on pages 22 to 36 form part of these financial statements.

CREATE (ARTS) LIMITED
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
For the Year Ended 31 March 2023

	2023 £	*2022* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(86,464)**	*165,701*
Cash flows from investing activities		
Bank interest received	**13,505**	*3,693*
Purchase of tangible fixed assets	**-**	*(44,473)*
Net cash provided by/(used in) investing activities	**13,505**	**(40,780)**
Change in cash and cash equivalents in the year	**(72,959)**	**124,921**
Cash and cash equivalents at the beginning of the year	**1,347,106**	*1,222,185*
Cash and cash equivalents at the end of the year	**1,274,147**	*1,347,106*

The notes on pages 22 to 36 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

1. General information

Create (Arts) Limited is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of guarantee is limited to £1 per member of the charity. The address of the registered office is 3rd Floor, 14 Austin Friars, London, EC2N 2HE.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Create (Arts) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

2.3 Income

Recognition of income
Incoming resources from charitable activities have been analysed according to the type of funding received as the charity has one main activity, which is the development and delivery of projects.

Fees, sponsorship and event income
Fees, sponsorship and event income are stated net of discounts and VAT and are recognised on a receivable basis.

Grants, donations and sponsorship
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. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity’s control which must be met before the charity is entitled to the funds.

Much of the funding for Create’s charitable work derives from grants, donations and sponsorship, whether from the public sector, companies, trusts and foundations, or individuals. Such support is often directed towards a particular event or project. Such receipts are accounted for as restricted funds and expenditure is matched against the income as incurred.

Investment income is recognised when receivable.

Legacies
Legacies are recognised on a receivable basis once the conditions for the receipt have been satisfied and the amount can be measured with certainty.

2. Accounting policies (continued)

2.3 Income (continued)

Donated services
Donated services are recognised when the value of the services is reasonably quantifiable and measurable. The valuation method used on the resources is the estimated value of the services to the charity. During the year the charity received HR and finance support services.

2.4 Expenditure and liabilities

Liabilities and related expenditure are recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of the charity is included within the support costs as part of the cost of charitable activities. All resources expended are inclusive of irrecoverable VAT.

Staff costs have been allocated to the expenditure headings on the basis of an estimate of the amount of time spent by staff members in each area.

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.5 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

2.6 Taxation

The charity is exempt from Corporation Tax on its charitable activities.

2. Accounting policies (continued)

2.7 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Directors.

Restricted funds can only be used for the particular purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are applied for a specific restricted purpose. In the majority of cases, restricted funds are those which have been received in the year but are required to be applied to projects which are not going to commence until the following year. If those projects do not proceed then in some cases those funds will have to be returned.

Designated funds are unrestricted funds which have been set aside by the directors for an essential spend or future purpose.

2.8 Tangible fixed assets and depreciation

Individual fixed assets costing £1,500 or more are capitalised at cost.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	20%
Office equipment	-	20%
Other fixed assets	-	20%

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.12 Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2. Accounting policies (continued)

2.13 Pensions

Create (Arts) Limited has set up an auto enrolment compliant pension scheme into which the employees are enrolled. The pension cost in the financial statements represents the contributions payable by the charity during the year.

2.14 Provisions

Provisions are recognised when the company has a legal or constructive obligation as a result of a past event, it is probable that the company will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in the period in which it arises.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Donations and legacies	102,736	-	**102,736**	*76,923*
Grants	171,536	675,049	**846,585**	*663,964*
Total 2023	274,272	675,049	**949,321**	*740,887*
Total 2022	*123,546*	*617,341*	*740,887*	

Included in the above are grants received from Aesop Foundation, Arts Council England/National Lottery, The Atherton Family Charitable Trust, The Charity of Sir Richard Whittington, The Chartered Accountants' Livery Charity, City Bridge Trust, Comic Relief, John Lyon's Charity, Kusuma Trust, The London Community Foundation, Raise Your Hands, Royal Borough of Kensington and Chelsea's Arts Grants Scheme, Santander UK Foundation Limited, Sarah Jane Leigh Charitable Trust, Tower Hamlets Council.

4. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Fees for services	-	11,470	**11,470**	*17,650*
Sponsorships	23,962	129,973	**153,935**	*201,049*
Total 2023	23,962	141,443	**165,405**	*218,699*
Total 2022	*74,711*	*143,988*	*218,699*	

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

5. Income from other trading activities (fundraising)

Income from non charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Community Fundraising	7,483	**7,483**	*3,707*
CRE8IN8	3,069	**3,069**	*15,071*
White Cube	-	**-**	*30,956*
Total 2023	10,552	**10,552**	*49,734*
Total 2022	*49,734*	*49,734*	

6. Expenditure on raising funds

	2023 £	*2022 £*
Fundraising / Cultivation Events	**1,714**	*5,407*
Create Live! For Business	**-**	*1,388*
Employee Costs	**98,891**	*137,790*
Support costs (below)	**26,343**	*15,099*
	126,948	*159,684*

7. Expenditure on charitable activities

	2023 £	*2022 £*
Employee costs	**495,273**	*398,031*
Direct costs of projects	**261,232**	*186,693*
Support costs (below)	**221,280**	*208,205*
	977,785	*792,929*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

. Support Costs

	2023 £	2022 £
Employee costs	**55,030**	*59,536*
Other staff related costs	**3,133**	*1,517*
Insurance	**2,870**	*2,939*
Rent/service charge	**66,036**	*50,716*
Other premises expenses	**15,352**	*46,517*
Communications/branding	**2,222**	*-*
IT software (donated)	**732**	*744*
Consultancy fees (donated)	**-**	*1,500*
Office costs	**58,220**	*34,807*
Dilapidation costs	**-**	*(20,000)*
Irrecoverable VAT	**20,559**	*20,728*
Depreciation	**13,105**	*-*
Auditors remuneration	**6,500**	*6,500*
Finance Support Services (donated)	**500**	*-*
General project costs	**2,418**	*14,036*
Sundries	**946**	*3,764*
	247,623	*223,304*

8. Net income

Net income is stated after charging:

	2023 £	2022 £
Auditors remuneration for audit services	**6,500**	*6,500*
Rent paid under operating leases	**48,677**	*50,716*
	55,177	*57,216*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

9. Staff costs

	2023 £	*2022* *£*
Wages and salaries	**580,046**	*532,737*
Social security costs	**53,574**	*48,946*
Contribution to defined contribution pension schemes	**15,574**	*13,674*
	649,194	*595,357*

One member of staff was made redundant in the year after a restructure which resulted in the Charity incurring costs comprising statutory redundancy pay and pay in lieu of notice of £5,100.

The average number of persons employed by the Charity during the year was as follows:

	2023 No.	*2022* *No.*
Project management	**9**	*9*
Communications	**2**	*2*
Development	**5**	*4*
Management	**3**	*3*
Finance	**1**	*1*
	20	*19*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	*2022* *No.*
In the band £70,001 - £80,000	**1**	*1*

None of the directors received remuneration during the year (2022: none). No expenses incurred by the directors were reimbursed. Expenses waived by the directors are immaterial.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

10. Tangible Fixed Assets

	Fixtures and fittings £	Office dilap. provision £	Total £
Cost or valuation			
At 1 April 2022	44,473	20,000	64,473
At 31 March 2023	44,473	20,000	64,473
Depreciation			
At 1 April 2022	-	-	-
Charge for the year	8,895	4,210	13,105
At 31 March 2023	8,895	4,210	13,105
Net book value			
At 31 March 2023	35,578	15,790	51,368
At 31 March 2022	44,473	20,000	64,473

11. Stocks

	2023 £	*2022 £*
Artwork donated for resale	**50,000**	*-*

12. Debtors

	2023 £	*2022 £*
Due after more than one year		
Other debtors	**19,471**	*19,471*
	19,471	*19,471*
Due within one year		
Trade debtors	**32,541**	*5,750*
Other debtors	**1,357**	*1,755*
Prepayments and accrued income	**75,518**	*18,478*
	128,887	*45,454*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

13. Creditors: Amounts falling due within one year

	2023 £	*2022 £*
Trade creditors	**28,278**	*30,130*
Other taxation and social security	**15,230**	*15,627*
Accruals and deferred income	**157,998**	*142,430*
	201,506	*188,187*

14. Provisions

	Dilapidation provision £
At 1 April 2022	**20,000**
	20,000

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
Designated funds				
Implementation of a new CRM	**85,000**	**-**	**(4,500)**	**80,500**
Fixed Asset fund	**64,473**	**-**	**(13,105)**	**51,368**
Charles Lloyd-Jones Legacy Fund	**-**	**7,875**	**-**	**7,875**
	149,473	**7,875**	**(17,605)**	**139,743**

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
General funds				
General Funds - all funds	**515,083**	**314,416**	**(239,619)**	**589,880**
Total Unrestricted funds	**664,556**	**322,291**	**(257,224)**	**729,623**

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Restricted funds				
Marginalised children & adults	**-**	**15,000**	**(4,000)**	**11,000**
Vulnerable older people	**31,928**	**118,521**	**(92,801)**	**57,648**
Nurturing Talent	**1,988**	**18,000**	**(19,988)**	**-**
Young & adults carers	**283,599**	**400,845**	**(362,706)**	**321,738**
Young patients	**7,504**	**46,106**	**(41,096)**	**12,514**
Disabled children & adults	**211,318**	**120,121**	**(215,018)**	**116,421**
Young & adult prisoners	**17,953**	**68,018**	**(52,019)**	**33,952**
creative:vision	**30,000**	**-**	**(30,000)**	**-**
LGBTQ+participants	**-**	**9,881**	**(9,881)**	**-**
Manchester Hub	**-**	**20,000**	**(20,000)**	**-**
	584,290	**816,492**	**(847,509)**	**553,273**

15. Statement of funds (continued)

Total of funds	**1,248,846**	**1,138,783**	**(1,104,733)**	**1,282,896**

Designated Funds

Implementation of new CRM- Designated fund to support the implementation of a a new CRM system.

Fixed Asset Fund- The designated fixed asset category represent tangible fixed assets that are used to carry out the Charity's activities and are therefore not readily available for spending.

Charles Lloyd-Jones Legacy Fund- Designated fund to support Nurturing Talent.

General Funds

The General Unrestricted Funds represent accumulated income from the Charity's activities that are available for the general purposes of the Charity.

Restricted Funds

Marginalised children & adults- This fund relates to the Charity's work with marginalised children and adults.

Vulnerable older people- This fund relates to the Charity's work with vulnerable older people.

Nurturing Talent- This fund relates to the Charity's Nurturing Talent programme for emerging artists to develop professional practise in a community setting.

Young & adult carers- This fund relates to the Charity's work with young and adult carers.

Young Patients- This fund relates to the Charity's work with young patients.

Disabled Children & adults- This fund relates to the Charity's work with disabled children and adults.

Young & Adult prisoners- This fund relates to the Charity's work with young and adult prisoners.

creative:vision- This fund relates to the Charity's ambitious plan to double the reach of its work by 2028.

LGBTQ+participants- This fund relates to the Charity's work with LGBTQ+ participants.

Manchester Hub- This fund relates to the Charity's work developing its hub in Manchester.

Statement of funds - prior year

	Balance at 1 April 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2022* £
Unrestricted funds					
Designated funds					
Implementation of a new CRM	*85,000*	-	-	-	*85,000*
Development of a new website	*15,000*	-	*(6,405)*	*(8,595)*	-
Office relocation costs	*50,000*	-	*(59,037)*	*9,037*	-
Fixed Asset fund	-	-	-	*64,473*	*64,473*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

15. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2022* £
	150,000	*-*	*(65,442)*	*64,915*	*149,473*
General funds					
General Funds - all funds	*534,372*	*251,684*	*(206,058)*	*(64,915)*	*515,083*
Total Unrestricted funds	*684,372*	*251,684*	*(271,500)*	*-*	*664,556*

	Balance at 1 April 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2022* £
Restricted funds					
Marginalised children & adults	*15,123*	*25,500*	*(45,623)*	*5,000*	*-*
Vulnerable older people	*57,353*	*77,669*	*(103,094)*	*-*	*31,928*
Nurturing Talent	*20,477*	*-*	*(18,489)*	*-*	*1,988*
Young & adults carers	*224,550*	*426,680*	*(367,631)*	*-*	*283,599*
Young patients	*32,772*	*-*	*(25,268)*	*-*	*7,504*
Disabled children & adults	*36,190*	*215,123*	*(45,494)*	*5,499*	*211,318*
Young & adult prisoners	*25,288*	*15,857*	*(23,192)*	*-*	*17,953*
creative:vision	*87,473*	*500*	*(47,474)*	*(10,499)*	*30,000*
Schoolchildren in areas of deprivation	*4,848*	*-*	*(4,848)*	*-*	*-*
	504,074	*761,329*	*(681,113)*	*-*	*584,290*
Total of funds	*1,188,446*	*1,013,013*	*(952,613)*	*-*	*1,248,846*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2023

16. Analysis of net current assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Current year				
Net current assets	749,623	553,273	**1,302,896**	*1,268,846*
Provisions	(20,000)	-	**(20,000)**	*(20,000)*
	729,623	553,273	**1,282,896**	*1,248,846*

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Prior year				
Net current assets	684,556	584,290	**1,268,846**	*1,220,446*
Provisions	(20,000)	-	**(20,000)**	*(32,000)*
	664,556	584,290	**1,248,846**	*1,188,446*

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	*2022 £*
Net income for the year (as per Statement of Financial Activities)	**34,050**	*60,400*
Adjustments for:		
Depreciation charges	**13,105**	-
Bank interest received	**(13,505)**	*(3,693)*
Stock donated for re-sale	**(50,000)**	-
Increase in debtors	**(83,434)**	*(7,331)*
Increase in creditors	**13,320**	*148,325*
(Decrease)/Increase in Provisions	**-**	*(32,000)*
Net cash provided by/(used in) operating activities	**(86,464)**	*165,701*

18. Analysis of cash and cash equivalents

	2023 £	*2022 £*
Cash in hand	**1,274,147**	*1,347,106*
Total cash and cash equivalents	**1,274,147**	*1,347,106*

19. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	**1,347,106**	**(72,959)**	**1,274,147**
	1,347,106	**(72,959)**	**1,274,147**

20. Operating lease commitments

At 31 March 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	*2022 £*
Not later than 1 year	**58,412**	*64,902*
Later than 1 year and not later than 5 years	**160,633**	*243,383*
	219,045	*308,285*

21. Related party transactions

During the year the Charity made payments of £2,045 to Carol Topolski (2022: £1,780) and £4,930 to Holly Khan (2022: £5,725) in relation to the services they provided on projects as a writer and musician respectively. Neither were paid in their role as Trustees.

In aggregate, the trustee donations totalled £13,250 (2022: £21,767).

The key management personnel of Create in charge of planning, directing and controlling the charity and running it on a day to day basis comprise the Board of Trustees, Chief Executive and Senior Leadership Team. The total remuneration payable to key management personnel (6) during the year was £266,232 (2022 (6 personnel): £316,948).

CREATE (ARTS) LIMITED

England & Wales - Charity number 1099733

Accounts

CREATE ARTS.ORG.UK

CREATE (ARTS) LIMITED FINANCIAL STATEMENTS

for the year ended

31 MARCH 2022

Goodman Jones

CREATE (ARTS) LIMITED

ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

Company Number	4728145
Charity Registration Number	1099733
Chairman	Eddie Donaldson OBE
Chief Executive	Nicky Goulder
Company Secretary	Vanessa Sharp
Treasurer	Paul Thimont
Registered Office	3rd Floor 14 Austin Friars London EC2N 2HE
Email	info@createarts.org.uk
Telephone (London / Manchester)	020 7374 8485 / 0161 521 0033
Website	createarts.org.uk
Facebook	facebook.com/createarts.org.uk
Instagram / Twitter	@createcharity
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Goodman Jones LLP 29/30 Fitzroy Square London W1T 6LQ

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CREATE (ARTS) LIMITED

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2022. The Trustees confirm that the report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Objectives and Activities

Charitable objects

1) to advance and promote the education of the public in the knowledge, understanding and appreciation of the arts.

2) to promote the use of the arts, particularly the creative arts, as a way of:

    a) relieving the needs of the poor, sick, disabled, elderly and young people who are in need of care and attention;
    b) rehabilitation of offenders;
    c) relieving the needs of the unemployed.

Vision

For a fair, caring, equal, inclusive, sustainable society in which the creative arts play a transformative role in empowering every individual to fulfil their potential.

Mission

To use the creative arts to connect, empower, inspire and upskill society's most disadvantaged and vulnerable people, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.

Core beliefs

- That everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential.
- That high-quality creative arts activities connect, empower, inspire and upskill, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.
- That everyone has a role to play in making society fairer, more caring more inclusive and more sustainable.

Values

Create is a values-driven charity. Our values underpin the way we work with our participants, partners, people and community. They guide the decisions we make and the way we work.

- **Creativity** ~ encouraging a creative approach to every area of our performance
- **Excellence** ~ seeking to attain the highest standards in all activities
- **Valuing the individual** ~ recognising and nurturing each individual's unique talents
- **Passion** ~ being passionate in our motivations and performance
- **Flexibility** ~ listening and responding creatively to all stakeholders' needs
- **Integrity** ~ embedding integrity in all we do

Aims

- To tackle inequality by giving society's most disadvantaged and vulnerable people free access to the benefits of the creative arts.

- To engage participants in tailored projects led by exceptional professional artists in areas where provision is poor and engagement is low.
- To listen to, advocate for and give a voice to participants.
- To connect, empower, inspire and upskill participants, developing creativity, raising self-esteem, enriching lives, reducing isolation and enhancing wellbeing.
- To promote the value of creative arts engagement in achieving social outcomes.
- To provide high quality, fairly paid work and CPD to a diverse pool of professional artists.
- To help create a society that is fairer, more caring, more inclusive and more sustainable.

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover newfound self-belief and a desire to try more, do more and be more.

We are a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Most projects are collaborations with community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Our focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is low. We prioritise our work with seven participant groups: young patients; disabled children and adults; young and adult carers; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults (eg homeless people, LGBTQ+ young people, young refugees and asylum seekers).

In response to the COVID-19 lockdown in March 2020, we designed Create Live!, a new project concept using Zoom to deliver high quality, live, interactive, collaborative creative workshops that are fun, build skills and reduce isolation. Our partners can now choose to receive our projects digitally, in-venue or a blend of the two.

Since Create was founded in July 2003, we have run 12,057 creative arts workshops that have delivered 330,943 contact hours as part of sustained, life-changing programmes with 41,539 participants.

Some of our programmes are developed and delivered in partnership with the business community, helping to meet their Corporate Responsibility priorities. Every project we deliver is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact. We also evaluate the longer-term impact of our work through the *Making it Matter* initiative, which revisits up to two projects each year, 6-24 months after they took place.

We know from experience that drama can build an isolated young carer's self-esteem, that storytelling can strengthen the bond between a young offender and the loved ones waiting for him at home, and that music can help ease the anguish felt by the parent of a child with a life-limiting condition.

One spark of creative energy opens up a world of positive opportunities.

Create lights that spark.

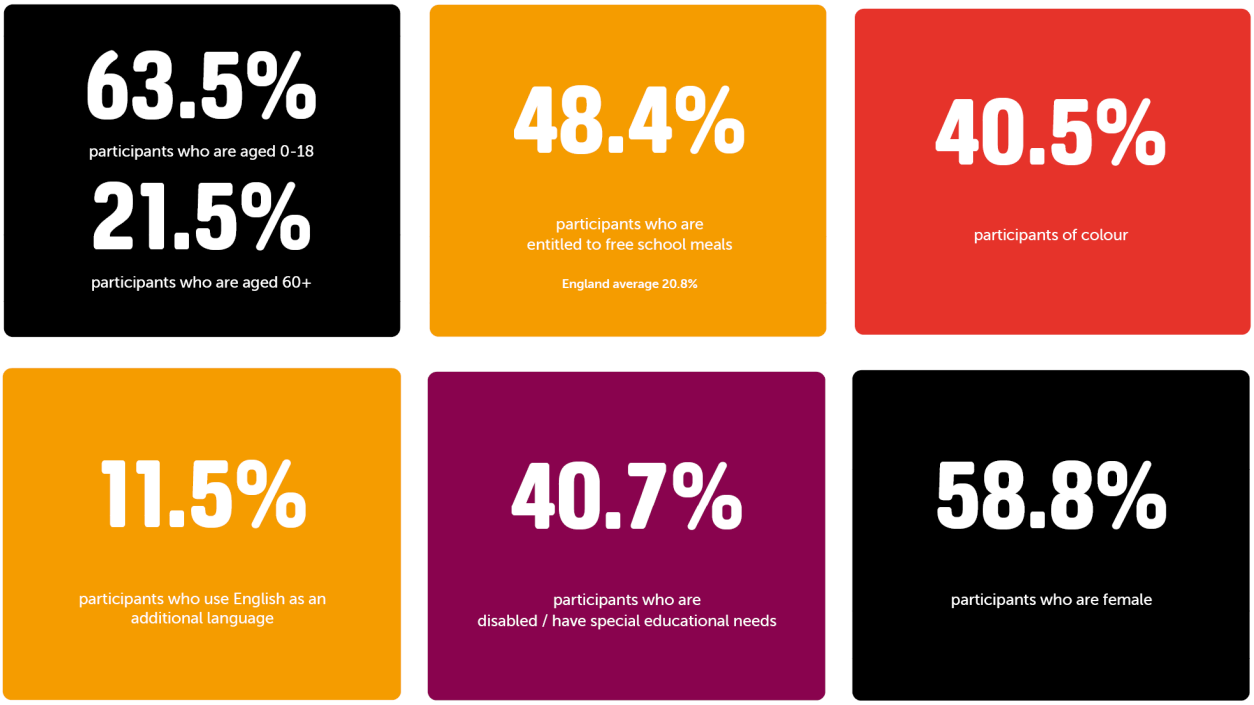
Public Benefit

In setting Create's objectives and planning its activities, the Trustees have considered the Charity Commission's general guidance on public benefit. As noted throughout this report, the charity's work is directed towards the most disadvantaged and vulnerable people in society and outcomes for the public benefit are recorded here in detail.

Project participants

To fulfil Create's commitment to working with the most disadvantaged and vulnerable people, each potential community partner is carefully researched to assess the extent to which it enables the charity to meet this objective. Where applicable, Create uses poverty indices and government statistics on areas of deprivation, together with the government's levelling up / Arts Council England's under-provided priority places, to find the geographical areas of greatest need. When choosing schools, it also considers the percentage of children who bring pupil premium / are entitled to free school meals (key poverty indicators), use English as an additional language or have special educational needs. The level of vulnerability of the participants is always a key consideration, as is the extent to which the community partner already benefits from provision by other external agencies. Create's preference is to work with organisations that are under-served.

In 2021/22, 1,367 participants directly benefited from Create's projects. These included: young psychiatric hospital patients; young, young adult and adult carers; children and adults with mental ill-health; disabled children and adults; young asylum seekers and refugees; LGBTQ+ young people; homeless adults; prisoners and their children; inner-city schoolchildren; and isolated older people. Create worked with (where data provided):



Volunteers

55 volunteers donated 571 hours of their time to Create: using their skills and enthusiasm to support participants in Create workshops; and providing expert guidance as Trustees or Advisory, Communications, Creative or Development Council members. Pro bono communications support was donated by Contagious; HR software by Breathe. Pro bono support for Create's office move in 12/21 was given by Reed Smith LLP (legal) and Vail Williams LLP (property advice). Furniture was donated by Balfour Beatty and Encore Environment Ltd via ProjectDIVERT.

Achievements and Performance



Forty-eight professional Create artists ran 18 programmes (an umbrella body of work) within which 65 projects (a series of workshops with one or more community partners) were designed. These delivered 981 workshops/13,439 contact hours with 1,367 participants; and were rated "successful overall" by 99% of community partner staff.

COVID-19 had a profound effect on Create's participants, many of whom were already experiencing social isolation/poor mental wellbeing. When the pandemic first hit, Create reimagined all its projects for online delivery. Create Live! – the online delivery mechanism launched in April 2020, just two weeks after the first lockdown – enabled Create to continue to reach participants who were unable to attend projects in-venue. This work was recognised by Charity Times, which chose Create as the recipient of its prestigious *Digital Transformation of the Year* award in 09/21.

As the pandemic eased, partners and participants were offered a hybrid model, enabling them to choose either an in-venue project or an online one, based on participant need, comfort and safety. Online delivery also enabled Create to deliver impactful projects in Scotland and Wales in 2021/22, as well as to those who were unable to leave home or access a venue. During the year, Create established a new hub in Manchester, enabling the charity to expand its work across the North, in line with its ambitious target to double its reach and impact by its 25th anniversary in 2028.

Once pandemic restrictions lifted, Create was able to return to prison, with the launch of a ground-breaking project called *My Dad's In Prison*. Through creative writing and illustration, prisoners at HMP Oakwood in Staffordshire created a moving book to support families with a loved one in prison.

In October 2021, Create brought together disabled and non-disabled children from four schools in Manchester and Salford to make music on the theme of "modern day superheroes", as part of its flagship programme, *creative:connection*. Working with four of the charity's professional musicians, this gave students a chance to be creative and to build connections, breaking down barriers and prejudices around disability. The project culminated in a dynamic concert at Manchester Central Library on 22/10/21, as part of Manchester Literature Festival.

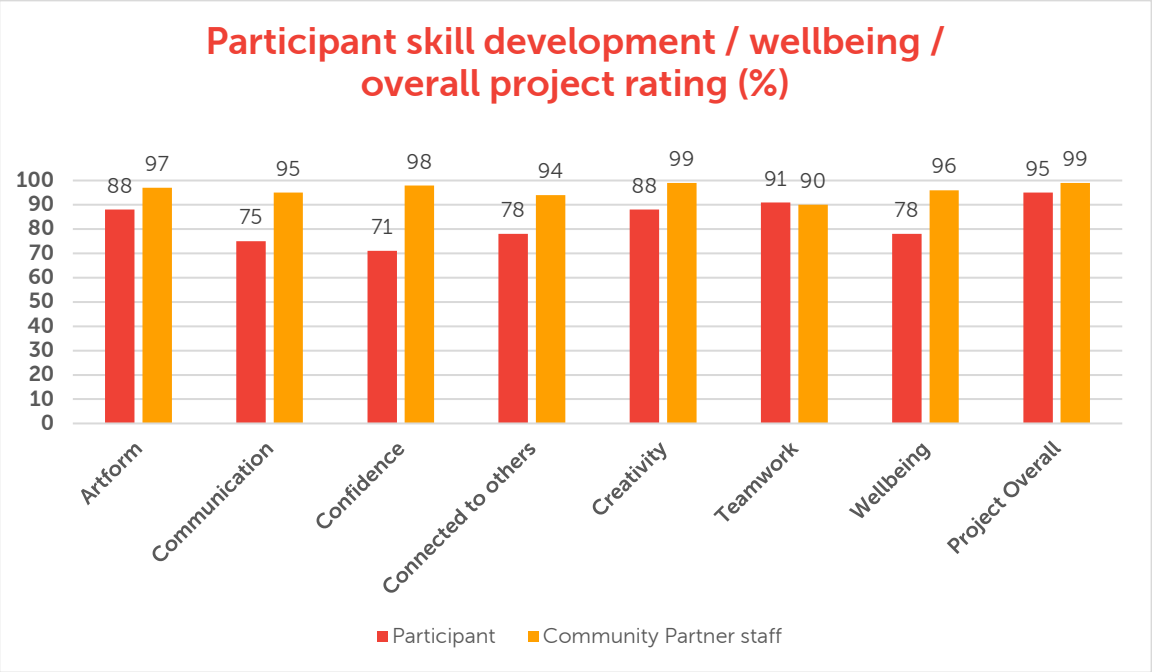
To mark Young Carers Action Day (YCAD) on 16/03/22, Create teamed up with Carers Trust to deliver four creative projects with young carers in England, Scotland and Wales. Using the theme of "taking action on isolation", the young carers choreographed dances, took photographs and made music during the February half-term, before coming together on YCAD itself for an online showcase. This celebrated their work and, and put their talent centre stage.

Photography and writing created during *Speak With My Voice* by adults who attend Deptford Reach - and are vulnerable through homelessness, mental ill-health, loneliness, social exclusion and severe poverty – was displayed in an exhibition at Deptford Lounge in 12/21. This raised their self-esteem and gave them a voice.

Create is committed at all levels to rigorous, honest evaluation. Each project is individually designed to meet partners' unique needs; clear, relevant intended outputs/outcomes are agreed; and the project is then evaluated against these. Planning and debrief meetings start and conclude each project and Create has a 100% feedback policy, with feedback being collected wherever possible from all participants, community partner staff, volunteers and Create artists. Projects are monitored through verbal feedback circles, communication, observation of workshops and written response through questionnaires; and qualitative and quantitative feedback is used by Create to produce an evaluation report that assesses the extent to which the intended outputs/outcomes have been met. This is the primary means by which

formal feedback from each project is disseminated, reports being sent to the community partners, artists and funders, and used by Create in the planning of all future projects.

As part of the evaluation process, community partner staff and participants are asked to rate the success of Create's projects in enabling the participants to develop a range of key skills and enhanced wellbeing, and to appraise the success/enjoyment of their project overall. The results across all projects during the year, shown in the graph below, demonstrate that participants' skill development was rated successful by between 90% and 99% of community partner staff and by 71% and 91% of participants.



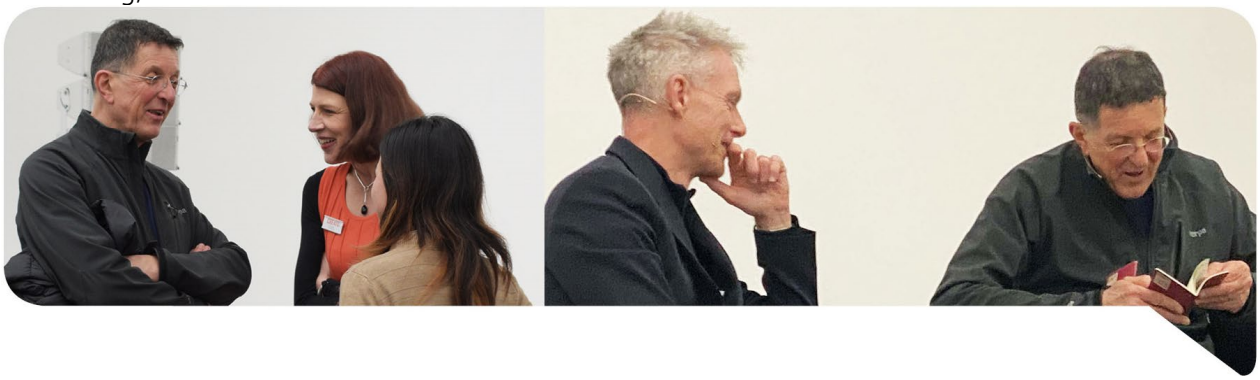
Create invested in training for staff and artists on the climate emergency. Four senior staff members and five artists completed Al Gore's Climate Reality Leadership training in October 2021, which provided key information and tools to help raise awareness of/take action in response to the climate emergency. These learnings are being fed into project planning/delivery and organisational strategy.

Create also provided its artists and project team with free learning, skill-building and networking opportunities at Artist Sharing events that took place in May and November. With external speakers and artist-led workshops, these sessions focused on delivering projects about the climate emergency. Artists commented: *"It really clearly showed us statistics on the effects of climate change and what we can do immediately to stop it. I also learnt a lot about just how much it's affecting the entire world now more than ever with floods and fires etc." "I enjoyed thinking about landscapes and integrating that with ourselves. Perhaps it's a good exercise in reminding people that we are not separate from the environment." "Having recently worked with sculpture and assemblage in my own practice it was great to receive a workshop on the topic to go over all the wonderful possibilities of art materials that are available and how they can be utilised through playful exploration."*

Create ran the sixth year of *Nurturing Talent*, a programme over 12 months designed to upskill emerging artists who wish to combine their professional artistic practice with creative workshop delivery in community settings. *Nurturing Talent* gave seven emerging artists the opportunity to work as supporting artists on a range of projects, attend professional development training days and work in pairs/small groups to design and deliver their own workshop in a community setting. Each artist received a bursary and collectively supported 224 workshops across the year, further enhancing the participants' experience. One Nurturing Talenter commented: *"You get to meet and work with so many different artists, and you also get to meet and work with the Create team who are amazingly supportive throughout. It has been a fantastic experience."*

Funding and in-kind support

Create's income was secured via a public sector grant from Arts Council England; the development of new relationships (with organisations including: Champions for Children; Durham University Students' Union; The Michael and Shirley Hunt Charitable Trust; Michael Tippett Musical Foundation; Picfair Mind the Lens; Premier League; The Prince of Wales's Charitable Fund; Rix Thompson Rothenberg Foundation); the strengthening of significant existing relationships (including: Ashurst LLP; British Land; Carers Trust; The Chartered Accountants' Livery Charity; First Sentier Investors; John Lyon's Charity; Masonic Charitable Foundation; The Mercers' Company; Raise Your Hands; Reed Smith LLP); the generous support of dozens of other trusts, foundations, companies and individuals; community fundraising; and events.



At its key fundraising event, generously hosted by White Cube in Bermondsey on 03/03/22, Create staged an intimate conversation between its Patron Tim Marlow OBE, Director and Chief Executive of London's Design Museum, and internationally-acclaimed artist Sir Antony Gormley. Create's CEO also spoke to the charity's Youth Ambassador, inspirational young carer Abi, about the impact of creativity on her life. The event raised almost £31k.

On 25/03/22, artist and psychotherapist Philippa Perry visited a Create visual art project with young carers in Lambeth, along with her film crew. The resulting film featured in episode two of Channel 4's hit TV show Grayson's Art Club (series three), themed "Heroes and Heroines".



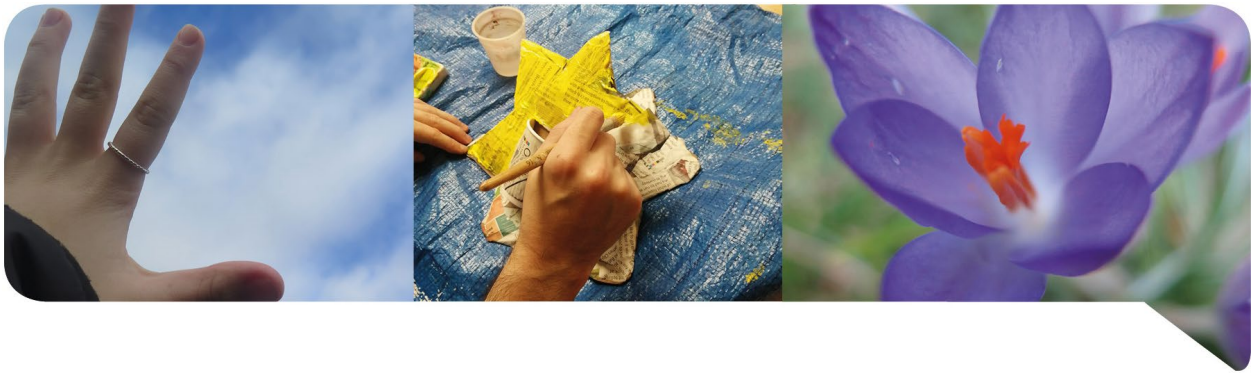
The charity's fundraising challenge event, the CRE8IN8, in which runners ran a daily distance of 800m, 8k or a half-marathon from 01-08/08/21 raised more than £15k. Other community fundraisers included: Durham University students raising £56k at their annual fashion show; and an exhibition at New Grooves Gallery in Notting Hill.

The *Create the Difference* individual and business membership schemes provide highly valued unrestricted financial support to underpin the charity's work, enabling it to plan with confidence. Create thanks the following members (and all who wish to remain anonymous) who together donated over £70k:

Business Members: **Innovators** ~ Yellow Cat Recruitment. **Collaborators** ~ Lauren Dickinson Clarke, Michael O'Mara Books, Sara Putt Associates, Uncommon London. **Individual Members**: **Champions** ~ Whitney Gore, Alistair DK Johnston CMG, Tim & Claire Jones. **Catalysts** ~ Anne Baldock, Tony Cates, Eddie Donaldson OBE. **Curators** ~ Inez Anderson, Gareth Davies, Philip Emery, Adam McNeeney, Alan Paul, Colin Sheaf, Mark Sismey-Durrant. **Community** ~ Ozge Balk, Isabella Bragoli, John Broadis, Zoe Brooks, Elizabeth Dossett, Bonnie Gilmore, Nicky Goulder, Natalie Graeme, Hayley Granston, Sean

Hanson, Richard Holman, Sally Horsington, Sam Johnson, Anna Jones, Sonja Jutte, Paul Kemp-Robertson, Ben Knight, Jenny Leonard, William Lidstone, Michael Litman, Michael Llewelyn-Jones, Blanaird Mason, Julie Mernick, Marit Meyer-Bell, Tom Newman, Ben Newton, Kevin Parry, Michael Quintell, Alice Renaud, Isabel Santaolalla, Richard Schrieber, Vanessa Sharp, Lara Sherwin, Emily Stubbs, Louise Stubbings, Adrien Stum, Jim Thornton, Carol Topolski, Michael Topolski, Zelie Walker, Natt Wallbank.

A vital part of Create's work is its partnerships with the business community, which enables companies to meet their Corporate Responsibility objectives while helping Create to achieve its mission. Companies including Ashurst LLP, British Land, First Sentier Investors and Reed Smith LLP provided volunteers to support projects that they funded, bringing a wealth of experience and expertise to workshops, acting as positive role models for the participants, and developing new skills and experiences to take back to their virtual workplace. Access to workshops also helped to enhance volunteers' connectivity and wellbeing during a year of isolation for so many.



Create increased its profile through high quality, targeted communications that continued to position the charity as a leader in its field and the Chief Executive (CEO) as an expert voice. This helped to raise the profile of the challenges faced by the charity's participants and the importance of the creative arts to connect, empower, inspire, upskill and enhance wellbeing. This included: Create's appearance on Grayson's Art Club; an article by the CEO in The Stage about why the theatre world needs to do more to champion young carers; an appearance by the CEO on the Creative Boom podcast; a blog by the CEO published by Charity Times on how Create shifted projects online during the pandemic; and an appearance by the CEO and Patron Erwin James on National Prison Radio followed by an interview with the CEO in Inside Time to promote the *My Dad's In Prison* project.

Create's City of London office lease on London Wall terminated on 24/12/21 and the charity moved to nearby premises in Austin Friars. Staff wellbeing and the charity's Green Action Plan played an important role in decision-making, as did a blended approach of home and office working. Create is indebted to the following organisations for their support with the move: Furniture donations: Balfour Beatty and Encore Environment Ltd via ProjectDIVERT; Property consultant: O&A Property; Pro Bono legal support: Reed Smith LLP; Pro Bono surveyor: Vail Williams LLP; Office fit out: Wildcard Concept.

Key Groups / Example Projects

During the year, Create developed and delivered 65 projects, examples of which are included below.

Led by Create's professional artists, Create's projects connected, empowered, inspired and upskilled all participants, raising aspirations, building self-esteem and enhancing wellbeing. They also ...

Disabled adults	... improved social skills, provided means of self-expression and built self-confidence

"I really enjoy the creative elements. It's a great de-stressor and I always feel like I'm achieving something." Participant

Create's *creative:discovery* project enabled 12 service users at MIND in Camden and MIND in Tower Hamlets & Newham to explore their creativity through high-quality photography workshops, delivered via Create Live!. Coming together remotely, they reconnected with their peers, reducing isolation; learnt new skills; and built confidence, enhancing wellbeing.

Disabled children	... broke down barriers of prejudice and explored environmental concerns

"I think it's important to talk about the challenges that face our planet. It affects our future." Participant

The final year of Create's three-year *changing:minds* environmental project involved 112 children from the five special needs schools/units in the London Borough of Harrow through ceramics, drama, music, sculpture and visual art workshops. Participants explored the theme 'Environment – Air'. The project culminated in a showcase at Harrow Arts Centre.

Create's *creative:connection* project brought together 48 disabled and non-disabled children from four schools in Manchester and Salford to create songs about 'superheroes', under the guidance of Create's professional musicians. The project culminated in a performance at Manchester Central Library as part of Manchester Literature Festival.

Adult carers	... provided a social outlet through which to take a break from caring and build trusting relationships, reducing isolation

"Having the chance to be creative helps you use your brain in a different way. We spend a lot of time doing things that we have to do and you can get very stressed if that's your whole life. Creativity gives you that mindfulness space." Participant

Create's *creative:release and creative:voices* projects - delivered both in-venue and via Create Live! - enabled 202 adult carers in England and Scotland to explore their creativity while taking a break from their caring responsibilities, building trusting relationships with other carers who understand their situation, and developing communication skills and confidence. The project in Scotland brought carers from Edinburgh and Glasgow together.

Young carers	... enabled young carers to take a break, build resilience, and learn about money in the home

"I would like to take photography as a GCSE now. I went to the photography project and I feel like it can really help me when I grow up." Participant

Through its *art:space*, *community:matters* and *inspired:arts* projects Create worked with 26 young carer services across England, Scotland and Wales, delivering 453 workshops both online and in-venue. These enabled 596 young carers to develop their skills, enhance their creativity, build their confidence, connect with other young carers and enjoy a break from their caring responsibilities.

"I learned how to manage my money. Now I'm more financially aware and know about things like interest rates." Participant

change:matters is Create's multi-year programme that takes a creative approach to upskilling young carers about money and family finances. Delivered both in-venue and via Create Live!, Create enabled 88 young carers to learn these new skills through animation, drama, music, photography, visual art and zine-making; and created a new resource bank on its website.

Prisoners	... gave prisoners space to express themselves, learn and connect with family

"[The project] genuinely made me grow as a person and as a father." Participant

Thirteen prisoners at HMP Isis, a young offenders institution in London, took part in *Inside Change*, which brought them together to write and record a radio drama about money issues. This was broadcast by National Prison Radio.

Thirteen prisoners at HMP Oakwood in Staffordshire took part in Create's new creative writing and illustration project, *My Dad's In Prison*. Together they created a moving book to support families with a loved one in prison. It is available for free on Create's website.

Older people	... reduced isolation, fostered imagination and increased self-worth

"The last time I did something particularly musical I was in my late 20s, maybe early 30s. It was like missing a limb, but I didn't actually understand that until I came back and started doing something again. I'm not letting it go again." Participant

Create's *art:links* and *creative:engagement* projects with older people, many of whom live with dementia, enabled 221 participants to express themselves creatively, learn new skills, feel less lonely and have fun. Create worked closely with its partners in deciding whether projects should take place in-venue or online, in order to comply with COVID safety regulations and ensure participants felt safe.

Young hospital patients	... provided a creative outlet to young people living with mental illnesses

"It's really good to remind young people what it's like not to be glued to your phone 24/7 and to be creative and be yourself without worrying what other people think." Participant

creative:tandem empowered 52 young people who had been admitted to a mental health hospital unit in London with a serious mental illness, including psychotic, depressive, anxiety or eating disorders, self-harm or suicidal thinking.

Young refugees	... encouraged self-expression and built a sense of community

"It feels nice to do something creative because you learn something new." Participant

Create worked with 49 refugee and migrant children in the London Borough of Brent through its *community:matters* partnership with Salusbury World. This gave them a chance to develop their creative thinking, self-expression and sense of belonging – as well as connect with others and build skills – through ceramics, dance, drama, filmmaking, music and visual art.

Vulnerable adults	... enhanced wellbeing through self-expression

"I've loved it. I wouldn't miss this project for the world. The work we do here is top quality." Participant

Create's *Speak With My Voice* project brought together 16 participants who attend Deptford Reach, a day centre in the London Borough of Lewisham serving local people who have been affected by homelessness, drug and alcohol addiction, mental health issues and social isolation.

The in-venue project empowered them to express themselves through photography and writing, and culminated in a performance and exhibition at Deptford Lounge.



Plans for 2022/23

Create will enter year two of its ambitious seven-year strategy from 04/22 with the aim of doubling the reach and impact of its work by its 25th anniversary in 2028. Having successfully established its a new hub in Manchester during 2021, it will reach increasing numbers of the most disadvantaged and vulnerable children and adults across the North West and beyond.

Its participants will remain the driving force behind the charity's work and Create will continue to meet its commitment to developing sustained, life-changing programmes by returning to many of the carer services, schools, day centres, prisons, children's psychiatric hospital units and other community settings with which it collaborated during 2021/22.

Create has a series of important new initiatives planned that will extend its work geographically and with new partners. It will expand its work from its new NW hub, reaching participants in areas of high deprivation across Greater Manchester, Merseyside and beyond. It will extend its prison work with the launch of *Free Inside* at HMP Low Newton in Durham; and the expansion of its *Inside Change* financial literacy programme to four new prisons. It will take its *creative:tandem* programme for young patients with severe emotional or behavioural disorders to an adolescent psychiatric hospital in Greater Manchester, at a time when mental health support for young people has never been more critical. And it will launch its first programme with looked after children within London's care system.

With the climate crisis arguably the most significant global challenge over the next decade and beyond (COVID-19 aside), there is an urgent need to educate people on environmental issues. Create has taken its environmental responsibility seriously for 19 years, both operationally and via projects. In line with its Environmental Policy, it will continue to promote the need for environmental responsibility, reviewing the targets set out in its Green Action Plan and taking an innovative approach to leading change. During 2022/23, it will launch two new environmental programmes - *environment:matters* and *environment:tales* – that will deliver 21 projects at special needs schools in Greater Manchester, Kent, Leeds and London.

Create will continue to offer community partners a blended approach of Create Live! and in-venue projects, enabling them to choose the most appropriate way for their participants to access workshops. For those participants who are unable to leave home, due to their caring responsibilities, frailty, mental illness or sickness, for example, being able to join workshops over Zoom helps to keep them connected, empowered, inspired and upskilled, reducing isolation and enhancing wellbeing.

During this 19th anniversary year, Create will commission an independent organisational evaluation to review its leadership, processes, programmes and impact. It will continue to evaluate projects and programmes at their culmination; and the charity's *Making it Matter* initiative will revisit two projects that completed 6-24 months previously, to assess their longer-term impact on participants.

Artist development will remain a priority for Create, with six-monthly Artist Sharing events continuing to provide an opportunity for its professional artists to network, develop new skills and share best practice. Taking place in May and November 2022, the first of these will focus on projects working with special education needs/disabled participants. Six artists have been accepted onto the *Nurturing Talent*

programme, which upskills emerging artists, enabling them to acquire experience and to benefit from high-quality mentoring, training and practical workshop assistance.

Planned fundraising events during the year include: a team of runners taking part in CRE8IN8 in 09/22; the One Lonely Fiver gig in 11/22; and a gala event (details tbc). A number of community fundraising events are also scheduled to take place.



Reserves policy

The aim of Create's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure. The Trustees regularly review the levels of unrestricted reserves and perform a full review annually. This considers the financial risks associated with different income streams, expenditure categories and balance sheet items together with Create's ability to meet these from realisable funds. Create monitors a range of measures related to its income and expenditure profile, risks faced and cash flow in developing an unrestricted reserves target. On this basis, the Trustees aim to maintain free unrestricted reserves of 4-6 months of projected operational costs. Unrestricted reserves at 31/03/22 were £664,556, of which £149,473k is held in a designated fund to support the key one-off strategic cost of a CRM system / as a fixed asset fund. The balance of £515,083, represents 4.5 months of budgeted expenditure for 2022/23.

This crucial level of reserve – given the uncertainty resulting from the impact of COVID-19 and Brexit, and the volatility of the current economic situation – together with restricted reserves at 31/03/21 of £504,074 (funding received in advance that has been given for a specific purpose and is tied to specified projects or activity taking place in future financial years), provide the charity with a strong balance sheet and cash position. The Directors therefore consider the funding of the activities of the charity to be secure for the following 12 months and beyond.

Structure, governance and management

Company Status
The company is incorporated by guarantee and has no share capital. Each of the members has guaranteed to meet debts of £1 in the event of a winding up. The company was incorporated on 09/04/03 and is governed by a memorandum and articles of association. The company is also a registered charity.

Appointment and induction of Directors
Create's Board of Directors has a wealth of experience that covers the arts, business, community and education sectors. New Directors are appointed to the Board by the current Directors, who are also members of the company, with reference to skills, diversity and Create's values. The Chief Executive inducts new Directors through a process of briefings. They are provided with key information relating to the charity's governance and operations, and undertake a DBS check and safeguarding training. The Directors meet at least quarterly and attend projects and events. The Communications, Creative, Development and Finance Councils are each chaired by a member of the Board.

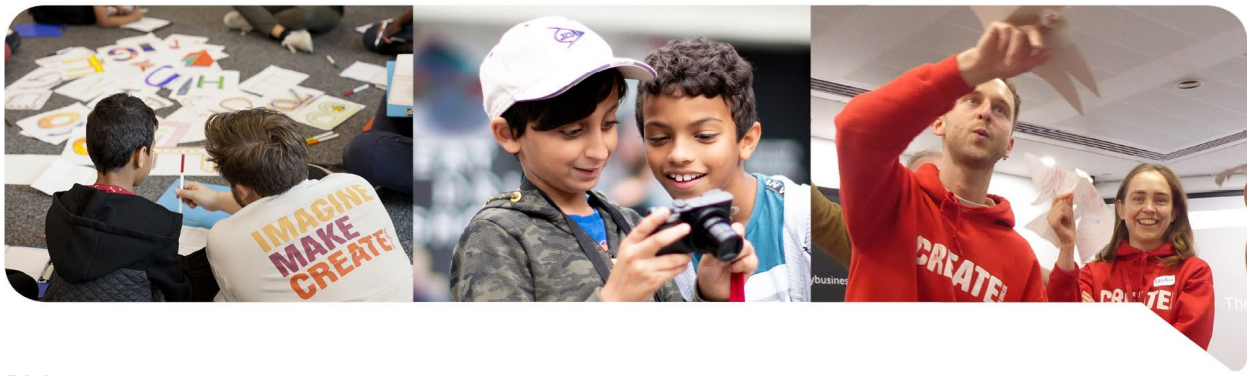
Key management personnel
Day to day operations are managed by the Chief Executive, Nicky Goulder and her team of 18 staff. Five of these are on the Senior Management Team: Director of Communications; Deputy Director of Development; Director of Development; Director of Finance & Operations; Lead Senior Project Manager.

New staff have a six-monthly appraisal; all staff have an annual appraisal against SMART objectives set. The Staff Handbook provides information on internal policies and procedures.

Annually, the Chairman agrees any staff salary increases, which have reference to any rise in the cost of living and any increase in responsibilities. As appropriate, staff salaries are benchmarked against the sector.

Fundraising
Create has a fundraising team of four who work closely with the Chief Executive. Funding bids are carefully researched, developed and submitted to trusts/foundations and public sector bodies, matching their funding criteria with Create's work. Corporate partnerships are developed with businesses, carefully matching their corporate responsibility objectives with Create's charitable objectives. Increasingly, Create is approached and works with organisations to co-create partnerships with mutual benefit. Create works on a personalised basis with individuals who have expressed interest in its work, via personal donations or community fundraising. It does not seek to raise funds from the wider public.

Create has received no complaints about this or any other approach to fundraising.



Risk management
The Directors consider the key risks to which the charity is exposed. In addition, a detailed risk register is maintained by the Director of Finance & Operations and reviewed annually by the Directors to assess the detailed risks and the systems in place to mitigate them. Examples of the key risks faced by Create and their mitigation are provided below:

- **Loss of the Chief Executive**
  In a charity of this size and history the Chief Executive's continuing commitment and resilience underpins its capacity to deliver its business plan.
  Mitigation: A Senior Management Team covers the core areas of communications, finance, fundraising, operations and projects, and provides support to the Chief Executive as well as continuity in times of absence. As the charity continues to grow that resource is monitored.

- **Reputational damage**
  The charity's reputation is paramount and it works hard to maintain and enhance it.

  Mitigation: High quality programmes are delivered by exceptional artists and meticulously evaluated; a rigorous Safeguarding Children & Vulnerable Adults policy is in place; risk assessments are carried out with community partners for every project.

- **Lack of funding**
  Funding is critical to the continued operations of the charity and in a continuously evolving environment, particularly with the challenges presented by COVID-19 and the current economic climate, it needs to be alert to changing funding demands and policies.

  Mitigation: The Chief Executive has a proven fundraising track record; fundraising has been strengthened with a Development Council, and Development team of four; longer-term funding is being developed; Create has a proven ability to meet fundraising targets.

- **Poor staff wellbeing**

Staff wellbeing is crucial in a small, ambitious charity that delivers an extensive programme each year with disadvantaged and vulnerable participants.

Mitigation: Staff wellbeing is central to the charity's people strategy and was an increased priority during lockdown with the team dispersed due to enforced home working. Initiatives have included creative activities; additional leave; and team socials.

Directors

The following served as Directors during the year:

John Broadis
Tony Cates
Eddie Donaldson OBE
Tim Jones (resigned 02/03/22)
Holly Khan (appointed 28/09/21)
Marit Meyer-Bell
Vanessa Sharp
Paul Thimont
Carol Topolski

The Directors are also the Trustees for the purpose of charity law.

Statement of Directors' responsibilities

The trustees (who are also directors of Create (Arts) Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement of Disclosure to Auditor

In so far as each of the Directors is aware:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

In accordance with section 485 of the Companies Act 2006, appointment of auditors to the company will be put to the Annual General Meeting of Members.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

By Order of the Board



Eddie Donaldson OBE
Chairman
06/12/22

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED

Opinion

We have audited the financial statements of Create (Arts) Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Directors' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Directors' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CREATE (ARTS) LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:
Enquiry of management and those charged with governance around actual and potential litigation and claims.

Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations.

Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with the applicable laws and regulations.

Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Goodman Jones LLP

Julian Flitter, FCA
Senior Statutory Auditor
for and on behalf of
Goodman Jones LLP, Chartered Accountants and Registered Auditor
29/30 Fitzroy Square
London
W1T 6LQ

Date: 15/12/2022.

Goodman Jones LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CREATE (ARTS) LIMITED

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the Year Ended 31 March 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Donations and legacies	3	**123,546**	**617,341**	**740,887**	*793,698*
Charitable activities	4	**74,711**	**143,988**	**218,699**	*142,796*
Other trading activities	5	**49,734**	**-**	**49,734**	*118,133*
Investments		**3,693**	**-**	**3,693**	*4,009*
Total income		**251,684**	**761,329**	**1,013,013**	*1,058,636*
Expenditure on:					
Raising funds	6	**159,684**	**-**	**159,684**	*136,140*
Charitable activities	7	**111,816**	**681,113**	**792,929**	*687,786*
Total expenditure		**271,500**	**681,113**	**952,613**	*823,926*
Net movement in funds		**(19,816)**	**80,216**	**60,400**	*234,710*
Reconciliation of funds:					
Total funds brought forward		**684,372**	**504,074**	**1,188,446**	*953,736*
Net movement in funds		**(19,816)**	**80,216**	**60,400**	*234,710*
Total funds carried forward		**664,556**	**584,290**	**1,248,846**	*1,188,446*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 33 form part of these financial statements.

CREATE (ARTS) LIMITED
(A Company Limited by Guarantee)
Registered number: 04728145

BALANCE SHEET
As at 31 March 2022

	Note		2022 £		2021 £
Tangible assets	10		**64,473**		-
			64,473		-
Current assets					
Debtors	11	**45,454**		*38,123*	
Cash at bank and in hand		**1,347,106**		*1,222,185*	
		1,392,560		*1,260,308*	
Creditors: amounts falling due within one year	12	**(188,187)**		*(39,862)*	
Net current assets			**1,204,373**		*1,220,446*
Total assets less current liabilities			**1,268,846**		*1,220,446*
Provisions for liabilities	13		**(20,000)**		*(32,000)*
Total net assets			**1,248,846**		*1,188,446*
Charity funds					
Restricted funds	14		**584,290**		*504,074*
Unrestricted funds					
Designated funds	14	**149,473**		*150,000*	
General funds	14	**515,083**		*534,372*	
Total unrestricted funds	14		**664,556**		*684,372*
Total funds			**1,248,846**		*1,188,446*

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Directors and signed on their behalf by:

E Donaldson

Eddie Donaldson OBE
Chairman
Date: 6/12/2022

The notes on pages 21 to 33 form part of these financial statements.

CREATE (ARTS) LIMITED
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
For the Year Ended 31 March 2022

	2022 £	*2021* *£*
Cash flows from operating activities		
Net cash used in operating activities	**165,701**	*280,148*
Cash flows from investing activities		
Bank interest received	**3,693**	*4,009*
Purchase of tangible fixed assets	**(44,473)**	-
Net cash (used in)/provided by investing activities	**(40,780)**	**4,009**
Change in cash and cash equivalents in the year	**124,921**	**284,157**
Cash and cash equivalents at the beginning of the year	**1,222,185**	*938,028*
Cash and cash equivalents at the end of the year	**1,347,106**	*1,222,185*

The notes on pages 21 to 33 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2022

1. General information

Create (Arts) Limited is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of guarantee is limited to £1 per member of the charity. The address of the registered office is 3rd Floor, 14 Austin Friars, London, EC2N 2HE.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Create (Arts) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in pounds sterling and rounded to the nearest pound..

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

2.3 Income

Recognition of income
Incoming resources from charitable activities have been analysed according to the type of funding received as the charity has one main activity, which is the development and delivery of projects.

Fees, sponsorship and event income
Fees, sponsorship and event income are stated net of discounts and VAT and are recognised on a receivable basis.

Grants, donations and sponsorship
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. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Much of the funding for Create's charitable work derives from grants, donations and sponsorship, whether from the public sector, companies, trusts and foundations, or individuals. Such support is often directed towards a particular event or project. Such receipts are accounted for as restricted funds and expenditure is matched against the income as incurred.

Investment income is recognised when receivable

Legacies
Legacies are recognised on a receivable basis once the conditions for the receipt have been satisfied and the amount can be measured with certainty.

2. Accounting policies (continued)

2.3 Income (continued)

Donated services
Donated services are recognised when the value of the services is reasonably quantifiable and measurable. The valuation method used on the resources is the estimated value of the services to the charity. During the year the charity received HR and property surveyor services.

2.4 Expenditure and liabilities

Liabilities and related expenditure are recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of the charity is included within the support costs as part of the cost of charitable activities. All resources expended are inclusive of irrecoverable VAT.

Staff costs have been allocated to the expenditure headings on the basis of an estimate of the amount of time spent by staff members in each area.

2.5 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Short term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

2.6 Taxation

The charity is exempt from Corporation Tax on its charitable activities.

2.7 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Directors.

Restricted funds can only be used for the particular purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are applied for a specific restricted purpose. In the majority of cases, restricted funds are those which have been received in the year but are required to be applied to projects which are not going to commence until the following year. If those projects do not proceed then in some cases those funds will have to be returned.

Designated funds are unrestricted funds which have been set aside by the directors for an essential spend or future purpose.

2.8 Tangible fixed assets and depreciation

Individual fixed assets costing £1,500 or more are capitalised at cost.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	20%
Other fixed assets	-	20%

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.12 Pensions

Create (Arts) Limited has set up an auto enrolment compliant pension scheme into which the employees are enrolled. The pension cost in the financial statements represents the contributions payable by the charity during the year.

2.13 Provisions

Provisions are recognised when the company has a legal or constructive obligation as a result of a past event, it is probable that the company will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in the period in which it arises.

2.14 Prior period adjustments

Adjustments have been made to the prior period restricted fund balances due to the incorrect classification of some of the Create (Arts) projects within last year's restricted funds disclosure.

Whilst the split of expenditure between 'Raising funds' and 'Charitable Activities' has also been adjusted to correctly reflect the fundrasing costs incurred in the year to 31 March 2021.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2022

3. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Donations and legacies	70,896	6,027	**76,923**	*257,261*
Grants	52,650	611,314	**663,964**	*536,437*
Total 2022	123,546	617,341	**740,887**	*793,698*
Total 2021	*360,274*	*433,424*	*793,698*	

Included in the above are grants received from Arts Council England/National Lottery, The Atherton Family Charitable Trust, Aylesbury Vale Community Trust, The Chartered Accountants' Livery Charity, The Clothworkers' Foundation, Didymus Charity, The Feathers Association, The February Foundation, John Lyon's Charity, Kusuma Trust, The London Community Foundation, The Mercer's Company & St Paul's Schools Foundation, The Percy Bilton Charity, The Portal Trust, Postcode Community Trust, The Prince of Wales's Charitable Fund, Raise Your Hands, Rix Thompson Rothenberg Foundation (Baily Thomas Charitable Fund), The Rothschild Foundation, Santander UK Foundation Limited and the Sussex Community Foundation (Lawson Fund).

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Fees for services	-	17,650	**17,650**	*96,406*
Sponsorships	74,711	126,338	**201,049**	*46,390*
Total 2022	74,711	143,988	**218,699**	*142,796*
Total 2021	*64,500*	*78,296*	*142,796*	

5. Income from other trading activities (fundraising)

Income from non charitable trading activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Community Fundraising	3,707	-	**3,707**	*22,666*
CRE8IN8	15,071	-	**15,071**	*12,806*
White Cube	30,956	-	**30,956**	*-*
Gala Dinner	-	-	**-**	*47,139*
BBC Radio 4 Appeal	-	-	**-**	*35,522*
Total 2022	49,734	-	**49,734**	*118,133*
Total 2021	*12,845*	*105,288*	*118,133*	

6. Expenditure on raising funds

	2022 £	*2021 £*
White Cube	**5,407**	*-*
Create Live! For Business	**1,388**	*-*
Gala Dinner	**-**	*1,126*
Employee Costs	**137,790**	*122,623*
Support costs (below)	**15,099**	*12,391*
	159,684	*136,140*

7. Expenditure on charitable activities

	2022 £	*2021 £*
Employee costs	**398,031**	*374,997*
Direct costs of projects	**186,693**	*164,083*
Support costs (below)	**208,205**	*148,706*
	792,929	*687,786*

. Support Costs

	2022 £	2021 £
Employee costs	**59,536**	*55,291*
Other staff related costs	**1,517**	*1,048*
Other staff related costs (donated)	**-**	*227*
Insurance	**2,939**	*1,671*
Rent/service charge	**50,716**	*41,788*
Other premises expenses	**46,517**	*3,689*
Communications/branding	**-**	*956*
IT software (donated)	**744**	-
Consultancy fees (donated)	**1,500**	*710*
Office costs	**34,807**	*9,810*
Dilapidation costs	**(20,000)**	*32,000*
Irrecoverable VAT	**20,728**	*10,767*
Board meeting expenses	**42**	-
Auditors remuneration	**6,500**	*2,220*
Auditors remuneration for payroll services	**-**	*920*
General project costs	**14,036**	-
Sundries	**3,722**	-
	223,304	*161,097*

8. Net income

Net income is stated after charging:

	2022 £	2021 £
Auditors remuneration for audit services	**6,500**	*2,220*
Auditors remuneration for payroll services	**-**	*920*
Rent paid under operating leases	**50,716**	*41,788*

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2022

9. Staff costs

	2022 £	*2021* *£*
Wages and salaries	**532,737**	*495,847*
Social security costs	**48,946**	*44,239*
Contribution to defined contribution pension schemes	**13,674**	*12,825*
	595,357	*552,911*

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	*2021* *No.*
Project management	**9**	*7*
Communications	**2**	*2*
Development	**4**	*4*
Management	**3**	*3*
Finance	**1**	*1*
	19	*17*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	*2021* *No.*
In the band £70,001 - £80,000	**1**	*1*

None of the directors received remuneration during the year (2021: none). No expenses incurred by the directors were reimbursed. Expenses waived by the directors are immaterial.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2022

10. Tangible fixed assets

	Fixtures and fittings £	Office dilapidation provision £	Total £
Cost or valuation			
Additions	**44,473**	**20,000**	**64,473**
At 31 March 2022	**44,473**	**20,000**	**64,473**
Net book value			
At 31 March 2022	**44,473**	**20,000**	**64,473**
At 31 March 2021	-	-	-

The fixture and fitting's additions in the year of £44,473 were incurred wholly as a result of moving into new office premises.

11. Debtors

	2022 £	*2021 £*
Due after more than one year		
Other debtors	**19,471**	-
	19,471	-
Due within one year		
Trade debtors	**5,750**	*8,000*
Other debtors	**1,755**	*18,518*
Prepayments and accrued income	**18,478**	*11,605*
	45,454	*38,123*

12. Creditors: Amounts falling due within one year

	2022 £	*2021 £*
Trade creditors	**30,130**	*21,100*
Other taxation and social security	**15,627**	*14,448*
Other creditors	**-**	*2,114*
Accruals and deferred income	**142,430**	*2,200*
	188,187	*39,862*

13. Provisions

	Provision for dilapidation £
At 1 April 2021	**32,000**
Additions	**20,000**
Amounts used	**(12,000)**
Amounts reversed	**(20,000)**
	20,000

The charity moved into new offices in December 2021 and are required to restore the premises to its original condition at the end of the lease term. The estimated cost of this work is £20,000.

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Implementation of a new CRM	85,000	-	-	-	85,000
Development of a new website	15,000	-	(6,405)	(8,595)	-
Office relocation costs	50,000	-	(59,037)	9,037	-
Fixed Asset fund	-	-	-	64,473	64,473
	150,000	-	(65,442)	64,915	149,473

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds					
General Funds - all funds	534,372	251,684	(206,058)	(64,915)	515,083
Total Unrestricted funds	684,372	251,684	(271,500)	-	664,556

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Restricted funds					
Marginalised children & adults	15,123	25,500	(45,623)	5,000	-
Vulnerable older people	57,353	77,669	(103,094)	-	31,928
Nurturing Talent	20,477	-	(18,489)	-	1,988
Young & adults carers	224,550	426,680	(367,631)	-	283,599
Young patients	32,772	-	(25,268)	-	7,504
Disabled children & adults	36,190	215,123	(45,494)	5,499	211,318
Young & adult prisoners	25,288	15,857	(23,192)	-	17,953
creative:vision	87,473	500	(47,474)	(10,499)	30,000
Schoolchildren in areas of deprivation	4,848	-	(4,848)	-	-
	504,074	761,329	(681,113)	-	584,290

14. Statement of funds (continued)

Total of funds	**1,188,446**	**1,013,013**	**(952,613)**	**-**	**1,248,846**

Statement of funds - prior year

	Balance at 1 April 2020 £	*As restated Income* £	*As restated Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2021* £
Unrestricted funds					
Designated funds					
Implementation of a new CRM	-	-	-	*85,000*	*85,000*
Development of a new website	-	-	-	*15,000*	*15,000*
Office relocation costs	-	-	-	*50,000*	*50,000*
Director of Communications Post	*40,000*	-	-	*(40,000)*	-
	40,000	-	-	*110,000*	*150,000*
General funds					
General Funds	*521,079*	*441,628*	*(338,335)*	*(90,000)*	*534,372*
Total Unrestricted funds	*561,079*	-	*(338,335)*	*20,000*	*684,372*

	Balance at 1 April 2020 £	*As restated Income* £	*As restated Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2021* £
Restricted funds					
Marginalised children & adults	*7,750*	*20,373*	*(26,125)*	-	*1,998*
Vulnerable older people	*46,951*	*63,399*	*(48,149)*	-	*62,201*
Nurturing Talent	-	*20,477*	-	-	*20,477*
Young & adults carers	*179,931*	*370,105*	*(314,861)*	*2,500*	*237,675*
Young patients	*31,774*	*3,498*	-	*(2,500)*	*32,772*
Disabled children & adults	*91,440*	*42,005*	*(80,255)*	*(15,000)*	*38,190*
Young & adult prisoners	*24,963*	*8,625*	*(5,300)*	*(5,000)*	*23,288*
creative:vision	-	*98,222*	*(10,749)*	-	*87,473*
Schoolchildren in areas of deprivation	*9,848*	-	*(9,848)*	-	-

14. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2020 £	*As restated Income* £	*As restated Expenditure* £	*Transfers in/out* £	*Balance at 31 March 2021* £
	392,657	*626,704*	*(495,287)*	*(20,000)*	*504,074*
Total of funds	*953,736*	*626,704*	*(833,622)*	-	*1,188,446*

15. Analysis of net current assets between funds

	Unrestricted funds 2022 £	**Restricted funds 2022** £	**Total funds 2022** £
Current year			
Net current assets	539,296	765,077	**1,304,373**
Provisions	(20,000)	-	**(20,000)**
	519,296	765,077	**1,284,373**

	Unrestricted funds 2021 £	**Restricted funds 2021** £	**Total funds 2021** £
Prior year			
Net current assets	716,372	504,074	**1,220,446**
Provisions	(32,000)	-	**(32,000)**
	684,372	504,074	**1,188,446**

16. Operating lease commitments

At 31 March 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	*2021*
	£	*£*
Not later than 1 year	**64,902**	*30,318*
Later than 1 year and not later than 5 years	**243,383**	-
	308,285	*30,318*

17. Related party transactions

During the year the Charity made payments of £1,780 to Carol Topolski (2021: £1,805) and £5,725 to Holly Khan (2021: nil) in relation to the services they provided on projects as a writer and musician respectively. Neither were paid in their role as Trustees.

In aggregate, the trustee donations totalled £21,767 (2021: £135,272).

The Key management personnel of Create in charge of planning, directing and controlling the charity and running it on a day to day basis comprise the Board of Trustees, Chief Executive and Senior Management Team. The total remuneration payable to key management personnel (6) during the year was £316,948 (2021 (6 personnel): £304,206).

CREATE (ARTS) LIMITED

England & Wales - Charity number 1099733

Accounts

CREATE ARTS.ORG.UK

CHARITY OF THE YEAR 2020

CREATE (ARTS) LIMITED FINANCIAL STATEMENTS

for the year ended

31 MARCH 2021

LINDEYER FRANCIS FERGUSON

CREATE (ARTS) LIMITED

ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

Company Number	4728145
Charity Registration Number	1099733
Chairman	Eddie Donaldson OBE
Chief Executive	Nicky Goulder
Company Secretary	Vanessa Sharp
Treasurer	Paul Thimont
Registered Office	379 Salisbury House London Wall London EC2M 5QQ
Email **Telephone (London / Manchester)** **Website**	info@createarts.org.uk 020 7374 8485 / 0161 521 0033 createarts.org.uk
Facebook **Instagram / Twitter**	facebook.com/createarts.org.uk @createcharity
Bankers	The Co-operative Bank plc 1 Balloon Street Manchester M60 4EP
Auditors	Lindeyer Francis Ferguson Limited North House 198 High Street Tonbridge Kent TN9 1BE

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CREATE (ARTS) LIMITED

Directors' Report

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2021. The Trustees confirm that the report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Objectives and Activities

Charitable objects

1) to advance and promote the education of the public in the knowledge, understanding and appreciation of the arts.

2) to promote the use of the arts, particularly the creative arts, as a way of:

   a) relieving the needs of the poor, sick, disabled, elderly and young people who are in need of care and attention;
   b) rehabilitation of offenders;
   c) relieving the needs of the unemployed.

Vision

For a fair, caring, equal, inclusive, sustainable society in which the creative arts play a transformative role in empowering every individual to fulfil their potential.

Mission

To use the creative arts to connect, empower, inspire and upskill society's most disadvantaged and vulnerable people, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.

Core beliefs

- That everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential.
- That high-quality creative arts activities connect, empower, inspire and upskill, raising aspirations, building self-esteem, reducing isolation and enhancing wellbeing.
- That everyone has a role to play in making society fairer, more caring more inclusive and more sustainable.

Values

Create is a values-driven charity. Our values underpin the way we work with our participants, partners, people and community. They guide the decisions we make and the way we work.

- **Creativity** ~ encouraging a creative approach to every area of our performance
- **Excellence** ~ seeking to attain the highest standards in all activities
- **Valuing the individual** ~ recognising and nurturing each individual's unique talents
- **Passion** ~ being passionate in our motivations and performance
- **Flexibility** ~ listening and responding creatively to all stakeholders' needs
- **Integrity** ~ embedding integrity in all we do

Aims

- To tackle inequality by giving society's most disadvantaged and vulnerable people free access to the benefits of the creative arts.
- To engage participants in tailored projects led by exceptional professional artists in areas where provision is poor and engagement is low.
- To listen to, advocate for and give a voice to participants.
- To connect, empower, inspire and upskill participants, developing creativity, raising self-esteem, enriching lives, reducing isolation and enhancing wellbeing.
- To promote the value of creative arts engagement in achieving social outcomes.
- To provide high quality, fairly paid work and CPD to a diverse pool of professional artists.
- To create a society that is fairer, more caring, more inclusive and more sustainable.

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts

We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover newfound self-belief and a desire to try more, do more and be more.

We are a national charity that champions local priorities by collaborating with our partners to tailor every project to each individual's needs. We believe that everyone – regardless of circumstances, behaviour, age, gender, race or disability – deserves the chance to fulfil their potential. Most projects are collaborations with community partners, which have specialist knowledge of local priorities and the participants that they exist to serve.

Our focus is on engaging the most marginalised participants in inspiring, sustainable arts programmes – delivered in familiar settings where they feel comfortable and safe – in areas where provision is poor and engagement in the arts is therefore low. We prioritise our work with seven participant groups: young patients; disabled children and adults; young and adult carers; schoolchildren (and their teachers) in areas of deprivation; vulnerable older people; young and adult prisoners (and their families); and marginalised children and adults (eg homeless people, LGBTQ+ young people, refugees, and victims of domestic abuse).

In response to the COVID-19 lockdown in March 2020, we designed Create Live!, a new project concept using Zoom to deliver high quality, live, interactive, collaborative creative workshops that are fun, build skills and reduce isolation.

Since Create was founded in July 2003, we have run 11,076 creative arts workshops that have delivered 317,504 contact hours as part of sustained, life-changing programmes with 40,172 participants.

Some of our programmes are developed and delivered in partnership with the business community, helping to meet their Corporate Responsibility priorities. Every project we deliver is rigorously evaluated because we're passionate about providing inspiring and empowering creative experiences that have a lasting impact. We also evaluate the longer-term impact of our work through the *Making it Matter* initiative, which revisits two projects each year, 6-24 months after they took place.

We know from experience that drama can build an isolated young carer's self-esteem, that storytelling can strengthen the bond between a young offender and the loved ones waiting for him at home, and that music can help ease the anguish felt by the parent of a child with a life-limiting condition.

One spark of creative energy opens up a world of positive opportunities.

Create lights that spark.

Public Benefit

In setting Create's objectives and planning its activities, the Trustees have considered the Charity Commission's general guidance on public benefit. As noted elsewhere in this report, the charity's work is directed towards the most disadvantaged and vulnerable people in society and outcomes for the public benefit are recorded here in detail.

Project participants

To fulfil Create's commitment to working with the most disadvantaged and vulnerable people, each potential community partner is carefully researched to assess the extent to which it enables the charity to meet this objective. Where applicable, Create uses poverty indices and government statistics on areas of deprivation to find the geographical areas of greatest need. When choosing schools, it also considers the percentage of children who bring pupil premium / are entitled to free school meals (key poverty indicators), use English as an additional language or have special educational needs. The level of vulnerability of the participants is always a key consideration, as is the extent to which the community partner already benefits from provision by other external agencies. Create's preference is to work with organisations that are under-served.

In 2020/21, 1,303 participants benefited from Create's projects. These included: young and adult carers; adults with mental ill-health; disabled children and adults; young refugees; LGBTQ+ young people; homeless adults; and vulnerable older people. Create worked with (where data provided):



Volunteers

81 volunteers donated 649 hours of their time to Create: using their skills and enthusiasm to support participants in Create Live! workshops; and providing expert guidance as Trustees or Advisory, Communications, Creative or Development Council members. Pro bono communications support was donated by BrandFormula / WHJE, Contagious and Fat Beehive; consultancy by VCCP; and HR software by Breathe.

Achievements and Performance



Thirty-three professional Create artists ran 19 programmes (an umbrella body of work) within which 59 projects (a series of workshops with one or more community partners) were designed. These delivered 938 workshops/14,133 contact hours with 1,303 participants; and were rated "successful overall" by 99% of community partner staff.

COVID-19 had a profound effect on Create's participants, many of whom were already experiencing social isolation/poor mental wellbeing. Further, many of Create's professional artists lost all work overnight. Create's mission to connect and enrich lives had never been more important yet the pandemic resulted in all in-venue workshops being cancelled.

Having worked tirelessly for two weeks after lockdown, Create launched its online delivery mechanism – Create Live! – on 07/04/20. In that fortnight, the concept of delivering interactive creative arts projects digitally was devised, consulted on (with community partners, participants and artists), planned, trialled, safeguarded and evaluated. By shifting its model online, Create continued to deliver high-quality projects with its participants, recording the busiest year in its history.

The charity adapted its safeguarding/safety protocols to ensure participants' online safety. It also worked closely with its community partners to enable participants to connect to projects via Create Live!; and to share online delivery learning. This helped partners (and the sector more widely) to develop their own digital delivery early in lockdown. *"We've learned everything we know about Zoom from Create; we are using it ourselves now regularly for activities: baking next week!"* CEO, MYTIME Young Carers (05/20).

Create developed a partnership with Carers Trust, the UK's leading organisation representing young/adult carers, enabling it to deliver 14 new projects across the UK via Create Live!, as well as a showcase on Young Carers Action Day that put young carers centre stage. Partnerships with Age UK and The Honeypot Children's Charity were also developed, helping Create to reach increasing numbers of the most isolated participants.

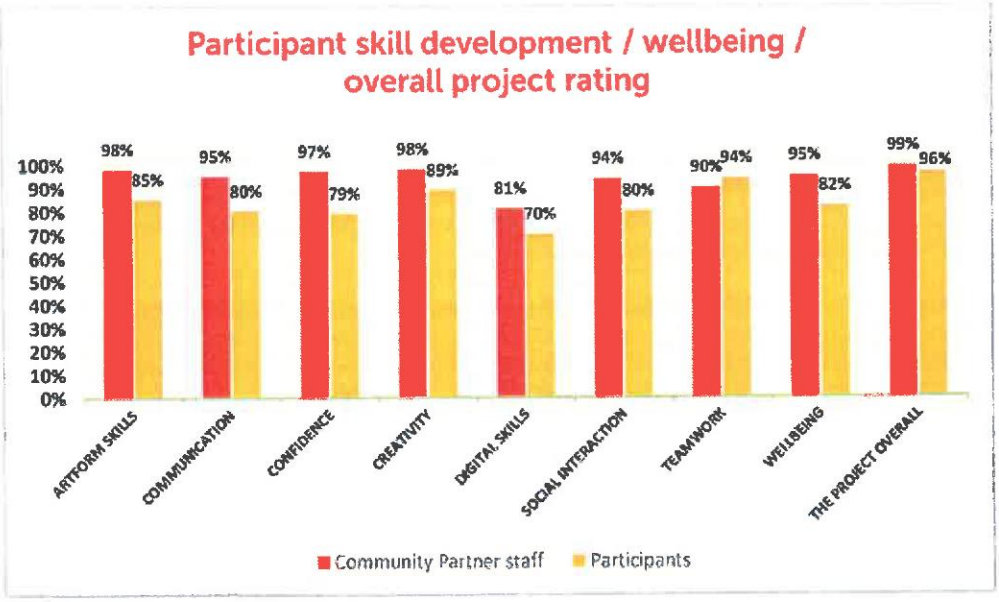
In 03/21, the charity held an online showcase to celebrate its environmental project *changing:minds*, with all five special educational needs schools/units in the London Borough of Harrow. The showcase featured the spectacular environmental artwork, dance and drama created over several months by 111 children and young people.

Photography and writing created during Create's *Speak With My Voice* project by adults who attend Deptford Reach - and are vulnerable through homelessness, mental ill-health, loneliness, social exclusion and severe poverty – was displayed in a window exhibition at Deptford Lounge between December 2020 and April 2021. This raised their self-esteem and gave them a voice.

Create is committed at all levels to rigorous, honest evaluation. Each project is individually designed to meet partners' unique needs; clear, relevant intended outputs/outcomes are agreed; and the project is then evaluated against these. Planning and debrief meetings start and conclude each project and Create

has a 100% feedback policy, with feedback being collected wherever possible from all participants, community partner staff, volunteers and Create artists. Projects are monitored through verbal communication, observation of workshops and written response through questionnaires; and qualitative and quantitative feedback is used by Create to produce an evaluation report that assesses the extent to which the project aims and intended outputs/outcomes have been met. This is the primary means by which formal feedback from each project is disseminated, reports being sent to the community partners, artists and funders, and used by Create in the planning of all future projects.

As part of the evaluation process, community partner staff and participants are asked to rate the success of Create's projects in enabling the participants to develop a range of key skills and enhanced wellbeing, and to appraise the success/enjoyment of their project overall. The results across all projects during the year, shown in the graph below, demonstrate that participants' skill development was rated successful by between 81% and 99% of community partner staff and by 70% and 96% of participants.



In addition to each post-project evaluation, an evaluation consultant revisits two projects each year 6-24 months after they have been delivered to evaluate their longer-term impact on participants, an initiative called *Making it Matter*. During 2020/21, Create focused on its work with young carers across the UK, both in-venue (before lockdown) and via Create Live!. The study found that projects had a lasting impact on young carers, more critical than ever during the pandemic with reduced education and increased isolation affecting attainment levels and mental health. Projects enabled carers to build long-term friendships, enhanced social skills, reduced isolation, improved wellbeing and built self-confidence. They increased participants' creativity and artform (eg: music) skills and inspired many to engage in further creative activities. They also changed some carers' perception of their caring role.

Just three weeks after lockdown, Create provided Create Live! training, ensuring artists and project managers were upskilled in delivering rigorously safeguarded workshops via Zoom. It also provided its artists and project team with free learning, skill-building and networking opportunities at Artist Sharing events that took place online in May and November. With external speakers and artist-led workshops, these sessions focused on delivering financial literacy projects with young carers (May) and on wellbeing (November/December). Artists commented *"The training was in-depth and allowed me to visualise how sessions [via Zoom] will work" "I feel more informed about safeguarding on Zoom because of a number of approaches that were discussed." "It's given me an entirely new workshop I can deliver" "It tied together my personal wellbeing, how I can encourage wellbeing among participants and how I can explore wellbeing creatively with others."*

Create ran the fifth year of *Nurturing Talent*, a programme over 12 months designed to upskill emerging artists who wish to combine a professional artistic practice with creative workshop delivery in community settings. Six artists benefited from: a bursary; four tailored training days delivered by an experienced Create artist; two Artist Sharing events; the opportunity to develop and deliver a workshop collaboratively; and work as a supporting artist on circa 36 workshops across a variety of projects, enabling them to gain experience in a range of community settings alongside different Create artists. One Nurturing Talenter commented: *My confidence seems to increase after each project, as I feel that I am constantly learning, developing and improving."*

Create's income was secured via public sector grants from Arts Council England and Greater London Authority; the development of new relationships (with organisations including: The Ashley Family Foundation; Carers Trust; Chartered Accountants' Livery Charity; Deptford Challenge Trust; Masonic Charitable Foundation; Network for Social Change; Ooh Deer; People's Postcode Lottery/Postcode Community Trust; The Portal Trust; Wates Foundation); the strengthening of significant existing relationships (including: Ashurst LLP; BBC Children in Need; British Land; First Sentier Investors; Garfield Weston Foundation; John Lyon's Charity; The Lovington Foundation; The Mercers' Company; Prudential plc; Raise Your Hands; Reed Smith LLP; The Rumi Foundation; The Taylor Family Foundation); the generous support of dozens of other trusts, foundations, companies and individuals; community fundraising; and events.

Create won a charity appeal on BBC Radio 4, broadcast in 09/20, which was read by comedian, actress and writer Isy Suttie. The appeal, featuring young carer Abi's story, raised almost £40k for the charity's work with carers. Isy Suttie has since become a Create Patron.

Create worked with ITV for its ITV Creates project, bringing together young carers to reimagine the ITV logo. Working with Create artist Amy Leung, the young carers built the letters I, T and V out of blocks that were decorated with artwork they had created exploring their wellbeing. The whole process was filmed and aired on ITV as an ident between programmes from 10-16/08/20.



The charity launched a new fundraising challenge event - the CRE8IN8 - in which runners ran a daily set distance of either 8k or a half-marathon from 1-8/08/20. Combined, they raised £13k to support Create's work. Other community fundraisers included: Soup 13, an established event in the advertising industry; a triathlon held by Heron Financial; and a donation from the Private Goodness book club.

The pandemic forced Create to redesign its annual Gala Dinner as a digital event, giving intimate access to its Patron/internationally acclaimed percussionist Dame Evelyn Glennie (who improvised on weird and wonderful instruments from her studio) and young carer Abi, who was announced as Create's first Youth Ambassador on the evening. The event raised £47.1k, the second-highest total in 17 years.

The *Create the Difference* individual and business membership schemes provide highly valued unrestricted financial support to underpin the charity's work, enabling it to plan with confidence. Create thanks the following members (and all who wish to remain anonymous) who together donated over £53k:

Business Members: Innovators ~ Yellow Cat Recruitment. **Collaborators** ~ Lauren Dickinson Clarke, Michael O'Mara Books, Uncommon London. **Individual Members: Champions** ~ Alistair DK Johnston CMG, Tim & Claire Jones. **Catalysts** ~ Anne Baldock, Eddie Donaldson OBE, Whitney Gore. **Curators** ~ Tony Cates, Gareth Davies, Philip Emery, Adam McNeeney, Alan Paul, Colin Sheaf, Mark Sismey-Durrant. **Community** ~ Ozge Balk, Isabella Bragoli, Joanna Brendon, John Broadis, Zoe Brooks, Elizabeth Dossett, Bonnie Gilmore, Nicky Goulder, Natalie Graeme, Hayley Granston, Sean Hanson, Richard Holman, Dr RC Hooker, Sonja Jutte, Sally Horsington, Edmond Kamara, Paul Kemp-Robertson, Ben Knight, Tim Leeson, William Lidstone, Michael Litman, Michael Llewelyn-Jones, Julie Mernick, Marit Meyer-Bell, Tom Newman, Ben Newton, Mr M D J Quintrell, Alex Rawlings, Isabel Santaolalla, Richard Schrieber, Vanessa Sharp, Lara Sherwin, Emily Stubbs, Louise Stubbings, Jim Thornton, Carol Topolski, Michael Topolski, Zelie Walker, Natt Wallbank.

A vital part of Create's work is its partnerships with the business community, which enables companies to meet their Corporate Responsibility objectives while helping Create to achieve its mission. Companies including Ashurst LLP, British Land, Deutsche Bank, First Sentier Investors and Reed Smith LLP provided volunteers to support projects that they funded, bringing a wealth of experience and expertise to workshops, acting as positive role models for the participants, and developing new skills and experiences to take back to their virtual workplace. Access to workshops also helped to enhance volunteers' connectivity and wellbeing during a year of isolation for so many. Create also launched Create Live! For Business, which enabled businesses to buy an online Create workshop to improve employees' connectivity and wellbeing, while also funding one for Create's participants.



Create's work was recognised with a series of prestigious awards:

charitytimes Awards

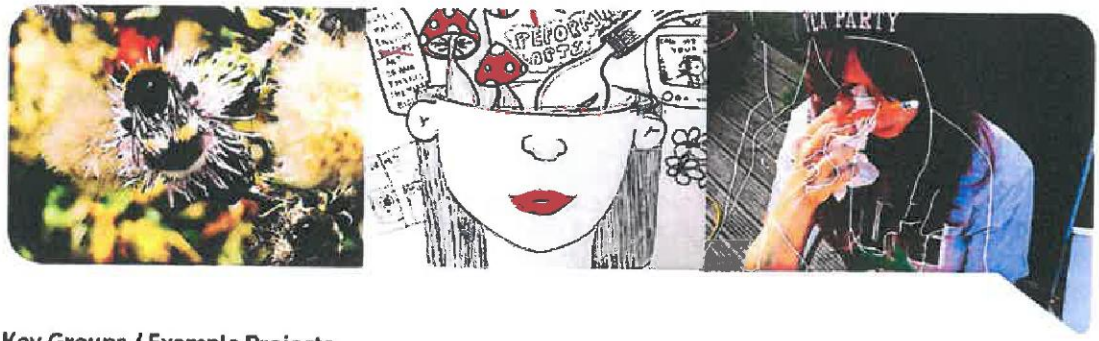
Recognising leadership and professionalism

Winner

Charity of the Year

- Charity Times *Charity of the Year*: with an income of less than £1 million
- Five Koestler Awards for its *Inside Stories* prison programme (connecting prisoners with their children through storytelling/music)
- Legal Week CSR Innovation (Collaboration) Award (Ashurst/Create) for its *creative:engagement* project (creatively connecting older people)

Create increased its profile through high quality, targeted communications that continued to position the charity as a leader in its field and the Chief Executive as an expert voice. This helped to raise the profile of the challenges faced by the charity's participants and the importance of the creative arts to connect, empower, inspire, upskill and enhance wellbeing. Create's involvement with the ITV Creates initiative, for which young carers reimagined the ITV logo, secured press coverage on the Campaign and Little Black Book websites; and a fundraising campaign led by Scottish rock band Biffy Clyro, for which they created a music video and T-shirts championing the value of creativity, was covered in NME and Rock Sound. The Chief Executive appeared on Mariella Frostrup's Times Radio show to discuss the importance of art and creativity, and had a blog published on the Arts Council England website about adapting participatory arts activities during lockdown. Her speaking engagements included a presentation on "Innovation Day" at Carers Trust's national conference.



Key Groups / Example Projects

During the year, Create developed and delivered 59 projects, examples of which are included below. The lockdown prevented its work in both prisons and children's psychiatric units. Both will be restarted in the new financial year.

Led by Create's professional artists, Create's projects connected, empowered, inspired and upskilled all participants, raising aspirations, building self-esteem and enhancing wellbeing. They also ...

Disabled adults	... improved social skills, provided means of self-expression and built self-confidence

"Meeting new people and making music made me feel better." Participant

Create's *more:creative* project enabled 27 adults with learning disabilities from Bede House in the London Borough of Southwark to explore their creativity through high-quality music and visual art workshops, delivered via Create Live!. Coming together remotely, they reconnected with their peers, reducing isolation; learnt new skills; and built confidence, enhancing wellbeing.

Disabled children	... learnt about the environment through the creative arts

"There was something for everyone – not just for one particular type of child. It was for everyone of all different abilities." Participant's mother

The second year of Create's three-year *changing:minds* environmental project comprised 60 comic book, dance, drama and visual art workshops, delivered via Create Live! with 111 children from the five special needs schools/units in the London Borough of Harrow. It culminated in an online Showcase.

Create's *creative:explorers* project enabled 134 children with special educational needs at seven schools in Essex, London and Salford (Greater Manchester) to explore their creativity and self-expression.

Adult carers	... provided a social outlet through which to take a break from caring and build trusting relationships, reducing isolation

"I think carers need the opportunity to be creative, to step outside themselves and to explore the world outside. It's life-changing and life-enhancing." Participant

Create's *creative:voices* project delivered via Create Live! enabled 158 adult carers in England and Scotland to explore their creativity while taking a break from their caring responsibilities, building trusting relationships with other carers who understand their situation, and developing communication skills and confidence. Many projects brought carers from different geographical locations together.

Young carers	... enabled young carers to take a break, build resilience, and learn about money in the home

"I think projects like this are good for young carers because they refresh their minds. I can take a break just until 3 o'clock and then go back to helping mum or dad. I feel like I have taken a big break and I feel refreshed." Participant

Create worked with 22 young carer services across England and Wales, delivering 567 workshops via Create Live! These enabled 672 young carers to develop their skills, enhance their creativity, build their confidence, connect with other young carers and enjoy a break from their caring responsibilities.

"The workshops have helped me learn the value of money. When you're growing up, you don't realise how much or how little money you have, or how it works in the real world." Participant

change:matters is Create's new programme that takes a creative approach to upskilling young carers about money and family finances. Delivered via Create Live!, Create enabled 116 young carers to learn these new skills through music, photography, radio drama or graphic novel; and created a new resource bank on its website.

LGBTQ+ young people	... encouraged self-expression and built a sense of community

"We do a lot of workshops with Create because creativity is a really great way to provide support." Community partner

creative:together comprised a six-week zine-making project with LGBTQ+ people aged 16 to 25 from the London Boroughs of Croydon, Lewisham and Sutton, delivered via Create Live!. The project offered participants an opportunity to develop their creative thinking and self-expression in a safe environment while reflecting on the legacy of Pride and what it means to live as an LGBTQ+ young person today. It also enabled them to connect, build skills and share their experiences through writing and visual media.

Older people	... reduced isolation, fostered imagination and increased self-worth

"It's very meaningful to have the freedom to express myself. This project has been like much-needed therapy." Participant

Create ran five programmes in London that empowered older participants to express themselves creatively, learn new skills, feel less lonely and have fun. Online and telephone-based solutions via Create Live! were trialled and tailored to ensure participants could join in the workshops safely during the pandemic.

Vulnerable adults	... broadened horizons and promoted self-expression

"It's helped to be a sanctuary of sanity through the pandemic." Participant

Create's *Speak With My Voice* project brought together 17 participants who attend Deptford Reach, a day centre in the London Borough of Lewisham serving local people who are vulnerable through homelessness, mental ill-health, loneliness, social exclusion and severe poverty. The socially distanced in-venue project empowered them to express themselves through photography and writing, and culminated in a four-month exhibition at Deptford Lounge.



Plans for 2021/22

Create will embark on its ambitious new five-year strategy from 04/21 with the aim of doubling the reach and impact of its work by 03/26; and establishing a new hub in Manchester that will enable it to reach increasing numbers of the most disadvantaged and vulnerable children and adults across the North West.

Its participants will remain the driving force behind the charity's work and Create will continue to meet its commitment to developing sustained, life-changing programmes by returning to many of the carer services, schools, day centres and other community settings with which it collaborated during 2020/21. It will also return to settings that COVID-19 lockdown made impossible: prisons (where technology is banned and Create Live! delivery was therefore unfeasible); and children's psychiatric hospital units (that were closed).

Create has a series of important new initiatives planned that will extend its work geographically and with new partners. It will expand its work with disabled children, young and adult carers and vulnerable older people from its new NW hub, reaching participants in areas of high deprivation across Greater Manchester, Merseyside and beyond. It will expand its prison work with the launch of *My Dad's In Prison*, enabling fathers to create an illustrated book to help children understand why dad is away from home. It will expand its *creative:tandem* programme for young patients with severe emotional or behavioural disorders to two new adolescent psychiatric hospitals, at a time when mental health support for young people has never been more critical. Other new projects are being explored and developed.

With the climate crisis arguably the most significant global challenge over the next decade and beyond (COVID-19 aside), there is an urgent need to educate people on environmental issues. Create has taken its environmental responsibility seriously for 18 years, both operationally and via projects. In line with its Environmental Policy, it will continue to promote the need for environmental responsibility, reviewing the targets set out in its Green Action Plan and taking an innovative approach to leading change. Its three-year *changing:minds* environmental programme working at all five special schools/units in Harrow culminated in 11/21. It will fundraise during the year to launch two new environmental programmes to upskill children from 2022: *environment:matters* and *environment:tales*.

As the COVID-19 lockdown eases, Create will offer community partners a blended approach of Create Live! and in-venue projects, enabling them to choose the most appropriate way for their participants to access workshops. For those participants who are unable to leave home, due to their caring responsibilities, frailty, mental illness or sickness, for example, being able to join workshops over Zoom helps to keep them connected, empowered, inspired and upskilled, reducing isolation and enhancing wellbeing.

Alongside the evaluation of each project at its culmination, the charity's *Making it Matter* initiative will revisit two projects during the year that completed 6-24 months previously, to assess the longer-term impact on participants.

Artist development will remain a priority for Create, with six-monthly Artist Sharing events continuing to provide an opportunity for its professional artists to network, develop new skills and share best practice.

Taking place in May and November 2021, the first of these will focus on sustainability/the environment. Eight artists have been accepted onto the *Nurturing Talent* programme, which upskills emerging artists, enabling them to acquire experience and to benefit from high-quality mentoring, training and practical workshop assistance.

Planned fundraising events during the year include: a team of runners taking part in CRE8IN8 in 08/21; and an event at White Cube art gallery during 03/22. A number of community fundraising events are also scheduled to take place.

Create's office lease terminates on 24/12/21 and the charity has therefore found new premises nearby. In assessing future needs, it has considered a blended approach of home and office working. Staff wellbeing and the charity's Green Action Plan have also played an important role in decision-making.



Reserves policy

The aim of Create's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure. The Trustees regularly review the levels of unrestricted reserves and perform a full review annually. This considers the financial risks associated with different income streams, expenditure categories and balance sheet items together with Create's ability to meet these from realisable funds. Create monitors a range of measures related to its income and expenditure profile, risks faced and cash flow in developing an unrestricted reserves target. On this basis, the Trustees aim to maintain free unrestricted reserves of 4-6 months of projected operational costs. Unrestricted reserves at 31/03/21 were £684,372, of which £150k is held in a designated fund to support three key one-off strategic costs: CRM system; website; office move. The balance of £534,372, represents 5.4 months of projected expenditure for 2021/22.

This crucial level of reserve – given the uncertainty resulting from the impact of COVID-19 and Brexit, and the uncertainties in the global economy – together with restricted reserves at 31/03/21 of £504,074 (funding received in advance that has been given for a specific purpose and is tied to specified projects or activity taking place in future financial years), provide the charity with a strong balance sheet and cash position. The Directors therefore consider the funding of the activities of the charity to be secure for the following 12 months and beyond.

Structure, governance and management

Company Status
The company is incorporated by guarantee and has no share capital. Each of the members has guaranteed to meet debts of £1 in the event of a winding up. The company was incorporated on 09/04/03 and is governed by a memorandum and articles of association. The company is also a registered charity.

Appointment and induction of Directors
Create's Board of Directors has a wealth of experience that covers the arts, business, community and education sectors. New Directors are appointed to the Board by the current Directors, who are also members of the company.

The Chief Executive inducts new Directors through a process of briefings. They are provided with key information relating to the charity's governance and operations, and undertake a DBS check and safeguarding training. The Directors meet at least quarterly and attend projects and events. The Communications, Creative, Development and Finance Councils are each chaired by a member of the Board.

Key management personnel
Day to day operations are managed by the Chief Executive, Nicky Goulder and her team of 16 staff. Five of these are on the Senior Management Team: Director of Communications; Deputy Director of Development; Director of Development; Director of Finance & Operations; Senior Project Manager.

New staff have a six-monthly appraisal; all staff have an annual appraisal against SMART objectives set. The Staff Handbook provides information on internal policies and procedures.

Once a year, the Chairman agrees any staff salary increases, which have reference to any rise in the cost of living and any increase in responsibilities. As appropriate, staff salaries are benchmarked against the sector.

Fundraising
Create has a fundraising team of four who work closely with the Chief Executive. Funding bids are carefully researched, developed and submitted to trusts/foundations and public sector bodies, matching their funding criteria with Create's work. Corporate partnerships are developed with businesses, carefully matching their corporate responsibility objectives with Create's charitable objectives. Increasingly, Create is approached and works with organisations to co-create partnerships with mutual benefit. Create works on a personalised basis with individuals who have expressed interest in its work. It does not seek to raise funds from the wider public.

Create has received no complaints about this or any other approach to fundraising.

Risk management
The Directors consider the key risks to which the charity is exposed. In addition, a detailed risk register is maintained by the Director of Finance & Operations and reviewed annually by the Directors to assess the detailed risks and the systems in place to mitigate them. Examples of the key risks faced by Create and their mitigation are provided below:

- **Loss of the Chief Executive**
  In a charity of this size and history the Chief Executive's continuing commitment and resilience underpins its capacity to deliver its business plan.

  Mitigation: A Senior Management Team covers the core areas of communications, finance, fundraising, operations and projects, and provides support to the Chief Executive as well as continuity in times of absence. As the charity continues to grow that resource is monitored.

- **Reputational damage**
  The charity's reputation is paramount and it works hard to maintain and enhance it.

  Mitigation: High quality programmes are delivered by exceptional artists and meticulously evaluated; a rigorous Safeguarding Children & Vulnerable Adults policy is in place; risk assessments are carried out with community partners for every project.

- **Lack of funding**
  Funding is critical to the continued operations of the charity and in a continuously evolving environment, particularly with the challenges presented by COVID-19, it needs to be alert to changing funding demands and policies.

  Mitigation: The Chief Executive has a proven fundraising track record; fundraising has been strengthened with a Development Council, and Development team of four; longer-term funding is

being developed; Create has a proven ability to meet fundraising targets.

- **Poor staff wellbeing**
  Staff wellbeing is crucial in a small, ambitious charity that delivers an extensive programme each year with disadvantaged and vulnerable participants.

  Mitigation: Staff wellbeing is central to the charity's people strategy and an increased priority during lockdown with the team dispersed due to home working. Initiatives have included wellbeing training; creative activities; additional leave; and regular socials.

Directors and their interests

The following served as Directors during the year:

John Broadis
Tony Cates (appointed 30/06/20)
Eddie Donaldson OBE
Tim Jones
Marit Meyer-Bell
Vanessa Sharp
Paul Thimont
Carol Topolski

The Directors are also the Trustees for the purpose of charity law.

Directors' Report (continued)

Statement of Directors' responsibilities

The trustees (who are also directors of Create (Arts) Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement of Disclosure to Auditor

In so far as each of the Directors is aware:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

In accordance with section 485 of the Companies Act 2006, appointment of auditors to the company will be put to the Annual General Meeting of Members.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime in Part 15 of the Companies Act 2006.

By Order of the Board

E Donaldson

Eddie Donaldson OBE
Chairman
07/12/21

INDEPENDENT AUDITORS' REPORT

To the members of Create (Arts) Limited

Opinion

We have audited the financial statements of Create (Arts) Limited (the "Charity") for the year ended 31 March 2021 which comprise Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

INDEPENDENT AUDITORS' REPORT

To the members of Create (Arts) Limited

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' Annual Report.

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

INDEPENDENT AUDITORS' REPORT

To the members of Create (Arts) Limited

- We obtained an understanding of the legal and regulatory framework applying to the charity, and the procedures that management adopt to ensure compliance, including those relating to the Charities SORP FRS 102;
- We assessed the susceptibility of the charity's financial statements to material misstatement, including considering how fraud might occur,
- We obtained the Board of Trustees' assessment of fraud risk and enquired as to any known or suspected instances of fraud; and
- We designed and performed audit procedures to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations, including enquiry of the trustees, review of minutes and correspondence, and review of the completeness and accuracy of disclosures made in the financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

Lindeyer Francis Ferguson LTD

Jonathan Healey (Senior Statutory Auditor)
For and on behalf of Lindeyer Francis Ferguson Limited
Chartered Accountants
Registered Auditor

North House
198 High Street
Tonbridge
Kent, TN9 1BE

9 December 2021

CREATE (ARTS) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	*Restricted funds 2021* £	*Unrestricted funds 2021* £	*Total funds 2021* £	*Total funds as restated 2020* £
Income from:					
Donations and legacies	2	433,424	360,274	793,698	732,354
Charitable activities	3	78,296	64,500	142,796	90,395
Other trading activities:					
Fundraising	4	105,288	12,845	118,133	110,232
Investment income:					
Bank interest received		-	4,009	4,009	7,430
Total		617,008	441,628	1,058,636	940,411
Expenditure on:					
Raising funds	5	-	1,126	1,126	12,220
Charitable activities	6	485,591	337,209	822,800	812,583
Total		485,591	338,335	823,926	824,803
Net income		**131,417**	**103,293**	**234,710**	**115,608**
Transfers between funds	13	(20,000)	20,000	-	-
Net movement in funds		**111,417**	**123,293**	**234,710**	**115,608**
Reconciliation of Funds:					
Total funds brought forward		392,657	561,079	953,736	838,128
Total funds carried forward		**504,074**	**684,372**	**1,188,446**	**953,736**

CREATE (ARTS) LIMITED

BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	£	2021 £	£	As restated 2020 £
Fixed assets					
Tangible assets	9		-		-
Current assets					
Debtors	10	38,123		52,108	
Cash at bank and in hand		1,222,185		938,028	
		1,260,308		990,136	
Creditors: amounts falling due within one year	11	(39,862)		(36,400)	
Net current assets			1,220,446		953,736
Total assets less current liabilities			1,220,446		953,736
Provisions for liabilities	12		(32,000)		-
Total net assets			**1,188,446**		**953,736**
The funds of the charity:					
Restricted Funds			504,074		392,657
Unrestricted funds					
General funds			534,372		521,079
Designated funds			150,000		40,000
Total charity funds	13		**1,188,446**		**953,736**

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Directors on 7 December 2021 and were signed on its behalf by:

.....

Eddie Donaldson OBE
Chairman

Company registration no: 04728145

CREATE (ARTS) LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021	As restated 2020
		£	£
Cash flows from operating activities:			
Net cash provided by operating activities	A	280,148	72,954
Cash flows from investing activities:			
Bank interest received		4,009	7,430
Net cash provided by investing activities		4,009	7,430
Change in cash and cash equivalents in the reporting period		**284,157**	**80,384**
Cash and cash equivalents at the beginning of the reporting period		938,028	857,644
Cash and cash equivalents at the end of the reporting period		**1,222,185**	**938,028**

A. Reconciliation of net income to net cash flow from operating activities

	2021	As restated 2020
	£	£
Net income for the reporting period (as per the statement of financial activities)	234,710	115,608
Adjustments for:		
Bank interest received	(4,009)	(7,430)
Decrease/(increase) in debtors	13,985	(29,369)
Increase/(decrease) in creditors	35,462	(5,855)
Cash flow from operating activities	**280,148**	**72,954**

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Basis of accounting
The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Create (Arts) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in pounds sterling and rounded to the nearest pound.

Going concern
The global pandemic Covid-19 has inevitably impacted the operations of the charity. The trustees are keeping the matter under constant review and believe that the charity has sufficient reserves to absorb the impact of the Covid-19 crisis and will be able to continue in its operations for the foreseeable future. The trustees believe that the charity therefore has not been adversely impacted in such a way that would cast doubt over the going concern status, and so the going concern basis of accounting continues to be adopted.

Recognition of income
Incoming resources from charitable activities have been analysed according to the type of funding received as the charity has one main activity, which is the development and delivery of projects.

Fees, sponsorship and event income
Fees, sponsorship and event income are stated net of discounts and VAT, and are recognised on a receivable basis.

Grants, donations and sponsorship
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. For donations, this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds.

Much of the funding for Create's charitable work derives from grants, donations and sponsorship, whether from the public sector, companies, trusts and foundations, or individuals. Such support is often directed towards a particular event or project. Such receipts are accounted for as restricted funds and expenditure is matched against the income as incurred.

Investment income is recognised when receivable.

1 **Accounting policies (continued)**

Legacies
Legacies are recognised on a receivable basis, once the conditions for the receipt have been satisfied and the amount can be measured with certainty.

Donated services
Donated services are recognised when the value of the services is reasonably quantifiable and measurable. The valuation method used on the resources is the estimated value of the services to the charity. During the year the charity received communications, HR services, event space, consultancy and art supplies.

Fixed assets and depreciation
Individual fixed assets costing £1,500 or more are capitalised at cost. Fixed assets are included in the balance sheet at cost less provisions for depreciation.

Depreciation is provided at 33% per annum on cost in order to write off the cost of computer equipment over their estimated useful life.

Expenditure and liabilities
Liabilities and related expenditure are recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be measured or estimated reliably.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of the charity is included within support costs as part of the cost of charitable activities. All resources expended are inclusive of irrecoverable VAT.

Staff costs have been allocated to expenditure headings on the basis of an estimate of the amount of time spent by staff members in each area.

Financial instruments
The charity only has financial instruments of a kind that qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in profit and loss.

Taxation
The charity is exempt from Corporation Tax on its charitable activities.

1 **Accounting policies (continued)**

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are applied for a specific restricted purpose. In the majority of cases, restricted funds are those which have been received in the year but are required to be applied to projects which are not going to commence until the following year. If those projects do not proceed then in some cases those funds will have to be returned.

Designated funds are unrestricted funds which have been set aside by the trustees for an essential spend or future purpose.

Operating leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

Pensions
Create (Arts) Limited has set up an auto-enrolment compliant pension scheme into which the employees are enrolled. The pension cost in the financial statements represents the contributions payable by the charity during the year.

Provisions
Provisions are recognised when the company has a legal or constructive present obligation as a result of a past event, it is probable that the company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in the period in which it arises.

Status
Create (Arts) Limited is a charitable company limited by guarantee incorporated in England and Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is 379 Salisbury House, London Wall, London, EC2M 5QQ.

1 Accounting policies (continued)

Prior period adjustment

During the preparation of the Charity's financial statements for the year ended 31 March 2021, a full review of the terms and conditions attached to the Charity's funding was undertaken to ensure that the income was being recognised in accordance with the Charity's accounting policies and the Charity SORP. A revised interpretation of the SORP has resulted in a prior period adjustment being made to both the Charity's income and deferred income for the year ended 31 March 2020 in order to better reflect the terms and conditions attached to the Charity's funding. The change has resulted in the balances on funds at 31 March 2020 increasing by £466,157. In addition to this, an adjustment has been made to reclassify grants received to support charitable activities as income from grants and donations. Previously these were included within income from charitable activities. The effect of this adjustment in the prior period has been to reanalyse income of £412,136 from income from charitable activities to income from donations and grants.

Summary of the prior year accounting impact	*Restricted funds* £	*Unrestricted funds* £	*Total funds as restated* £
Funds brought forward at 1 April 2019 as previously stated	-	421,985	421,985
Increase in income and decrease in deferred income	354,913	61,230	416,143
Funds brought forward at 1 April 2019 as restated	354,913	483,215	838,128
Increase in income and decrease in deferred income	37,744	77,864	115,608
Funds carried forward at 31 March 2020	392,657	561,079	953,736

2 Income from donations and legacies

	2021 £	*2020 As restated* £
Donations and legacies	257,261	238,582
Grants	536,437	493,772
	793,698	732,354

The comparative figures include restricted income from grants and donations totalling £435,911.

Included in the above are grants received from Arts Council England, Carers Trust, Garfield Weston Foundation, Lawson Fund at Sussex Community Foundation, The London Community Foundation/The Deptford Challenge Trust, The Mercers' Charitable Foundation, The National Lottery Community Fund, Network for Social Change, Raise Your Hands and Southwark Community Council Neighbourhoods Fund.

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FOR THE YEAR ENDED 31 MARCH 2021

3 Income from charitable activities

	2021	*2020 As restated*
	£	£
Activity: Create projects		
Fees for services	96,406	-
Sponsorship	46,390	90,395
	142,796	90,395

The comparative figures include restricted income from grants and sponsorship totalling £90,395.

4 Income from other trading activities (fundraising)

	2021	*2020 As restated*
	£	£
Gala dinner	47,139	67,113
BBC Radio 4 Appeal	35,522	-
CRE8IN8	12,806	-
One Lonely Fiver	-	17,080
Prudential RideLondon	-	7,288
Community fundraising	22,666	18,751
	118,133	110,232

The comparative figures include restricted income from donations totalling £28,297.

5 Expenditure on raising funds

	2021	*2020*
	£	£
Gala dinner	1,126	12,088
Prudential RideLondon	-	132
	1,126	12,220

6 Expenditure on charitable activities

		2021	2020
		£	£
Activity: Create projects			
Employee costs		497,620	476,656
Direct costs of projects		164,083	181,588
Support costs (below)		161,097	154,339
		822,800	812,583

The comparative figures include £516,859 of expenditure from restricted funds.

Support costs			
Employee costs		55,291	52,962
Other staff related costs		1,048	3,705
Other staff related costs (donated)		227	227
Insurance		1,671	2,806
Rent/service charge		41,788	46,872
Other premises expenses		3,689	5,340
Communications/branding		956	13,310
Communications/branding (donated)		-	3,980
Consultancy fees (donated)		710	4,000
Office costs		9,810	10,471
Dilapidation costs	**See Note 12**	32,000	-
Irrecoverable VAT		10,767	7,706
Board meeting expenses		-	30
Auditors' remuneration		2,220	2,100
Auditors' remuneration for payroll services		920	830
		161,097	154,339

7 Net income

	2021	2020
	£	£
Net income is stated after charging:		
Auditors' remuneration for audit services	2,220	2,100
Auditors' remuneration for payroll services	920	830
Rent paid under operating leases	41,788	46,872

8 Employee costs

	2021 £	*2020* £
Wages and salaries	495,847	476,290
Social security costs	44,239	42,617
Pension costs	12,825	10,711
	552,911	529,618

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

	2021 #	*2020* #
Project management	7	7
Communications	2	2
Development	4	4
Management	3	3
Finance	1	1
	17	17

One member of staff earned over £60,000 for the financial year (2020: one).

None of the directors received any remuneration during the year (2020: £Nil). No expenses incurred by the directors were reimbursed. Expenses waived by the directors are immaterial.

9 Tangible fixed assets

	Computer equipment £
Cost	
At 1 April 2020	11,199
Disposals	(11,199)
At 31 March 2021	-
Depreciation	
At 1 April 2020	11,199
Disposals	(11,199)
At 31 March 2021	-
Net book value	
At 31 March 2021 and 2020	-

10 Debtors

	2021 £	*2020* £
Trade debtors	8,000	24,952
Other debtors	18,518	17,359
Prepayments	11,605	9,797
	38,123	52,108

11 Creditors: amounts falling due within one year

	2021 £	*2020 as restated* £
Trade creditors	21,100	6,316
Taxes and social security costs	14,448	22,891
Other creditors	2,114	3,320
Accruals	2,200	3,873
	39,862	36,400

12 Provisions

	2021	*2020*
	£	£
Provisions for dilapidations	32,000	-

The charity is moving offices in December 2021 and under the terms of the lease are required to pay for dilapidations on the current premises. The costs of the dilapidations is estimated to be £32,000 and a provision has been made in the accounts to reflect the liability. The costs are expected to be paid shortly after the premises have been vacated.

13 Movement on funds

Current year	*1 April 2020 - as restated* £	*Income* £	*Expenditure* £	*Transfers* £	*31 March 2021* £
Unrestricted funds					
General Fund	521,079	441,628	(338,335)	(90,000)	534,372
Designated Funds:					
Implementation of a new CRM	-	-	-	85,000	85,000
Development of a new website	-	-	-	15,000	15,000
Office relocation costs	-	-	-	50,000	50,000
Director of Communications Post	40,000	-	-	(40,000)	-
	561,079	441,628	(338,335)	20,000	684,372
Restricted funds					
Disabled children and adults	91,440	40,005	(80,255)	(15,000)	36,190
Schoolchildren in areas of deprivation	9,848	-	(5,000)	-	4,848
Marginalised children and adults	7,750	31,500	(26,125)	-	13,125
Vulnerable older people	46,951	58,551	(48,149)	-	57,353
Young and adult carers	179,931	322,814	(314,861)	2,500	190,385
Young and adult prisoners	24,963	10,625	(5,300)	(5,000)	25,288
Young patients	31,774	23,498	-	(2,500)	52,772
Nurturing Talent	-	20,477	-	-	20,477
creative:vision	-	109,538	(5,901)	-	103,637
	392,657	617,008	(485,591)	(20,000)	504,074
Total funds	953,736	1,058,636	(823,926)	-	1,188,446

13 Movement on funds (continued)

Designated Funds:
In 2020 the trustees decided to allocate £40,000 of reserves to a designated fund to support the appointment of a Director of Communications. The post was filled in May 2020 and therefore the fund was released during 2020/21.

During 2021 the trustees decided to allocate £150,000 of reserves to designated funds to cover the costs of implementation of a new CRM, the development of a new website and costs associated with the relocation to new office premises. The costs are expected to be incurred during 2021/22.

Transfers
During 2020/21, one transfer was made from restricted to unrestricted funds; another between projects.

Due to the ongoing impact of COVID-19 on schools, Create was unable to deliver *creative:connection*, Garfield Weston Foundation gave permission to reallocate the grant of £15,000 towards the charity's wider programme (Create Live! delivered via Zoom) to have an impact on the lives of participants before reporting back in May 2021.

Due to the impact of COVID-19 and social distancing restrictions, Create was unable to deliver work in adolescent psychiatric wards in 2020/21. London Catalyst therefore allowed the reallocation of the grant of £2,500 towards work that could be delivered via Create Live! during the period.

Prior year - as restated	*1 April 2019* £	*Income* £	*Expenditure* £	*Transfers* £	*31 March 2020* £
Unrestricted funds					
General Fund	449,882	385,808	(307,944)	(6,667)	521,079
Designated Fund:					
Director of Communications Post	-	-	-	40,000	40,000
Director of Finance & Operations Post	33,333	-	-	(33,333)	-
	483,215	385,808	(307,944)	-	561,079

13 Movement on funds (continued)

Prior year - as restated	*1 April 2019* £	*Income* £	*Expenditure* £	*Transfers* £	*31 March 2020* £
Restricted funds					
Disabled Children and Adults	69,940	106,730	(85,230)	-	91,440
Schoolchildren in areas of deprivation	-	9,848	-	-	9,848
Marginalised children and adults	-	43,000	(35,250)	-	7,750
Vulnerable older people	40,233	75,528	(68,810)	-	46,951
Young and adult carers	202,094	220,845	(243,008)	-	179,931
Young and adult prisoners	20,598	56,378	(52,013)	-	24,963
Young patients	19,548	39,274	(27,048)	-	31,774
Nurturing Talent	2,500	3,000	(5,500)	-	-
	354,913	554,603	(516,859)	-	392,657
Total funds	838,128	940,411	(824,803)	-	953,736

14 Analysis of net assets between funds

	Restricted funds £	*Unrestricted funds* £	*Total funds* £
Current year			
Net current assets	504,074	716,372	1,220,446
Provisions	-	(32,000)	(32,000)
	504,074	684,372	1,188,446

	Restricted funds £	*Unrestricted funds* £	*Total funds* £
Prior year			
Net current assets	392,657	561,079	953,736
	392,657	561,079	953,736

The charity is committed to future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	*2020* £
Land and buildings - due within one year	30,318	30,318

15 Related party transactions

During the year, the Charity made payments of £1,805 to Carol Topolski in relation to the service she provided on projects as a professional writer (2020 - £1,156). Carol was not paid in her role as a Trustee.

In aggregate, trustee donations totalled £135,272 (2020: £137,385).

The key management personnel of Create in charge of planning, directing and controlling the charity and running and operating it on a day to day basis comprise the Board of Trustees, Chief Executive and Senior Management Team. The total remuneration (excluding employer's national insurance) payable to key management personnel (6) during the year was £237,737 (2020 {5 personnel}: £182,316).