AKADEMI SOUTH ASIAN DANCE UK

England & Wales · Charity number 1107249

Details

Status	Registered
Legal form	Charitable company
Company number	05294528
Registered	2004-12-14
Register	View on the Charity Commission register

Contact

Address	Akademi Interchange Studios Hampstead Town Hall Centre 213 Haverstock Hill London
Phone	02076913210
Email	info@akademi.co.uk
Website	www.akademi.co.uk

Activities

Objects: To advance the arts for the public benefit, in particular by the promotion of South Asian dance forms, and generally by the promotion of the performing arts.

Activities: Akademi - South Asian Dance UK exists to promote understanding, appreciation and excellence in South Asian dance through education, community work with disadvantaged people, performance, dance development, resources and public services.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

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Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£490,246	£508,250	-	-
2024-03-31	£603,249	£551,116	£494,620	6
2023-03-31	£510,431	£470,764	£442,487	0
2022-03-31	£416,058	£370,698	-	-
2021-03-31	£378,718	£363,623	-	-

Trustees

Name	Role	Appointed
Caroline Casey		2018-05-23
Devashree Pande		2025-03-05
Dr Shopitha Sivaranjan		2025-03-05
Hannah Jane Dye		2021-08-15
Jasmine Rose Man		2025-03-05
Martina Ghinetti		2025-03-05
PRAKASH KURUP		2018-02-28
RACHEL HARRIS		

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AKADEMI SOUTH ASIAN DANCE UK

England & Wales - Charity number 1107249

Accounts

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2025

Akademi South Asian Dance UK
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Akademi South Asian Dance UK
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2025.

The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and administrative details

Akademi South Asian Dance UK is a registered charity (number: 1107249) and the company number is: 05294528.

Principal (and Registered) Office

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Directors and Trustees

The directors of the charity are its trustees for the purposes of charity law and the trustees serving during the year were as follows:

Caroline Casey

Hannah Dye (Chair)

Martina Ghinetti

Rachel Harris

Prakash Kurup

Jasmine Man

Devashree Pande

Dr Shopita Sivaranjan

Shravan Sood

Key management

To which day-to-day management of the charity is delegated:
Kirsten Burrows – Executive Director & Joint CEO
Subathra Subramaniam – Artistic Director & Joint CEO

Company Secretary

Rachel Harris

Treasurer

Prakash Kurup

Relevant organisations or advisors

Independent examiner

Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG

Bankers

National Westminster Bank
Bloomsbury Parr Branch
PO Box 158
214 High Holborn
London
EC1V 7BX

Solicitors

Russell Cooke Solicitors
2 Putney Hill
London
SW15 6AB

Structure, governance, and management

Akademi is a company limited by guarantee and governed by a memorandum of association which was updated on 1 December 2021.

Trustees' Indemnity Insurance was purchased during the year. Akademi conducts an induction for new trustees and provides on-going training throughout their time as trustees.

Trustees hold four full board meetings a year and take part in sessions dedicated to the strategic development and future visioning of the organisation annually. The board is supported by subgroups with specific roles as follows:

• **Finance & General Purposes (F&GP)** – an existing group consisting of the Joint CEOs and 2 board members (comprising the Chair and the Treasurer) to analyse and approve quarterly management accounts ahead of each board meeting, review company policies (such as equal opportunities, safeguarding and environmental), oversee and advise on HR, annually review remuneration for staff salaries and freelancers' fees.

• **Strategic Development Group (SDG)** – a group consisting of 2 Trustees with specialist arts management and Charity knowledge and the Joint CEOs to monitor formal governance, monitoring of the business plan, risk register and mitigations, and adherence to the Arts Council England Investment Principles.

Major risks

Akademi's major risks are principally the withdrawal of funds by any of our major funders, including public bodies. Steps have been taken by the Trustees to ensure that there is regular dialogue with Arts Council England and that a fundraising strategy to diversify our income streams is put in place. Akademi has a comprehensive risk analysis which is available on request. Systems have been established to enable and ensure regular reports are produced so that the necessary steps can be taken to lessen these risks.

Annual review

Objectives

The objects for which the Company is formed are to advance the arts for the public benefit, in particular by the promotion of South Asian dance forms, and generally by the promotion of the performing arts.

Akademi makes vibrant, fascinating, and meaningful South Asian dance. We use the compelling power of storytelling, rhythm, and gestures to create deeper connections with each other and our wider world. Care is at the centre of all that we do. Akademi has been the beating heart of South Asian dance in the UK since 1979, and our vision is that South Asian dance isa vital part of everyone's creative expression.

Since Akademi's formation by renowned South Asian dance performer and teacher Tara Rajkumar OAM, and the work of Artistic Director Mira Kaushik OBE from 1988–2019, we have grown into the UK's leading dance organisation dedicated to developing South Asian dance at the highest level.

Akademi is known for our world-class dance performances and groundbreaking wellbeing programmes. Our work is for everyone, and we bring our work to our communities. You can find us in everyday places from theatres, parks, shopping centres and festivals to hospitals, care homes and schools. Through the captivating forms of South Asian dance like Bharatanatyam and Kathak, we bring joy, inspiration and hope to people's lives.

The artistic community we work with are our collaborators and partners. We engage with internationally recognised dancers, choreographers, and artists to nurture the future generation of South Asian dance form leaders. We collaborate with environmental, science and health specialists to share stories of the societal and scientific issues of our world today.

Akademi's work generates significant public benefit across the interconnected areas in which it operates including community engagement, performance, and artist development. Our beneficiaries are wide ranging. They include older adults, hospital patients and NHS staff, children and young people, those who are Black, Asian minority ethnic, disabled people, low-income families, people with Special Educational Needs, South Asian dance professionals, artists and their collaborators and aspiring dancers and creatives.

"We put care at the centre of everything that we do at Akademi. Caring deeply about dance, the people we work with and the artists and creatives who make work, we care about the planet and our future and we care that as many people as possible can participate and benefit from the joy of South Asian dance." Suba Subramaniam, Artistic Director & Joint CEO, Akademi.

Akademi's Manifesto

Akademi's Manifesto is a statement developed by the Joint CEOs in consultation with the Trustees and an independent Artist Advisory Group in 2021. The Manifesto is reviewed annually by the Joint CEOs to ensure it continues to represent Akademi's public declaration and commitment of our aims and values.

- Our creative programme will be driven by societal and scientific issues that are relevant and resonant to the now.
- The dance artists we work with are our collaborators and cocurators and we will actively engage with them to nurture the future generations of dance leaders and create work of high artistic quality.
- Our learning and participation programme will be underpinned by research to ensure dance impacts the physical and mental wellbeing of our communities.
- We will actively seek opportunities for people of all cultures, abilities, and ages to access South Asian dance.
- Every new work will seek to factor in inclusivity and access.
- We will endeavour to listen to our communities to plan and devise all new learning and participation programmes effectively in collaboration with our artists and participants.
- Our work will engage with dance artists and communities through partnerships with organisations across the country.
- We are committed to this manifesto. We will listen to our communities, be responsive and evolve with our changing times.

Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Principle funding sources

The principal funding sources for Akademi's work are Arts Council England (ACE), Paul Hamlyn Foundation, The Linbury Trust, BBC Children In Need, John Lyon's Charity, Create Equity/MeWe 360 and other grants from Trusts and Foundations, performance and contract fees and income from workshops and commissions.

As an Arts Council England National Portfolio Organisation, ACE supports Akademi's core salary costs for delivery of an agreed artistic programme. Our income from grants, commissions and earned sources supports the appreciation, knowledge of and community, education, and health participation in South Asian dance for the public directly through performances and participatory engagement and workshops.

Akademi's activities, approach, plans and manifesto throughout 2024/25 demonstrated our strong alignment with ACE's current strategy - Let's Create Outcomes of Creative People, Cultural Communities and A Creative and Cultural County; and their Investment Principles (IPs) of Inclusion and Relevance, Ambition and Quality, Dynamism and Environmental Responsibility.

CREATIVE PROGRAMME 2024/25

Akademi's creative programme is led from our core aims of health & wellbeing, environmental and climate emergency awareness, and research – all delivered by the means of South Asian dance performances and interventions.

Our creative programme activities comprise of touring productions, Pravaas and Plastic Drastic Fantastic and Learning and Participations programme areas of Dance Well, Reach Out and Reveal and Maitri-Too.

Akademi's portfolio of work is underpinned by our commitment to support and provide employment for independent South Asian dance artists, plus audience development and advocacy for South Asian dance forms on local, national and international scales.

Productions

Akademi's current touring productions, Pravaas and Plastic Drastic Fantastic are both inspired by our commitment to awareness building through performance and creativity in response to the global climate emergency and sustainable action.

Plastic Drastic Fantastic (PDF) is a contemporary dance theatre work for children and their families which explores our complex relationship with plastics – the fantastic possibilities they offer, as well as the drastic consequences to the environment. Drawing from South Asian dance techniques, the production explores plastics and the dangers of their misuse through intricate movement, gestures and play infused with interaction with the audience.

Originally produced in 2022 with Polka Theatre London, PDF debuted with 49 performances at Polka and Waterman's London reaching over 1500 people. A 2023 tour with new cast of 3 took in 11 venues including Great Ormond Street Hospital London, well known regional theatres and 4 schools, performing 22 shows across England. Total audience figures were 1666 with 792 children / young people taking part in schools and family workshops. The production also includes relaxed performances, workshops for Special Educational Needs pupils and Q&A sessions with scientists and the production's cast and creatives.

In 2024/25 our commitment to reaching new audiences continued as PDF was remounted for 4 performances at London's Southbank Centre for 390 family & children audience and also at University College London East Earth Day (2 shows and 1 workshop for 160 primary school pupils) including talks and workshops for pupils delivered by scientists from University College London's Plastics Innovation Hub. Shows included wireless sensory-adapted cushions for accessibility. Akademi plans to continue to tour PDF in autumn 2025.
"We used (Akademi's sensory cushions) yesterday's performance with two 7-year-olds. They both loved it." Rockin.goodtimes.

"Commendable effort (on Accessible cushions)! Wishing you success and hope more people become sensitive to everyone in society and around." Mrugrajshrof on Instagram.

In early 2025, Akademi fulfilled an ambition to share our working practices around climate themes and audience accessibility **internationally** with our exchange partnership with the **University of Southern Mississippi (USM**). Building on USM's visit to London in 2023, where the university's dance students participated in workshops with Akademi's Artistic Director, Suba then completed a two-week creative residency at USM to create a new version of the show on USM's students. Suba also delivered a series of talks and led technical practice sessions, providing students with valuable insights into the intersection of dance and digital innovation. The residency culminated in a presentation of a work-in-progress piece, which showcased Suba's ongoing exploration of dance and creative technology. The collaboration resulted in the production of PDF danced by the USM students for local primary school pupils in Hattiesburg Mississippi, and a school for deaf children, utilising the sensory cushions.

The themes of environmental awareness and, specifically, climate migration are front and centre with Akademi's other touring production, **Pravaas**. In 24/25 work was undertaken to promote the production to the outdoor circuit for remounting in 2026 in conjunction with the commissioner Without Walls and their Touring Network Partners. Akademi aims to reconfigure the production for the outdoor circuit with learning from the production's green rider, for a sustainable touring. Meanwhile, Pravaas was the inspiration for our school's collaboration, Maitri-Too (see below). In addition, Akademi has been successful with a British Council grant for a new international project drawing on the themes of Pravaas. **Dancestors** will create new works that reflect the experiences of marginalised communities. This initiative will involve workshops and performances in Malaysia, with the members of Malaysia's Orang Asli Semai community culminating in a large-scale work-in-progress in summer 2025.

As part of the inaugural commissions by the V&A Museum for their new Storehouse, Akademi created 'Mehfooz' - a dance film project inspired by the Agra Colonnade, one of the largest architectural fragments to be displayed at the V&A East Storehouse. Choreographed by Shyam Dattani and filmed by Romain Beck, Mehfooz features 12 young emerging dance participants from the local community who took part in workshops exploring and interpreting the rich history of the Agra Colonnade and its place in modern UK society. The resulting dance film is displayed on a continuous loop at the V&A East Storehouse. The V&A East has invited Akademi to curate a day of events for summer 2025.

Learning & Participation Programme

Akademi's established Learning & Participation activity portfolio continues to go from strength to strength, consolidating and deepening the impact of our work within SEND and mainstream schools through our programmes Reach Out and Reveal and Maitri Too, as well as in hospitals, care homes and community centres through Akademi's Dance Well programme.

As well as maintaining service delivery to our community partners, 2024/25 saw an emphasis on our monitoring, evaluation and research frameworks, working with artists and our host community settings to establish quantitative data pillars of impact alongside case studies, participant voices and observational studies. This evaluation is helping to illustrate the impact of our dance interventions in statistical form, showing participant developments and improvements across social, physical and well-being pillars whilst also guiding our practice to encourage innovation and learning.

2024/25 was also a year of research and planning for the future, continuing our formal research project in SEND schools with academics from Roehampton and Middlesex Universities, and building a new NHS client base and intel for expansion of Dance Well into UK wide hospitals. Akademi's work in mainstream schools has grown to facilitate collaboration between schools, and activities to engage EAL learners.

Health & Wellbeing Programmes

Dance Well -
Akademi's participatory and performance programme which aims to improve the health and wellbeing of people in the UK through the medium of South Asian Dance.

Dance Well is delivered for people of all ages and abilities in a range of clinical and community settings including hospitals, care homes and community centres. Dance Well aims to encourage participants take part in more cultural and exercise activities, to help participants self-manage their chronic conditions through incorporating exercise into their daily routine and to positively impact patients' and staff wellbeing, social engagement and mental stimulation.

In 2024/25 across our two regular **London hospitals** (Chelsea and Westminster and West Middlesex), we fulfilled 47 full day dance and movement sessions reaching more than 500 participants through direct performance and participation within individual bays and in wider wards. Our movement interventions reached both older people and paediatric wards, involving families and staff in the sessions. This delivery is lower than last year due to CW+ (the hospital's Charitable Trust) consolidating their service request into delivery just at Chelsea and Westminster hospital later in the year.

Our Dance Well work in hospitals has been complimented by additional activity and new partnerships. In November 2023, Akademi took part in the Wellcome Collection's Perspective Tours event in conjunction with CW+ Arts for All programme. Akademi artists Jesal Patel, Shyam Dattani and Saloni Saraf showcased performances and presented techniques to engage patients with South Asian dance.

Akademi also returned to Guy's and St. Thomas' Hospital to perform at their lunchtime concert series organised by Breathe Arts Health Research.

Akademi has continued to develop our focus on specialist movement interventions utilizing South Asian dance forms in **Care Homes** for older community residents to improve physical, cognitive, and emotional wellbeing. Across our regular care homes settings in Camden, London (Spring Grove and Maitland Park) we delivered 98 sessions across the year for up to 25 residents per session. We have found that the use of expressive hand gestures (mudras) and the use of props have helped to maintain joint mobility, while footwork, balance drills, and adaptable movement sequences supported physical activity and strength building. Work with residents to develop, learn and lead short choreographies of their own has aided memory use, while the warm, welcoming and fun environment fosters social connection, self-expression, and meaningful friendships, all of which support emotional wellbeing. Care-home managers observed enhanced confidence in residents' movement, with reduced demand on care staff during transfers and meals.

"One resident with mobility issues now wants to throw his walker away after Akademi sessions!"
"The hand exercises worked very well! Squeezing the ball helps with mobility and dexterity, particularly as many of our residents suffer from arthritis."

Focus on extending our reach to more older participants resulted in a new partnership with **KYN Care Homes** group in Bromley and Hurlingham (Hammersmith and Fulham) London delivering 6 separate engagements across 2024. Participation was excellent, including older adults living with dementia, those with mobility issues and those recovering from surgery, along with family members and care home staff. In addition, Akademi's expertise in movement and health was commissioned by **Rambert and Colours of Redbridge** where we provided sessions for approximately 60 older people, disabled people and people with care and support needs at the Marjorie Collins Centre, Redbridge.

Akademi's work in **community centres** (88 sessions across Holborn Community Centre and Third Age Project Camden) also focuses on engagement with older adults delivering dance workshops for health and fitness and providing much needed social interaction.

"The Dance Well sessions have had a transformative impact on our older adult community. Many of our service users face challenges such as isolation, reduced mobility and long-term health conditions. Dance Well offers more than just physical activity - it provides a joyful, culturally rich space for connection, self-expression, and improved wellbeing. Participants report feeling more confident, physically energised, and mentally uplifted after each session. The South Asian dance elements bring a unique cultural relevance, especially for our members from diverse backgrounds, sparking conversations, memories, and a sense of belonging. Importantly, the sessions are inclusive and adapted to meet varying levels of mobility, ensuring everyone can take part safely and with dignity."
Third Age Project.

Across 2024/25 Akademi's Dance Well programme employed 12 freelance South Asian dance form artists, facilitators and performers and included shadowing and training opportunities for artists to develop their skills and experience in working within community settings and hospitals.

Dance Well is funded by The Linbury Trust with contributions from CW+ for the artist delivery in Chelsea & Westminster Hospital. 2024/25 is year 3 of a 3-year funding cycle for the Linbury Trust and we have embarked on a new national strategy to reapply to the Linbury Trust for a new funding cycle.

National Expansion of Dance Well

Across 2024/25 we explored and researched the viability of the expansion of Dance Well to hospitals in regional areas. Utilising pro bono support from Create Equity via a public health consultant to work with the Executive Team, we identified strategy and routes to a new pipeline of potential NHS clients. These new connections and potential partnerships have strengthened Akademi's position within the national Arts and Health sector, enabling us to secure additional NHS contracts for Dance Well delivery while collaborating with research partners Breathe Arts and Health to develop innovative impact measurement and evaluation methodologies. A new 3-year strategic grant was submitted to the Linbury Trust for the continuation and expansion of Dance Well with funding of £150,000 across 3 years. Akademi has notification of the success of this application in summer 2025, alongside another successful grant from Sport England for work across 3 care homes. National rollout of Dance Well regional expansion will start in autumn 2025, with new NHS partners in the East and West Midlands and Oxfordshire. The new Linbury Trust grant and income from new NHS partners provides Akademi with a solid foundation for this exciting regional expansion of our work in community health settings. We will embark on a national capacity building and training programme to increase our pool of experienced South Asian dance artists to deliver the work.

Schools Programmes

Reach Out & Reveal (ROaR) –
Delivering South Asian dance workshops and interventions to pupils with Special Educational Needs / Disabilities (SEND) encompassing academic research project

Reach Out & Reveal aims to support the physical, emotional and communication needs of children and young people with Autistic Spectrum Disorders and SEND. Specialist Akademi practitioners provide weekly dance and movement sessions across partner schools, working closely with school and teaching staff. The unique movement vocabulary of South Asian dance provides participants with platforms for self-expression, creativity and enlivened social interactions, while fostering their core emotional development. The programme champions and evaluates new approaches, cultivating knowledge transfer opportunities between teaching professionals and dance practitioners.

In 2024/25, Reach Out & Reveal delivered 145 full school days of workshops across 5 SEND schools – reaching between 24 and 57 pupils per session at each school depending on the needs and abilities of the pupils during any given day. This year saw the development of our work for secondary SEND settings for the first time, resulting in an expansion of our reach in participant number and age ranges across our 5 partner schools:

- Manor School Brent
- Wembley Manor Secondary Brent
- The Avenue School Brent
- Netley School Camden
- Papillon House School Surrey.

The impact of ROaR on the SEND schools and their pupils has been significant in 2024/25. Evaluation has identified case studies evidencing real impact across the three key aims of the programme;

a) young people will have increased creativity and self-initiation of expressive movement,
b) young people will have increased and enlivened social interactions, and
c) young people will have stronger core emotional development.

"Y is one of the oldest children in the school and over the years we have seen her confidence grow and she is flourishing. She loves to be the centre of attention during Akademi's dance sessions and also helped narrate the school Christmas show. This year she has taken a newfound confidence and joined a drama club in Guildford".
R follows movements with increasing precision, and when dysregulated, dance helps him channel his energy in a structured way.

M eagerly anticipates her dance sessions, sharing her excitement with her mother, who records it in her communication book. "M tells her mum how much she looks forward to her dance. She sits at the window ready and watching out for her turn."

This year represented year 3 (final) of our Paul Hamlyn Foundation funded SEND research and artist development running alongside the school workshop sessions. Via a comprehensive programme of training and shadowing we have successfully built our pool of South Asian dance form artists now skilled and experienced in providing meaningful movement intervention for SEND young people from 3 to **9 specialist SEND South Asian dance practitioners**. This represents significant capacity building that benefits both our organisation and the broader arts and health sector.

Our commissioned academic research by Claire Farmer (Middlesex University) and Ashley McGill (Roehampton University) is due to be published in autumn 2025 with the findings disseminated as part of a SEND symposium organised by Akademi in early 2026.

Maitri-Too –
Akademi's education programme, building links with primary and secondary schools exploring the themes of climate change through movement.

Following a successful pilot project for Maitri (Sanskrit for 'friend') in 2023, and with continued funding from John Lyon's Charity, Maitri Too was launched in spring 2024 to provide South Asian dance workshops to pupils of Primary and Secondary schools in Brent with a focus on engaging English as Additional Language (EAL) students. Maitri Too provides enhanced cultural engagement through South Asian dance workshops culminating in a bold, new and exciting co-created outdoor dance piece for family audiences drawing on the themes of Pravaas - Akademi's show exploring climate migration. The stories behind Pravaas are emotionally engaging, illustrating the importance and power of community, togetherness and hope, while highlighting environmental issues that are relevant to all, but particularly the younger generation.
In spring 2024, Maitri-Too worked with 1 secondary school and 2 primary schools in Brent, delivering 18 dance sessions and 2 showcase performances for all school communities and families. Feedback from funders, John Lyon's Charity, highlighted how they were particularly impressed with the engagement from the schools and teachers within the project – truly embedding dance and creativity within the schools' agendas.
The success of Maitri-Too has resulted in an excellent engagement model that supports the ambitious collaboration of multiple schools and further embeds climate awareness work across our schools offer. After a third successful application to the John Lyon's Charity, Akademi is planning another 'Maitri' across 4 primary schools in Harrow in spring / summer 2025, with performances in June.

Songs That Move Us –

music and dance project from THAMES (Tower Hamlets Arts and Music Education services) for KS2 students in Tower Hamlets.

Commissioned by Tower Hamlets Arts and Music Education Service, Akademi delivered nine weekly workshops at Bigland Green Primary School for Year 5 pupils. The project featured South Asian dance and culture with a focus on co-creation, inviting participants to bring their own stories, ideas and histories into the creation process. Continuing Akademi's focus on diversity within schools, the project facilitated working with EAL pupils of Bengali heritage and their families with global songs and dance connected to the young people of Tower Hamlets and their communities.The workshops culminated in a public sharing at Shoreditch Town Hall in June 2024 to an audience of approximately 450 people.

Commissioned Performances & Community Events

Akademi has been commissioned to curate and present a variety of performances and workshops at key community venues and public facing events. These events provide many different platforms to take South Asian dance to the wider public and local communities, often with participatory workshops whereby communities can get involved and learn South Asian dance movements. These events also provide much needed performance and freelance employment opportunities for our South Asian dance artists. Commissioned performances and community events also diversify Akademi's income stream and raise our public profile.

In 2024/25 Akademi curated and/or provided performers for the following:

- Hampstead Health Fun Day - community workshop - 100 audience.
- Tolmer's Square Festival – Akademi's HCA group performed – 150 audience.
- HCA's anniversary celebrations – 60 audience.
- Platform for Indian Democracy event – 400 audience.
- Devonshire Square Diwali Festival (Akademi's 6th time curating) – 300 audience and 14 artists employed.
- Greenwich Peninsula Diwali events (covered by ITV) – 134 family audience.
- Young V&A Museum Story Festival - 150 audience
- V&A Museum Make and Meet event – 80 audience for a live drawing workshop.

For South Asian Heritage Month (July-Aug) Akademi curated 7 events and employed 16 artists:

- South Asian Heritage month at Chelsea and Westminster Hospital, Akademi presented a curated set of Bharatanatyam and Kathak performances by 2 artists in the hospital foyer – 60 audience
- Performances for Arriva Rail London at Shoreditch high Street Station – 250 audience
- Performances at Arriva Rails' headquarters in Southwark. 53 audience
- Camden Market Festival curated by Camden People's Theatre. The Dance Well Older adults' group from Holborn community Association performed. - 60 audience
- Three community workshops organised by British Museum – 30 audience
- Performance and workshop at Kings College London organised by their Race Equality Network. - 50 audience
- HCA older adult group's performance at Let's Dance campaign's press launch. 150 audience

Research & Higher Education Development

In 2024/25 Akademi has continued to develop our Research and Higher Education connections as one of our focus areas. Our formal research project for Reach Out & Reveal (see above) is continuing with the creation of additional video documentation and research assets such as teacher packs. An article about the project was featured in the International Association for Dance Medicine and Science members newsletter and the researchers presented the project findings at the IADMS international conference in Italy in November 2024. The research paper is due for publication autumn 2025.

Our application with the Centre for Dance Research at Coventry University for a PhD artist to explore **South Asian Dance as a Lens to Investigate Urgent Contemporary Narratives** was successful. This will create tangible, long-term partnership with an internationally renowned University for its dance research and a peer reviewed paper to demonstrate Akademi's impact and relay to the wider arts and HE sector. The doctorial research project will begin in autumn 2025.

Akademi continued our support of research by **South Asian Dance Equity** (SADE) seminars: The Arts British South Asian Dance Ignores" curated by Dr. Royona Mitra (Brunel University), Dr. Prarthana Purkayastha (Royal Holloway University, UK) and Dr. Anusha Kedhar (University of California, Riverside, USA). Akademi worked with SADE by promoting and hosting their webinars and an in-person discussions on South Asian Dance and LGBTQ+ Identities, and on Indigenous and Folk Cultures. The events were attended by a wide range of UK and international based South Asian artists and UK dance organisations.

Our Dance Well programme was featured as a case study in the book '**Arts for Health Dancing**' by Noyale Colin and Kathryn Stamp from C-Dare (Coventry University), launched at the Place London in January 2025. This is a testament to the powerful impact our programme has on the health and well-being of our community.

Jaime Corp, a postgraduate student of **Arts and Cultural Management at King's College London**, interviewed Akademi staff about Maitri Too as part of her research project which will explore the role of performing arts organisations in creating, delivering and evaluating educational programmes with primary schools. Akademi's Artistic Director is also on the advisory board of a research project funded by the Arts and Humanities Research Council - **Moving Online: Ontology and Ownership of Internet Dance**. It is led by Hetty Blades at Coventry University in partnership with One Dance UK and Sadler's Wells.

Artist Support & Mentoring / South Asian Dance Sector Development

Akademi awarded 5 sector commissions of £5000 each to South Asian dance form artists for new work, including one tech commission supported by Dance East and their technical innovation suite. Artists were asked to respond to the themes close to Akademi's values; climate change, sustainability and health & wellbeing. 22 artists applied, with the commissions awarded to:

- Shivangee Agrawal (tech)
- Anjana Bala
- Divija Melally
- Kesha Raithatha
- Chandenie Gobardhan

This is a hugely exciting development for Akademi's associate artists and for the sector as we help to nurture emerging talent and encourage new productions for public audiences.

As part of Akademi's commitment to supporting independent South Asian dance artists we continued our rolling mentoring programme. Delivered by Akademi's Artistic Director, with support from the wider team, mentoring comprises artist surgeries to discuss creative processes, funding support (funding application advice, in kind marketing support and financial contribution), on demand creative advisory sessions, and guidance for artists' making processes.

Artists supported by Akademi's staff team this year include:

- Sushmita Pati from Kala the Arts
- Smita Vadnerkar from Nupur Arts
- Shane Shambhu
- SADE Collective
- Nandita Shankardass' 'Roots to Rise
- Dance and Health Advancing Your Practice artist training by Emily Jenkins,
- Dance classes by KBB Dance Company
- ISTD's online courses
- SAA-UK's Sacred Music
- Manasamitra's concerts
- Jaivant Patel's Waltzing the Blue Gods and Samanta
- Performances by Amina Khayyam, Katie Ryan, Aakash Odedra and Aditi Mangaldas.
- Pagrav's new show 'Rooh' and Aunusthan
- Srishti School's new term
- Adity Dance's 'Who Am I'
- Artist work opportunities from Amina Khayyam, Yorkshire Dance, & Sangeet Kala Akademi
- Nupur Art's Anartam Festival
- Mentoring Krishna Zivraj Nair for 'Tree of Life'
- Mentoring artist Hamshya Kumar from Scotland on her R&D for an outdoor piece on environment.

Akademi delivered 1-1 mentoring via Artist surgeries for the followingartists:

- Devaki Rajendran
- Gaurangi Mittal

- Chiinthu Sarvanan
- Ranjini Nair
- Nikita Agrawal
- Aarushi Thombare
- Umeshi Rajeendra
- Sneha Semaselan
- Akshay Sharma
- Rammani Mandal
- Sonali Mungur
- Parvathi Muthuswamy
- Praneeta Chaudhry
- Sarvani Yadavalli
- Srinidhii Sreeram

Digital, Marketing, Audience Development

Annual digital summary

Facebook	***Instagram***	***Twitter***	***YouTube***	***Website***
Total Reach: 27,092 44% of the target reached	Reach: 81,755 239% of the target reached	Total Impressions: 7449 40% of the target reached	Impressions: 191,800 7% of the target reached	Active users: 6462 142% of the target reached
Engagement: 2753 124% of the target reached	Interactions: 2619 91% of the target reached	Engagement: 642 107% of the target reached	Views: 36,566 15% of the target reached	Views: 20,193 88% of the target reached
Total Followers: 5046 95% of the target reached	Followers: 3282 114% of the target reached	Total Followers: 3204 90% of the target reached	Subscribers: 3587 87% of the target reached	Total visitors: 6462

Annual reach and engagement summary (across all digital platforms)

	Reach	Engagement
Target	2226750.74	90971.48
Actuals achieved	1,264,360	80724
% achieved against target	57%	89%

**Includes the data from table above along with platforms like Campaign Monitor, LinkedIn. Also includes figures for the Apotheosis film on British Museum's YouTube.*

Year-end 2024-25 - Against the set targets of reach, we achieved 57% and 89% against the engagement targets.

Key points and additional data

• Our most successful recent campaigns have centred around Artist Commissions, Let's Dance, University of South Mississippi workshops and client events for South Asian Heritage Month and Diwali.

• A film was created by CW+ about their South Asian Heritage Month celebration where Akademi got a significant screen time highlighting our 26 years of partnership.

• We saw an increased engagement on our campaigns around the announcement of our new board members and projects like Dancestors.

• We continue to highlight the success of Akademi's film Apotheosis on the British Museum's YouTube channel.

• Instagram continues to be our most effective communication channel, while reach and engagement have significantly declined on other platforms, particularly Facebook.

• We have not taken some of the website data into account for comparison as data from the old website was skewed due to higher bots visit. The average session duration on the new website, however, has increased by 127% which is a significant achievement of its new content and design.

• Touring activity has been limited in 2024/25, with the exception of Plastic Drastic Fantastic at Southbank Centre and UCL East, and therefore a significant reduction in content creation opportunities.

For the next reporting period, we will shift from overall digital channel performance measurement to a focus on individual campaign/programme/project data. While this deviates from our ACE NPO agreed activity reporting, we believe it will provide a more accurate assessment of digital channel effectiveness.

Press and PR

• Suba was interviewed by journalist, Asad Ahmed, on BBC Radio London on 15 July about her views on cultural sector's call to support to the new Cultural Secretary, Lisa Nandy, who is of South Asian heritage herself.

• ZEE TV – Our performance at the India Ball on 27 September along with an interview with Director of Marketing & Operations, Antareepa Thakur, was featured in ZEE TV UK's 'Out and About' programme.

- A blog by ROaR researchers was published in IADMS members newsletter about the research project.

- ITV covered our performances at the Greenwich Peninsula's Diwali celebrations.

- A press release on the Artist Commissions 2024 recipients was published by Dance Art Journal. They also followed it up with publishing interviews of three of the commissioned artists.

Environmental Responsibility

Akademi recognises the imperative for arts organisations to do their part to develop environmentally sustainable operations, acknowledging the UK government's updated aims to reduce all greenhouse gas emissions to net zero by 2050, compared with the previous target of at least 80% reduction from 1990 levels (source: www.gov.uk).

We also recognise that environmental sustainability is important from a business perspective as well as an ethical one and we are committed to minimising the impact of Akademi's programme and business practices on the environment. Our environmental responsibility is emphasized through our creative production themes which are aimed at raising awareness on issues such as the impact of harmful materials on the environment and climate change and its consequences for climate migration. We are committed to using sustainable production practices such as the re-use of props and costumes and take active steps to ensure that these practices are written into contracts with artists and partner settings.
In 2024/25 we continued to develop our aims around our environmental responsibility as follows:

- To continue to embed the themes of environmental responsibility in the creative output of our production work (currently Pravaas and Plastic Drastic Fantastic) to raise awareness, educate and instill a sense of practical positive action in audiences to tackle the environmental crisis.
- For example, Akademi took part in the 101 Newbury Green Forum early December and helping to facilitate the event. This reflects Akademi's profile as a leader in creating sustainable outdoor work.
- To ensure our production processes are sustainable, developing green riders and best practice policies in sustainability for outdoor work and touring methodologies. Work this year has included sharing practice around creating sustainable shows.
- To follow our environment impact policy to reduce carbon footprint in all areas of our office environment and administration – encouraging our building manager to review and improve building sustainability.
- To build environmental impact statements and considerations in contracts and discussions with our wider freelance workforce – for example making provision, funds and time for public transport rather than car travel.
- To encourage sustainable activities within our staff and associated artists and to actively support endeavors such as lending costume and equipment for reuse. We have an ongoing inventory of costume available for other artists to repurpose, borrow or hire for a small fee.

• To mentor and support artists to explore their own practice in regard to environmental sustainability and through themes of their work. Examples include mentoring artist Hamshya Kumar on her R&D for an outdoor piece about the sensitivity of ground nesting Birds to our human movements. Her vision is of blending Bharatanatyam and contemporary elements with topical narratives, especially around environment. Akademi has commited to contribute in-kind through mentoring and marketing support total value of which will amount to £1300.

Organisational Development

Akademi underwent a process of Trustee tenure audit and development throughout 2024. We bid farewell to some longstanding Trustees who had brilliantly guided and supported the organisation through the last few years, including the challenges of the pandemic. Following the resignation of the Chair, Keith Khan, due to new work commitments, Trustee Hannah Dye was appointed to the role of Chair and to help (with a Board subgroup nominations committee) facilitate a recruitment drive for new trustees. A successful campaign and recruitment process resulted in the onboarding of 4 new trustees throughout the year, alongside the phased retirement of 5 previous trustees (Akademi retains the existing Treasurer and Secretary). The new Board of 7 provides an experienced and exciting group, with diverse skills and experiences combining to form a dynamic governance team.

Future Development and Funding

• Arts Council England National Portfolio Organisation funding continues with an excellent relationship with our Arts Council England Relationship Manager. 2024/25 is year two of four years as ACE has added an additional year to the 3-year funding cycle. Akademi's risk rating continues to be classed as 'low'.

• A second phase of our work to take South Asian dance to schools in Brent & Harrow was successful with the creation of 'Maitri-Too', funded by the John Lyon's Foundation at £25,600.

• Akademi secured £17K in hospital trust and commissions income for Dance Well services during 2024/25.

• Linbury Trust funding for Dance Well Expansion from autumn 2025 was successful £150K over 3 years.

• BBC Children In Need awarded a further 3 years of funding totalling £42K for our work in SEND schools in Camden, London, starting autumn 2025.

• Sport England confirmed funding of £14,400 for our work in Camden care homes.

Financial Review

Full details of the income and expenditure are set out in the financial statements. All funds have been applied in direct furtherance of Akademi's aims.

At 31st March 2025, The unrestricted reserves are £437,649; £285,434 of these are designated funds leaving free reserves of £152,215.

The charity does not hold any of its reserves in investments. Surplus cash is held in a 90-day notice savings account and short-term bank deposit accounts.

Akademi continues to exert tight control on expenditure and identified several areas of saving during the year, making significant use of charity discounts.

Reserves policy

Akademi needs reserves to meet liabilities in the event of being unable to secure funding, factors beyond Akademi's control such as the decision of a funder to cease funding, failure of a partner organisation or other debtor.

Free reserves are defined as income that becomes available to Akademi and is to be spent at the trustees' discretion in furtherance of Akademi's objectives but which is not yet spent, committed or designated.

The reserves policy is reviewed annually by the trustees, with the most recent review in October 2023. The review is managed by Akademi's Executive Director and takes into account projected cash flow forecasts and a risk assessment.

Akademi reviews its reserves policy annually taking into account current operating costs and risks associated with income required to deliver our business plan objectives. Trustees have assessed that a reserves target equivalent to 6-9 months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2024-25. The reserves target is therefore £150k - £200k.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 judgements 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

Hannah Dye
Chair of Trustees
06 October 2025

Independent Examiner's Report to the trustees of Akademi South Asian Dance UK

I report to the charity trustees on my examination of the financial statements of Akademi South Asian Dance UK for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

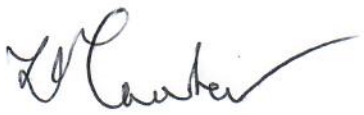
Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Associate Chartered Accountant (ICAEW), which is one of the listed bodies.

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Mrs Luna Muncaster Associate Chartered Accountant (ICAEW)
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG
06 October 2025

Akademi South Asian Dance UK
Statement of Financial Activities

for the year ended 31 March 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:					
Donations and legacies	4	251,997	234,580	486,577	587,352
Investments	5	3,669	-	3,669	4,054
Other	6	-	-	-	11,843
Total		255,666	234,580	490,246	603,249
Expenditure on:					
Charitable activities	7	30,046	150,233	180,279	226,859
Other	8	250,987	76,984	327,971	324,257
Total		281,033	227,217	508,250	551,116
Net gains on investments		-	-	-	-
Net (expenditure)/income		(25,367)	7,363	(18,004)	52,133
Transfers between funds		-	-	-	-
Net (expenditure)/income before other gains/(losses)		(25,367)	7,363	(18,004)	52,133
Other gains and losses					
Net movement in funds		(25,367)	7,363	(18,004)	52,133
Reconciliation of funds:					
Total funds brought forward		463,016	31,604	494,620	442,487
Total funds carried forward		437,649	38,967	476,616	494,620

Akademi South Asian Dance UK
Summary Income and Expenditure Account
for the year ended 31 March 2025

	2025 £	2024 £
Income	486,577	599,195
Interest and investment income	3,669	4,054
Gross income for the year	490,246	603,249
Expenditure	508,250	551,116
Total expenditure for the year	508,250	551,116
Net (expenditure)/income before tax for the year	(18,004)	52,133
Net (expenditure)/income for the year	(18,004)	52,133

Akademi South Asian Dance UK
Balance Sheet

at 31 March 2025

Company No. 05294528	**Notes**	**2025**	**2024**
		£	**£**
Fixed assets			
Tangible assets	11	-	-
Current assets			
Debtors	12	32,389	22,716
Cash at bank and in hand		481,623	517,447
		514,012	540,163
Creditors: Amount falling due within one year	13	(37,396)	(45,543)
Net current assets		476,616	494,620
Total assets less current liabilities		476,616	494,620
Net assets excluding pension asset or liability		476,616	494,620
Total net assets		476,616	494,620
The funds of the charity			
Restricted funds	14		
Restricted income funds		38,967	31,604
		38,967	31,604
Unrestricted funds	14		
General funds		152,215	205,109
Designated funds		285,434	257,907
		437,649	463,016
Reserves	14		
Total funds		476,616	494,620

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 06 October 2025

And signed on its behalf by:

Hannah Dye
Chair of Trustees
06 October 2025

Prakash Kurup
Treasurer

Akademi South Asian Dance UK
Statement of Cash flows
for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net (expenditure)/income per Statement of Financial Activities	(18,004)	52,133
Adjustments for:		
Dividends, interest and rents from investments	(3,669)	(15,897)
Other gains/losses	-	-
(Increase)/Decrease in trade and other receivables	(9,673)	14,929
(Decrease)/Increase in trade and other payables	(8,147)	12,452
Net cash (used in)/provided by operating activities	(39,493)	63,617
Cash flows from investing activities		
Dividends, interest and rents from investments	3,669	15,897
Net cash from investing activities	3,669	15,897
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	(35,824)	79,514
Cash and cash equivalents at the beginning of the year	517,447	437,933
Cash and cash equivalents at the end of the year	481,623	517,447
Components of cash and cash equivalents		
Cash and bank balances	481,623	517,447
	481,623	517,447

Akademi South Asian Dance UK
Notes to the Accounts

for the year ended 31 March 2025

1 Accounting policies

Basis of preparation

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

All assets costing more than £750 are capitalised at their cost to the charity.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 **Company status**

The company is a private company limited by guarantee and consequently does not have share capital.

3 **Statement of Financial Activities - prior year**

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£	£	£
Income and endowments from:			
Donations and legacies	235,882	351,470	587,352
Investments	4,054	-	4,054
Other	11,843	-	11,843
Total	251,779	351,470	603,249
Expenditure on:			
Charitable activities	22,271	206,638	228,909
Other	128,312	193,895	322,207
Total	150,583	400,533	551,116
Net income	101,196	(49,063)	52,133
Net income before other gains/(losses)	101,196	(49,063)	52,133
Other gains and losses:			
Net movement in funds	101,196	(49,063)	52,133
Reconciliation of funds:			
Total funds brought forward	361,820	80,667	442,487
Total funds carried forward	463,016	31,604	494,620

4 Income from donations and legacies

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Arts Council England	219,163	-	219,163	219,467
Create Equity	20,000	-	20,000	-
Dance Well: Linbury Trust / NHS Trusts / Care Homes	-	56,955	56,955	16,415
ROAR: Paul Hamlyn Foundation / BBC Children In Need	-	114,940	114,940	98,765
Community and Curatorial	12,834	-	12,834	106,195
MAITRI	-	25,600	25,600	25,600
Plastic Drastic Fantastic	-	16,248	16,248	73,727
Without Walls / Pravaas	-	-	-	47,183
Dancestors	-	7,997	7,997	-
Songs That Move Us	-	2,250	2,250	-
V&A Agra	-	10,590	10,590	-
	251,997	234,580	486,577	587,352

In 2024, of the total income from grants and charitable activities, £235,882 was from unrestricted funds and £351,470 was from restricted funds.

5 Income from investments

	Unrestricted	Total 2025	Total 2024
	£	£	£
Bank interest	3,669	3,669	4,054
	3,669	3,669	4,054

6 Other income

	Total 2025	Total 2024
	£	£
Other donations	-	11,843
	-	11,843

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Expenditure on charitable activities				
Charitable activities	28,008	150,233	178,241	225,498
Governance costs				
Trustees' meeting costs	2,038	-	2,038	1,361
	30,046	150,233	180,279	226,859

8 Other expenditure

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Advertising and corporate fundraising	3,061	3,936	6,997	6,061
Employee costs	199,500	53,292	252,792	241,027
Staff training and staff welfare	6,971	736	7,707	1,124
Motor and travel costs	3,981	2,002	5,983	26,805
Premises costs	17,648	14,158	31,806	28,325
General administrative costs	11,232	2,860	14,092	17,290
Legal and professional costs	8,594	-	8,594	3,625
	250,987	76,984	327,971	324,257

9 Trustee remuneration and expenses

	2025 Number	2024 Number
The nature of the reimbursed expenses	The charity trustees were not paid or did not receive any other benefits from the charity in the year, neither were they reimbursed expenses during the year.	

10 Staff costs

	2025	2024
Salaries and wages	169,679	155,153
Social security costs	60,909	62,055
Pension costs	21,704	23,819
	252,292	241,027

The joint CEOs received emoluments below £60,000 during the year. (During 2024 this was below £60,000).

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

	2025 Number	2024 Number
Direct charitable activities	3	3
Fundraising	-	-
Management and administration	3	3
	6	6

11 Tangible fixed assets

	£	£
Cost or revaluation		
At 1 April 2024	75,802	75,802
At 31 March 2025	75,802	75,802
Depreciation and impairment		
At 1 April 2024	75,802	75,802
At 31 March 2025	75,802	75,802
Net book values		
At 31 March 2025	-	-
At 31 March 2024	-	-

12 Debtors

	2025 £	2024 £
Trade debtors	-	2,850
Other debtors	11,843	11,843
Prepayments and accrued income	20,546	8,023
	32,389	22,716

13 **Creditors:**

amounts falling due within one year

	2025	2024
	£	£
Other creditors	4,892	8,380
Accruals	21,411	17,163
Deferred income	11,093	20,000
	37,396	45,543

14 **Movement in funds**

	At 1 April 2024	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2025
	£	£	£	£	£
Restricted funds:					
Restricted income funds:					
Dance Well: Linbury Trust / NHS Trusts / Care Homes	-	56,955	(56,955)	-	0
Plastic Drastic Fantastic	4,558	16,248	(15,229)	-	5,577
ROAR: Paul Hamlyn Foundation / BBC Children In Need	-	114,940	(114,940)	-	0
Maitri: John Lyon's Charity	27,046	25,600	(27,252)	-	25,394
Dancestors	-	7,997	-	-	7,997
Songs That Move Us	-	2,250	(2,250)	-	-
V&A Agra	-	10,590	(10,590)	-	0
Total	31,604	234,580	(227,217)	-	38,967
Unrestricted funds:					
General funds	205,109	255,666	(258,560)	(50,000)	152,215
Designated funds:					
Strategic Development	30,892	-	(9,391)	-	21,501
Dance Production	96,198	-	-	-	96,198
Artist and Artform Development	52,570	-	(13,082)	-	39,488
Community and Education	78,247	-	-	50,000	128,247
Total	257,907	-	(22,473)	50,000	285,434
Total funds	494,620	490,246	(508,250)	-	476,616

Purposes and restrictions in relation to the funds:

Restricted funds:

Dance Well: Linbury Trust / NHS Trusts / Care Homes	Funding for community dance & health programme
Plastic Drastic Fantastic	Individual commissioned performances for private or corporate events
ROAR: Paul Hamlyn Foundation / BBC Children In Need	Funding for Reach Out and Reveal (SEND project).
Maitri: John Lyon's Charity	A series of Bollywood workshops across secondary and feeder primary schools to aid transition and engagement in dance, delivered in Brent, London.

Designated funds:

Strategic Development	For organisational support during the difficult economic climate.
Dance Production	For future dance productions
Artist and Artform Development	For work associated with Artist and South Asian dance development
Community and Education	For community and education support or development

15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Net current assets	437,946	38,670	476,616
	437,946	38,670	476,616

16 Reconciliation of net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash and cash equivalents	517,447	(35,824)	481,623
	517,447	(35,824)	481,623
Net debt	517,447	(35,824)	481,623

17 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2025 Land and buildings	2025 Other	2024 Land and buildings	2024 Other
	£	£	£	£
Operating leases with expiry date:				
Over five years	23,824	-	23,824	-
	23,824	-	23,824	-

Pension commitments

	2025	2024
	£	£
The pension cost charge to the company amounted to:	21,704	23,819
Unpaid contributions due to the fund are included in other creditors and amounted to:	-	7,585

18 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Akademi South Asian Dance UK
Detailed Statement of Financial Activities
for the year ended 31 March 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:				
Donations and legacies				
Arts Council England	219,163	-	219,163	219,467
Create Equity	20,000		20,000	-
Dance Well: Linbury Trust / NHS Trusts / Care Homes	-	56,955	56,955	16,415
ROAR: Paul Hamlyn Foundation / BBC Children In Need	-	114,940	114,940	98,765
Community and Curatorial	12,834	-	12,834	106,195
MAITRI	-	25,600	25,600	25,600
Plastic Drastic Fantastic	-	16,248	16,248	73,727
Without Walls / Pravaas	-	-	-	47,183
Dancestors	-	7,997	7,997	-
Songs That Move Us	-	2,250	2,250	-
V&A Agra	-	10,590	10,590	-
	251,997	234,580	486,577	587,352
Investments				
Bank interest	3,669	-	3,669	4,054
	3,669	-	3,669	4,054
Other				
Other donations	-	-	-	11,843
	-	-	-	11,843
Total income and endowments	255,666	234,580	490,246	603,249
Expenditure on:				
Charitable activities				
Charitable activities	28,008	150,233	178,241	225,498
	28,008	150,233	178,241	225,498
Governance costs				
Trustees' meeting costs	2,038	-	2,038	1,361
	2,038	-	2,038	1,361
Total of expenditure on charitable activities	30,046	150,233	180,279	226,859
Other expenditure				
Advertising and corporate fundraising	3,061	3,936	6,997	6,061
	3,061	3,936	6,997	6,061
Employee costs				
Salaries/wages	130,168	39,511	169,679	155,153
Employer's NIC	49,333	11,576	60,909	62,055

Pension costs	19,499	2,205	21,704	23,819
Staff recruitment	500	-	500	-
Staff training	1,024	100	1,124	-
Staff welfare	5,947	636	6,583	1,124
	206,471	54,028	260,499	242,151
Motor and travel costs				
Travel and subsistence	3,981	2,002	5,983	26,805
	3,981	2,002	5,983	26,805
Premises costs				
Rent	14,543	13,075	27,618	23,825
Rates	1,647	549	2,196	2,074
Premises insurances	1,458	534	1,992	2,426
	17,648	14,158	31,806	28,325
General administrative costs, including depreciation and amortisation				
Bank charges	633	-	633	641
Equipment repairs and maintenance	4	449	453	-
Software, IT support and related costs	5,607	1,619	7,226	5,292
Stationery and printing	43	-	43	692
Subscriptions	1,554	-	1,554	3,362
Sundry expenses	3,391	772	4,163	7,260
Telephone, fax and broadband	-	20	20	43
	11,232	2,860	14,092	17,290
Legal and professional costs				
Audit/Independent examination fees	2,200	-	2,200	2,050
Consultancy fees	6,394	-	6,394	1,575
	8,594	-	8,594	3,625
Total of expenditure of other costs	250,987	76,984	327,971	324,257
Total expenditure	281,033	227,217	508,250	551,116
Net gains on investments	-	-	-	-
Net (expenditure)/income	(25,367)	7,363	(18,004)	52,133
Net (expenditure)/income before other gains/(losses)	(25,367)	7,363	(18,004)	52,133
Other Gains	-	-	-	-
Net movement in funds	(25,367)	7,363	(18,004)	52,133
Reconciliation of funds:				
Total funds brought forward	463,016	31,604	494,620	442,487
Total funds carried forward	437,649	38,967	476,616	494,620

AKADEMI SOUTH ASIAN DANCE UK

England & Wales - Charity number 1107249

Accounts

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2024

Akademi South Asian Dance UK
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Akademi South Asian Dance UK
Trustees Annual Report

The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and Administrative Details
Akademi South Asian Dance UK is a registered charity (number: 1107249) and the company number is: 05294528.

Principal Office

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Registered Office

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Directors and Trustees
The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

Ann David
Anu Kapoor
Caroline Casey
Emily Jenkins
Hannah Dye
Keith Khan (Chair)
Prakash Kurup
Rachel Harris
Sarah Robson
Shravan Sood

Company Secretary
Rachel Harris

Treasurer
Prakash Kurup

Accountants

Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG

Bankers

National Westminster Bank
Bloomsbury Parr Branch
PO Box 158
214 High Holborn
London
EC1V 7BX

Solicitors

Russell Cooke Solicitors
2 Putney Hill
London
SW15 6AB

Structure, Governance and Management

Akademi is a company limited by guarantee and governed by a memorandum of association which was updated on 1 December 2021.

Trustees' Indemnity Insurance was purchased during the year. Akademi conducts an induction for new trustees and provides on-going training throughout their time as trustees.

Trustees hold four full board meetings a year and take part in sessions dedicated to the strategic development and future visioning of the organisation annually. The board is supported by subgroups with specific roles as follows:

• **Finance & General Purposes (F&GP) –** an existing group consisting of the Joint CEOs and 2 board members (including the Treasurer) to analyse and approve quarterly management accounts ahead of each board meeting, review company policies (such as equal opportunities, safeguarding and environmental), oversee and advise on HR, annually review remuneration for staff salaries and freelancers' fees.

• **Strategic Development Group (SDG)** – a group consisting of 3 board members (including the Chair) and the Joint CEOs to monitor formal governance, monitoring of this business plan, risk register and mitigations, and adherence to the Arts Council England Investment Principles.

• **Artist Advisory Group (AAG)** – a group consisting of 5 external freelance artists working within the form of South Asian dance who meet quarterly with the Joint CEOs – note that these individuals are not Trustees and that their time is appropriately renumerated:
- Anusha Subramanyam
- Jane Chan
- Parbati Choudhury
- Shyam Dattani
- Vidya Patel

The AAG represents the voices of the freelance artistic community within Akademi's planning and decision-making ensuring relevance to the wider sector. The group comprise artists of colour (100%), emerging artists (40%), LGBTQI+ artists (20%) and is 80% female. A board member is present at most AAG meetings to ensure communication of artists' opinions, ideas and experiences to the wider board, ensuring these voices impact at board level and that AAG input is minuted as part of the official board papers. As this is the second full year of this cohort it is anticipated that the AAG membership will be rotated in 2024.

Major Risks

Akademi's major risks are principally the withdrawal of funds by any of our major funders, including public bodies. Steps have been taken by the Trustees to ensure that there is regular dialogue with Arts Council England and that a fundraising strategy to diversify our income streams is put in place. Akademi has a comprehensive risk analysis which is available on request. Systems have been established to enable and ensure regular reports are produced so that the necessary steps can be taken to lessen these risks.

ANNUAL REVIEW

Objectives

The objects for which the Company is formed are to advance the arts for the public benefit, in particular by the promotion of South Asian dance forms, and generally by the promotion of the performing arts.

Akademi makes vibrant, fascinating, and meaningful South Asian dance. We use the compelling power of storytelling, rhythm, and gestures to create deeper connections with each other and our wider world. Care is at the centre of all that we do. Akademi has been the beating heart of South Asian dance in the UK since 1979, and our vision is that South Asian dance is a vital part of everyone's creative expression.

Since Akademi's formation by renowned South Asian dance performer and teacher Tara Rajkumar OAM, and the work of Artistic Director Mira Kaushik OBE from 1988–2019, we have grown into the UK's leading dance organisation dedicated to developing South Asian dance at the highest level.

Akademi is known for our world-class dance performances and groundbreaking wellbeing programmes. Our work is for everyone, and we bring our work to our communities. You can find us in everyday places from theatres, parks, shopping centres and festivals to hospitals, care homes and schools. Through the captivating forms of South Asian dance like Bharatanatyam and Kathak, we bring joy, inspiration and hope to people's lives.

The artistic community we work with are our collaborators and partners. We engage with internationally recognised dancers, choreographers, and artists to nurture the future generation of South Asian dance form leaders. We collaborate with environmental, science and health specialists to share stories of the societal and scientific issues of our world today.

Akademi's work generates significant public benefit across the interconnected areas in which it operates including community engagement, performance, and artist development. Our beneficiaries are wide ranging. They include older adults, hospital patients and NHS staff, children and young people, those who are Black, Asian minority ethnic, disabled people, low-income families, people with Special Educational Needs, South Asian dance professionals, artists and their collaborators and aspiring dancers and creatives.

"We put care at the centre of everything that we do at Akademi. Caring deeply about dance, the people we work with and the artists and creatives who make work, we care about the planet and our future and we care that as many people as possible can participate and benefit from the joy ofSouth Asian dance." *Suba Subramaniam, Artistic Director & Joint CEO, Akademi.*

Akademi's Manifesto

Akademi's Manifesto is a new statement developed by the Joint CEOs in consultation with the Trustees and independent Artist Advisory Group. The Manifesto represents Akademi's public declaration and commitment of our aims and values.

• Our creative programme will be driven by societal and scientific issues that are relevant and resonant to the now.

• The dance artists we work with are our collaborators and cocurators and we will actively engage with them to nurture the future generations of dance leaders and create work of high artistic quality.

• Our learning and participation programme will be underpinned by research to ensure dance impacts the physical and mental wellbeing of our communities.

• We will actively seek opportunities for people of all cultures, abilities, and ages to access South Asian dance.

• Every new work will seek to factor in inclusivity and access.

• We will endeavour to listen to our communities to plan and devise all new learning and participation programmes effectively in collaboration with our artists and participants.

• Our work will engage with dance artists and communities through partnerships with organisations across the country.

• We are committed to this manifesto. We will listen to our communities, be responsive and evolve with our changing times.

Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Principle funding sources

The principal funding sources for Akademi's work are Arts Council England (ACE), Paul Hamlyn Foundation, City Bridge Trust, The Linbury Trust, BBC Children In Need, other grants from Trusts and Foundations, performance and contract fees and income from workshops and commissions.

As an Arts Council England National Portfolio Organisation, ACE supports Akademi's core salary costs for delivery of an agreed artistic programme. Our income from grants, commissions and earned sources supports the appreciation, knowledge of and community, education, and health participation in South Asian dance for the public directly through performances and participatory engagement and workshops.

Akademi's activities, approach, plans and manifesto throughout 2023/24 demonstrated our strong alignment with ACE's current strategy - Let's Create Outcomes of Creative People, Cultural Communities and A Creative and Cultural County; and their Investment Principles (IPs) of Inclusion and Relevance, Ambition and Quality, Dynamism and Environmental Responsibility.

CREATIVE PROGRAMME 2023/24

Akademi's creative programme is led from our core aims of health & wellbeing, environmental and climate emergency awareness, and research – all delivered by the means of South Asian dance performances and interventions. In 2023/24, this work was developed and cemented through our entire creative programme; carried out through our productions and tours of two new shows - Pravaas and Plastic Drastic Fantastic - and Learning and Participations programme areas of Dance Well, Reach Out and Reveal, Feet First and the development of new schools, young peoples' and community projects.

All of Akademi's portfolio of work is underpinned by our commitment to support and provide employment for independent South Asian dance artists, plus audience development and advocacy for South Asian dance forms on local, national and international scales.

Productions

Akademi's new touring productions, Pravaas and Plastic Drastic Fantastic are both inspired by our commitment to awareness building through performance and creativity in response to the global climate emergency and sustainable action.

Pravaas

Building from development and research carried out in 2022/23 by Akademi's Artistic Director Suba Subramaniam within the Sundarbans area of India, Akademi produced and toured Pravaas (meaning 'migration') - a new outdoor dance and vocal performance based on climate migration, funded though Without Walls and supported by 101 Creation Space.

Pravaas is inspired by stories of the people of the Sundarbans - a cluster of low-lying islands in the Bay of Bengal, spread across India and Bangladesh. Sundarbans is the world's largest contiguous mangrove forest and is a designated world heritage site. The habitat supports approximately 4.37 million people. Due to climate change the Sundarbans faces several challenges. With rising sea levels, islands and homes are disappearing and the increasing salinity in the water and soil has severely threatened the health of mangrove forests and the quality of soil and crops. Additionally, there have been serious disturbances to hydrological parameters and change in fishing patterns, resulting in disastrous consequences for fishermen. Frequent cyclones and erratic monsoon raining pattern are damaging the ecology and humanity.

Pravaas featuring a cast of three dancers and Carnatic vocalist, was choreographed by Vidya Patel with Artistic Direction from Suba Subramaniam. Pravaas toured to Norwich and Norfolk Festival, Brighton Festival and Inside Out Dorset (as part of the Without Walls outdoor touring network) and also to Regents Roots Festival (as part of Camden South Asian Heritage Month, London) and Stockton International Riverside Festival, with audience numbers of approximately 2200 people. Pravaas was performed across three outdoor sites per festival, involving cast and audience walking from site to site with the audience encouraged to help carry bamboo structure to represent the migration and movement of communities due to the climate emergency. Audience feedback was overwhelmingly positive with a significant amount of people commenting on the themes of the show:

"Enlightening, absorbing and relevant to today. "

"Mesmerising, emotional and clever."

"The movement of people; joyous, reflective, full of integrity and powerful; I got really emotional when she asked me to hold the pole (set structure). That thought of being in a safe place, then it's not safe anymore, really got to me." Audience members, Pravaas.

Set and costume design, and touring processes and logistics were all subject to rigorous sustainable practice and a green rider and sustainable working report was created as part of the project. Audio description was offered as part of the touring package for audiences. The creation and touring of Pravaas project involved 18 freelance artists and creatives.

Akademi plans to tour Pravaas again with the UK in 2025 and is investigating potential international links and opportunities.

Plastic Drastic Fantastic

Following a successful run at Polka Theatre, London, in Spring 2022, Akademi was successful in securing an additional Arts Council England Project Grant for a UK tour or Plastic, Drastic, Fantastic - our dance show for children and their families exploring plastics, climate issues and sustainability.

Produced in house by the Akademi team, Plastic Drastic Fantastic toured in autumn 2023 performing 22 shows across Harrow Arts Centre, Great Ormond Street Hospital London, Pegasus Theatre Oxford, The Place London, Dance East Ipswich, Dance Woking and Warwick Arts Centre and to four primary schools throughout the Leicester area in partnership with Spark Arts. Akademi promoted a 'slow touring' model whereby the company held mini residencies at most venues to providing a menu of wrap around activities such as schools and family workshops, relaxed performances, workshops for Special Educational Needs pupils and Q&A sessions with scientists as well as the production's cast and creatives. Total audience figures were 1666 with 792 children / young people taking part in workshops and participatory events.

This touring model proved successful with venues and audiences alike. Through the slow touring approach, Akademi was able to work deeper with venues' and their communities and audiences to build meaningful connections through our work.

A particular success was the achievement of reaching schools audiences and SEND young people. Akademi's investment and care into this provision (such as providing sensory cushions for audience members who may be D/deaf or hard or hearing and a relaxed information pack) proved extremely successful in nurturing young and diverse audiences. This has influenced our partner venues; as a result of the relaxed performance (which drew more patrons than the non-relaxed performance) Harrow Arts Centre is now nurturing their relationships with SEND audiences:

"3-4 years ago we would not have offered a relaxed performance, as a result of Plastic Drastic Fantastic that audience is clearly growing." Matthew Wright, Harrow Arts Centre.

The production was also successful in making connections to climate action initiatives for children and young people, and the scientific community. This was realised in both Oxford and Warwick with emphasis on forming additional partnerships allied to the venues at IF Oxford Science Festival via Pegasus Theatre and Museum of Oxford and Planting Roots Festival with University of Warwick.

We successfully continued to develop our sustainable working policy by reusing existing materials for the new costumes, sourcing sustainable set materials, minimising travel emissions and working with a green rider. This is under continued development and is embedded into our entire production practice.

"The children were watching so intently. You could have heard a pin drop, they were all so absorbed". Teacher from schools performance at Dance East.

"*The message really got across. Really brilliant. It makes me feel bad for every time I've drunk from a plastic bottle. It was beautiful.*" Audience member, Harrow.

Akademi has received enquiries for future touring of Plastic Drastic Fantastic for 2024/25 from UCL London, Southbank Centre London.

Learning & Participation Programme

Akademi's Learning & Participation programme continues to go from strength to strength, consolidating and deepening the impact of our work within SEND schools, in hospitals and care homes and with older adults.

2023/24 saw developments with the scope of our monitoring, evaluation and research frameworks, plans for new projects with mainstream schools, new commissions to work with diverse young peoples' groups and a major pilot with young mental health patients. Akademi is being recognized as pioneers of South Asian dance within health and education settings in the UK, and we are actively working to widen and build our profile in this area and continue to develop the skills of South Asian dance artists to deliver this important work.

Dance Well -
Akademi's participatory and performance programme which aims to improve the health and wellbeing of people in the UK through the medium of South Asian Dance.

Dance Well is delivered for people of all ages and abilities in a range of clinical and community settings including hospitals, care homes and community centres. Dance Well aims to encourage participants take part in more cultural and exercise activities, to help participants self-manage their chronic conditions through incorporating exercise into their daily routine and to positively impact patients' and staff wellbeing, social engagement and mental stimulation.

In 2023/24 across our two regular London hospitals (Chelsea and Westminster and West Middlesex) we have fulfilled over 110 full day dance and movement sessions reaching nearly 1250 individual participants in wards and a further 400 with atrium performances.

Our partnership with Breathe Arts and Health has continued at Guys and St Thomas' Hospital with 2 performance and workshop events for patients and staff. We have continued to perform in London hospital grounds and atrium spaces at St. Thomas's, including a special performance for their Diwali event and at St Bartholomew's as part of their 900th year celebrations.

Across our four regular care homes and community centres (Holborn Community Centre, Wellesley Road Care Home, Spring Grove Care Home and Third Age Project Camden) focusing on movement work with older people we have delivered 144 workshop days with total engagement figures (including an increase in repeat participants) of 1900 for approximately 300 individuals.

"I'm so happy that you're continuing the classes. Last time I had a class with you, the next day I was so full of energy and felt like I can move, I really feel like these movements you have shown me have helped me a lot".
Participant returning after initial outpatient session at Chelsea and Westminster Hospital.

Across 2023/24 Akademi's Dance Well programme employed 11 freelance South Asian dance form artists and included shadowing and training opportunities for artists to develop their skills and experience in working within community settings and hospitals.

Dance Well is funded by The City Bridge Trust and the Linbury Trust. 2023/24 is year 2 of a 3-year funding cycle for the Linbury Trust and year 2 of a two-year extension from City Bridge Trust which brings the full investment from City Bridge Trust to 5 years. 2024 will see strategies to establish new funding opportunities for the continuation and development of Dance Well.

National Expansion of Dance Well

In 2023, the Executive team secured a new grant from Create Equity / Mewe360 of £40K for capacity building to begin expansion of Dance Well in hospitals to regional areas. Research has been undertaken to identify target areas where Akademi can build new relationships with NHS Foundation Trusts and build a supply chain of new South Asian dance form artists to train and deliver into regional areas. In 2024 Akademi will recruit appropriate consultancy to build this expansion and network Akademi further into the Arts and Health ecology nationally and to secure new NHS contracts for Dance Well delivery.

Reach Out & Reveal (ROaR) – Encompassing SEND Research Project
Delivering South Asian dance workshops and interventions to pupils with Special Educational Needs / Disabilities (SEND).

Reach Out & Reveal aims to support the physical, emotional and communication needs of children and young people with Autistic Spectrum Disorders and SEND. Specialist Akademi practitioners provide weekly dance and movement sessions across partner schools, working closely with school and teaching staff.

The unique movement vocabulary of South Asian dance provides participants with platforms for self-expression, creativity and enlivened social interactions, while fostering their core emotional development. The programme champions and evaluates new approaches, cultivating knowledge transfer opportunities between teaching professionals and dance practitioners.

SEND Schools' and youth setting partners: Papillon House School, Tadworth, Surrey, Manor School, Brent and The Avenue School, Brent.

Across 2023/24, Reach Out & Reveal delivered 125 days of workshops – reaching up to 120 pupils per day across the three schools with 2 specialist SEND experienced South Asian dance artists delivering workshops. Of these days, 27 featured shadowing by 3 ROaR artists-in-training to expand the capacity of the programme and develop new skilled artists within these settings for future work with SEND children. Two of these artists-in-training have progressed and develop significantly in expertise and confidence to now co-lead sessions at Avenue School (in collaboration with the lead artist). This has been a huge positive outcome, highlighting continuous growth and learning among the trainee artists. The third artist-in-training continues to support and learn from lead artists at the other two schools. Akademi intends to continue to develop the training programme with our trainees over the next phase of the project in 2024/25.

The impact of ROaR on the SEND schools and their pupils has been significant in 2023/24. Evaluation has identified case studies evidencing real impact across the three key aims of the programme a) young people will have increased creativity and self-initiation of expressive movement, b) young people will have increased and enlivened social interactions, and c) young people will have stronger core emotional development.

D reached a milestone today with the leg movements as they normally requires assistance doing the movements, however, today they lifted their legs independently and completed the whole leg sequence. This shows that they understand instructions given to them. They were also able to do one of the arm extension variations without assistance which again shows a lot of improvement in their listening and movement skills.

The aim of the class today was to get the students to engage for a longer period and to focus on extension and strength. N has improved throughout the weeks where they are getting stronger with pushing and pulling but also raising their arms when we do the bhangra arms. K is improving with their engagement and H is also participating without getting agitated. Z and A are keen to do the movements when you are looking at them directly and need a bit more encouragement but once they do the movements it is clear and shows understanding of what is asked of them. Though Bollywood they are able to strengthen their explosive and dynamic moves.

Funded by the Paul Hamlyn Foundation, 2023/24 is the second of three years of the ROaR research project whereby Akademi has commissioned two academic researchers, Claire Farmer and Ashley McGill from Roehampton and Middlesex Universities, to develop a peer reviewed research paper on the impact of the programme for SEND young people and their schools. Following pilot data collection in 2022-23, our researchers were able to develop renewed ideas, methods and frameworks that would work effectively with this group of learners. We now have a successful, in progress evaluative framework from which to gather the appropriate data from the artists' and teachers' observations.

Over the next year of the programme we aim to expand the activity into a fourth school as planned, to provide the benefits of the programme to more pupils. We will continue to develop our trainee artists expertise through supporting them as facilitators and providing further formal CPD opportunities. We aim to work with partner schools to embed South Asian dance techniques and exercises further into the school curriculum, ideally hosting INSET days and finding opportunities to work with teachers directly. Finally, we hope to be able to present our full research report at conferences and within educational hubs to disseminate the learning from this hugely important project when it is complete in 2025.

Feet First -
A platform for South Asian dance artists to train to work with young people with mental health issues.

Funded by The Baring Foundation, Feet First was a new pilot project to provide a platform for South Asian dance artists to train to work with young people with mental health issues. Akademi employed two South Asian dance artists to undertake training and deliver workshops for young in-patients at Snowsfields Adolescent Unit, Maudsley Hospital, London. 10 workshops were delivered for the young participants, supported by the unit's Occupational Therapists, with up to 5 participants engaging in each session. Further artist support, training and mentorship was provided by Feet First clinical consultant, psychiatrist Dr Partha Banerjea.Feet First has developed Akademi's dance artists' practice in this specialist area of Child and Adolescent Mental Health intervention, providing us with a small, skilled workforce to develop this specialist work in the future.

East London Girls Dance.

As part of a dance project to tackle inactivity amongst London's teenage girls, Akademi delivered free South Asian dance sessions for groups of up to 10 11–14 year-old girls at Spotlight in Tower Hamlets, London. Funded by Sweaty Betty Foundation & London Sport, the workshops helped to improve access to dance and address the key barriers to activity. The project transformed local community spaces into activity hubs providing difference dance types – including Afro Beats, Hip-Hop, Modern, and Bhangra-inspired genres – to support young women improve their relationship with physical activity and build an active habit for life.

Commissioned Performances & Community Events

Akademi has been commissioned to curate and present a variety of performances and workshops at key community venues and public facing events. These events provide many different platforms from which to take South Asian dance to the wider public and local communities, often with participatory workshops whereby communities can get involved and learn South Asian dance movements. These events also provide much needed performance and freelance employment opportunities for our South Asian dance artists. Commissioned performances and community events also diversity Akademi's income stream and raise our public profile.

In 2023/24 Akademi curated and/or provided performers for the following:

- Commons Dance Festival - Stanley Arts, Croydon, London – 200 participants.

- Tiffinwalli's Celebrating South Asian Home Food Culture event, Stratford Town Hall, London – 120 participants.

- Devonshire Square, London, Coronation Celebration - 200 audience

- Music, Memory and Meaning at UCL Bloomsbury Theatre, London. A collaboration with a Research Fellow at the Alzheimer's Society, investigating the impact of music and dance on people with dementia - 150 audience.

- Regent's Roots Festival – Old Diorama Arts Centre & Camden Council, London. Akademi's Dance Well group from Holborn Community Association worked with Akademi's artist Jesal co-create and perform two dance pieces and deliver a drop-in community workshop. Audience 150.

- Soho House, Birmingham Museums - a day of inclusive drop-in workshops for museum audiences to celebrate South Asian Heritage Month in Birmingham.

- V&A Family Festival, London. A series of Bharatanatyam performances and workshops for family audiences as part of the museum's summer festival – 150 participants.

- Wandsworth and Richmond Councils, London. South Asian Heritage Month staff celebration – 24 participants

- Devonshire Square Diwali Celebrations, London. Curating up to 5 different South Asian dance artists / groups. Audience 150 – 200 people.

- Diwali celebrations at National Maritime Museum – audience approx. 800 people.

- Claremont Project, Islington, London. Dance performances and workshops for older adults. 43 participants.

- Dialled in Festival, Walthamstow London. Performances and workshops - 20 participants.

- South Asian Carers – Wandsworth London. Performances and workshop – 25 participants.

Research & Higher Education Development

In 2023/24 Akademi has continued to develop our Research and Higher Education connections as one of our main focus areas. As well as our formal research project for Reach Out & Reveal (see above) we have collaborated with the Centre for Dance Research at Coventry University to apply for a PhD for an artist to explore how climate change and sustainability permeates through the whole of Akademi's work. If successful, the PhD will start in 2025.

Akademi was also approached by Dr Kathryn Stamp, Assistant Professor (Research), Centre for Dance Research at Coventry University for a Dance Well (hospitals) case study to include in her new book on dance in health.

Our tour of Plastic Drastic Fantastic connected with the science department of Warwick University for post-show Q&A sessions and we have interest from University College London to present the show within their space in 2024.

International Connections

Akademi partnered with Beyond Bollywood, a Hong Kong based South Asian dance company, in a residency exchange and research programme. Akademi's Artistic Director mentored and co-choregraphed a work that brought together five Beyond Bollywood dancers from the UK and Hong Kong.

The dancers were trained in traditional Chinese dance, Bharatanatyam, and contemporary dance.This new work was then performed as part of the Fold Festival in Worcestershire and the 9th Bollywood and Multi-Cultural Dance Festival, Athens, Greece. Akademi also provided Beyond Bollywood's Director Benis Cheng with mentoring advice on organisational sustainability, strategic development and capacity building from both the Executive Director and Marketing Manager.

Akademi's Artistic Director, Suba Subramaniam was invited by Bill Gee and Kate Wood from Inside Out Dorset Festival to attend Oerol Festival, Terschelling Island, Netherlands.Alongside the festival, there was a professional programme for artists and programmers on White Supremacy and Decolonising Climate Justice. The festival presented a good opportunity for international artistic connection and future Pravaas touring.

Akademi is in talks with the University of Southern Mississippi, USA around the possibility of staging a version of Plastic Drastic Fantastic with local student cast members from the University. This is in response to their own work to build awareness of the climate emergency within their Mississippi communities.

Artist Support & Mentoring / Sector Development

As part of Akademi's commitment to supporting independent South Asian dance artists we continued our rolling mentoring programme. Delivered by Akademi's Artistic Director, with support from the wider team, mentoring comprises artist surgeries to discuss creative processes, funding support (funding application advice, in kind marketing support and financial contribution), on demand creative advisory sessions, and guidance for artists' making processes. Artists supported by Akademi's staff team this year included: Archana Ballal, Shyam Dattani, Suhani Dhanki, Aishani Ghosh, Mithun Gill, Divya Kasturi, Mathangi Keshavan, Hiten Mistry, Divya Ravi and Tulani-Kayani Skeef.

Throughout 2023/24, Akademi partnered with Sadler's Wells on a South Asian dance development programme. Eight UK based South Asian dance artists were chosen from an open call to be part of XXX weekend intensives featuring guest speakers, internationally renowned practitioners and facilitated workshops. Facilitators and speakers included, Orrow Bell, Rosemary Lee, Tim Casson and Crystal Pike. The development programme has provided space for in-depth discussions around process and making arts for different spaces.

Akademi is supporting a new international South Asian dance sector series of symposia "South Asian Dance Equity (SADE): The Arts British South Asian Dance Ignores" curated by Dr. Royona Mitra (Brunel University), Dr. Prarthana Purkayastha (Royal Holloway University, UK) and Dr. Anusha Kedhar (University of California, Riverside, USA). Akademi hosted the online project launch with the theme of South Asian Dance and Decentring India which was attended by 58 participants.

Digital, Marketing, Audience Development

Annual digital summary

Facebook	Instagram	Twitter	YouTube	Website
Total Reach: 50,700 166% of the target reached	Reach: 32,630 104% of the target reached	Total Impressions: 17,987 43% of the target reached	Impressions: 2,611,374 704% of the target reached	Unique views: 23,760
Engagement: 2105 76% of the target reached	Interactions: 2748 146% of the target reached	Engagement: 572 53% of the target reached	Views: 257,896 705% of the target reached	Views: 115,355
Total Followers: 5055 84% of the target reached	Followers: 2750 93% of the target reached	Total Followers: 3394 83% of the target reached	Subscribers: 3450 136% of the target reached	Total visitors: 21,860

Annual reach and engagement summary (across all digital platforms)

	Reach	Engagement
Target	2,660,386.4	193,234.6
Actuals achieved	4,468,434	419,493
% achieved against target	168%	217%

* Includes the data from table above along with platforms like Campaign Monitor, LinkedIn. Also includes figures for the Apotheosis film on British Museum's YouTube.

Key points and additional data

• Akademi underwent a rigorous process of comms development resulting in the launch of a new website in summer 2023. The engagement was high at 115,355. The average session duration on the new website has increased by 127% to 1 min 52 sec which is a significant achievement of its new content and design.

• Website traffic channel - Primary channel had 9310 sessions resulting from organic search i.e. when people have searched for Akademi or South Asian Dance, etc., 5059 from direct URL which means people have specifically decided to visit the website, 433 through referral websites that have our website address mentioned, 167 from finding the website on organic social media posts. New users from channel: 6765 sessions from organic search, 3612 from direct, 1435 from referral. These figures suggest that our SEO settings are working well, and we have some genuine traffic arriving at the site.

• We have not considered the website data comparison to last year as data from the old website was skewed due to higher bots visit. We transitioned to Google Analytics 4 at the start of its launch, which means we will have a more accurate year-to-year comparison for the reporting year 2024-25.

• We have surpassed our annual digital reach targets (10% increase on 2022-23) by 168%. The engagement figures showed an unusual spike at 217% due to the high engagement on our YouTube channel as well as the new website. Engagement has been low on Facebook and Twitter whereas YouTube and Instagram have exceeded by many folds in both reach and engagement.

• Traffic and demographics of YouTube users -

Traffic source: 66.4% from suggested videos that appear at the end of other related videos, 23.3% from Browse feature of YouTube.

Geography: 45.3% from India, 19.9% from Pakistan, 10.2% from the UK. We aim to increase the reach in the UK in the coming reporting year.
Viewers age: 29.5% of the viewers are 65+ years, 21.2% 55-64 years, 14.5% 45-55 years, 13.5% 25-34 years. To target a younger audience who consumes short form content, we'd concentrate on creating YouTube Shorts.
Gender: 68.6% Male and 31.4% Female
Subscription: 99.2% of views were from unsubscribed users, therefore our content is reaching far and wide beyond our subscribers.

• Akademi's Apotheosis film on British Museum YouTube has increased its reach across the year to 1.6 million views, 22,000 likes, 3676 comments hence the high youtube results in the above table.

Environmental Responsibility

Akademi recognises the imperative for arts organisations to do their part to develop environmentally sustainable operations, acknowledging the UK government's updated aims to reduce all greenhouse gas emissions to net zero by 2050, compared with the previous target of at least 80% reduction from 1990 levels (source: www.gov.uk).

We also recognise that environmental sustainability is important from a business perspective as well as an ethical one and we are committed to minimising the impact of Akademi's programme and business practices on the environment. Our environmental responsibility is emphasized through our creative production themes which are aimed at raising awareness on issues such as the impact of harmful materials on the environment and climate change and its consequences for climate migration. We are committed to using sustainable production practices such as the re-use of props and costumes and take active steps to ensure that these practices are written into contracts with artists and partner settings.

In 2023/24 we continued to develop our aims around our environmental responsibility as follows:

• To continue to embed the themes of environmental responsibility in the creative output of our production work (currently Pravaas and Plastic Drastic Fantastic) to raise awareness, educate and instill a sense of practical positive action in audiences to tackle the environmental crisis.

• To ensure our production processes are sustainable, developing green riders and best practice policies in sustainability for outdoor work and touring methodologies.

• To follow our environment impact policy to reduce carbon footprint in all areas of our office environment and administration – encouraging our building manager to review and improve building sustainability.

• To build environmental impact statements and considerations in contracts and discussions with our wider freelance workforce – for example making provision, funds and time for public transport rather than car travel.

• To encourage sustainable activities within our staff and associated artists and to actively support endeavors such as lending costume and equipment for reuse.

One of Akademi's aims with our tour of Plastic Drastic Fantastic was to connect to climate action initiatives and the scientific and education community. This was realised in both Oxford and Warwick with emphasis on forming additional partnerships allied to the venues, through the IF Oxford Science Festival via Pegasus Theatre and Museum of Oxford and Planting Roots Festival with University of Warwick.

Finally Akademi was awarded the prize of the 'Green Award' for Pravaas at the One Dance UK annual awards.

Future Development and Funding

• Arts Council England National Portfolio Organisation funding continues with an excellent relationship with our Arts Council England Relationship Manager. 2023/24 is year one of four years as ACE has added an additional year to the 3-year funding cycle. Akademi's risk rating continues to be classed as 'low'.

• A second phase of our work to take South Asian dance to schools in Brent was successful with the creation of 'Maitri-Too', funded by the John Lyon's Foundation for two years £51,200.

• Akademi secured over £22K in hospital trust and commissions income for Dance Well services.

• City Bridge Trust funding draws to a close in April 2024. Linbury Trust funding enters year 3 of 3 in 2024/25 and Paul Hamlyn Foundation funding completes in September 2025. Akademi's CEOs have established routes for new funding opportunities and a plan to apply for continuance funding for existing projects and new production opportunities.

Financial Review

Full details of the income and expenditure are set out in the financial statements. All funds have been applied in direct furtherance of Akademi's aims.

At 31st March 2024, The unrestricted reserves are £463.0k. £257.9k of these are designated funds leaving free reserves of £205.1k.

The charity does not hold any of its reserves in investments. Surplus cash is held in a 90-day notice savings account and short-term bank deposit accounts.

Akademi continues to exert tight control on expenditure and identified a number of areas of saving during the year, making significant use of charity discounts.

Reserves policy

Akademi needs reserves in order to meet liabilities in the event of being unable to secure funding, factors beyond Akademi's control such as the decision of a funder to cease funding, failure of a partner organisation or other debtor.

Free reserves are defined as income that becomes available to Akademi and is to be spent at the trustees' discretion in furtherance of Akademi's objectives but which is not yet spent, committed or designated.

The reserves policy is reviewed annually by the trustees, with the most recent review in June 2024. The review is managed by Akademi's Executive Director and takes into account project cash flow forecasts and a risk assessment. As a result of the latest review the Trustees authorised fund transfers totalling £100,000 from general reserves to designated reserves for financial year 2024/25 as follows: Artistic Development £30,000, Strategic Development £15,000 and Community and Education £55,000. The Executive Director presented the rationale for the transfers based on planned projects across the above categories which was approved by the Board of Trustees.

Akademi reviews its reserves policy annually taking into account current operating costs and risks associated with income required to deliver our business plan objectives. Trustees have assessed that a reserves target equivalent to 6-9 months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2023-24. The reserves target is therefore £150K - £225K.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 judgements 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 charity will continue in operation.

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

Small company provisions

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

Anu Kapoor
Vice Chair of Board of Trustees
10 September 2024

Independent Examiner's Report to the trustees of Akademi South Asian Dance UK

I report to the charity trustees on my examination of the financial statements of Akademi South Asian Dance UK for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACA / ICAEW, which is one of the listed bodies.

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Luna Muncaster ACA / ICAEW
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London

N21 1RG
10 September 2024

Akademi South Asian Dance UK
Statement of Financial Activities

for the year ended 31 March 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:					
Grants and charitable activities	4	235,882	351,470	587,352	509,245
Investments	5	4,054	-	4,054	698
Other	6	11,843	-	11,843	488
Total		251,779	351,470	603,249	510,431
Expenditure on:					
Charitable activities	7	22,271	206,638	228,909	249,982
Other	8	128,312	193,895	322,207	220,782
Total		150,583	400,533	551,116	470,764
Net gains on investments		-	-	-	-
Net income		101,196	(49,063)	52,133	39,667
Transfers between funds		-	-	-	-
Net income before other gains/(losses)		101,196	(49,063)	52,133	39,667
Other gains and losses					
Net movement in funds		101,196	(49,063)	52,133	39,667
Reconciliation of funds:					
Total funds brought forward		361,820	80,667	442,487	402,820
Total funds carried forward		463,016	31,604	494,620	442,487

Akademi South Asian Dance UK
Summary Income and Expenditure Account
for the year ended 31 March 2024

	2024 £	2023 £
Income	599,195	509,733
Interest and investment income	4,054	698
Gross income for the year	603,249	510,431
Expenditure	551,116	470,764
Total expenditure for the year	551,116	470,764
Net income before tax for the year	52,133	39,667
Net income for the year	52,133	39,667

Akademi South Asian Dance UK
Balance Sheet

at 31 March 2024

Company No. 05294528	**Notes**	**2024**	**2023**
		£	**£**
Fixed assets			
Tangible assets	11	-	-
Current assets			
Debtors	12	22,716	37,645
Cash at bank and in hand		517,447	437,933
		540,163	475,578
Creditors: Amount falling due within one year	13	(45,543)	(33,091)
Net current assets		494,620	442,487
Total assets less current liabilities		494,620	442,487
Net assets excluding pension asset or liability		494,620	442,487
Total net assets		494,620	442,487
The funds of the charity			
Restricted funds	14		
Restricted income funds		31,604	80,667
		31,604	80,667
Unrestricted funds	14		
General funds		205,109	193,946
Designated funds		257,907	167,874
		463,016	361,820
Reserves	14		
Total funds		494,620	442,487

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 10 September 2024

And signed on its behalf by:

Anu Kapoor
Vice Chair of Board of Trustees
10 September 2024

Prakash Kurup
Treasurer

Akademi South Asian Dance UK
Statement of Cash flows
for the year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	52,133	39,667
Adjustments for:		
Dividends, interest and rents from investments	(15,897)	(1,186)
Decrease in trade and other receivables	14,929	3,020
Increase/(Decrease) in trade and other payables	12,452	(96,051)
Net cash provided by/(used in) operating activities	63,617	(54,550)
Cash flows from investing activities		
Dividends, interest and rents from investments	15,897	1,186
Net cash from investing activities	15,897	1,186
Net cash from financing activities	-	-
Net increase/(decrease) in cash and cash equivalents	79,514	(53,364)
Cash and cash equivalents at the beginning of the year	437,933	491,297
Cash and cash equivalents at the end of the year	517,447	437,933
Components of cash and cash equivalents		
Cash and bank balances	517,447	437,933
	517,447	437,933

1 Accounting policies

Basis of preparation

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

All assets costing more than £750 are capitalised at their cost to the charity.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 **Company status**

The company is a private company limited by guarantee and consequently does not have share capital.

3 **Statement of Financial Activities - prior year**

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
	£	£	£
Income and endowments from:			
Grants and charitable activities	228,006	281,239	509,245
Investments	698	-	698
Other	488	-	488
Total	229,192	281,239	510,431
Expenditure on:			
Charitable activities	33,460	214,222	247,682
Other	188,629	34,453	223,082
Total	222,089	248,675	470,764
Net income	7,103	32,564	39,667
Transfers between funds	(6,017)	6,017	-
Net income before other gains/(losses)	1,086	38,581	39,667
Other gains and losses:			
Net movement in funds	1,086	38,581	39,667
Reconciliation of funds:			
Total funds brought forward	360,734	42,086	402,820
Total funds carried forward	361,820	80,667	442,487

4 Income from grants and charitable activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Arts Council	219,467	-	219,467	218,961
Community and Curatorial	16,415	-	16,415	9,045
Dance Well: Linbury Trust / City Bridge Trust / NHS Trusts	-	98,765	98,765	98,146
ROAR: Paul Hamlyn Foundation / BBC Children In Need	-	106,195	106,195	92,650
Feet First: Baring Foundation	-	-	-	1,380
Pravaas: Without Walls		47,183	47,183	46,841
Maitri: John Lyon's Charity		25,600	25,600	19,700
Plastic Drastic Fantastic		73,727	73,727	6,672
Commercial		-	-	9,770
Green Spaces Dark Skies		-	-	6,080
	235,882	351,470	587,352	509,245

In 2023, of the total income from grants and charitable activities, £228,006 was from unrestricted funds and £281,239 was from restricted funds.

5 Income from investments

	Unrestricted	Total 2024	Total 2023
	£	£	£
Bank interest	4,054	4,054	698
	4,054	4,054	698

6 Other income

	Unrestricted	Total 2024	Total 2023
	£	£	£
Other donations	-	-	488
Theatre Tax Relief	11,843	11,843	-
	11,843	11,843	488

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Expenditure on charitable activities				
Charitable activities	18,960	206,538	225,498	247,265
Governance costs				
Trustees' meeting costs	1,361	-	1,361	417
Independent Examiner's fees	1,950	100	2,050	2,300
	22,271	206,638	228,909	249,982

8 Other expenditure

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Advertising and corporate fundraising	1,360	4,701	6,061	8,180
Employee costs	95,798	146,353	242,151	176,213
Motor and travel costs	3,944	22,861	26,805	3,395
Premises costs	9,095	19,230	28,325	14,855
General administrative costs	17,290	-	17,290	16,564
Legal and professional costs	825	750	1,575	1,575
	128,312	193,895	322,207	220,782

9 Trustee remuneration and expenses

	2024 Number	2023 Number
The nature of the reimbursed expenses	The charity trustees were not paid or did not receive any other benefits from the charity in the year, neither were they reimbursed expenses during the year.	

10 Staff costs

	2024	2023
Salaries and wages	155,153	94,734
Social security costs	62,055	64,326
Pension costs	23,819	17,153
Staff welfare	1,124	-
	242,151	176,213

The joint CEOs received emoluments below £60,000 during the year. (During 2023 this was below £60,000). In 2024, staff costs include costs fully assigned to restricted roles. However, in 2023 "restricted" staff costs included only those of the Learning and Participation Manager (part of the Dancewell restricted fund), with all other restricted staff costs included in the cost of charitable activities. If such costs had been included in staff costs for 2023, total staff costs would have been £222.4k.

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

	2024 Number	2023 Number
Direct charitable activities	3	3
Fundraising	-	-
Management and administration	3	3
	6	6

11 Tangible fixed assets

	£	£
Cost or revaluation		
At 1 April 2023	75,802	75,802
At 31 March 2024	75,802	75,802
Depreciation and impairment		
At 1 April 2023	75,802	75,802
At 31 March 2024	75,802	75,802
Net book values		
At 31 March 2024	-	-
At 31 March 2023	-	-

12 Debtors

	2024 £	2023 £
Trade debtors	2,850	10,010
Other debtors	11,843	-
Prepayments and accrued income	8,023	27,635
	22,716	37,645

13 **Creditors:**

amounts falling due within one year

	2024	2023
	£	£
Other creditors	8,380	794
Accruals	17,163	32,297
Deferred income	20,000	-
	45,543	33,091

14 Movement in funds

	At 1 April 2023	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2024
	£		£	£	£
Restricted funds:					
Restricted income funds:					
Dance Well: Linbury Trust / City Bridge Trust / NHS Trusts	8,187	98,765	(106,952)	-	-
Pravaas: Without Walls	16,970	47,183	(64,153)	-	-
Feet First: Baring Foundation	31,040	-	(31,040)	-	-
ROAR: Paul Hamlyn Foundation / BBC Children In Need	22,106	106,195	(128,301)	-	-
Maitri: John Lyon's Charity	2,364	25,600	(918)	-	27,046
Plastic Drastic Fantastic		73,727	(69,169)		4,558
Total	80,667	351,470	(400,533)	-	31,604
Unrestricted funds:					
General funds	193,946	251,779	(140,616)	(100,000)	205,109
Designated funds:					
Strategic Development	24,109	-	(8,217)	15,000	30,892
Dance Production	96,198	-	-	-	96,198
Artist and Artform Development	24,320	-	(1,750)	30,000	52,570
Community and Education	23,247	-	-	55,000	78,247
Total	167,874	-	(9,967)	100,000	257,907
Total funds	442,487	603,249	(551,116)	-	494,620

Purposes and restrictions in relation to the funds:

Restricted funds:

Dance Well: Linbury Trust / City Bridge Trust / NHS Trusts	Funding for community dance & health programme

Pravaas: Without Walls	A project to animate Areas of Outstanding Beauty by community groups with outdoor lighting and dance. Presented by Walk The Plank as part of Unboxed Festival.
Feet First: Baring Foundation	Barings Foundation - funding for young people's mental health project.
ROAR: Paul Hamlyn Foundation / BBC Children In Need	Funding for Reach Out and Reveal (SEND project).
Maitri: John Lyon's Charity	A series of Bollywood workshops across secondary and feeder primary schools to aid transition and engagement in dance, delivered in Brent, London.
Plastic Drastic Fantastic	A production for children on the use and misuse of Plastics.

Designated funds:

Strategic Development	For organisational support during the difficult economic climate.
Dance Production	For future dance productions
Artist and Artform Development	For work associated with Artist and South Asian dance development
Community and Education	For community and education support or development

15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Net current assets	463,016	31,604	494,620
	463,016	31,604	494,620

16 Reconciliation of net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash and cash equivalents	437,933	79,514	517,447
	437,933	79,514	517,447
Net debt	437,933	79,514	517,447

17 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2024 Land and buildings £	2024 Other £	2023 Land and buildings £	2023 Other £
Operating leases with expiry date:				
Over five years	23,824	-	22,560	-
	23,824	-	22,560	-

Pension commitments

	2024 £	2023 £
The pension cost charge to the company amounted to:	23,819	17,153
Unpaid contributions due to the fund are included in other creditors and amounted to:	7,585	-

18 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Akademi South Asian Dance UK
Detailed Statement of Financial Activities
for the year ended 31 March 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:				
Grants and charitable activities				
Arts Council	219,467	-	219,467	218,961
Community and Curatorial	16,415		16,415	9,045
Dance Well: Linbury Trust / City Bridge Trust / NHS Trusts	-	98,765	98,765	98,146
ROAR: Paul Hamlyn Foundation / BBC Children In Need	-	106,195	106,195	92,650
Feet First: Baring Foundation	-	-	-	1,380
Pravaas: Without Walls	-	47,183	47,183	46,841
Maitri: John Lyon's Charity	-	25,600	25,600	19,700
Plastic Drastic Fantastic	-	73,727	73,727	6,672
Commercial				9,770
Green Spaces Dark Skies				6,080
	235,882	351,470	587,352	509,245
Investments				
Bank interest	4,054	-	4,054	698
	4,054	-	4,054	698
Other				
Other donations	-	-	-	488
Theatre Tax Relief	11,843	-	11,843	-
	11,843	-	11,843	488
Total income and endowments	251,779	351,470	603,249	510,431
Expenditure on:				
Charitable activities				
Charitable activities	18,960	206,538	225,498	247,265
	18,960	206,538	225,498	247,265
Governance costs				
Trustees' meeting costs	1,361	-	1,361	417
Independent Examiner's fees	1,950	100	2,050	2,300
	3,311	100	3,411	2,717
Total of expenditure on charitable activities	22,271	206,638	228,909	249,982
Other expenditure				
Advertising and corporate fundraising	1,360	4,701	6,061	8,180
	1,360	4,701	6,061	8,180
Employee costs				
Salaries/wages	30,698	124,455	155,153	94,734

Employer's NIC	43,269	18,786	62,055	64,326
Pension costs	20,707	3,112	23,819	17,153
Staff welfare	1,124	-	1,124	-
	95,798	146,353	242,151	176,213
Motor and travel costs				
Travel and subsistence	3,944	22,861	26,805	3,395
	3,944	22,861	26,805	3,395
Premises costs				
Rent	6,707	17,118	23,825	10,747
Rates	1,474	600	2,074	1,971
Premises insurances	914	1,512	2,426	2,137
	9,095	19,230	28,325	14,855
General administrative costs, including depreciation and amortisation				
Bank charges	641	-	641	-
Software, IT support and related costs	5,292	-	5,292	4,499
Stationery and printing	692	-	692	185
Subscriptions	3,362	-	3,362	3,362
Sundry expenses	7,260	-	7,260	8,374
Telephone, fax and broadband	43	-	43	144
	17,290	-	17,290	16,564
Legal and professional costs				
Consultancy fees	825	750	1,575	1,575
	825	750	1,575	1,575
Total of expenditure of other costs	128,312	193,895	322,207	220,782
Total expenditure	150,583	400,533	551,116	470,764
Net gains on investments	-	-	-	-
Net income	101,196	(49,063)	52,133	39,667
Net income before other gains/(losses)	101,196	(49,063)	52,133	39,667
Other Gains	-	-	-	-
Net movement in funds	101,196	(49,063)	52,133	39,667
Reconciliation of funds:				
Total funds brought forward	361,820	80,667	442,487	402,820
Total funds carried forward	463,016	31,604	494,620	442,487

AKADEMI SOUTH ASIAN DANCE UK

England & Wales - Charity number 1107249

Accounts

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2023

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The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Reference and administrative details

Akademi South Asian Dance UK is a registered charity (number: 1107249) and the company number is: 05294528.

Registered Office (and Principal Office)

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Directors and Trustees

The directors of the charity are its trustees for the purposes of charity law and the trustees serving during the year were as follows:

Adam Pushkin (resigned October 2023)
Ann R. David
Anu Kapoor
Caroline Casey
Emily Jenkins
Hannah Dye
Keith Khan (Chair)
Prakash Kurup (Treasurer)
Rachel Harris
Sarah Robson
Shravan Sood

Key Management Personnel

To which day-to-day management of the charity is delegated:
Kirsten Burrows – Executive Director & Joint CEO
Subathra Subramaniam – Artistic Director & Joint CEO

Company Secretary

Rachel Harris

Treasurer

Prakash Kurup

Relevant organisations or advisors

Accountants
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG

Bankers
National Westminster Bank
Bloomsbury Parr Branch
PO Box 158
214 High Holborn
London
EC1V 7BX

Solicitors
Russell Cooke Solicitors
2 Putney Hill
London
SW15 6AB

Structure, governance, and management

Akademi is a company limited by guarantee and governed by a memorandum of association which was updated on 1 December 2021.

Trustees' Indemnity Insurance was purchased during the year. Akademi conducts an induction for new trustees and provides on-going training throughout their time as trustees.

Trustees hold four full board meetings a year and take part in sessions dedicated to the strategic development and future visioning of the organisation annually. The board is supported by subgroups with specific roles as follows:

• **Finance & General Purposes (F&GP)** – an existing group consisting of the Joint CEOs and 2 board members (including the Treasurer) to analyse and approve quarterly management accounts ahead of each board meeting, review company policies (such as equal opportunities, safeguarding and environmental), oversee and advise on HR, annually review remuneration for staff salaries and freelancers' fees.

• **Strategic Development Group (SDG)** – a group consisting of 3 board members (including the Chair) and the Joint CEOs to monitor formal governance, monitoring of this business plan, risk register and mitigations, and adherence to the Arts Council England Investment Principles.

• **Artist Advisory Group (AAG)** – a group consisting of 5 external freelance artists working within the form of South Asian dance who meet quarterly with the Joint CEOs – note that these individuals are not Trustees and that their time is appropriately renumerated:

• Anusha Subramanyam
• Jane Chan
• Parbati Choudhury
• Shyam Dattani
• Vidya Patel

The AAG represents the voices of the freelance artistic community within Akademi's planning and decision-making ensuring relevance to the wider sector. The group comprise artists of colour (100%), emerging artists (40%), LGBTQI+ artists (20%) and is 80% female. A board member is present at most AAG meetings to ensure communication of artists' opinions, ideas and experiences to the wider board, ensuring these voices impact at board level and that AAG input is minuted as part of the official board papers.

Major risks

Akademi's major risks are principally the withdrawal of funds by any of our major funders, including public bodies. Steps have been taken by the Trustees to ensure that there is regular dialogue with Arts Council England and that a fundraising strategy to diversify our income streams is put in place. Akademi has a comprehensive risk analysis which is available on request. Systems have been established to enable and ensure regular reports are produced so that the necessary steps can be taken to lessen these risks.

Annual review

Objectives

The objects for which the Company is formed are to advance the arts for the public benefit, in particular by the promotion of South Asian dance forms, and generally by the promotion of the performing arts.

Akademi makes vibrant, fascinating, and meaningful South Asian dance. We use the compelling power of storytelling, rhythm, and gestures to create deeper connections with each other and our wider world. Care is at the centre of all that we do. Akademi has been the beating heart of South Asian dance in the UK since 1979, and our vision is that South Asian dance isa vital part of everyone's creative expression.

Since Akademi's formation by renowned South Asian dance performer and teacher Tara Rajkumar OAM, and the work of Artistic Director Mira Kaushik OBE from 1988–2019, we have grown into the UK's leading dance organisation dedicated to developing South Asian dance at the highest level.

Akademi is known for our world-class dance performances and groundbreaking wellbeing programmes. Our work is for everyone, and we bring our work to our communities. You can find us in everyday places from theatres, parks, shopping centres and festivals to hospitals, care homes and schools. Through the captivating forms of South Asian dance like Bharatanatyam and Kathak, we bring joy, inspiration and hope to people's lives.

The artistic community we work with are our collaborators and partners. We engage with internationally recognised dancers, choreographers, and artists to nurture the future generation of South Asian dance form leaders. We collaborate with environmental, science and health specialists to share stories of the societal and scientific issues of our world today.

Akademi's work generates significant public benefit across the interconnected areas in which it operates including community engagement, performance, and artist development. Our beneficiaries are wide ranging. They include older adults, hospital patients and NHS staff, children and young people, those who are Black, Asian minority ethnic and refugees, disabled people, low-income families, people with Special Educational Needs, South Asian dance professionals, artists and their collaborators and aspiring dancers and creatives.

"We put care at the centre of everything that we do at Akademi. Caringdeeply about dance, thepeople we work with and the artists andcreatives who make work, we care about the planet and our future andwe care that as many people as possible can participate and benefit fromthe joy ofSouth Asian dance." *Suba Subramaniam, Artistic Director & Joint CEO, Akademi.*

Akademi's Manifesto

Akademi's Manifesto is a new statement developed by the Joint CEOs in consultation with the Trustees and independent Artist Advisory Group. The Manifesto represents Akademi's public declaration and commitment of our aims and values.

• Our creative programme will be driven by societal and scientific issues that are relevant and resonant to the now.

• The dance artists we work with are our collaborators and cocurators and we will actively engage with them to nurture the future generations of dance leaders and create work of high artistic quality.

• Our learning and participation programme will be underpinned by research to ensure dance impacts the physical and mental wellbeing of our communities.

• We will actively seek opportunities for people of all cultures, abilities, and ages to access South Asian dance.

• Every new work will seek to factor in inclusivity and access.

• We will endeavour to listen to our communities to plan and devise all new learning and participation programmes effectively in collaboration with our artists and participants.

• Our work will engage with dance artists and communities through partnerships with organisations across the country.

• We are committed to this manifesto. We will listen to our communities, be responsive and evolve with our changing times.

Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Principle funding sources

The principal funding sources for Akademi's work are Arts Council England (ACE), Paul Hamlyn Foundation, City Bridge Trust, The Linbury Trust, The Baring Foundation, BBC Children In Need, other grants from Trusts and Foundations, performance and contract fees and income from workshops and commissions.

As an Arts Council England National Portfolio Organisation, ACE supports Akademi's core salary costs for delivery of an agreed artistic programme. Our income from grants, commissions and earned sources supports the appreciation, knowledge of and community, education, and health participation in South Asian dance for the public directly through performances and participatory engagement and workshops.

Akademi's activities, approach, plans and manifesto throughout 2022/23 demonstrated our strong alignment with ACE's current strategy - Let's Create Outcomes of Creative People, Cultural Communities and A Creative and Cultural County; and their Investment Principles (IPs) of Inclusion and Relevance, Ambition and Quality, Dynamism and Environmental Responsibility.

CREATIVE PROGRAMME 2022/23

The new vision of the Joint CEOs has led to a shift in how we describe Akademi's work to a more holistic approach. From 2022 we discontinued defining our work within the separate siloed strands of a) Production, b) Learning & Participation and c) Artist Development. Instead, we acknowledge and embrace the interconnectivity of Akademi's activities as co-dependent and equally important elements that combine to create impact for individuals, for communities and for society.

Our activities all contain a multitude of interwoven elements, aims, objectives, and outputs/outcomes. These encompass community engagement and participation (through our work in education, health and community settings, and Access provision), with employment for freelancers and development support for independent South Asian dance artists; with audience development via productions and performance opportunities (including digital); with advocacy for South Asian dance forms on a national scale; and with rigorous research opportunities and environmental awareness. Combinations of all of these elements can be found within our core Creative Programmes Dance Well, Plastic Drastic Fantastic, Pravaas and Reach Out & Reveal.

Dance Well

Dance Well is Akademi's participatory and performance programme which aims to improve the health and wellbeing of people inthe UK through the medium of South AsianDance.

Dance Well is delivered for people of all ages and abilities but with a special focus on elders delivered in a range of clinical and community settings including care homes, hospitals and community centres. Dance Well aims to encourage participants take part in more cultural and exercise activities, to help participants self-manage their chronic conditions through incorporating exercise into their daily routine and to positively impact patients' and staff wellbeing, social engagement and mental stimulation.

"I have been lying all night in terrible pain feeling extremely anxious, but I now feel so much better. Your beautiful dancing was an inspiration, it completely changed the energy in the room." *Patient, Chelsea & Westminster Hospital.*

"Dance Well brings us staff together as we face lots of struggle in the NHS. There is a beautiful sense of unity, laughter & joy. It improves my concentration, balance, confidence and movement. I feel more connected to myself and the culture / history of others who I work with & meet on the ward. I like how we learn different styles of Indian dance too, there is something for everyone." *Staff Nurse.*

In community centres and care homes, Akademi delivered:

- 121 participatory movement workshops for *1513 participants.
- 6 1-1 sessions for a visually impaired participant.
- 7 performances for audiences of approximately 420 community members, residents, and staff.

In hospitals, Akademi delivered:

- 103 ward-based dance demonstrations and movement workshops reaching *2102 patients (plus additional clinical staff and visitors).
- 5 successful new workshop sessions fusing music, dance and visual arts for 50 patient participants.
- 15 workshops tailored specifically for 173 NHS staff.
- 3 atrium performances for approximately 300 audience of patients, staff and visitors.

Settings and partners for Dance Well include:

- Breathe Arts Health Research (Lambeth Hospital London).
- Chelsea & Westminster Hospital London.
- Holborn Community Centre, Camden, London.
- Newham Hospital, London.
- Spring Grove Care Home, Camden, London.
- St. George's Hospital, London.
- Third Age Project, Camden, London.
- Wellesley Road Care Home, Camden, London.
- West Middlesex University Hospital London.

**Hospital patients are counted as individual unique participants whereby community participants may include some returning members week on week.*

Across 2022/23 Akademi's Dance Well programme employed 12 freelance South Asian dance form artists and included shadowing and training opportunities for artists to develop their skills and experience in working within community settings and hospitals.

Dance Well is funded by The City Bridge Trust and the Linbury Trust. 2022/23 is year 1 of a 3-year funding cycle.

Plastic Drastic Fantastic

A new production for children exploring plastics, climate issues and sustainability.

After a significant research, development and fundraising drive in 2021/22, Akademi presented Plastic Drastic Fantastic, our first new production since 2017. Plastic Drastic Fantastic is a contemporary dance theatre work for children and their families which explores our complex relationship with plastics – the fantastic possibilities they offer, as well as the drastic consequences to the environment. Drawing from South Asian dance techniques, the performers explore plastics and the dangers of their misuse through intricate movement, gestures and play. The processes and stories underpinning this production was steered by children and young people and created in collaboration with material scientists at UCL.

The show was co-produced with, and presented at Polka Theatre, Wimbledon, London in April/May 2022 with 32 shows plus 1 at Waterman's Theatre, Hounslow, London, reaching a total audience of 1485 young people and their teachers and families.

As part of the production offer, Akademi also delivered movement workshops exploring themes of environmental sustainability aligning with the KS2 curriculum for 40 pupils. A relaxed performance was accompanied by a workshop tailored specifically for a group of 15 SEND children aged 8-11 years and their carers.

Created in consultation with D/deaf theatre-maker Ramesh Meyappan and award-winning sound designers Kathy Hinde and Matt Olden, Plastic Drastic Fantastic featured bespoke sensory cushions that vibrate to emulate the undulation of the music creating a unique and innovative access point for D/deaf and hard of audience members. 23 freelance artists and creatives (9 of South Asian heritage) were employed as part of the production.

Plastic Drastic Fantastic 2022 was made possible due to the success of an Arts Council England project grant of £59,000 awarded to Akademi, and from Polka Theatre contributing to the origination investment. The production will continue to tour to a further 9 national venues in autumn 2023 thanks to an additional ACE project grant of £55,000 awarded in September 2023. The Plastic Drastic Fantastic cast was long listed for the Off West End Awards and choreography nominated in Eastern Eye's Arts, Culture and Theatre Awards.

"It's wonderfully refreshing to see classic South Asian dance performed so playfully and in a contemporary context." *Mary Pollard, Everything Theatre*

"I strongly recommend that parents and children catch this wonderful show." *Anita Chanda, Pulse Magazine*

Pravaas & International Work

A new outdoor production on climate migration with international R&D.

Akademi has continued to develop our new outdoor dance and vocal performance based on climate migration. Pravaas – meaning 'migration' - is inspired by our research of the Sundarbans - a cluster of low-lying islands in the Bay of Bengal, spread across India and Bangladesh. Sundarbans is the world's largest contiguous mangrove forest and is a designated world heritage site. The habitat supports approximately 4.37 million people. Due to climate change the Sundarbans faces several challenges. With rising sea levels, islands and homes are disappearing and the increasing salinity in the water and soil has severely threatened the health of mangrove forests and the quality of soil and crops. Additionally, there have been serious disturbances to hydrological parameters and change in fishing patterns, resulting in disastrous consequences for fishermen. Frequent cyclones and erratic monsoon raining pattern are damaging the ecology and humanity.

As part of the Pravaas R&D in November 2022, Akademi's Artistic Director Suba Subramaniam visited Sagar, a small island on the Indian Sundarbans along with Kolkata-based artist Vikram Iyengar, from Pickle Factory India. Suba visited a local school Lokhhon Porobesh Uccho Bidyalaya to facilitate movement workshops. Most of the students had been displaced from their homes, due to the cyclones in the region and this school has one of the best disaster management programs in the region, with a cyclone shelter attached to the school.

Suba also visited Goramara, another small island in the region where she met with an NGO and women's empowerment group and with Dr Sugata Hazra,Professor of Coastal Zone Management at Jadavpur University, who has done pioneering research on Sundarbans, Climate Change and its Biophysical impacts.

As part of the trip, the British Council invited Suba to be a movement director for their integrated theatre work based on a Bangladeshi folk tale.This was an incredible experience to movement direct disabled and non-disabled actors working collaboratively. Suba also facilitated a 2-day workshop in Dhaka for theatre practitioners from around Bangladesh, who run regular workshops for disabled people in their respective villages.Suba helped them to think about how to integrate movement into their workshops with a potential of creating a physical theatre work in each of their village settings.

We have support from 101 Creation Space to create the piece, with creation funding of £31,000 from Without Walls and commission funding from Norfolk & Norwich Festival, £9800; and Brighton Festival, £5200. We have secured tour dates for summer 2023 at Norwich & Norfolk Festival, Brighton Festival, Stockton International Riverside Festival, Camden South Asian Heritage Month and Inside Out Dorset.

Reach Out & Reveal

Delivering South Asian dance workshops to pupils with Special Educational Needs / Disabilities (SEND).

Reach Out & Reveal aims to support the physical, emotional and communication needs of children and young people with Autistic Spectrum Disorders and SEND. Specialist Akademi practitioners provide weekly dance and movement sessions across partner schools, working closely with school and teaching staff.

The unique movement vocabulary of South Asian dance provides participants with platforms for self-expression, creativity and enlivened social interactions, while fostering their core emotional development. The programme champions and evaluates new approaches, cultivating knowledge transfer opportunities between teaching professionals and dance practitioners.

SEND Schools' and youth setting partners:
- Papillon House School, Tadworth, Surrey.
- Manor School,Brent.
- Cambridge School,Hammersmith and Fulham
- The Avenue School, Brent.

Reach Out & Reveal delivered 106 days of workshops – reaching up to 120 pupils / day across the four schools – with 2 specialist artists delivering.

"*Child A* has complex needs including ASD and ADHD. He rarely sits down or keeps still. He needs 2:1 support at all times around school due to significant behavioural challenges. He has recently started attending Akademi's dance sessions for part of the session on his own terms. In a recent session he stayed for the whole session, then at the end when the dance artist did the relaxation part, he spontaneously lay down quietly next to his support staff, something we have never seen before." *Teacher, Papillion House.*

In addition, Akademi began our 3-year research Reach Out & Reveal research project in autumn 2022. We commissioned two academic researchers, Claire Farmer and Ashley McGill, to develop a peer reviewed research paper on the impact of the programme for SEND young people and their schools. Ethics was approved by Middlesex University in November 2022. Theevidential learning from this research will be disseminated to the wider health and education sector. Funded by the Paul Hamlyn Foundation, the project is also providing opportunity to three additional South Asian dance artists to train as SEND specialists.

New Programmes

Akademi launched two new programmes in 2022/23 with a focus on facilitating South Asian for young people.

Feet First

Funded by The Baring Foundation, Feet First is a pilot project aiming to provide a platform for South Asian dance artists to train to work with young people with mental health issues. Drawing from our rich experience of working with adolescents, the project delivers co-created participatory arts opportunities for young people to support their mental health and wellbeing as they prepare to transition from Child and Adolescent Mental Health Services (CAMHS) to Adult Mental Health Services. Research indicates this transition can be a highly stressful and often unsuccessful process, leaving young people adrift to try to manage their illness themselves. Akademi is working with Dr Partha Banerjea, Consultant Child and Adolescent Psychiatrist and staff and young people at Snowsfield Adolescent Unit, Maudsley Hospital, London, and supporting two South Asian dance form artists to develop their skills in working within CAMHS settings.

Feet First aims to engage and empower young service users to improve their wellbeing, developing tools for mental health self-management. The project will also develop a practice for Akademi's dance artists to thrive in this work in the future. Akademi delivered 5 sessions for training and initial workshops in March 2023 and is set to continue with up to 24 sessions throughout the remainder of 2023.

Maitri

Maitri is a new project to support pupils as they prepare to undergo the transition from primary to secondary school by providing a platform for KS2 and KS3 pupils to work together.

The transition from primary to secondary school can be a time of anxiety and insecurity for young people and their families. Through Maitri we aim to empower younger pupils, helping them adjust to a new environment, while providing older pupils with an opportunity to develop their skills as leaders.

Maitri is designed to increase physical activity, as well as developing pupil confidence and teamwork, ultimately aiming to foster community cohesion and cultural understanding.

Funded by John Lyon's Charity, Maitri was launched as a pilot in two primary and one secondary school in Brent working with 280 pupils across 8 weeks providing Bollywood workshops delivered by two South Asian dance artists. A co created Bollywood piece was performed by 117 pupils at the secondary school's annual dance show. Akademi aims to continue to develop Maitri throughout 2023/24.

Catching Colour

Akademi collaborated with English National Ballet dance artists to plan and deliver a series of workshops for up to 40 year 8 pupils at St. Angela's Ursuline School and Mulberry School for Girls, across June & July. The Workshops were devised in response to Rana Begums public art installation in Botanic Square (London City Island) and culminated in a public sharing / performance by pupils on the site of the artwork.

Commissioned Performances & Community Events

Akademi has been commissioned to curate and present a variety of performances and workshops at key community venues and public facing events including:

Green Spaces Dark Skies

Green Spaces Dark Skies comprised of mass community gatherings with participants acting as 'Luminators' - carrying lanterns to create shapes and pictures for drone footage in Areas of Outstanding Natural Beauty. Commissioned by Activate Performing Arts in Dorset and Walk the Plank (via Unboxed: Creativity in the UK), Akademi's Artistic Director choreographed 2 Green Space Dark Skies events: Dorset, and Dunstable Downs in the Chilterns, with both sites featuring approximately 600 community participants. Akademi also provided movement workshops for participant groups including a youth group with learning disabilities and older adults group – many of whom continued to participate in the lantern display.

Other commissioned Performances & community events include:

- Bangladesh 50 at the British Museum – 200 audience.
- Bradford Literary Festival – 50 audience.

- Commons Dance Festival at Stanley Arts Croydon – 100 audience.
- Devonshire Square Diwali – 400 audience.
- Dialled-In Festival, Walthamstow London – 50 participants for workshop.
- English Folk Dance and Song Society - Akademi delivered 'Creative South Asian folk dance for young people with SEND' – 30 participants.
- Magpie Dance - delivering a workshop for 20 SEND people.
- Mayor Of London's Diwali on Trafalgar Square – attended by approx. 30,000 people across the day with over 400 participating in Akademi-led workshops.
- St Mary's Church 150th Anniversary Community Festival (Primrose Hill, London) – 200 audience.
- UCL Dementia Research Project – a series of workshops for South Asian people with dementia, in partnership with Naaheed Mukadem (Alzheimer's Society Senior Clinical Research Fellow Consultant) – 30 participants.
- Victoria & Albert Museum Dance Festival (professional performances plus a special performance by Akademi's community group from Holborn Community Association) – 300 audience.

Akademi has also presented performances for private and business clientele including:

- Aga Khan Foundation UK's Silk Road Bazaar – 90 audience.
- BRAC UK's 50th Anniversary Celebrations – 100 audience.
- Deloitte's Diwali Celebrations – 80 audience.
- International Schools Theatre Association – workshops for Baccalaureate pupils – 80 participants.
- ITV Embrace South Asian Heritage Month Celebration – 88 audience.
- The Law Society new President's inauguration – 60 audience.

Artist Support & Mentoring

Akademi continues to offer a variety of artist support and mentoring to South Asian dance form artists comprising formal artist surgeries to discuss creative processes, funding support (funding application advice, in kind marketing support and financial contribution), performance and digital commissions, ad hoc creative advisory sessions, comprehensive mentoring time in artists' making processes by Akademi's Artistic Director and direct advocacy for South Asian dance form artists in the wider dance and performance sector. Examples include:

Mentoring:

- Kirsten Newell and Oxana Banshikova for their piece MaMa.
- Meera Vinay, Plastic Drastic Fantastic Assistant Producer
- Krishna Zivraj of Sanskritia Dance for their early years and young audiences' work.
- Payal Ramachandran for their family work.
- Artists of the Agnya Project ('Mother, Maiden, Whore) in Edinburgh.
- Aishani Ghosh and collective.
- Dance East Associate Artist selection panel
- Arts and the Environment panelist for East London Dance's Continuum Programme
- An hour workshop on Zoom for Ukranian choreographers on research methodologies and making dance, run by The Place and funded by the British Council.
- Akademi's Artistic Director was invited to be a judge on BBC Young Dancer of the Year Competition.

Commissions:
• Velocities (Shivaangee Agrawel, Meera Patel & Jane Chan).
• Swati Dance Company.
• Divya Ravi.

"Thank you so much Suba and Akademi. It's so heartwarming to have someone so supportive, guiding us in the industry and I'm so grateful that you are here! Our work progressed the way it did because of your advice and we're just grateful" *Aishan Ghosh, dance artist.*

Digital, Marketing, Audience Development

Annual digital summary

Facebook	Twitter	Instagram	YouTube	Website
Total Reach: 30,323 12% of the target reached	Total Impressions: 34,402 30% of the target reached	Reach: 27,803 43% of the target reached	Impressions: 303,868 58% of the target reached	Unique views: 42,337
Engagement: 2457 175% of the target reached	Engagement: 901 17% of the target reached	Interactions: 1704 84% of the target reached	Views:30,036 58% of the target reached	Views: 95,427 91% of the target reached
Total Followers: 5033 83% of the target reached	Total Followers: 3422 84% of the target reached	Followers: 2472 92% of the target reached	Subscribers: 1927 92% of the target reached	Total visitors: 21,860 95% of the target reached

Key points

• Akademi underwent a rigorous process of comms development resulting in the launch of a new website in summer 2023.
• Akademi's Apotheosis film on British Museum YouTube has increased its reach across the yuear to 1.6 million views, 22,000 likes, 3676 comments.
• A lack of touring production and/or an online film festival has had an impact on numbers, but we expect to see a boost with the sharing of commissioned blogs, Pravaas updates and launch of the new website.

Future Development and Funding Secured in 2022/23

• Arts Council England National Portfolio Organisation funding was successful. This provides funding for 3 years (2023 – 2026) at £218,956 per annum for core organisational costs.
• Without Walls (and associated commissioning festivals) funding secured for Pravaas - £57K.
• John Lyon's Foundation grant to take Bollywood to secondary school in Brent (and their feeder primaries as a transition project) successful £19K.
• Dance Well and Reach Out & Reveal programmes have completed year 1 of 3 years secured funding.
• Akademi secured over £19K in hospital trust and commissions income for Dance Well services.

• Akademi has secured a new capacity building grant from Create Equity and mewe360 for £40K to expand Dance Well nationally in 2024.

Environmental Responsibility

Akademi recognises the imperative for arts organisations to do their part to develop environmentally sustainable operations, acknowledging the UK government's updated aims to reduce all greenhouse gas emissions to net zero by 2050, compared with the previous target of at least 80% reduction from 1990 levels (source: www.gov.uk).

We also recognise that environmental sustainability is important from a business perspective as well as an ethical one and we are committed to minimising the impact of Akademi's programme and business practices on the environment. Our environmental responsibility is emphasized through our creative production themes which are aimed at raising awareness on issues such as the impact of harmful materials on the environment and climate change. We are committed to using sustainable production practices such as the re-use of props and costumes and take active steps to ensure that these practices are written into contracts with artists and partner settings.

In 2022/23 we continued to develop our aims around our environmental responsibility as follows:

• To embed the themes of environmental responsibility in the creative output of our work to raise awareness, educate and instill a sense of practical positive action in audiences to tackle the environmental crisis.

• To ensure our production processes are sustainable, developing green riders and best practice policies in sustainability for outdoor work in partnership with Norwich & Norfolk Festival, for dissemination to the sector.

• To follow our environment impact policy to reduce carbon footprint in all areas of our office environment and administration – encouraging our building manager to review and improve building sustainability.

• To build environmental impact statements and considerations in contracts and discussions with our wider freelance workforce – for example making provision, funds and time for public transport rather than car travel.

These aims are addressed in 2022/23 through the themes of our new productions; Plastic Drastic Fantastic and Pravaas. In addition, we have attended conferences and secured partnerships to maximise our work within environmental issues as follows:

• Climate Change and Arts panel organized by Wessex Museums on Art and Activism.

• Conducted a workshop at the Climate Crisis Outdoor Arts Lab at the 101 Creation Space, on art and climate change.

• Akademi chaired a Q&A for the dance-on-screen film screening of *And Breathe* (commissioned by Akademi and Watermans) and Cultivate (both films on the subject of climate change). The event was at The Mockingbird cinema in Birmingham with a panel of the artists, film makers and scientists.

Achievements and Financial Review

Full details of the income and expenditure are set out in the financial statements. All funds have been applied in direct furtherance of Akademi's aims.

At 31st March 2023, The unrestricted reserves are £362K; £168K of these are designated funds leaving free reserves of £194K.

The charity does not hold any of its reserves in investments. Surplus cash is held in a 90-day notice savings account and short-term bank deposit accounts.

Akademi continues to exert tight control on expenditure and identified a number of areas of saving during the year, making significant use of charity discounts.

Reserves policy

Akademi needs reserves in order to meet liabilities in the event of being unable to secure funding, factors beyond Akademi's control such as the decision of a funder to cease funding, failure of a partner organisation or other debtor.

Free reserves are defined as income that becomes available to Akademi and is to be spent at the trustees' discretion in furtherance of Akademi's objectives but which is not yet spent, committed or designated.

The reserves policy is reviewed annually by the trustees, with the most recent review in October 2023. The review is managed by Akademi's Executive Director and takes into account projected cash flow forecasts and a risk assessment.

Akademi reviews its reserves policy annually taking into account current operating costs and risks associated with income required to deliver our business plan objectives. Trustees have assessed that a reserves target equivalent to 6-9 months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2022-23. The reserves target is therefore £150K - £225K.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 judgements 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed on behalf of the board

Keith Khan

Chair of Board of Trustees

Prakash Kurup

Treasurer

06 December 2023

Independent Examiner's Report to the trustees of Akademi South Asian Dance UK

I report to the charity trustees on my examination of the financial statements of Akademi South Asian Dance UK for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Luna Muncaster ACA ICAEW
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London

N21 1RG
06 December 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:					
Grants for Charitable Activities	4	228,006	281,239	509,245	396,528
Charitable activities		-	-	-	7,240
Investments	5	698	-	698	127
Other	6	488	-	488	12,163
Total		229,192	281,239	510,431	416,058
Expenditure on:					
Charitable activities	7	33,460	214,222	247,682	193,135
Other	8	188,629	34,453	223,082	178,681
Total		222,089	248,675	470,764	371,816
Net gains on investments		-	-	-	-
Net income	9	7,103	32,564	39,667	44,242
Transfers between funds		(6,017)	6,017	-	-
Net income before other gains/(losses)		1,086	38,581	39,667	44,242
Other gains and losses					
Net movement in funds		1,086	38,581	39,667	44,242
Reconciliation of funds:					
Total funds brought forward		360,734	42,086	402,820	358,578
Total funds carried forward		361,820	80,667	442,487	402,820

Summary Income and Expenditure Account

for the year ended 31 March 2023

	2023 £	2022 £
Income	509,733	415,931
Interest and investment income	698	127
Gross income for the year	510,431	416,058
Expenditure	470,764	370,698
Depreciation and charges for impairment of fixed assets	-	1,118
Total expenditure for the year	470,764	371,816
Net income before tax for the year	39,667	44,242
Net income for the year	39,667	44,242

Balance Sheet

at 31 March 2023

Company No. 05294528	**Notes**	**2023**	**2022**
		£	**£**
Fixed assets			
Tangible assets	12	-	-
Current assets			
Debtors	13	37,645	40,665
Cash at bank and in hand		437,933	491,297
		475,578	531,962
Creditors: Amount falling due within one year	14	(33,091)	(129,142)
Net current assets		442,487	402,820
Total assets less current liabilities		442,487	402,820
Net assets excluding pension asset or liability		442,487	402,820
Total net assets		442,487	402,820
The funds of the charity			
Restricted funds	15		
Restricted income funds		80,667	42,086
		80,667	42,086
Unrestricted funds	15		
General funds		193,946	167,445
Designated funds		167,874	193,289
		361,820	360,734
Reserves	15		
Total funds		442,487	402,820

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 06 December 2023

And signed on its behalf by:

Keith Khan
Chair of Board of Trustees
06 December 2023

Prakash Kurup
Treasurer

Statement of Cash flows

for the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	39,667	44,242
Adjustments for:		
Depreciation of property, plant and equipment	-	(1,118)
Dividends, interest and rents from investments	(1,186)	(290)
Other gains/losses	-	-
Decrease/(Increase) in trade and other receivables	3,020	(36,349)
(Decrease)/Increase in trade and other payables	(96,051)	114,510
Net cash (used in)/provided by operating activities	(54,550)	120,995
Cash flows from investing activities		
Dividends, interest and rents from investments	1,186	290
Net cash from investing activities	1,186	290
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	(53,364)	121,285
Cash and cash equivalents at the beginning of the year	491,297	367,776
Cash and cash equivalents at the end of the year	437,933	489,061
Components of cash and cash equivalents		
Cash and bank balances	437,933	491,297
	437,933	491,297

1 Accounting policies

Basis of preparation

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.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

office equipment - 25% straight line

All assets costing more than £750 are capitalised at their cost to the charity.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 **Company status**

The company is a private company limited by guarantee and consequently does not have share capital.

3 **Statement of Financial Activities - prior year**

	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022
	£	£	£
Income and endowments from:			
Grants for Charitable Activities	218,956	177,572	396,528
Charitable activities	7,240	-	7,240
Investments	127	-	127
Other	12,163	-	12,163
Total	238,486	177,572	416,058
Expenditure on:			
Charitable activities	10,875	209,555	220,430
Other	151,386	-	151,386
Total	162,261	209,555	371,816
Net income	76,225	(31,983)	44,242
Net income before other gains/(losses)	76,225	(31,983)	44,242
Other gains and losses:			
Net movement in funds	76,225	(31,983)	44,242
Reconciliation of funds:			
Total funds brought forward	284,509	74,069	358,578
Total funds carried forward	360,734	42,086	402,820

4 Grants for Charitable Activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Arts Council	218,961	-	218,961	218,956
Community and Curatorial	9,045	-	9,045	-
Dance Well /Linbury Trust / City Bridge Trust	-	98,146	98,146	48,743
Paul Hamlyn Foundation / BBC Children In Need / ROAR	-	92,650	92,650	17,100
NLHF	-	-	-	7,203
Dancing Brain	-	-	-	54,060
Barings / Feet First	-	1,380	1,380	34,501
Without Walls / Pravaas	-	46,841	46,841	-
Green Spaces Dark Skies	-	6,080	6,080	-
John Lyon's / Maitri	-	19,700	19,700	-
ACE / Plastic Drastic Fantastic	-	6,672	6,672	-
Community workshops	-	-	-	15,965
Commercial	-	9,770	9,770	-
	228,006	281,239	509,245	396,528

In 2022, of the total income from donations and grants, £218,956 was from unrestricted funds and £177,572 was from restricted funds.

5 Income from investments

	Unrestricted	Total 2023	Total 2022
	£	£	£
Bank interest	698	698	127
	698	698	127

6 Other income

	Unrestricted	Total 2023	Total 2022
	£	£	£
Other donations	488	488	163
Theatre Tax Relief	-	-	12,000
	488	488	12,163

7 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Expenditure on Charitable activities	33,043	214,222	247,265	192,845
Governance costs				
Trustees' meeting costs	417	-	417	290
	33,460	214,222	247,682	193,135

8 Other expenditure

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Advertising and corporate fundraising	8,180	-	8,180	6,250
Employee costs	141,760	34,453	176,213	130,694
Motor and travel costs	3,395	-	3,395	2,034
Premises costs	14,855	-	14,855	5,710
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	-	-	-	1,118
General administrative costs	16,564	-	16,564	21,114
Legal and professional costs	3,875	-	3,875	11,761
	188,629	34,453	223,082	178,681

9 Net income before transfers

	2023	2022
This is stated after charging:	£	£
Depreciation of owned fixed assets	-	1,118
Independent Examiner's fee	1,950	1,950

10 Trustee remuneration and expenses

The nature of the reimbursed expenses	The charity trustees were not paid or did not receive any other benefits from the charity in the year, neither were they reimbursed expenses during the year.

11 Staff costs

	2023	2022
Salaries and wages	94,734	82,291
Social security costs	64,326	35,449
Pension costs	17,153	12,954
	176,213	130,694

See note 9 for an explanation of the treatment of certain salary and overhead costs. The Artistic Director received emoluments below £60,000 during the year. (During 2022 this was below £60,000). In 2023, staff costs included £34,453 relating to the Learning and Participation Manager. These costs are part of the Dance Well restricted fund.

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

	2023 Number	2022 Number
Direct charitable activities	3	3
Fundraising	-	-
Management and administration	3	2
	6	5

12 **Tangible fixed assets**

	£	office equipment £
Cost or revaluation		
At 1 April 2022	75,802	75,802
At 31 March 2023	75,802	75,802
Depreciation and impairment		
At 1 April 2022	75,802	75,802
At 31 March 2023	75,802	75,802
Net book values		
At 31 March 2023	-	-
At 31 March 2022	-	-

13 **Debtors**

	2023 £	2022 £
Trade debtors	10,010	3,050
Other debtors	-	12,000
Prepayments and accrued income	27,635	25,615
	37,645	40,665

14 **Creditors:**

amounts falling due within one year

	2023 £	2022 £
Other creditors	794	-
Accruals	32,297	46,992
Deferred income	-	82,150
	33,091	129,142

15 **Movement in funds**

	At 1 April 2022	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2023
	£	£	£	£	£
Restricted funds:					
Restricted income funds:					
Dance Well /Linbury Trust / City Bridge Trust	-	98,146	(89,959)	-	8,187
Commercial	-	9,770	(7,458)	(2,312)	0
Green Spaces Dark Skies	-	6,080	(6,080)	-	-
Without Walls / Pravaas	7,585	46,841	(37,456)	-	16,970
Barings / Feet First	34,501	1,380	(4,841)	-	31,040
ACE / Plastic Drastic Fantastic	-	6,672	(15,001)	8,329	0
Paul Hamlyn Foundation / BBC Children In Need / ROAR	-	92,650	(70,544)		22,106
John Lyon's / Maitri	-	19,700	(17,336)	-	2,364
Total	42,086	281,239	(248,675)	6,017 -	80,667
Unrestricted funds:					
General funds	167,445	229,192	(196,674)	(6,017)	193,946
Designated funds:					
Strategic Development	35,895	-	(11,786)	-	24,109
Dance Production	104,527	-	(8,329)	-	96,198
Artist and Artform Development	29,620	-	(5,300)	-	24,320
Community and Education	23,247	-	-	-	23,247
Total	193,289	-	(25,415)	- -	167,874
Total funds	402,820	510,431	(470,764)	- -	442,487

Purposes and restrictions in relation to the funds:

Restricted funds:	
Dance Well /Linbury Trust / City Bridge Trust	Funding for community dance programme
Commercial	Individual commissioned performances for private or corporate events
Green Spaces Dark Skies	A project to animate Areas of Outstanding Beauty by community groups with outdoor lighting and dance. Presented by Walk The Plank as part of Unboxed Festival.
Without Walls / Pravaas	Outdoor production about climate migration
Barings / Feet First	Barings Foundation - funding for young people's mental health project
ACE / Plastic Drastic Fantastic	A production for children on the use and misuse of Plastics.
Paul Hamlyn Foundation / BBC Children In Need / ROAR	Funding for Reach Out and Reveal (SEN project).
John Lyon's / Maitri	A series of Bollywood workshops across secondary and feeder primary schools to aid transition and engagement in dance, delivered in Brent, London
Designated funds:	
Strategic Development	For organisational support during the difficult economic climate.
Dance Production	For future dance productions
Artist and Artform Development	For work associated with Artist and South Asian dance development
Community and Education	For community and education support or development

16 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Net current assets	361,820	80,667	442,487
	361,820	80,667	442,487

17 Reconciliation of net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash and cash equivalents	491,297	(53,364)	437,933
	491,297	(53,364)	437,933
Net debt	491,297	(53,364)	437,933

18 **Commitments**

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2023 Land and buildings £	2023 Other £	2022 Land and buildings £	2022 Other £
Operating leases with expiry date:				
Over five years	22,560	-	22,420	-
	22,560	-	22,420	-

Pension commitments

	2023 £	2022 £
The pension cost charge to the company amounted to:	17,153	10,956

19 **Related party disclosures**

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Detailed Statement of Financial Activities

for the year ended 31 March 2023

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:				
Grants for Charitable Activities				
Arts Council	218,961	-	218,961	218,956
Community and Curatorial	9,045	-	9,045	-
Dance Well /Linbury Trust / City Bridge Trust	-	98,146	98,146	48,743
Paul Hamlyn Foundation / BBC Children In Need / ROAR	-	92,650	92,650	17,100
NLHF				7,203
Dancing Brain				54,060
Barings / Feet First	-	1,380	1,380	34,501
Without Walls / Pravaas	-	46,841	46,841	
Green Spaces Dark Skies	-	6,080	6,080	
John Lyon's / Maitri	-	19,700	19,700	
ACE / Plastic Drastic Fantastic	-	6,672	6,672	
Community workshops				15,965
Commercial	-	9,770	9,770	-
	228,006	281,239	509,245	396,528
Charitable activities	-	-	-	7,240
	-	-	-	7,240
Investments				
Bank interest	698	-	698	127
	698	-	698	127
Other				
Other donations	488	-	488	163
Theatre Tax Relief	-	-	-	12,000
	488	-	488	12,163
Total income and endowments	229,192	281,239	510,431	416,058
Expenditure on:				
Charitable activities	33,043	214,222	247,265	192,845
	33,043	214,222	247,265	192,845
Governance costs				
Trustees' meeting costs	417	-	417	290
	417	-	417	290
Total of expenditure on charitable activities	33,460	214,222	247,682	193,135

Other expenditure				
Advertising and corporate fundraising	8,180	-	8,180	6,250
	8,180	-	8,180	6,250
Employee costs				
Salaries/wages	69,536	25,198	94,734	82,291
Employer's NIC	57,413	6,913	64,326	35,449
Pension costs	14,811	2,342	17,153	12,954
	141,760	34,453	176,213	130,694
Motor and travel costs				
Travel and subsistence	3,395	-	3,395	2,034
	3,395	-	3,395	2,034
Premises costs				
Rent	10,747	-	10,747	3,653
Rates	1,971	-	1,971	-
Premises insurances	2,137	-	2,137	2,057
	14,855	-	14,855	5,710
General administrative costs, including depreciation and amortisation				
Depreciation of Freehold property	-	-	-	1,118
Software, IT support and related costs	4,499	-	4,499	7,705
Stationery and printing	185	-	185	-
Subscriptions	3,362	-	3,362	3,413
Sundry expenses	8,374	-	8,374	8,569
Telephone, fax and broadband	144	-	144	1,427
	16,564	-	16,564	22,232
Legal and professional costs				
Independent examination fees and TTR costs	2,300	-	2,300	1,950
Accountancy and bookkeeping	-	-	-	1,038
Consultancy fees	1,575	-	1,575	8,773
	3,875	-	3,875	11,761
Total of expenditure of other costs	188,629	34,453	223,082	178,681
Total expenditure	222,089	248,675	470,764	371,816
Net gains on investments	-	-	-	-
Net income	7,103	32,564	39,667	44,242
Transfers between funds	(6,017)	6,017	-	-

Net income before other gains/(losses)	1,086	38,581	39,667	44,242
Other Gains	-	-	-	-
Net movement in funds	1,086	38,581	39,667	44,242
Reconciliation of funds:				
Total funds brought forward	360,734	42,086	402,820	358,578
Total funds carried forward	361,820	80,667	442,487	402,820

AKADEMI SOUTH ASIAN DANCE UK

England & Wales - Charity number 1107249

Accounts

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2022

Akademi South Asian Dance UK
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The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Mission statement

Our mission is to inspire audiences and enhance lives by creating and nurturing excellence in classical, contemporary, popular and participatory South Asian dance.

Reference and Administrative Details

Akademi South Asian Dance UK is a registered charity (number: 1107249) and the company number is: 05294528.

Principal and Registered Office

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Directors and Trustees

The directors of the charity are its trustees for the purposes of charity law and the trustees serving during the year were as follows:

Adam Pushkin
Ann R David
Anu Kapoor
Bandish Gudka (resigned 20 October 2021)
Caroline Casey
Emily Jenkins (appointed 15 September 2021)
Hannah Dye (appointed 15 September 2021)
Keith Khan (Chair, appointed 15 September 2021)
Paul Parashar (Chair, resigned 1 December 2021)
Prakash Kurup
Rachel Harris
Richard Blurton (resigned 14 September 2022)
Sarah Robson
Shravan Sood

Company Secretary

Rachel Harris

Independent Examiner

Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG

Bankers
National Westminster Bank
Bloomsbury Parr Branch
PO Box 158
214 High Holborn
London
EC1V 7BX

Solicitors
Russell Cooke Solicitors
2 Putney Hill
London
SW15 6AB
Address Line 5

Structure, governance, and management
Akademi is a company limited by guarantee and governed by a memorandum of association which was updated on 1 December 2021.

Trustees' Indemnity Insurance was purchased during the year. Akademi conducts an induction for new trustees and provides on-going training throughout their time as trustees.

Trustees hold four full board meetings a year and take part in sessions dedicated to the strategic development and future visioning of the organisation annually. The board is supported by subgroups with specific roles as follows:

• Finance & General Purposes (F&GP) – an existing group consisting of the Joint CEO's and 2 board members (including the Treasurer) to analyse and approve quarterly management accounts ahead of each board meeting, review company policies (such as equal opportunities, safeguarding and environmental), oversee and advise on HR, annually review remuneration for staff salaries and freelancers' fees.
• Creative Advisory Team (CAT) – a group consisting of 5 board members and the Joint CEO's, meeting quarterly to discuss and advise on the programme's ambition and quality, new opportunities and partnerships.
• Strategic Development Group (SDG) – a group consisting of 3 board members (including the Chair) and the Joint CEOs to monitor tenure, Mems & Arts and all formal governance, monitoring of this business plan, risk register and mitigations, and adherence to the Arts Council England Investment Principles.

• Artist Advisory Group (AAG) – a group consisting of 5 external freelance artists (paid) working within the form of South Asian dance who meet quarterly with the Joint CEOs – note that these individuals are not Trustees:

Jane Chan
Vidya Patel
Parbati Choudhury
Shyam Dattani
Anusha Subramanyam

The AAG represents the voices of the freelance artistic community within Akademi's planning and decision-making ensuring relevance to the wider sector. The group is comprised of artists of colour (100%), emerging artists (40%), LGBTQI+ artists (20%) and is 80% female. A board member is present at each AAG meeting to ensure communication of artists' opinions, ideas and experiences to the wider board, ensuring these voices impact at board level and that AAG input is minuted.

Major risks

Akademi's major risks are principally the withdrawal of funds by any of our major funders, including public bodies. Steps have been taken by the trustees to ensure that there is regular dialogue with Arts Council England and that a fundraising strategy to diversify our income streams is put in place. Akademi has a comprehensive risk analysis which is available on request. Systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

Annual review

Objectives

The objects for which the Company is formed are to advance the arts for the public benefit, in particular by the promotion of South Asian dance forms, and generally by the promotion of the performing arts.

Akademi's work generates significant public benefit across the interconnected areas in which it operates including performance, artist development and community, learning and participation. Our beneficiaries are wide ranging. They include older adults, children and young people, those who are Black, Asian minority ethnic and refugees, disabled people, low-income families, people with Special Educational Needs, South Asian dance professionals, artists and their collaborators and young, aspiring dancers.

Our vision is that professional South Asian dance is thriving at the centre of British cultural life. We want everyone, no matter their age or background, to have the opportunity to experience, learn about or participate in South Asian dance, and in doing so gain an understanding of different communities and cultures. Akademi is a catalyst for change, a proactive and collaborative partner, creating outstanding artistic experiences and ensuring that London is a driving creative force for South Asian dance globally.

Our artistic outlook is progressive, inquisitive and truly diverse. We aim to challenge public perceptions and stereotypes of South Asian dance through risk-taking creativity. As a British company rooted in the multicultural communities within which we work, we celebrate South Asian dance in all its forms. Our work not only preserves and nurtures classical traditions, but also pursues contemporary experimentation through cross-fertilisation of cultures and ideas.

Since its foundation in 1979, Akademi has been a vital creative bridge between South Asian and British cultures. In an ever-evolving political, social and artistic context, our hybrid approach ensures continued relevance. We are passionate about taking our work to disadvantaged communities and those who may never have experienced live dance performance. Embracing the plurality of classical, contemporary and commercial South Asian dance styles, our pioneering work has nurtured world-class artists, contributing significantly to Britain's international reputation for innovation in South Asian dance.

Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Principle funding sources

The principal funding sources for Akademi's work are Arts Council England, City Bridge Trust, The Linbury Trust, John Lyon's Charity, BBC Children In Need, other grants from Trusts and Foundations, performance and contract fees and income from workshops and commissions.

The Arts Council England funding supports Akademi's core salary costs and delivery of an agreed artistic programme and business plan. Our income from grants, commissions and earned sources supports the appreciation, knowledge of and community participation in South Asian dance for the public directly through workshops and performances.

Context

Across 2020 – 2022, within a period of unprecedented societal change due to Covid-19, Akademi undertook a process of change and development. During 2020/21 and 2021/2022 Akademi has navigated this situation within a new social, political and cultural landscape. During this time, our priorities have been:

- to support our South Asian dance form artists' and associated freelancers' livelihoods and creativity
- to engage with the wider cultural sector and ensure that Akademi provides representation for our artists and art form in England's cultural ecology
- to provide continuity of provision of the highest quality for our community participants, many of whom represent societies most vulnerable
- to undertake an internal process of organisational development
- to work with our board and communities to carve a new vision for Akademi's future.

Over the past two years, Akademi's Joint CEO's have worked closely with our board to engage and connect the organisation's activities and ethics to analyse and define alignment with the priorities of our main funder, Arts Council England (ACE) and the four ACE Investment Principles of Inclusion and Relevance, Ambition and Quality, Environmental Responsibility and Dynamism. Akademi now monitors and tracks all activity as to how our work address these Investment Principles. We have formed an independent Artist Advisory Group and board subgroups (see above) who meet regularly, welcomed two new board members with expertise around arts and health and, since December 2021, welcomed a new Chair, Keith Khan.

We have worked hard to maintain and reimagine South Asian dance provision for our many communities and participants and to continue to provide work and excellent conditions for our staff and freelancers.

Akademi has carefully considered how we work, operate, collaborate and connect to ensure that Akademi is relevant, important, fit for purpose and impactful on the lives of the many communities we serve.

Aims

Akademi's aims 2021-22 were categorised as follows:

1. **Learning and participation** - To deliver meaningful, evidence-based interventions using participatory South Asian dance and movement to achieve measurable, positive outcomes for education, skills, health, wellbeing, and social cohesion; working in partnership with community settings.

2. Performance - To be the leading producer of South Asian dance across classical, contemporary and popular forms, growing audiences by taking work to new places, building strong local, national and international partnerships & using technology to deepen engagement and widen reach.

3. Artist & sector development - To empower South Asian dance artists to build sustainable professional careers in performance, choreography and participatory practice – for public benefit.

4. Digital, Marketing, Audience Development - To increase the number and broaden the range of people experiencing Akademi's work.

5. Fundraising and sustainability - To secure sufficient income to deliver Akademi's programmes and to build long-term financial sustainability for the Charity.

Manifesto

Akademi's Manifesto was developed in 2021 as a response to the initiatives around the Freelance Task Force (CF:SLF – Creative Freelancers, Shaping London's Recovery initiative instigated by Fuel Theatre and co designed by the Mayor of London) calling for more transparency as to how organisations operate and hold themselves accountable to their freelance associate base. The Manifesto was developed by the Joint CEO's in consultation with the board subgroups and independent Artist Advisory Group as a blueprint for Akademi's practice.

- Our creative programme will be driven by societal and scientific issues that are relevant and resonant to the now.
- The dance artists we work with are our collaborators and co-curators and we will actively engage with them to nurture the future generations of dance leaders.
- Our learning and participation programme will be underpinned by research to ensure dance impacts the physical and mental wellbeing of our communities.

- We will actively seek opportunities forpeople of all cultures, abilities and ages to access South Asian dance.
- Every new work will seek to factor in inclusivity and access.
- We will endeavour to listen to our communities to plan and devise all new learning and participation programmes effectively in collaboration with our artists and participants.
- Our work will engage with dance artists and communities through partnerships with organisations across the country.
- We are committed to this manifesto. We will endeavour to listen, be responsive and evolve with our changing times.

ACTIVITY AREAS AND OUTPUTS

Learning & Participation

Dance Well – providing South Asian dance participation in community settings for older people and hospitals.

Adapting to rapidly changing circumstances throughout the pandemic, Dance Well artists traversed in-person, blended learning and online platforms to deliver weekly South Asian dance and movement workshops within three different community settings, and weekly South Asian dance and movement inspired sessions and performances within patient wards and public spaces in two hospitals.

Many members of our Dance Well community are vulnerable, living with chronic health conditions including dementia, and many experience anxiety, isolation and loneliness. These issues have been amplified by the effects of the COVID19 pandemic, resulting in an even greater need for our work within the communities we serve.

Settings and partners for Dance Well include:
- Third Age Project, Camden
- Wellesley Road Care Home
- Holborn Community Centre, Camden
- Newham Hospital
- Chelsea & Westminster Hospital
- Middlesex Hospital
- St. George's Hospital, London
- Dacorum Community Dance– Watford

"We have been through a most traumatic period in human history with consequences devastating to older people. This has hit our users very hard. Around 70% report high levels of anxiety and social isolation. Dance Well sessions became a lifeline enabling people to take part at home" - Tony Bloor, Dance Well Partner, Third Age Project

Number of sessions in community settings = 92 (including 1-1 sessions with blind participant).
Participant numbers = 784 (averaging approx. 12-15 participants per session building up to performances and sharings).

Number of sessions (workshops & ward rounds) in hospitals – 69 reaching approximatelty 2130 individual patients and NHS staff.

Reach Out & Reveal – Delivering South Asian dance workshops to pupils with Special Educational Needs / Disabilities (SEND).

Akademi's Reach Out and Reveal -(ROAR)- programme supports young pupils with Special Education Needs and Disabilities (SEND), specifically those with Autistic Spectrum Disorders, associated co-morbidities and challenging behaviours.

After having adapted the programme for online delivery as a consequence of the pandemic, we successfully transitioned back to in-person/blended delivery across the last year. Understanding the challenges experienced by SEND pupils over the pandemic helped sharpen our sensitivity to their needs and since our return to in-person/blended delivery, artists and school staff have observed and recorded a positive range of creative, social, academic and educational outcomes, with growing participant numbers.

The transition to online delivery in 2020 had the unexpected benefit of widening participation which has remained throughout 2021/22. The online platform allowing for a more accessible, and more engaging experience for many pupils who found it easier to participate from the familiarity and safety of their own homes. Across the last year, as we shifted back to in-person and blended delivery, we were delighted to note the retention of those increased participation numbers. The heightened engagement achieved during the pandemic demonstrated to partner schools and the families of pupils the importance and impact of the programme. Pupils who were formally disengaged were 'won over' by the online format and remained keen to be present for sessions once they were back in-person. Full-school attendance at ROaR sessions is now a regular occurrence and strongly encouraged by our partner schools, who have embedded ROaR sessions into their annual planning and weekly schedules.

SEND Schools' and youth setting partners:

- Papillon House School, Tadworth, Surrey
- Manor School,Brent
- Cambridge School,Hammersmith and Fulham
- East Surrey YMCA

We have also developed a new relationship for work in the future with Avenue School, Brent.

This year has enabled us to extend and retain the reach of our sessions from an average of 86 pupils per day to 143 per day across the three partners settings. In all Akademi delivered 99 workshops within SEND settings in 2021/22.

Akademi Heritage Project

Akademi has completed the Heritage Project as originally funded by the National Lottery Heritage Fund in 2019. A comprehensive evaluation report has been created and submitted to the funders and partners. Final activities this year include:

Schools' workshops – we finalised our live schools dance workshops with our partner Krishna Avanti Primary School and artist Olivia White. Akademi's Artistic Director along with the project's Oral Historian visited the last session. The pupils were totally engaged and excited and wanted the project to continue! The teachers expressed how grateful they were for the project and our intervention and how they loved the fact that we allowed the creativity to come from the pupils and for them to grow with the project.

Archives – Archivist Dr Ellie Pridgeon assisted in final stages of the archiving process, leading on cataloging and re-boxing of the full archive materials. 5 specialist archive volunteers assisted in the re-boxing process, and all reported a great experience. The archives are now ready for submission to the V&A however are currently back in Akademi's storage due to changes in the V&A premises and submission processes. The V&A have stated that they cannot accept the collection before 2024 however we remain in touch in case this can be brought forward.

Performance

Plastic Drastic Fantastic – a new production for children (in making & development phase)

Plastic Drastic Fantastic is a new dance work for young audiences and is the first co-production between Akademi and leading children's theatre, Polka Theatre, Wimbledon, London. With Bharatnatyam at its choreographic core, the show draws from contemporary dance theatre techniques to explore our complex cultural relationship with plastics - from their harmful impact on the environment to a celebration of their versatility. The production is also accessible to hearing impaired audiences through gestural language that combines mudras and the development of sensorial soft objects which pulsate the beat of the music.

Plastic Drastic Fantastic was conceived by Suba Subramaniam as a Polka Creative Lab artist, and the initial Research & Development took place as part of The Place's Choreodrome. It forms the first production for Akademi by Artistic Director, Suba Subramaniam, alongside Joint CEO, Kirsten Burrows, and Suba's first choreography for young people.

2021/22 saw the research & development process (including community and young peoples' engagement), making of - choreography and design - and rehearsal of the production ahead of it's opening at Polka Theatre in April 2022 where four weeks of shows are planned plus dates at Waterman's Arts Centre, London and The Lowry, Salford.

Activities include:

- Delivered 2 x R&D workshops with family audiences at Waterman's Arts Centre – 40 participants
- Delivered in-person R&D workshops for KS2 pupils at the following five schools, reaching a total of 232 pupils:
    - Malmsbury Primary School - Morden
    - King's Oak Primary School - New Malden
    - Bowes Primary School - Enfield
    - Longwill School for Deaf Children - Birmingham
    - Oak Lodge Special Education Needs School - Balham
- Cast and creative crew finalized and rehearsals underway, including work with deaf access consultant Ramesh Meyappan and other collaborators.
- Production marketing and social media campaign underway in conjunction with Polka theatre.
- Additional interactive foyer installation created to showcase everyday plastic items in an interesting way.
- Sector development in supporting and mentoring an emerging South Asian dance producer.

Plastic Drastic Fantastic has been made possible due to the success of an Arts Council England project grant of £59,000 awarded to Akademi. As a co-production, Polka Theatre is matching the investment into the overall production.

Pravaas – a new production based on climate migration in development

Akademi is developing a new outdoor dance and vocal performance based on climate migration – Pravaas. We have secured partnerships with 101 Creation Space, Inside Out Dorset Festival and Norfolk and Norwich Festival and secured successful funding of £5000 from Without Walls Blueprint for the R&D.

Pravaas – meaning 'migration' - is inspired by our research of the Sundarbans - a cluster of low-lying islands in the Bay of Bengal, spread across India and Bangladesh. Sundarbans is the world's largest contiguous mangrove forest and is a designated world heritage site. The habitat supports approximately 4.37 million people. Due to climate change the Sundarbans faces several challenges. With rising sea levels, islands and homes are disappearing and the increasing salinity in the water and soil has severely threatened the health of mangrove forests and the quality of soil and crops. Additionally, there have been serious disturbances to hydrological parameters and change in fishing patterns, resulting in disastrous consequences for fishermen. Frequent cyclones and erratic monsoon raining pattern are damaging the ecology and humanity.

Pravaas will feature highly skilled classical South-Asian form dancers and vocal accompaniment in the classical South Asian Carnatic style.

The first stage of the R&D was completed in January 2022 at 101 Creation Space working with Claire Raftery of Periplum on design and narrative consultation. This exploration was around using sustainable bamboo for the structure of the moveable set, promenade outdoor performance ideas and also secured more support and production time at 101 Creation Space for the next phase of development.

We are planning to submit a further bid to Without Walls for the full production commission in August 2022 with the outcome in October 2022. The work will tour from spring 2023 across UK outdoor festivals as part of the Without Walls festival consortium. We aim to also speak to climate migrants in from the Sundarbans so that their stories, experiences and voices are central to the work.

Commissioned Performances & Community Events

2021/22 saw the gradual resurgence of commissioned performance and community events as society started to gain more confidence in public gatherings post Covid-19 restrictions. Many events were outdoors due to safety reasons, and it has been heartening to see enquiries, opportunities and new partnerships grow since the lockdowns. Key events are as follows:

Camden Together – October

• Camden Council engaged Akademi to commission a new dance piece, choreographed by Shyam Dattani, as part of the Camden Together season for Let's Do London. The 15-minute Kathak piece was performed outdoors by four dancers in Seven Dials several times across the day, reaching approx. total audience of 250.

Pop Up London – October

• We successfully applied for a Let's Do London grant, which funded our newly commissioned dance work to be performed outdoors in Elephant Park as part of the Pop Up London festival, reaching an approx- audience of 50.

Diwali – November

• Devonshire Square invited Akademi to perform at an outside event celebrating Diwali, attracting a (free) ticketed audience of at least 300plus passersby.

• Akademi artists performed several pieces, highlighting three different dance forms: Bharatanatyam, Rajasthani Folk and Mohiniyattam.

• The event was a success, strengthening our longstanding relationship with Devonshire Square events team and reaching new audiences.

Bangladesh 50 event at British Museum – March

• Akademi performed at the British Museum for an event organised by Camden Council and the Bangladesh High Commission, celebrating 50 years of Bangladesh independence – approximate audience 300 people.

• The Mayor of London Sadiq Khan, Bangladesh High CommissionerSaida Muna Tasneem,and Holborn and St Pancras MP Sir Keir Starmer along with other dignitaries, attended the event.

• The piecewas a Classical dance, touching on the patriotism and the beauty of Bangladesh, bringing together the words of the two poets Rabindra Nath Tagore and Nazrul Islam. Choreographed and performed by Showmi Das, with Saloni Saraf, Tulani Kayani-Skeef and Mira Salat

• Feedback was extremely positive, with one of the organisers stating that Akademi's performance was the highlight of the evening.

Artist & sector development

Artist Support & Mentoring

Over the last year, Akademi has offered a variety of artist support and mentoring via; formal artist surgeries to discuss creative processes, funding support (funding application advice, in kind marketing support and financial contribution), performance and digital commissions, ad hoc creative advisory sessions, comprehensive mentoring time in artists' making processes by Akademi's Artistic Director and direct advocacy for South Asian dance form artists in the wider dance and performance sector. Some examples include:

Mentoring:

• Kirsten Newell and Oxana Banshikova for their theatre version of MaMa which was initially a film and screened at Akademi Dance Film Festival March 2021

• Mathangi Kesavan, for her film/trailer and theatre work about our relationship with data
Krishna Zivraj and Anusha Subramanyam for their projects for early years and young audiences.

Advocacy:

• Recommended Kesha Raithata for a Dance Umbrella commission and performance – secured with Akademi support

• Akademi artist and previous Heritage Project Manager Shivaangee Agrawal secured teaching post at the Place on recommendation from Akademi

• Continued conversations with dance artists to support their ACE applications, mentoring and project planning and strategic advice including Shivaangee Agrawal and producer Nancy May Roberts.

Commissions:

• Supported Shyam Datani with a commission for a new piece to perform at Pop-Up London in Camden, Seven Dials and Elephant Park shows.

• Mentoring and commission for Meera Patel, for her audio description research in South Asian dance forms for an integrated audience of sighted and people who are blind and partially sighted.

Key Sector Development Activities 2021/22

As part of Akademi's vision, our Joint CEO's have worked to maintain and develop routes across the UK and beyond to advocate for the South Asian dance sector, sourcing new partners and opportunities within and outside of the dance sector into new realms of environment and science. Key new initiatives and networks include:

• Akademi were invited to be one of the Associate companies of the Horizon Showcase to curate and programme work for the Edinburgh Showcase.

• A (digital) talk for the Book Launch of "Flexible Bodies, British South Asian Dancers in the age of Neoliberalism" at The University of California.

• Hosting a talk titled "Rubbing Shoulders with Scientists" as part of the Encounters Festival, Yorkshire

• Attending the Bodies of Evidence Symposium run by Exeter University as it featured a journal article Akademi were involved with.

• Participation in the Creative Freelancers; Sustaining London's Freelancers initiative, led by Fuel. Sponsoring freelancer Del Mak and working with the artists and subgroups over 6 months to address and create solutions for inequalities for freelancers.

• Participation in the Dancers Careers Development Group and offering 30 min mentoring sessions to artists needing support.

• Attendance at the Workroom's South Asian dance symposium in Glasgow in partnership with Creative Scotland.

• Taking part in the Sadler's Wells South Asian dance conversation to provide further support for South Asian dance artists.

• Sharing of knowledge, best practice with the sector including many arts charities as part of the UK Dance Network.

Digital, Marketing, Audience Development

Annual digital summary

	Reach	Engagement
Target	1,849,012	199,984
Actuals	1,938,839	173,568
% of the annual target achieved	**104.90**	**86.90**

• We exceeded our targets for an increase in subscribers across all our social media channels.
• Akademi website and Instagram have proven to be our more popular channels.

• Our Apotheosis film on British Museum's YouTube channel received over 1 million views which boosted our reach.
• We focused on creating reels, highlights and posts on Instagram, climate related polls and Q&A on Twitter with an aim to engage audience with appealing content.
• In partnership with Waterman's Arts Center, Akademi co-commissioned a brand-new dance film around the theme of climate change by Sima Gonsai and Kesha Raithata – an £8K commission was awarded. The film premiered at Waterman's Season for Change Festival in November and we are working on future international dance film outings for the piece.

Fundraising and sustainability

Future Development and Funding Secured in 21/22 for future activity

• Barings Foundation successful - £34,000 for new project Feet First, providing arts intervention for young people transitioning from Child and Adolescent Mental Health Services to Adult Mental Health Services.
• Arts Council Project Grant for 'Plastics Drastic & Fantastic' successful £59,000 R&D for the show and production / run and tour in co-production with Polka Theatre.
• City Bridge Trust – successful application for an extension of funding for 2 years, £35,000 per annum to continue to fund Dance Well.
• Linbury Trust – successful application of an additional 3-year funding for an uplift to £40,000 per annum (from £30K) to continue to fund Dance Well and with uplift towards Feet First.
• Paul Hamlyn Foundation – successful application to fund a development of Reach Out and Reveal of £265,000 over 3 years. This development focuses on training new artists to work in SEND settings, weekly provision in 3 schools and a robust academic research process.
• BBC Children In Need – successful application for three years at £10,000 per annum to continue Reach Out and Reveal SEND work.
• We are pleased to confirm that our application to Arts Council England for continued National Portfolio Organisation funding was successful. This provides funding for 3 years (2023 – 2026 at £218,956 per annum for core organisational costs).

Environmental Responsibility

Akademi recognises the imperative for arts organisations to do their part to develop environmentally sustainable operations, acknowledging the UK government's updated aims to reduce all greenhouse gas emissions to net zero by 2050, compared with the previous target of at least 80% reduction from 1990 levels (source: ww.gov.uk).

We also recognise that environmental sustainability is important from a business perspective as well as an ethical one and we are committed to minimising the impact of Akademi's programme and business practices on the environment. Our environmental responsibility is emphasized through our creative production themes which are aimed at raising awareness amongst children and young people on issues such as the impact of harmful materials on the environment and climate change. We are committed to using sustainable production practices such as the re-use of props and costumes and take active steps to ensure that these practices are written into contracts with artists and partner settings.

In 2021/22 we created new aims around our environmental responsibility as follows:

• To embed the themes of environmental responsibility in the creative output of our work to raise awareness, educate and instill a sense of practical positive action in audiences to tackle the environmental crisis.

• To ensure our production processes are sustainable, developing green riders and best practice policies in sustainability for outdoor work in partnership with Norwich & Norfolk Festival, for dissemination to the sector.

• To follow our environment impact policy to reduce carbon footprint in all areas of our office environment and administration – encouraging our building manager to review and improve building sustainability.

• To build environmental impact statements and considerations in contracts and discussions with our wider freelance workforce – for example making provision, funds and time for public transport rather than car travel.

These aims have begun to be addressed in 21/22 through the themes of our newly developed productions, Plastic, Drastic, Fantastic and Pravaas and commissioned film And Breathe. In addition, we have attended conferences and secured partnerships to maximise our work within environmental issues as follows:

• Hosted a talk at UCL Anthropocene – Choreography as Climate Action- Inspiring the Environmental Movement Through Dance

• Hosted a talk at a Without Walls Green Production Lab – Circularity and Sustainability in Outdoor Arts

• A panelist at The Watermans, Climate change and the Arts event alongside poets, and artists active in climate activism.

• We have secured partnership with Mark Denbigh at Norfolk and Norwich Festival to work on a completely sustainable project from start to finish and produce a template for other outdoor arts companies.

• Adherence to main funder ACE's sustainability measuring processes via Julie's bicycle.

Achievements and Financial Review

Full details of the income and expenditure are set out in the financial statements. All funds have been applied in direct furtherance of Akademi's aims.

At 31st March 2022, the unrestricted reserves are £348k; £158k of these are designated funds leaving free reserves of £190k.

The charity does not hold any of its reserves in investments. Surplus cash is held in a 90-day notice savings account and short-term bank deposit accounts.

Akademi continues to exert tight control on expenditure and identified a number of areas of saving during the year, making significant use of charity discounts.

Reserves policy

Akademi needs reserves in order to meet liabilities in the event of being unable to secure funding, factors beyond Akademi's control such as the decision of a funder to cease funding, failure of a partner organisation or other debtor.

Free reserves are defined as income that becomes available to Akademi and is to be spent at the trustees' discretion in furtherance of Akademi's objectives but which is not yet spent, committed or designated.

The reserves policy is reviewed annually by the trustees. The review is managed by Akademi's Executive Director and takes into account projected cash flow forecasts and a risk assessment.

The Trustees have assessed that a reserves target equivalent to six months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2021-22. The reserves target is therefore £150,000.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 judgements 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

Keith Khan
Trustee 7.12.2022
22 November 2022

Independent Examiner's Report to the trustees of Akademi South Asian Dance UK

I report to the charity trustees on my examination of the financial statements of Akademi South Asian Dance UK for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW.

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the Charities SORP (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Mrs Luna Muncaster
ICAEW
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London

N21 1RG
22 November 2022

Akademi South Asian Dance UK
Statement of Financial Activities

for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:					
Donations and legacies	4	218,956	177,572	396,528	373,943
Charitable activities	5	7,240	-	7,240	3,562
Investments	6	127	-	127	392
Other	7	12,163	-	12,163	821
Total		238,486	177,572	416,058	378,718
Expenditure on:					
Charitable activities	8	10,875	209,555	220,430	135,751
Other	9	151,386	-	151,386	227,872
Total		162,261	209,555	371,816	363,623
Net gains on investments		-	-	-	-
Net income	10	76,225	(31,983)	44,242	15,095
Transfers between funds		-	-	-	-
Net income before other gains/(losses)		76,225	(31,983)	44,242	15,095
Other gains and losses					
Net movement in funds		76,225	(31,983)	44,242	15,095
Reconciliation of funds:					
Total funds brought forward		284,509	74,069	358,578	343,483
Total funds carried forward		360,734	42,086	402,820	358,578

Akademi South Asian Dance UK
Summary Income and Expenditure Account
for the year ended 31 March 2022

	2022 £	2021 £
Income	415,931	378,326
Interest and investment income	127	392
Gross income for the year	416,058	378,718
Expenditure	370,698	362,505
Depreciation and charges for impairment of fixed assets	1,118	1,118
Total expenditure for the year	371,816	363,623
Net income before tax for the year	44,242	15,095
Net income for the year	44,242	15,095

Akademi South Asian Dance UK
Balance Sheet

at 31 March 2022

Company No. 05294528

	Notes	2022	2021
		£	£
Fixed assets			
Tangible assets	13	-	1,118
		-	1,118
Current assets			
Debtors	14	40,665	4,316
Cash at bank and in hand		491,297	367,776
		531,962	372,092
Creditors: Amount falling due within one year	15	(129,142)	(14,632)
Net current assets		402,820	357,460
Total assets less current liabilities		402,820	358,578
Net assets excluding pension asset or liability		402,820	358,578
Total net assets		402,820	358,578
The funds of the charity			
Restricted funds	16		
Restricted income funds		42,086	74,069
		42,086	74,069
Unrestricted funds	16		
General funds		167,445	174,620
Designated funds		193,289	109,889
		360,734	284,509
Reserves	16		
Total funds		402,820	358,578

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 22 November 2022

And signed on its behalf by:

Keith Khan
Trustee
22 November 2022

22.12.2022

Akademi South Asian Dance UK
Statement of Cash flows
for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	44,242	15,095
Adjustments for:		
Depreciation of property, plant and equipment	1,118	1,118
Dividends, interest and rents from investments	(290)	(1,213)
Other gains/losses	-	-
(Increase)/Decrease in trade and other receivables	(36,349)	2,883
Increase/(Decrease) in trade and other payables	114,510	(2,185)
Net cash provided by operating activities	123,231	15,698
Cash flows from investing activities		
Dividends, interest and rents from investments	290	1,213
Net cash from investing activities	290	1,213
Net cash from financing activities	-	-
Net increase in cash and cash equivalents	123,521	16,911
Cash and cash equivalents at the beginning of the year	367,776	350,865
Cash and cash equivalents at the end of the year	491,297	367,776
Components of cash and cash equivalents		
Cash and bank balances	491,297	367,776
	491,297	367,776

1 Accounting policies

Basis of preparation

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

All assets costing more than £750 are capitalised at their cost to the charity.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.
Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.
Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.
Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.
Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 **Company status**

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021
	£	£	£
Income and endowments from:			
Donations and legacies	218,956	154,987	373,943
Charitable activities	3,562	-	3,562
Investments	392	-	392
Other	821	-	821
Total	223,731	154,987	378,718
Expenditure on:			
Charitable activities	13,271	122,480	135,751
Other	227,872	-	227,872
Total	241,143	122,480	363,623
Net income	(17,412)	32,507	15,095
Transfers between funds	52,654	(52,654)	-
Net income before other gains/(losses)	35,242	(20,147)	15,095
Other gains and losses:			
Net movement in funds	35,242	(20,147)	15,095
Reconciliation of funds:			
Total funds brought forward	249,267	94,216	343,483
Total funds carried forward	284,509	74,069	358,578

4 Income from donations and legacies

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Arts Council	218,956	-	218,956	218,956
Dance Well /Linbury Trust / City Bridge Trust	-	48,743	48,743	65,470
ROAR - John Lyons charity / BBC Children In Need	-	17,100	17,100	30,000
National Lottery Heritage Fund	-	7,203	7,203	39,480
ACE & UCL - Dancing Brain / Plastic Drastic Fantastic	-	54,060	54,060	8,000
Barings / Feet First	-	34,501	34,501	-
Community workshops	-	15,965	15,965	-
	218,956	177,572	396,528	361,906

In 2021, of the total income from donations and grants, £218,956 was from unrestricted funds and £154,987 was from restricted funds.

5 Income from charitable activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
Dance development	7,240	7,240	445
Education and community	-	-	3,117
	7,240	7,240	3,562

6 Income from investments

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank interest	127	127	392
	127	127	392

7 Other income

	Unrestricted	Total 2022	Total 2021
	£	£	£
Other donations	163	163	821
Theatre Tax Relief	12,000	12,000	-
	12,163	12,163	821

8 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Expenditure on charitable activities				
Dance development	10,585	209,555	220,140	16,855
Education and community	-	-	-	118,896
Governance costs				
Trustees' meeting costs	290	-	290	-
	10,875	209,555	220,430	135,751

9 Other expenditure

	Unrestricted	Total 2022	Total 2021
	£	£	£
Advertising and corporate fundraising	6,250	6,250	3,471
Employee costs	103,399	103,399	177,768
Motor and travel costs	2,034	2,034	1,454
Premises costs	5,710	5,710	24,531
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	1,118	1,118	1,118
General administrative costs	21,114	21,114	13,054
Legal and professional costs	11,761	11,761	6,476
	151,386	151,386	227,872

Full cost recovery amounts from grants (core cost contributions from grants that relate directly to the project i.e. appropriate pro rata percentages of rent, support administrative salaries, overheads etc) are included within expenditure on charitable activities in note 8, thus reducing the costs in "other expenditure" in note 9, and in note 12 "staff costs".

10 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	1,118	1,118
Independent Examiner's fee	1,950	1,950

11 Trustee remuneration and expenses

	2022 Number	2021 Number
The nature of the reimbursed expenses	The charity trustees were not paid or did not receive any other benefits from the charity in the year, neither were they reimbursed expenses during the year.	

12 Staff costs

	2022	2021
Salaries and wages	62,272	158,875
Social security costs	30,171	11,056
Pension costs	10,956	7,837
	103,399	177,768

See note 9 for an explanation of the treatment of certain salary and overhead costs. The Artistic Director received emoluments below £60,000 during the year. (During 2021 this was below £60,000).

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

	2022 Number	2021 Number
Direct charitable activities	3	2
Fundraising	-	-
Management and administration	2	3
	5	5

13 Tangible fixed assets

	£
Cost or revaluation	
At 1 April 2021	75,802
At 31 March 2022	75,802
Depreciation and impairment	
At 1 April 2021	74,684
Depreciation charge for the year	1,118
At 31 March 2022	75,802
Net book values	
At 31 March 2022	-
At 31 March 2021	1,118

14 **Debtors**

	2022	2021
	£	£
Trade debtors	3,050	1,795
Other debtors	12,000	9
Prepayments and accrued income	25,615	2,512
	40,665	4,316

15 **Creditors:**
amounts falling due within one year

	2022	2021
	£	£
Trade creditors	-	2,141
Other taxes and social security	-	4,270
Other creditors	-	1,078
Accruals	46,992	7,143
Deferred income	82,150	-
	129,142	14,632

16 **Movement in funds**

	At 1 April 2021	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2022
		£	£	£	£
Restricted funds:					
Restricted income funds:					
Dance Well /Linbury Trust / City Bridge Trust	30,000	48,743	(78,743)	-	
ROAR - John Lyons charity / BBC Children In Need	25,636	17,100	(42,736)	-	-
National Lottery Heritage Fund	-	7,203	(7,203)	-	-
ACE & UCL - Dancing Brain / Plastic Drastic Fantastic	9,500	54,060	(63,560)	-	-
Without Walls / Pravaas	8,933	-	(1,348)	-	7,585
Barings / Feet First	-	34,501	-	-	34,501
Community workshops		15,965	(15,965)	-	-
Total	74,069	177,572	(209,555)	-	42,086
Unrestricted funds:					
General funds	174,620	238,486	(158,661)	(87,000)	167,445
Designated funds:					
Strategic Development	17,495	-	(3,600)	22,000	35,895
Dance Production	54,527	-	-	50,000	104,527
Artist and Artform Development	19,620	-	-	10,000	29,620
Community and Education	18,247	-	-	5,000	23,247
Total	109,889	-	(3,600)	87,000	193,289
Total funds	358,578	416,058	(371,816)	-	402,820

Purposes and restrictions in relation to the funds:

Restricted funds:

Dance Well /Linbury Trust / City Bridge Trust	Funding for community dance programme
ROAR - John Lyons charity / BBC Children In Need	Funding for Reach Out and Reveal (SEN project).
National Lottery Heritage Fund	Match funding and other donations for choreographic development.
Without Walls / Pravaas	New outdoor production in development, about climate migration

Barings / Feet First	Baring's Foundation: funding for young people's mental health project
Community workshops	Commissions for public and community workshops and performances
ACE & UCL - Dancing Brain / Plastic Drastic Fantastic	Project funded by University College London for new Learning and Participation project.
Designated funds:	
Strategic Development	For organisational support during the difficult economic climate.
Dance Production	For future dance productions
Artist and Artform Development	For work associated with Artist and South Asian dance development
Community and Education	For community and education support or development

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Net current assets	360,734	42,086	402,820
	360,734	42,086	402,820

18 Reconciliation of net cash equivalents

	At 1 April 2021	Cash flows	At 31 March 2022
	£	£	£
Cash and cash equivalents	367,776	123,521	491,297
	367,776	123,521	491,297
Net cash equivalents	367,776	123,521	491,297

19 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2022 Land and buildings £	2022 Other £	2021 Land and buildings £	2021 Other £
Operating leases with expiry date:				
Over five years	22,420	-	24,531	-
	22,420	-	24,531	-

Pension commitments

	2022 £	2021 £
The pension cost charge to the company amounted to:	10,956	7,837

20 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Akademi South Asian Dance UK
Detailed Statement of Financial Activities
for the year ended 31 March 2022

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Donations and legacies				
Arts Council	218,956	-	218,956	218,956
Dance Well /Linbury Trust / City Bridge Trust	-	48,743	48,743	65,470
ROAR - John Lyons charity / BBC Children In Need	-	17,100	17,100	30,000
National Lottery Heritage Fund	-	7,203	7,203	39,480
Move Well - Ageing Better In Camden				3,104
ACE & UCL - Dancing Brain / Plastic Drastic Fantastic	-	54,060	54,060	8,000
Pravaas - Without Walls				8,933
Barings / Feet First	-	34,501	34,501	-
Community workshops	-	15,965	15,965	-
	218,956	177,572	396,528	373,943
Charitable activities				
Dance development	7,240	-	7,240	445
Education and community	-	-	-	3,117
	7,240	-	7,240	3,562
Investments				
Bank interest	127	-	127	392
	127	-	127	392
Other				
Other donations	163	-	163	821
Theatre Tax Relief	12,000	-	12,000	-
	12,163	-	12,163	821
Total income and endowments	238,486	177,572	416,058	378,718
Expenditure on:				
Charitable activities				
Dance development	10,585	209,555	220,140	16,855
Education and community	-	-	-	118,896
	10,585	209,555	220,140	135,751
Governance costs				
Trustees' meeting costs	290	-	290	-
	290	-	290	-
Total of expenditure on charitable activities	10,875	209,555	220,430	135,751

Other expenditure				
Advertising and corporate fundraising	6,250	-	6,250	3,471
	6,250	-	6,250	3,471
Employee costs				
Salaries/wages	62,272	-	62,272	150,626
Employer's NIC	30,171	-	30,171	11,056
Pension costs	10,956	-	10,956	7,837
Staff recruitment	-	-	-	1,116
Staff training	-	-	-	543
Staff welfare	-	-	-	1,996
Temporary staff	-	-	-	4,594
	103,399	-	103,399	177,768
Motor and travel costs				
Travel and subsistence	2,034	-	2,034	1,454
	2,034	-	2,034	1,454
Premises costs				
Rent	3,653	-	3,653	22,560
Rates	-	-	-	1,971
Premises insurances	2,057	-	2,057	-
	5,710	-	5,710	24,531
General administrative costs, including depreciation and amortisation				
Depreciation	1,118	-	1,118	1,118
Bank charges	-	-	-	546
General insurances	-	-	-	2,723
Postage and couriers	-	-	-	16
Software, IT support and related costs	7,705	-	7,705	6,729
Stationery and printing	-	-	-	92
Subscriptions	3,413	-	3,413	-
Sundry expenses	8,569	-	8,569	1,436
Telephone, fax and broadband	1,427	-	1,427	1,512
	22,232	-	22,232	14,172
Legal and professional costs				
Audit/Independent examination fees	1,950	-	1,950	1,950
Accountancy and bookkeeping	1,038	-	1,038	-
Consultancy fees	8,773	-	8,773	-
Other legal and professional costs	-	-	-	4,526
	11,761	-	11,761	6,476

Total of expenditure of other costs	151,386	-	151,386	227,872
Total expenditure	162,261	209,555	371,816	363,623
Net gains on investments	-	-	-	-
Net income	76,225	(31,983)	44,242	15,095
Net income before other gains/(losses)	76,225	(31,983)	44,242	15,095
Other Gains	-	-	-	-
Net movement in funds	76,225	(31,983)	44,242	15,095
Reconciliation of funds:				
Total funds brought forward	284,509	74,069	358,578	343,483
Total funds carried forward	360,734	42,086	402,820	358,578

AKADEMI SOUTH ASIAN DANCE UK

England & Wales - Charity number 1107249

Accounts

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2021

Akademi South Asian Dance UK
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The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Mission statement

Our mission is to inspire audiences and change lives by creating and nurturing excellence in classical, contemporary, popular and participatory South Asian dance.

Reference and administrative details

Akademi South Asian Dance UK is a registered charity (number: 1107249) and the company number is: 05294528.

Principal Office (and Registered Office)

Old Hampstead Town Hall
213 Haverstock Hill
London
NW3 4QP

Directors and Trustees

The directors of the charity are its trustees for the purposes of charity law and the trustees serving during the year were as follows:

Adam Pushkin
Ann David
Anu Kapoor
Bandish Gudka
Caroline Casey
Paul Parashar
Prakash Kurup
Rachel Harris
Richard Blurton
Sarah Robson
Shravan Sood

Key Management Personnel

To which day-to-day management of the charity is delegated:

Subathra Subramaniam – Artistic Director & Joint CEO
Kirsten Burrows – Executive Director & Joint CEO

Company Secretary

Rachel Harris

Treasurer

Prakash Kurup

Relevant organisations or advisors

Independent examiner
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London
N21 1RG

Bankers
National Westminster Bank
Bloomsbury Parr Branch
PO Box 158
214 High Holborn
London
EC1V 7BX

Lawyer
Russell Cooke Solicitors
2 Putney Hill
London
SW15 6AB

Structure, governance and management

Akademi is a company limited by guarantee and governed by a memorandum of association.

New trustees are co-opted by existing trustees until the next Members' Meeting when they will be eligible for election. Trustees' Indemnity Insurance was purchased during the year. Akademi conducts an induction for new trustees and provides on-going training throughout their time as trustees.

Trustees hold four full board meetings a year and take part in sessions dedicated to the strategic development and future visioning of the organisation annually. The Finance and General Purposes Committee meets before each board meeting to scrutinise the management accounts and review human resources and legal issues. The Treasurer (Prakash Kurup), a Chartered Accountant, chairs the F & GP Committee and is accompanied by the Sarah Robson, board member and HR specialist. The Artistic Director, Executive Director and Finance Officer are present at this meeting.

Major risks

Akademi's major risks are principally the withdrawal of funds by any of our major funders, including public bodies. Steps have been taken by the trustees to ensure that there is regular dialogue with Arts Council England and that a fundraising strategy to diversify our income streams is put in place. Akademi has a comprehensive risk analysis which is available on request. Systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

Annual Review

Objectives and activities

To advance the education of the public in the understanding, appreciation and development of the art of dance generally, and in particular, South Asian dance, mime and music, both percussion and vocal.

Akademi's work generates significant public benefit across the three areas in which it operates: Performance, Artist Development and Learning and Participation. Our beneficiaries are wide ranging. They include older adults, children and young people, those who are Black or Asian minority ethnic, disabled people, neuro-diverse people, low-income families, people with Special Educational Needs, South Asian dance professionals, freelance artists and their collaborators and young, aspiring dancers.

Our vision is that professional South Asian dance is thriving at the centre of British cultural life. We want everyone, no matter their age or background, to have the opportunity to experience, learn about or participate in South Asian dance, and in doing so gain an understanding of different communities and cultures. Akademi is a catalyst for change, a proactive and collaborative partner, creating outstanding artistic experiences and ensuring that London is a driving creative force for South Asian dance globally.

Our artistic outlook is progressive, inquisitive and truly diverse. We aim to challenge public perceptions and stereotypes of South Asian dance through risk-taking creativity. As a British company rooted in London's multicultural communities, we celebrate South Asian dance in all its forms. Our work not only preserves and nurtures classical traditions, but also pursues contemporary experimentation through cross-fertilisation of cultures and ideas.

We are passionate about taking our work to disadvantaged communities and those who may never have experienced live dance performance. We serve the growing South Asian community in the UK – offering meaningful connection with Indian cultural tradition in a cosmopolitan British context.

Since its foundation in 1979, Akademi has been a vital creative bridge between South Asian and British cultures. In an ever-evolving political, social and artistic context, our uniquely hybrid approach ensures continued relevance.

Embracing the plurality of classical, contemporary and commercial South Asian dance styles, our pioneering work has nurtured world-class artists, contributing significantly to Britain's international reputation for innovation in South Asian dance.

Aims:

1) Performance

To be the leading producer of South Asian dance across classical, contemporary and popular forms, growing audiences by taking work to new places, building strong local, national and international partnerships, and using technology to deepen engagement and widen reach.

2) Artist development
To empower South Asian dance artist to build sustainable professional careers in performance, choreography and participatory practice.

3) Learning and participation
To deliver meaningful, evidence-based interventions using participatory dance and movement to achieve positive outcomes for education, skills, health, wellbeing and social cohesion.

There has been no change in objects or policies in the year.

Public benefit
The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Principle funding sources
The principle funding sources for Akademi's work are Arts Council England, City Bridge Trust, The Linbury Trust, John Lyon's Charity, BBC Children In Need, National Lottery Heritage Fund, other grants from Trusts and Foundations, performance and contract fees and income from workshops and commissions.

The Arts Council England funding supports Akademi's core salary costs and delivery of an agreed artistic programme and business plan.

Our income from grants, commissions and earned sources supports the appreciation, knowledge of and participation in South Asian dance directly through workshops and performances.

2020/21 - Context:
The context of this annual report, as for all cultural organisations, is dramatically different to anything in known memory. 2020-2021 (forever known as the time under Covid-19) tested our resilience and adaptability, scrutinised our systems and projects, hierarchies and equalities and led us to re-evaluate our priorities – testing the organisation's response in these unprecedented times.

In January 2020, Akademi welcomed a new leadership team after 32 years under Mira Kaushik OBE. Subathra Subramaniam (Artistic Director / Joint CEO) and Kirsten Burrows (Executive Director / Joint CEO) inherited an organisation with a hugely impressive legacy, however only enjoyed 10 weeks at the helm before initial national lock down, then having to navigate leadership in a very different social, political, and cultural landscape.

It is inevitable that new leadership should promote new ideas and new ways of working, taking stock of Akademi's position within contemporary British society and within the restrictions of the pandemic. At the onset of Covid-19 in late March 2020, Akademi moved swiftly to adjust to what would become a challenging year. A set of working principles was created to navigate this time:
• Maintain core Akademi business activity - as far as possible given the postponement of community and public delivery under lock-down.

• Protect the wider public by working from home and avoiding unnecessary public transport travel, as per government advice.

• Maintain structure, routine, comms and create focus for working conditions from home, keeping a high level of staff and artist engagement with regular contact and team conference calls to keep activities on track and a sense of team working to avoid isolation.

• Maintain employment for staff and freelancers; built around structured activity deliverables that have a positive impact on Akademi's current and future business.

• Maintain contact with funders, partners and the public as appropriate.

The above principles helped to shape focus and activity throughout the pandemic. Akademi continued to operate as a financially stable charity, thanks to secured funding comprising Arts Council England NPO and Trust and Foundation grants for Learning and Participation work (plus a significant National Lottery Heritage Grant) and appropriate reserves. As a result, and with a nimble core team, our efforts and worries weren't immediately fiscal, but rather of maintaining and adapting activities for our freelance workforce and, crucially, trying to find ways to maintain meaningful connections through our Learning and Participation work, with our communities and participants, most of whom are from some of the most vulnerable in society (older, isolated people, hospital patients and SEN young people).

Akademi's Learning And Participation work

Throughout 2020-21, Akademi continued to maintain our Learning and Participation work comprising Dance Well, Reach Out and Reveal and Akademi's Heritage Project. All three projects went through a complete redesign as all were originally based on in-person group workshop-delivery, mostly with people who may be vulnerable, and during this time under Covid-19 restrictions all direct (in-person) access with participants was not possible.

For all projects, throughout lockdown, Akademi committed to focusing on:

• Maintaining a connection with our settings to deliver the work in an alternative, yet impactful way that suits each individual group of people and responds to their needs in a bespoke way – focusing on digital provision (prerecorded and, where possible, live digital).

• Relationship management with our artists and our settings and helping to protect the livelihoods of our freelance dance artists and the integrity and quality of the Learning and Participation projects.

• Ensuring communication and dialogue with our programme funders to reassure them of our delivery and the appropriateness of alternative work plans that fulfil the aims of the funding agreements.

Dance Well activity

Dance Well is Akademi's programme of movement workshops helping disadvantaged and socially isolated older people with long term health issues and to encourage movement, mobility and well-being. Dance Well is normally delivered in community centres, older people's settings and hospitals (wards plus public atrium areas).

During the pandemic we entered into phased individual work plans with all Dance Well artists, mirroring their existing contracts but utilizing their time for professional development and training, research, peer support and – vitally - digital delivery for their participatory settings. As well as maintaining employment and setting/participant contact during this time, this phased approach focussed on the development of the Dance Well programme for the future through planning new units of work and accompanying digital resources. It was anticipated that when we were able to resume face-to-face delivery of the programme, there would be a number of challenges (restrictions on group sizes, anxiety from older people to travel/meet in groups) which these newly developed accompanying digital resources could offer solutions to. Dance Well is Akademi's programme of movement workshops helping disadvantaged and socially isolated older people with long term health issues and to encourage movement, mobility and well-being. Dance Well is normally delivered in community centres, older people's settings and hospitals (wards plus public atrium areas).

We also used this time to focus on the development of the existing Dance Well delivery team, specifically their understanding of trauma, and the application of therapeutic group movement/creative activities to support recovery.

Akademi's artists were able to hone digital delivery skills during this time. For example, data from the initial digital sessions showed that participants were not engaging with the warm-up and cool down films as frequently as the dance material. This evolved format presented a warm-up, movement activity and cool down within each 15-minute film to ensure participants are following safe practice at home.

Akademi's alternative work plans for artists offered and maintained pre-Covid levels of contract and employment – ensuring that freelance artists were not penalized due to the pandemic situation and their status. Funders' agreements were maintained in regard to outputs, with clear communications to Akademi's grant-givers about our alternative methods for fulfilling project aims.

During this year Akademi also worked to develop and widen our pool of Learning and Participation Dance Artists and invited 6 new South Asian dance-form artists to develop their practice through paid training and peer learning. We felt that this was particularly important in building capacity for delivery for the future, taking into consideration how we may need to work with reduced group sizes and that this might lead to delivering a larger number of workshops (and thus needing more artists) to continue reaching as many people as possible.

Dance Well Data

Akademi delivered:
(Community Settings)

- 33 in-person and/or blended workshop delivery sessions in community settings reaching 276 attendances
- 28 bespoke recorded digital sessions, comprised of 58 individual films for specific groups of older adults in community and care home settings, totalling over 18 hours.
- Three performers presented a live 30-minute selection of solo, duet and trio work in the gardens of Greenwood Sheltered Housing, Kentish Town London, to a socially distanced audience of eight – with an additional tenants watching from their windows. At the end of the performance, the tenants took part in a seated workshop to learn mudras (hand gestures) featured in one of the works.

(Hospital Settings)

• 3 digital Mindfulness Workshops for CW+ (Chelsea & Westminster Hospital Trust) to distribute to patients and ICU staff.

• CW+ requested 48 of our Dance Well Takeaway kits (comprising props and movement instruction cards) which have been distributed to ICU staff via its Sky Garden wellbeing hub (Chelsea & Westminster), younger patients at Chelsea via the Play hospital's Play Team, and general patients at West Middlesex hospital's Marble Hill wards. Please refer to: https://akademi.co.uk/dance-well-takeaways

• 2 digital Wellbeing Workshops for Breathe Arts and Health's virtual support programme for hospital staff and patients.

• Akademi shared a Diwali video message, including performance footage, with CW+ charity for its virtual connections platform for staff and patients.

• Akademi Dance Well artist, Jesal Patel, gave a lunchtime performance in the new CW+ Studio space for hospital staff in early March 2021.

Akademi Training & Development for Dance Well artists:

(Existing Dance Well artists)

• 5 artists completed the online UCL course 'Dementia and The Arts', involving a minimum of 8 hours of learning. Each provided a written reflection on their Dance Well practice in response to the course content.

• 30 hours collectively of reading and reflection on the effects of trauma on the mind, brain and body by existing Dance Well artists inspired by the whole group reading The Body Keeps the Score by Bessel van der Kolk.

• 1.5-hour online group reflection session attended by 5 Dance Well artists.

• 5 artists devised new Dance Well units for their specific community and hospital settings, focused on how to return to face-to-face activity, acknowledging the experiences of the previous months, and re-connect groups.

• 5 blogs on Reflections on Dance Well during lock down – please refer to: https://akademi.co.uk/working-in-lockdown

• Regular peer support sessions 'Team Teas' to check in with Artists and share experiences and practice.

• 5 artists completed Safeguarding Adults in Sport.

(New trainee Dance Well Artists)

• 2 x 2-hour online workshops, 'An Introduction to Dance Well in Care Home Settings' and 'An Introduction to Dance Well in Hospital Settings', devised and led by 2 existing Dance Well artists, Akademi's Artistic Director and Akademi's Learning and Participation Manager. Artist Georgia Cornwell lead the session on working in hospital settings, which included insights into the very specific challenges she has encountered in the 4 different hospital settings she has worked in through Akademi. Sessions were recorded so could be revisited in the future.

• The training week was rounded off by a wrap-up team call for everyone to share their thoughts on the themes brought up by the training sessions, followed by written reflections and the creation of a sample lesson plan for a first Dance Well session in a new setting. Feedback from the participants was very positive, with many citing the wish to continue the training through shadowing our established artists when consistent in-person sessions resume.

• 12 hours (collectively) of research tasks on the Dance Well approach by trainee Dance Well artists.

• 5 reflections on Dance Well training programme by trainee artists.

• 5 Dance Well session plans by trainee artists to evidence learning.
• Subsequently, 1 trainee artist has been employed as support artist at Third Age Project from end September. This was to replace an artist who lives in Leicester and has therefore been unable to travel to the session when in-person working has been possible, thus highlighting our need to develop further skilled workforce during this time.

Dance Well participant feedback

"During lockdown the Akademi dance videos have helped to keep fit and motivated and enjoyable."

"I enjoyed the dance classes very much. The teachers are very good. Indian dancing is much more than just moving our body to music. She explains the meaning of the movement, gesture and expression and the music changes accordingly. We tell a story through our dance, so you enjoy it more because you live in that and you feel each movement, mood, rhythm and music. We synchronize the body and the mind in this performance which is fascinating and enjoyable."

"I am writing this just to say how grateful I am to you all for making possible the online dance workshops. They are most enjoyable and give me a chance to keep up my interest during lockdown and, of course, to keep in mind what we learnt while (the community centre) was open. It makes me happy to dance. The choreography is very stimulating and sometimes challenging - so I work on each one a number of times. The level is good. Just sometimesthere are a few things that I am unable to figure out - but a challenge is good for the old grey cells!"

Reach Out and Reveal
Reach Out and Reveal (ROAR) utilises the unique movement vocabulary of South Asian dance to support a wider range of physical and non-verbal communication techniques to meet the needs of children and young people with Autistic Spectrum Disorders. Reach Out and Reveal runs term-time weekly sessions at three special needs schools: Manor School Brent, Cambridge School Shepherd's Bush and Papillon House Surrey.

During this extraordinary year, ROAR has provided our school partners and their pupils with a combination of in-person and digital South Asian movement activities. All our partner settings were closed to external facilitators by the start of this grant period, however Akademi liaised with the schools' senior leaders to devise alternative delivery plans and digital provision when lockdown was introduced in March 2020. This enabled us to ensure the pupils and teachers had access to appropriate recorded digital movement activities as a substitute for our intended weekly sessions on site. Our offer was gratefully received by both school partners, at a time when many other opportunities for physical activity and creative expression for SEN pupils had ceased, and their home support services had been reduced.

Akademi's dance artists have drawn on their knowledge and experience of working face-to-face with the pupils, to devise many of the films with specific groups or pairs of pupils in mind. Although not a replacement for the in-school sessions, the films offered pupils a range of South Asian dance-inspired movement, storytelling and sensory activities, and some much needed consistency through seeing Akademi's dance artists on screen each week.

Supported by Akademi's Learning and Participation Manager and Artistic Director, Akademi's artists carefully considered how the pupils would engage with the movement activities both in school and if isolating home. Key to the planning was the idea of moving in smaller spaces, and utilising everyday props the teachers and families could source, such wooden spoons and pillows. To support pupils' learning and engagement, artists used Makaton in the digital delivery and simple graphics to reinforce keywords.

The digital content has been used when all learners were able to attend on site, and with a core group of vulnerable learners during Lockdown. They have also been shared with families via email and through the schools' online learning platforms.

Manor School initially began using the films with the 15 learners who were the intended beneficiaries for Emiko's face-to-face sessions originally. Due to Lockdown, with many of the wider school community moved to home learning, the recorded activities were made available to all pupils via the school's website. The videos were also utilised by staff who were working with the 30 pupils accessing onsite learning during the first Lockdown.

Reach Out and Reveal data

Akademi delivered (across 3 SEN schools)

- 41 bespoke dance activity films for SEN children and young people, totalling 8 hours.
- Reaching at least 95 pupils through teacher-supervised engagement on site and approximately 300 pupils accessing the films from their homes.
- 25 days of live online sessions
- 15 days of live delivery in school settings as Covid-19 restrictions allowed and with full health and safety and safeguarding procedures in place.

"I have heard lots of positive feedback from staff about this week's sessions. We are so happy with how well the Akademi sessions are going, for those in school and for those at home. Thank you so much for all that you are doing to support our pupils and their families at this very challenging time! I hope to join one or two sessions next week to see you and all the pupils who join!"

[Katie Lonnberg, Deputy Headteacher Papillon House School]

Akademi's Heritage project

Under the Covid-19 restrictions, Akademi redesigned the National Lottery Heritage Foundation funded Heritage Project in order to ensure that we could fulfil the original aims of the project whilst working within the challenges Covid created. These amendments were approved by the funder resulting in the following activities.

Archiving our collection:

• We developed a new remote-working process with the consultant archivist. Using digital archives, Akademi's team and volunteers mapped 21 years of Akademi's heritage through a master timeline spreadsheet, categorised 108 archive boxes, researched and written 5 blog posts about heritage and dance, and conducted a group presentation on this archiving process for the education of the wider team.

• Akademi recruited 6 volunteers who engaged in a 9 week program of distanced, digital work which was delegated based on volunteer preferences for professional development. Volunteers were given remote training bespoke to the remote working tasks that each were working on. Akademi staff worked on a template for the creation and population of a 'Heritage Historical Timeline' of Akademi through collation of information across sources into a master spreadsheet.

• Akademi and the consultant archivist worked together as a team to complete the cataloguing process; finalised, and in the appropriate form catalogued and ready to donate at a time when the V&A Museum is able and ready to receive.

Digital Heritage publication and on-line learning resources:

• Akademi films, photographs, documents and podcasts were all combined into an online resource called 'Akademi Chronicles' hosted on the Akademi website. This has created a living legacy for the Heritage Project and a great resource that is acting as a mini searchable archive for people to access before digging deeper at the V&A Museum. This is important to us to widen the access of Heritage to the public – reaching those who may not have the means, access or educational background to visit the V&A Archives to experience Akademi's Heritage.

Community interaction - oral history skills development project with young people:

• Akademi recruited an Oral Historian, two dance artists, a mentor and dance trainee for this project, to work with 35 pupils from Krishna Avanti Primary School (Harrow) partnership, Sanskruti Dance (Cambridge) and Pagrav Dance Company (Milton Keynes), covering young people from key stages 2-4.

• The pupils took part in 10 oral history sessions, focusing on developing oral history skills including the use of audio recording equipment, conducting interviews, transcribing narratives, and through engagement in intergenerational oral history, the project provided an opportunity for the children to see the significance of their own heritage.

• Participants from Pagrav Dance Company and Sanskruti took part in 19 online dance sessions, which culminated in an online screening of their choreographic responses. The performance started with excerpts from the oral history testimonies into a podcast, available online. This was followed by shared experiences of the project from both participants and staff, their choreographic response and an opportunity for an audience of 72+ members to ask questions about the project.

• Akademi commissioned 3 artists Hiten Mistry, Jaymini Sahai and Sophie Holland to create a choreographic exploration and a workshop for Primary Schools.

Commissions & Digital

In March 2021, over 2 days, Akademi held its first ever Dance Film Festival. Curated by screendance practitioner, Omari 'Motion' Carter, and Akademi's Artistic Director, Suba Subramaniam, the festival featured new and archived South Asian dance-films along with selected talks with filmmakers and dance artists.

The films covered a wide range of topics from motherhood, the queer body and the commoditisation of identity, to India's dream robot to the moon, amongst other thought-provoking subjects. Several of these films were a direct response to life in lockdown. Akademi also commissioned five short original screendance works that were premiered during the festival; Virtual Ghost' by Kesha Raithatha & InkMilk, 'nilah' by Kaajel Patel, 'Where The Walls Do Not Contain Me' by Archana Ballal & Luisa Lazzaro, MaMa' by Kirsten Newell & Oxana Banshikova and 'I Am Your Skin' by Jaivant Patel. Akademi also premiered our film 'Apotheosis' which was created in collaboration with the British Museum.

The festival was a huge success with total views and attendees at the exceeding 1300.

Sector and strategic development

Whilst the unprecedented situation of Covid-19 has resulted in huge upheaval, postponement, and close regular management around reframing and redesigning projects as the situation has unfolded, it has also allowed for Akademi's new leadership team to build new networks and lead on a process of strategic development for Akademi's future. The Joint CEOs have been dedicated to connecting to our wider cultural ecology at this challenging time – we have been involved in many networks, peer support groups and webinars to share best practice, ideas and mechanisms under Covid-19 and to stay informed of significant national and/or localised developments that will affect Akademi's resilience. Many of these networks and initiatives have been based around tackling inequalities and promoting best practice for inclusion – acknowledging that the pandemic has had a disproportionately affected some of the most vulnerable in society.

Networks and strategic development include:

• Being part of the 'Culture Reset Programme' which proved hugely instrumental in the current thinking around Akademi's role in the sector and our future.

• Attending weekly National Dance Network open meetings and Executive Committee meetings – sharing practice around alternative L&P delivery methods and preparation for going back into older people settings and special needs schools with other organisations such as Yorkshire Dance.

• Taking part in (and sponsoring an artist onto) the Freelance Taskforce programme and being part of the excellent broader ecology through this scheme to improve conditions for freelancers, many of whom have completely lost livelihoods under the pandemic.

• Creating a seed commission for D/deaf/disabled artists - a call-out was drafted and circulated across marketing channels resulting in two new small seed commissions awarded to Meera Patel and Anusha Subramanyam are specific to developing work with and for disabled participants.

• Akademi was awarded the level of 'strong' from ACE's Creative Case for Diversity ratings. Whilst we are pleased with this we would like to strive for 'outstanding' and will work to understand how we can improve and implement appropriate changes / initiatives accordingly.

• Artist mentoring and continuing professional development sessions.

• Akademi was part of the selection panel for the Work Place Artist scheme at The Place which was hugely important experience to understand the contemporary dance sector in this country and to make sure South Asian dance was represented.

• Akademi penned an article for OneDance UK magazine about Black Lives Matter and the South Asian Dance Sector

• Akademi was part of the Decolonising the Curriculum Roundtable discussions with One dance UK.

• Akademi launched out first Artist Advisory Group – comprising of 5 independent freelance South Asian dance artists, the AAG will be a platform from which artists can engage with Akademi's plans and direction, whilst creating a mutually beneficial dialogue for staff and board members to listen to and learn from freelance creatives.

• Akademi began a process of internal strategic development comprising board skills audit, future ideas and strategy in response to Arts Council England's 'Let's Create' 10-year strategy, and board development for Akademi's future.

Plans for future periods 2021/2022

Plans for future development will depend to a large extent on the situation with the pandemic. We are hopeful that our Learning and Participation work will be able to slowly and safely move back to take place within our partner settings and we will continue to work with our partners and monitor the situation carefully.

2021-2022 will see a focus on fundraising as Akademi's Learning and Participation grants come to a close in autumn 2021 (Children In Need) and March 2022 (John Lyon's Charity, City Bridge Trust, Linbury Trust). We will examine which of the funders will allow continued funding (due to the loss of delivery time during the pandemic) and also look for alternative grants to continue, develop and strengthen our community-based work. We will also continue our strategic development and plan for the next round of Arts Council England National Portfolio funding which will be due for application in spring 2022.

Akademi aims to develop two new productions in 2021-2022. The first is a show for children (key stage 2) and their families about the use and misuse of plastics. We are in talks with Polka Theatre about this project as a co-production. 'Plastics' will aim for production in early 2022. The second production will be with secured partnerships with 101 Creation Space, Inside Out Dorset Festival and Norfolk and Norwich Festival for R&D of a new outdoor work based around the themes of climate migration.

Funder Liaison

Akademi maintained clear and regular contact with our funders during the pandemic year, particularly as projects adapted and previously agreed outputs become impossible to secure in the same way. Akademi is hugely grateful to our Learning and Participation funders: City Bridge Trust, Linbury Trust, John Lyon's Charity, BBC Children In Need, National Lotter Heritage Fund and to Arts Council England. All funders have been extremely supportive and understanding of our efforts during this challenging year.

Reserves policy

Akademi needs reserves in order to meet liabilities in the event of being unable to secure funding, factors beyond Akademi's control such as the decision of a funder to cease funding, failure of a partner organisation or other debtor.

Free reserves are defined as income that becomes available to Akademi and is to be spent at the trustees' discretion in furtherance of Akademi's objectives but which is not yet spent, committed or designated. The reserves policy is reviewed annually by the trustees. The review is managed by Akademi's Director and takes into account projected cash flow forecasts and a risk assessment.

Akademi reviewed its reserves policy annually taking into account current operating costs and risks associated with income required to deliver our business plan objectives. Trustees have assessed that a reserves target equivalent to six months' core operating costs (approximately £25,000 per month) is prudent in the current financial climate, and this is backed by a review of income risks for 2020-21. The reserves target is therefore £150,000.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 judgements 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

This report was approved by the trustees and signed on their behalf by:

Prakash Kurup
Treasurer
01 December 2021

Independent Examiner's Report to the trustees of Akademi South Asian Dance UK

I report to the charity trustees on my examination of the accounts of Akademi South Asian Dance UK for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act.

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales.

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

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

Luna Muncaster
Institute of Chartered Accountants in England and Wales
Luna Muncaster Ltd
40 Vera Avenue
Grange Park
London

N21 1RG
01 December 2021

Akademi South Asian Dance UK
Statement of Financial Activities

for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:					
Donations and legacies	4	218,956	154,987	373,943	364,135
Charitable activities	5	3,562	-	3,562	60,859
Investments	6	392	-	392	773
Other	7	821	-	821	229
Total		223,731	154,987	378,718	425,996
Expenditure on:					
Charitable activities	8	13,271	122,480	135,751	173,787
Other	9	227,872	-	227,872	245,701
Total		241,143	122,480	363,623	419,488
Net gains on investments		-	-	-	-
Net income	10	(17,412)	32,507	15,095	6,508
Transfers between funds		52,654	(52,654)	-	-
Net income before other gains/(losses)		35,242	(20,147)	15,095	6,508
Other gains and losses					
Net movement in funds		35,242	(20,147)	15,095	6,508
Reconciliation of funds:					
Total funds brought forward		249,267	94,216	343,483	336,976
Total funds carried forward	16	284,509	74,069	358,578	343,484

Akademi South Asian Dance UK
Summary Income and Expenditure Account
for the year ended 31 March 2021

	2021 £	2020 £
Income	378,326	425,223
Interest and investment income	392	773
Gross income for the year	378,718	425,996
Expenditure	362,505	418,068
Depreciation and charges for impairment of fixed assets	1,118	1,420
Total expenditure for the year	363,623	419,488
Net income before tax for the year	15,095	6,508
Net income for the year	15,095	6,508

Akademi South Asian Dance UK
Balance Sheet

at 31 March 2021

Company No. 05294528	**Notes**	**2021**	**2020**
		£	**£**
Fixed assets			
Tangible assets	13	1,118	2,236
		1,118	2,236
Current assets			
Debtors	14	4,316	7,199
Cash at bank and in hand		367,776	350,865
		372,092	358,064
Creditors: Amount falling due within one year	15	(14,632)	(16,817)
Net current assets		357,460	341,247
Total assets less current liabilities		358,578	343,483
Net assets excluding pension asset or liability		358,578	343,483
Total net assets		358,578	343,483
The funds of the charity			
Restricted funds	16		
Restricted income funds		74,069	94,216
		74,069	94,216
Unrestricted funds	16		
General funds		174,620	171,595
Designated funds		109,889	77,672
		284,509	249,267
Reserves	16		
Total funds		358,578	343,483

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 01 December 2021

And signed on its behalf by:

Prakash Kurup
Treasurer
01 December 2021

1 Accounting policies

Basis of preparation

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

All assets costing more than £750 are capitalised at their cost to the charity.

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.
Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.
All exchange differences are are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.
Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.
Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation.
Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.
Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.
In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
	£	£	£
Income and endowments from:			
Donations and legacies	215,000	149,135	364,135
Charitable activities	60,859	-	60,859
Investments	773	-	773
Other	229	-	229
Total	276,861	149,135	425,996
Expenditure on:			
Charitable activities	100,192	73,595	173,787
Other	245,701	-	245,701
Total	345,893	73,595	419,488
Net income	(69,032)	75,540	6,508
Transfers between funds	39,960	(39,960)	-
Net income before other gains/(losses)	(29,072)	35,580	6,508
Other gains and losses:			
Net movement in funds	(29,072)	35,580	6,508
Reconciliation of funds:			
Total funds brought forward	278,340	58,636	336,976
Total funds carried forward	249,268	94,216	343,484

4 Income from donations and legacies

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Arts Council England NPO	218,956	-	218,956	215,000
Dance Well - Linbury Trust / City Bridge Trust	-	65,470	65,470	65,285
ROAR - John Lyon's Charity / BBC Children In Need	-	30,000	30,000	30,500
NLHF	-	39,480	39,480	49,350
Move Well - Ageing Better In Camden	-	3,104	3,104	2,500
Dancing Brain - UCL	-	8,000	8,000	1,500
Pravaas - Without Walls		8,933	8,933	
	218,956	154,987	373,943	364,135

In 2020, of the total income from donations and grants, £215,000 was from unrestricted funds and £149,135 was from restricted funds.

5 Income from charitable activities

	Unrestricted	Total 2021	Total 2020
	£	£	£
Dance development	445	445	60,859
Education and community	3,117	3,117	-
	3,562	3,562	60,859

6 Income from investments

	Unrestricted	Total 2021	Total 2020
	£	£	£
Bank interest	392	392	773
	392	392	773

7 Other income

	Unrestricted	Total 2021	Total 2020
	£	£	£
Donations	821	821	229
	821	821	229

8 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Expenditure on charitable activities				
Dance development	1,648	15,207	16,855	77,747
Education and community	11,623	107,273	118,896	95,680
Governance costs				
Trustees' meeting costs	-	-	-	360
	13,271	122,480	135,751	173,787

9 Other expenditure

	Unrestricted	Total 2021	Total 2020
	£	£	£
Advertising and corporate fundraising	3,471	3,471	4,375
Employee costs	177,768	177,768	192,783
Motor and travel costs	1,454	1,454	6,314
Premises costs	24,531	24,531	23,825
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	1,118	1,118	1,420
General administrative costs	13,054	13,054	15,034
Legal and professional costs	6,476	6,476	1,950
	227,872	227,872	245,701

10 Net income before transfers

	2021	2020
This is stated after charging:	£	£
Depreciation of owned fixed assets	1,118	1,420
Independent Examiner's fee	1,950	1,950

11 Trustee remuneration and expenses

	2021 Number	2020 Number
The nature of the reimbursed expenses	The charity trustees were not paid or did not receive any other benefits from the charity in the year, neither were they reimbursed expenses during the year.	

12 Staff costs

Salaries and wages	150,626	139,850
Social security costs	11,056	9,984
Pension costs	7,837	5,315
	169,519	155,149

The Artistic Director received emoluments below £60,000 during the year.
(During 2020 this was below £60,000).

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

	2021 Number	2020 Number
Direct charitable activities	2	2
Fundraising	-	1
Management and administration	3	3
	5	6

13 Tangible fixed assets

	£	£
Cost or revaluation		
At 1 April 2020	75,802	75,802
At 31 March 2021	75,802	75,802
Depreciation and impairment		
At 1 April 2020	73,566	73,566
Depreciation charge for the year	1,118	1,118
At 31 March 2021	74,684	74,684
Net book values		
At 31 March 2021	1,118	1,118
At 31 March 2020	2,236	2,236

14 **Debtors**

	2021	2020
	£	£
Trade debtors	1,795	2,340
Other debtors	9	1,925
Prepayments and accrued income	2,512	2,934
	4,316	7,199

15 **Creditors:** amounts falling due within one year

	2021	2020
	£	£
Trade creditors	2,141	8,067
Other taxes and social security	4,270	4,425
Other creditors	1,078	(589)
Accruals and deferred income	7,143	4,914
	14,632	16,817

16 **Movement in funds**

	At 1 April 2020	Incoming resources (including other gains/losses)	Resources expended	Gross transfers	At 31 March 2021
		£	£	£	£
Restricted funds:					
Restricted income funds:					
Dance Well - Linbury Trust / City Bridge Trust	30,000	65,470	(39,183)	(26,287)	30,000
ROAR - John Lyon's Charity / BBC Children In Need	25,636	30,000	(19,685)	(10,315)	25,636
D'Oyle Carte/SEN	958	-	(825)	(133)	-
National Lottery Heritage Fund	33,871	39,480	(60,766)	(12,585)	-
Move Well - Ageing Better In Camden	2,251	3,104	(2,021)	(3,334)	-
Dancing Brain - UCL	1,500	8,000	-		9,500
Pravaas - Without Walls	-	8,933	-		8,933
Total	94,216	154,987	(122,480)	(52,654)	74,069
Unrestricted funds:					
General funds	171,595	223,731	(241,143)	20,437	174,620
Designated funds:					
Strategic Development	17,278	-	-	217	17,495
Dance Production	34,527	-	-	20,000	54,527
Artist and Artform Development	19,620	-	-	-	19,620
Community and Education	6,247	-	-	12,000	18,247
Total	77,672	-	-	32,217	109,889
Revaluation Reserves:					
Total funds	343,483	378,718	(363,623)	-	358,578

Purposes and restrictions in relation to the funds:

Restricted funds:

Dance Well - Linbury Trust / City Bridge Trust	Funding for community dance programme.
ROAR - John Lyon's Charity / BBC Children In Need	Funding for Reach Out and Reveal (SEN project).

D'Oyle Carte/SEN	Match funding and other donations for choreographic development.
National Lottery Heritage Fund	Funding for Akademi's Heritage Project
Move Well - Ageing Better In Camden	Project funded by Age Concern Camden for work under the Dance Well Programme strand.
Dancing Brain - UCL	Project funded by University College London for new Learning and Participation project.
Pravaas - Without Walls	Funding for R&D on new outdoor production
Designated funds:	
Strategic Development	For organisational support during the difficult economic climate.
Dance Production	For future dance productions
Artist and Artform Development	For work associated with Artist and South Asian dance development
Community and Education	For community and education support or development

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	1,118	-	1,118
Net current assets	283,391	74,069	357,460
	284,509	74,069	358,578

18 Reconciliation of net debt

	At 1 April 2020	Cash flows	At 31 March 2021
	£	£	£
Cash and cash equivalents	350,865	16,911	367,776
	350,865	16,911	367,776
Net debt	350,865	16,911	367,776

19 **Commitments**

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2021 Land and buildings £	2021 Other £	2020 Land and buildings £	2020 Other £
Operating leases with expiry date:				
Over five years	24,531	-	23,825	-
	24,531	-	23,825	-

Pension commitments

	2021 £	2020 £
The pension cost charge to the company amounted to:	7,837	5,315

20 **Related party disclosures**

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Akademi South Asian Dance UK
Detailed Statement of Financial Activities
for the year ended 31 March 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:				
Donations and legacies				
Arts Council England NPO	218,956	-	218,956	215,000
Dance Well - Linbury Trust / City Bridge Trust		65,470	65,470	65,285
ROAR - John Lyon's Charity / BBC Children In Need		30,000	30,000	30,500
NLHF		39,480	39,480	49,350
Move Well - Ageing Better In Camden		3,104	3,104	2,500
Dancing Brain - UCL		8,000	8,000	1,500
Pravaas - Without Walls		8,933	8,933	
	218,956	154,987	373,943	364,135
Charitable activities				
Dance development	445	-	445	60,859
Education and community	3,117	-	3,117	-
	3,562	-	3,562	60,859
Investments				
Bank interest	392	-	392	773
	392	-	392	773
Other				
Donations	821	-	821	229
	821	-	821	229
Total income and endowments	223,731	154,987	378,718	425,996
Expenditure on:				
Charitable activities				
Dance development	1,648	15,207	16,855	77,747
Education and community	11,623	107,273	118,896	95,680
	13,271	122,480	135,751	173,427
Governance costs				
Trustees' meeting costs	-	-	-	360
	-	-	-	360
Total of expenditure on charitable activities	13,271	122,480	135,751	173,787
Other expenditure				
Advertising and corporate fundraising	3,471	-	3,471	4,375
	3,471	-	3,471	4,375
Employee costs				

Salaries/wages	150,626	-	150,626	139,850
Employer's NIC	11,056	-	11,056	9,984
Pension costs	7,837	-	7,837	5,315
Staff recruitment	1,116	-	1,116	1,841
Staff training	543	-	543	976
Staff welfare	1,996	-	1,996	2,129
Freelance staff	4,594	-	4,594	32,688
	177,768	-	177,768	192,783
Motor and travel costs				
Travel and subsistence	1,454	-	1,454	6,314
	1,454	-	1,454	6,314
Premises costs				
Rent	22,560	-	22,560	21,240
Rates	1,971	-	1,971	1,826
Premises cleaning	-	-	-	759
	24,531	-	24,531	23,825
General administrative costs, including depreciation and amortisation				
Depreciation of	1,118	-	1,118	1,420
Bad debts	-	-	-	1
Bank charges	546	-	546	626
Equipment repairs and maintenance	-	-	-	209
General insurances	2,723	-	2,723	3,627
Information and publications	-	-	-	118
Postage and couriers	16	-	16	96
Software, IT support and related costs	6,729	-	6,729	5,911
Stationery and printing	92	-	92	1,015
Sundry expenses	1,436	-	1,436	1,208
Telephone, fax and broadband	1,512	-	1,512	2,223
	14,172	-	14,172	16,454
Legal and professional costs				
Audit/Independent examination fees	1,950	-	1,950	1,950
Other legal and professional costs	4,526	-	4,526	-
	6,476	-	6,476	1,950
Total of expenditure of other costs	227,872	-	227,872	245,701
Total expenditure	241,143	122,480	363,623	419,488
Net gains on investments	-	-	-	-
Net income	(17,412)	32,507	15,095	6,508

Transfers between funds	52,654	(52,654)	-	-
Net income before other gains/(losses)	35,242	(20,147)	15,095	6,508
Other Gains	-	-	-	-
Net movement in funds	35,242	(20,147)	15,095	6,508
Reconciliation of funds:				
Total funds brought forward	249,267	94,216	343,483	336,976
Total funds carried forward	284,509	74,069	358,578	343,484