

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 remunerated:

- 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 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 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. 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 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 in the UK through the medium of South Asian Dance.

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.

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. The evidential 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 Banerjee, Consultant Child and Adolescent Psychiatrist and staff and young people at Snowfield 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.

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- 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 Ukrainian 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 Agrawal, 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 year 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.

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- 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

A stylized signature consisting of several loops and a long horizontal stroke.

Keith Khan

Chair of Board of Trustees

A cursive signature that appears to read 'Prakash' followed by a horizontal line.

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

Akademi South Asian Dance UK
Statement of Financial Activities
for the year ended 31 March 2023

Company No. 05294528

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
	Notes				
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

Akademi South Asian Dance UK
Summary Income and Expenditure Account
for the year ended 31 March 2023

Company No. 05294528

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

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
		<u>475,578</u>	<u>531,962</u>
Creditors: Amount falling due within one year	14	(33,091)	(129,142)
Net current assets		<u>442,487</u>	<u>402,820</u>
Total assets less current liabilities		<u>442,487</u>	<u>402,820</u>
Net assets excluding pension asset or liability		<u>442,487</u>	<u>402,820</u>
Total net assets		<u>442,487</u>	<u>402,820</u>
The funds of the charity			
Restricted funds	15		
Restricted income funds		80,667	42,086
		<u>80,667</u>	<u>42,086</u>
Unrestricted funds	15		
General funds		193,946	167,445
Designated funds		167,874	193,289
		<u>361,820</u>	<u>360,734</u>
Reserves	15		
Total funds		<u>442,487</u>	<u>402,820</u>

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

Akademi South Asian Dance UK
Statement of Cash flows
for the year ended 31 March 2023

Company No. 05294528

	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	<u>(54,550)</u>	<u>120,995</u>
Cash flows from investing activities		
Dividends, interest and rents from investments	1,186	290
Net cash from investing activities	<u>1,186</u>	<u>290</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
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	<u>437,933</u>	<u>489,061</u>
Components of cash and cash equivalents		
Cash and bank balances	437,933	491,297
	<u>437,933</u>	<u>491,297</u>

Notes to the Accounts

for the year ended 31 March 2023

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.

Notes to the Accounts**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.

Notes to the Accounts

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	-
	<u>228,006</u>	<u>281,239</u>	<u>509,245</u>	<u>396,528</u>

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
	<u>698</u>	<u>698</u>	<u>127</u>

6 Other income

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

7 Expenditure on charitable activities

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

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
	<u>188,629</u>	<u>34,453</u>	<u>223,082</u>	<u>178,681</u>

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
	<u>176,213</u>	<u>130,694</u>

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	2022
	Number	Number
Direct charitable activities	3	3
Fundraising	-	-
Management and administration	3	2
	<u>6</u>	<u>5</u>

12 Tangible fixed assets

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

13 Debtors

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

14 Creditors:

amounts falling due within one year

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

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
<i>Total</i>	<u>42,086</u>	<u>281,239</u>	<u>(248,675)</u>	<u>6,017</u>	<u>80,667</u>
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
<i>Total</i>	<u>193,289</u>	<u>-</u>	<u>(25,415)</u>	<u>-</u>	<u>167,874</u>
Total funds	<u>402,820</u>	<u>510,431</u>	<u>(470,764)</u>	<u>-</u>	<u>442,487</u>

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
	<u>361,820</u>	<u>80,667</u>	<u>442,487</u>

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
	<u>491,297</u>	<u>(53,364)</u>	<u>437,933</u>
Net debt	<u>491,297</u>	<u>(53,364)</u>	<u>437,933</u>

18 Commitments

Operating lease commitments

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

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

Pension commitments

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

19 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 2023

Company No. 05294528

	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	-
	<u>228,006</u>	<u>281,239</u>	<u>509,245</u>	<u>396,528</u>
Charitable activities	-	-	-	7,240
	-	-	-	7,240
Investments				
Bank interest	698	-	698	127
	<u>698</u>	<u>-</u>	<u>698</u>	<u>127</u>
Other				
Other donations	488	-	488	163
Theatre Tax Relief	-	-	-	12,000
	<u>488</u>	<u>-</u>	<u>488</u>	<u>12,163</u>
Total income and endowments	229,192	281,239	510,431	416,058
Expenditure on:				
Charitable activities	33,043	214,222	247,265	192,845
	<u>33,043</u>	<u>214,222</u>	<u>247,265</u>	<u>192,845</u>
Governance costs				
Trustees' meeting costs	417	-	417	290
	<u>417</u>	<u>-</u>	<u>417</u>	<u>290</u>
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
	<u>8,180</u>	<u>-</u>	<u>8,180</u>	<u>6,250</u>
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
	<u>141,760</u>	<u>34,453</u>	<u>176,213</u>	<u>130,694</u>
Motor and travel costs				
Travel and subsistence	3,395	-	3,395	2,034
	<u>3,395</u>	<u>-</u>	<u>3,395</u>	<u>2,034</u>
Premises costs				
Rent	10,747	-	10,747	3,653
Rates	1,971	-	1,971	-
Premises insurances	2,137	-	2,137	2,057
	<u>14,855</u>	<u>-</u>	<u>14,855</u>	<u>5,710</u>
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
	<u>16,564</u>	<u>-</u>	<u>16,564</u>	<u>22,232</u>
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
	<u>3,875</u>	<u>-</u>	<u>3,875</u>	<u>11,761</u>
Total of expenditure of other costs	<u>188,629</u>	<u>34,453</u>	<u>223,082</u>	<u>178,681</u>
Total expenditure	<u>222,089</u>	<u>248,675</u>	<u>470,764</u>	<u>371,816</u>
Net gains on investments	-	-	-	-
	<u>7,103</u>	<u>32,564</u>	<u>39,667</u>	<u>44,242</u>
Net income				
Transfers between funds	(6,017)	6,017	-	-

Akademi South Asian Dance UK
Detailed Statement of Financial Activities

Company No. 05294528

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

