

Akademi South Asian Dance UK

Charity No. 1107249

Company No. 05294528

Trustees' Report and Unaudited Accounts

31 March 2024

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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

Akademi South Asian Dance UK
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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. 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.

Akademi South Asian Dance UK

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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 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 through Without Walls and supported by 101 Creation Space.

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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 of 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 of 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 Snowfields 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 Banerjee. 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 different 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 diversify 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

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- 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-choreographed 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

A handwritten signature in black ink, appearing to read 'Anu Kapoor', written over a horizontal line.A small, stylized handwritten signature in black ink.

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

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
	Notes				
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	<u>63,617</u>	<u>(54,550)</u>
Cash flows from investing activities		
Dividends, interest and rents from investments	15,897	1,186
Net cash from investing activities	<u>15,897</u>	<u>1,186</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
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	<u>517,447</u>	<u>437,933</u>
Components of cash and cash equivalents		
Cash and bank balances	517,447	437,933
	<u>517,447</u>	<u>437,933</u>

for the year ended 31 March 2024

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.

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:

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 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

Notes to the Accounts

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
	<u>235,882</u>	<u>351,470</u>	<u>587,352</u>	<u>509,245</u>

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
	<u>4,054</u>	<u>4,054</u>	<u>698</u>

6 Other income

	Unrestricted	Total 2024	Total 2023
	£	£	£
Other donations	-	-	488
Theatre Tax Relief	11,843	11,843	-
	<u>11,843</u>	<u>11,843</u>	<u>488</u>

7 Expenditure on charitable activities

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

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
	<u>128,312</u>	<u>193,895</u>	<u>322,207</u>	<u>220,782</u>

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	-
	<u>242,151</u>	<u>176,213</u>

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	2023
	Number	Number
Direct charitable activities	3	3
Fundraising	-	-
Management and administration	3	3
	<u>6</u>	<u>6</u>

11 Tangible fixed assets

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

12 Debtors

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

Akademi South Asian Dance UK**Notes to the Accounts****13 Creditors:**

amounts falling due within one year

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

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
<i>Total</i>	<u>80,667</u>	<u>351,470</u>	<u>(400,533)</u>	<u>-</u>	<u>31,604</u>
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
<i>Total</i>	<u>167,874</u>	<u>-</u>	<u>(9,967)</u>	<u>100,000</u>	<u>257,907</u>
Total funds	<u>442,487</u>	<u>603,249</u>	<u>(551,116)</u>	<u>-</u>	<u>494,620</u>

Purposes and restrictions in relation to the funds:

Restricted funds:

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

Akademi South Asian Dance UK

Notes to the Accounts

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 Funding for Reach Out and Reveal (SEND project).
Foundation / BBC Children In
Need

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 For work associated with Artist and South Asian dance development
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
	<u>463,016</u>	<u>31,604</u>	<u>494,620</u>

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
	<u>437,933</u>	<u>79,514</u>	<u>517,447</u>
Net debt	<u>437,933</u>	<u>79,514</u>	<u>517,447</u>

Notes to the Accounts

17 Commitments

Operating lease commitments

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

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

Pension commitments

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

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
	<u>235,882</u>	<u>351,470</u>	<u>587,352</u>	<u>509,245</u>
Investments				
Bank interest	4,054	-	4,054	698
	<u>4,054</u>	<u>-</u>	<u>4,054</u>	<u>698</u>
Other				
Other donations	-	-	-	488
Theatre Tax Relief	11,843	-	11,843	-
	<u>11,843</u>	<u>-</u>	<u>11,843</u>	<u>488</u>
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
	<u>18,960</u>	<u>206,538</u>	<u>225,498</u>	<u>247,265</u>
Governance costs				
Trustees' meeting costs	1,361	-	1,361	417
Independent Examiner's fees	1,950	100	2,050	2,300
	<u>3,311</u>	<u>100</u>	<u>3,411</u>	<u>2,717</u>
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
	<u>1,360</u>	<u>4,701</u>	<u>6,061</u>	<u>8,180</u>
Employee costs				
Salaries/wages	30,698	124,455	155,153	94,734

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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	-
	<u>95,798</u>	<u>146,353</u>	<u>242,151</u>	<u>176,213</u>
Motor and travel costs				
Travel and subsistence	3,944	22,861	26,805	3,395
	<u>3,944</u>	<u>22,861</u>	<u>26,805</u>	<u>3,395</u>
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
	<u>9,095</u>	<u>19,230</u>	<u>28,325</u>	<u>14,855</u>
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
	<u>17,290</u>	<u>-</u>	<u>17,290</u>	<u>16,564</u>
Legal and professional costs				
Consultancy fees	825	750	1,575	1,575
	<u>825</u>	<u>750</u>	<u>1,575</u>	<u>1,575</u>
Total of expenditure of other costs	<u>128,312</u>	<u>193,895</u>	<u>322,207</u>	<u>220,782</u>
Total expenditure	<u>150,583</u>	<u>400,533</u>	<u>551,116</u>	<u>470,764</u>
Net gains on investments	-	-	-	-
Net income	<u>101,196</u>	<u>(49,063)</u>	<u>52,133</u>	<u>39,667</u>
Net income before other gains/(losses)	<u>101,196</u>	<u>(49,063)</u>	<u>52,133</u>	<u>39,667</u>
Other Gains	-	-	-	-
Net movement in funds	<u>101,196</u>	<u>(49,063)</u>	<u>52,133</u>	<u>39,667</u>
Reconciliation of funds:				
Total funds brought forward	361,820	80,667	442,487	402,820
Total funds carried forward	<u>463,016</u>	<u>31,604</u>	<u>494,620</u>	<u>442,487</u>