NEKO TRUST

England & Wales · Charity number 1112141

Details

Other names	CATO TRUST
Status	Registered
Legal form	Charitable company
Company number	05498101
Registered	2005-11-18
Register	View on the Charity Commission register

Contact

Address	SW19 Studios 60 Weir Road London SW19 8UG
Phone	020 8870 6993
Email	info@nekotrust.org
Website	www.nekotrust.org

Activities

Objects: THE OBJECTS OF THE CHARITY SHALL BE THE PROMOTION OF GENERAL CHARITABLE PURPOSES BENEFICIAL TO THE PUBLIC, BOTH WITHIN THE UK AND OVERSEAS, BY SUCH EXCLUSIVELY CHARITABLE MEANS AS THE TRUSTEES SHALL FROM TIME TO TIME DETERMINE.

Activities: To develop and sustain the live music industry by creating meaningful access, education and career opportunities for young people and adults.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** THE UK AND OVERSEAS
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£65,573	£54,244	-	-
2023-12-31	£30,517	£93,302	-	-
2022-12-31	£242,943	£293,063	-	-
2021-12-31	£366,395	£463,749	-	-
2020-12-31	£329,667	£218,708	-	-

Trustees

Name	Role	Appointed
Chloe Ward		2023-03-13
Glen Rowe		2023-03-13

Accounts

NEKO TRUST

Trustees Report and Unaudited Accounts

31 December 2024

Company Limited by Guarantee

Registration Number 05498101
(England and Wales)

Charity Registration Number 1112141

NEKO TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms C M Ward Mr G Rowe
Charity Registration Number	1112141
Company Registration Number	05498101 (England and Wales)
Company Secretary	Ms C M Ward
Registered office and Principal address	Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN
Bankers	NatWest Bank 66-68 St John's Road Clapham Junction London SW11 1PB
Independent Examiners	Ward Williams Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN

NEKO TRUST

CONTENTS

NEKO TRUST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees, who are also directors for the purposes of the Companies Act 2006, have pleasure in presenting their report and financial statements of NEKO Trust for the period ended 31 December 2024. The report has been prepared in accordance with Part 8 of the Charities Act 2011, and constitutes a directors' report for the purpose of company legislation.

The Trustees confirm that the annual report and financial statements of the company have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
NEKO Trust (NEKO) is a company limited by guarantee (company registration number 05498101) and has no share capital. It is registered for charitable purposes with the Charity Commission (charity registration number 1112141). In the event of the charity being wound up, the liability guaranteed by each member is £1.

Organisational Structure:
A board of Trustees, which convenes quarterly, administers the charity and takes overall responsibility for matters of governance, charitable purpose and risk management. A Chief Executive Officer (CEO), appointed by the Trustees, has delegated authority to manage day-to-day operations and to develop and propose the Trust's policies, strategy and artistic vision for consideration and approval by the Trustees. A Finance Subcommittee meets quarterly.

The CEO is responsible to the Board and, on a day to day basis, to the Chair. Other staffing appointments are made by the CEO with input from the Trustees, where needed. The Trustees determine the remuneration of the CEO. Remuneration of other roles are determined by the CEO, within the overall budget approved by the Trustees.

Recruitment and appointment of new Trustees:
The Board recruits Trustees on the basis of the qualities, skills, competencies and experience which the Trustees from time to time determine are required to ensure the effective management of the charity; an annual skills audit of Trustees is undertaken.

As set out in the Articles of Association, the Chair of the Trustees is elected by the board of Trustees. The remaining Trustees (a maximum of 9) are elected by the members of the charitable company. These Trustees have the power to co-opt further members to fill specialist roles up until the next AGM.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Recruitment and appointment of new Trustees:

Upon a Trustee's appointment, the Trustee is invited to an induction briefing in order to give them a detailed overview of the Charity's aims and objectives. Training is available for all board members in order to assist them in performing their duties as Trustee. This is available on request and authorised by the Board of Trustees where a skills gap is identified.

Directors and Trustees

All directors of the company are also Trustees of the charity and there are no other Trustees.

The Trustees who served during the period and to the date of signing were:-

Ms C M Ward
Mr G Rowe

Related Parties

Transactions with related parties during the period have been disclosed in the financial statements (see note 12).

OBJECTIVES AND ACTIVITIES

Charitable Objects

The charitable company is governed by its Memorandum and Articles of Association.

The object of the charity is the promotion of general charitable purposes beneficial to the general public, both within the United Kingdom and overseas, by such exclusively charitable means as the Trustees shall from time to time determine.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Strategic Priorities

The Trust's strategic priority this year was to generate rental income following the loss of its long-term base in Wandsworth. This period of consolidation enabled reflection and realignment of priorities to ensure they remain consistent with our Mission, Vision, Values and Aims.

Operations have continued from our new creative hub in Wimbledon, with Glen Rowe maintaining the CEO position until future expansion supports further leadership appointments.

OBJECTIVES AND ACTIVITIES (Continued)

Vision, Mission, Aims and Values of the Charity were as follows:

Vision

- A more sustainable live music industry underpinned by a workforce representative of the UK population.

Mission

- To help the next generation of music and live events talent to reach their potential, no matter who they are or where they come from.

Our Aims

- Identify diverse music talent both on and offstage to improve equality and inclusion across the industry.
- Train talent in a range of skills taught by industry professionals, enabling them to be more employable and self-sufficient.
- Propel talent forward through co-operative models, creative retreats, and commissioning and shadowing opportunities.
- Provide affordable creative space through an Occupants Charter, including writing rooms, studios, and production suites.
- Digitise talent output to increase visibility, develop commercial propositions, and share resources,

Our Values

- Inclusion for all
- Innovation and elevation
- The power of partnerships
- People-focussed delivery
- Excellence in all activities

OBJECTIVES AND ACTIVITIES (Continued)

Objectives

- Address the skills and talent exodus caused by Covid-19 and the lack of diversity within the music industry pre-pandemic.
- Provide educational opportunities, workplace experience, funding, and employment pathways.
- Create accessible and affordable workspace for the creative industries.
- Develop highly transferable skills to future-proof creative careers.
- Collaborate with industry professionals to share resources and expand opportunities, Partners & Stakeholders.

Achievements and Performance

Key achievements during the year included:

- Generating rental income from the Wandsworth site (dEPOT) via tenants including a touring company, a trucking business, and a record and publishing label.
- CEO Glen Rowe promoting the charity through speaking engagements at ACM Guildford, London South Bank University, Oxford Brookes University, and industry events such as GTL Summer Seminar (Mykonos), Plaza Industry Seminar (Olympia), and Music Venues Trust online sessions. He also participated in a JP Morgan Q&A with Craig David.
- Rebranding the charity as Kato Trust, launching a refreshed Instagram presence and new logo.
- Partnering with Craig David's Commitment Tour as a chosen charity, including hosting a behind-the-scenes investor experience at the O2.
- Beginning development of a new website.
- Extensive engagement with Wandsworth Council regarding acquisition of the "Old Court House," alongside exploration of other potential permanent sites.
- Designing sample merchandise and celebrating the Trust's 20th anniversary.

OBJECTIVES AND ACTIVITIES (Continued)

- Building partnerships with The King's Trust, Ronnie Scott's Musical Instrument Amnesty, Minderful, Bug Productions, and the BBC.
- Collaborating with BUG Productions on a documentary exploring backstage roles in the live events industry and inspiring young people to pursue these career pathways.
- Securing new ambassadors, Ella Henderson and Craig David.
- Developing potential sponsorships with Mandarin Oriental Hotel and Ibiza Rocks (student placements for live event experience).
- Supporting the Surrey Farmhouse proposal with SW19 Music Studios, embedding Kato Education in a wider music industry development project.

The Trust continues to benefit from strong industry connections, including Domino Records, Production Services Association (PSA), Kyoto Music Management, Gallowglass, KB Events, Global Motion, Podd Sound, Shure, SW19 Studios, and others.

Volunteers and Grant-Making

The Trust did not engage in volunteer contributions or grant-making activity during the year.

Plans for the Future

In the year ahead, the Trustees intend to:

- Deepen the partnership with SW19 Studios, offering world-class facilities, freelance opportunities, and client-driven donations.
- Launch the new website alongside a refreshed social media and marketing campaign.
- Secure a permanent base and commence training programmes in backstage skills including sound, lighting, backline, and video.
- Build stronger links with local and national music communities by hosting performances, showcases, and underplays.
- Develop further sponsorship opportunities across the creative industries.
- Open the UK's first music charity shop dedicated to upcycling abandoned musical instruments.

FINANCIAL REVIEW

Reserves policy

The Trustees have examined the charity's reserves which show reserves available at the balance sheet date have increased to a negative balance of £17,088 (2023: negative £28,417). The Trustees are very aware that this position needs to improve, and the level of reserves held will be continuously monitored and reviewed annually by the Trustees at the AGM.

NEKO has operated with solid financial management this year. The organisation has a strategy in place to broaden its income base and is now proactively fundraising for its future plans as well as to ensure it maintains adequate free reserves.

Going concern, principal risks and uncertainties and forward financial position

The trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the forthcoming twelve months. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

An organisational risk register is reviewed annually. This continues to identify major financial and non-financial risks faced by the organisation and how they will be suitably managed.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those 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 estimates that are reasonable and prudent;
- state whether applicable under United Kingdom Accounting Standards have been followed, subject to any material departures and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES (Continued)

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that, so far as the trustee is aware, there is no relevant information of which the charitable company's independent examiner is unaware.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Trustees on …………….. and signed on their behalf by:

Glen Rowe
Director

NEKO TRUST

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NEKO TRUST FOR YEAR ENDED 31 DECEMBER 2024

I report to the trustees on my examination of the accounts of the company for the year ended 31 December 2024 which are set out on pages 9 to 18.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

…………………………

Colin Hamilton (ACCA)
Ward Williams
Chartered Accountants

……………………………..

Belgrave House
39-43 Monument Hill
Weybridge
Surrey, KT13 8RN

NEKO TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:					
Charitable activities	2	48,373	-	48,373	29,517
Income from trading activities	3	17,200	-	17,200	1,000
TOTAL INCOME		65,573	-	65,573	30,517
EXPENDITURE ON:					
Costs of raising funds	3	13,030	-	13,030	17,175
Expenditure on charitable activities	4	41,214	-	41,214	76,127
TOTAL EXPENDITURE		(54,244)	-	(54,244)	(93,302)
NET INCOME/(EXPENDITURE) FOR THE YEAR		11,329	-	11,329	(62,785)
Total fund at 1 January 2024		(28,417)	-	(28,417)	34,368
FUND BALANCES AT 31 DECEMBER 2024	13	(17,088)	-	(17,088)	(28,417)

The statement of financial activities includes all gains and losses recognised this year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NEKO TRUST

BALANCE SHEET AS AT 31 DECEMBER 2024

	Notes		2024 £	2023 £
FIXED ASSETS				
Tangible assets	**9**		**653**	871
CURRENT ASSETS				
Debtors	**10**	**7,054**		1,948
Cash at bank and in hand		**2,341**		3,927
		9,395		5,875
CREDITORS: Amounts falling due within one year	**11**	**(27,136)**		(35,163)
NET CURRENT ASSETS			**(17,741)**	(29,288)
NET ASSETS			**(17,088)**	(28,417)
CHARITY FUNDS				
Unrestricted income funds	**13**		**(17,088)**	(28,417)
TOTAL CHARITY FUNDS			**(17,088)**	(28,417)

For the financial year ended 31 December 2024 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 of its accounts for the year in question in accordance with section 476.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on ……………………..

Glen Rowe
Director
Company registration number: 05498101

1. ACCOUNTING POLICIES

Charity information

NEKO Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Belgrave House, 39-43 Monument Hill, Weybridge, Surrey, KT13 8RN.

1.1 Basis of preparation of financial statements

The accounts have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The principal accounting policies adopted are set out below.

1.2 Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

Although the charity is showing negative fund balances at the year end, the Trustees have plans in place to increase income from donations and charitable activities, as explained in the Trustee’s report.

Based on the above, the Trustees believe it remains appropriate to prepare the accounts on a going concern basis. The accounts do not include any adjustments that would result from the basis of preparation being inappropriate.

ACCOUNTING POLICIES (CONTINUED)

1.3 Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

1.4 Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the period end date are noted as a commitment but not accrued as expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and are allocated proportionally to actual functional direct costs.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Taxation

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

ACCOUNTING POLICIES (CONTINUED)

1.6 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Fixtures, Fittings & Equipment	25% WDV

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs.

Basic Financial Liabilities

Basic financial liabilities, including creditors are recognised at transaction price.

De-recognition of financial liabilities

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

NEKO TRUST

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

2. CHARITABLE ACTIVITIES

	2024	2023
	£	£
Rental income	**33,640**	10,142
Miscellaneous Income	**14,733**	19,375
	48,373	29,517

3. INCOME EARNED FROM OTHER ACTIVITIES

	2024	2023
	£	£
Turnover	**17,200**	1,000
Cost of sales	**(4,260)**	(448)
Administration costs	**(7,076)**	(1,093)
Depreciation	**(57)**	(10)
Staff costs	**(1,500)**	(15,624)
Interest payable	**(137)**	-
Expenditure (sub-total)	**(13,030)**	(17,175)
Net profit / (loss)	**4,170**	(16,175)

Income earned from other activities is from the rental of rehearsal and storage space in excess of the short term needs of the charity.

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Staff Costs	**Other Direct Costs**	**Support Costs**	**Total 2024**	Total 2023
	£	**£**	**£**	**£**	£
Charitable Expenditure					
Neko Academy	**1,500**	**1,374**	**19,901**	**22,775**	58,011
Premises costs	**-**	**11,977**	**-**	**11,977**	13,236
Governance costs	**-**	**6,462**	**-**	**6,462**	4,880
	1,500	**19,813**	**19,901**	**41,214**	76,127

5. SUPPORT COSTS

	Fund Raising £	Neko Academy £	Total 2024 £	Total 2023 £
Promotional, marketing & website	**-**	**-**	**-**	1,061
Insurance	**118**	**330**	**448**	652
Travel	**-**	**-**	**-**	251
Marketing & outreach support	**1,049**	**2,951**	**4,000**	-
Miscellaneous	**11**	**32**	**43**	37
Subscriptions	**127**	**359**	**486**	420
Consultancy	**5,771**	**16,229**	**22,000**	18,800
Loss on disposal of asset	**-**	**-**	**-**	12,143
	7,076	**19,901**	**26,977**	33,364

6. GOVERNANCE COSTS

	Restricted Funds 2024 £	Un-restricted Funds 2024 £	Total 2024 £	Total 2023 £
Accountancy fees	**-**	**6,462**	**6,462**	4,200
Other costs	**-**	**-**	**-**	680
	-	**6,462**	**6,462**	4,880

Governance costs include £4,200 (2023: £4,200) regarding fees payable to the Independent Examiner (exclusive of VAT).

7. NET INCOME / (EXPENDITURE)

This is stated after charging:

	2024	2023
	£	£
Depreciation of tangible fixed assets	**218**	291

8. EMPLOYEES

Staff costs were as follows:

	2024	2023
	£	£
Wages and salaries	**3,000**	27,713
Social security costs	**-**	3,205
Pension costs	**-**	330
	3,000	31,248

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

	2024	2023
	Number	Number
Employees	**-**	2

No employee received remuneration amounting to more than £60,000 in either year.

9. TANGIBLE FIXED ASSETS

	Furniture, Fittings and Equipment	Total
COST	**£**	**£**
At 1 January 2024	4,456	**4,456**
Additions during year	-	**-**
Disposals during the year	-	**-**
At 31 December 2024	**4,456**	**4,456**
DEPRECIATION		
At 1 January 2024	3,585	**3,585**
Charge for the year	218	**218**
Depreciation on disposal	-	**-**
At 31 December 2024	**3,803**	**3,803**
NET BOOK VALUE		
At 31 December 2024	**653**	**653**
At 31 December 2023	871	871

10. DEBTORS

	2024	2023
	£	£
Rents receivable	**7,054**	1,500
Prepayments and accrued income	**-**	448
	7,054	1,948

11. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**20,698**	22,698
Accruals and deferred income	**6,300**	7,700
Taxation and social security	**138**	4,765
	27,136	35,163

12. RELATED PARTIES

Trustees

The following amounts were received from the charity to trustees for services, during the year:

- Ms C M Ward £nil (2023: £2,000)
- Mr G Rowe £22,000 (2023: £16,800)

Controlling party

The charity is controlled jointly by the trustees. There is no ultimate controlling party.

13. RESERVES

	At 01.01.24	Incoming resources	Resources expended	At 31.12.24
	£	£	£	£
Unrestricted funds				
General fund	(28,417)	65,573	(54,244)	(17,088)
	(28,417)	65,573	(54,244)	(17,088)

NEKO TRUST

England & Wales - Charity number 1112141

Accounts

NEKO TRUST

Trustees Report and Unaudited Accounts

31 December 2023

Company Limited by Guarantee

Registration Number 05498101
(England and Wales)

Charity Registration Number 1112141

NEKO TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms C M Ward (Appointed 13 March 2023) Mr G Rowe (Appointed 13 March 2023)
Charity Registration Number	1112141
Company Registration Number	05498101 (England and Wales)
Company Secretary	Ms C M Ward
Registered office and Principal address	Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN
Bankers	NatWest Bank 66-68 St John's Road Clapham Junction London SW11 1PB
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CONTENTS

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The CEO is responsible to the Board and, on a day to day basis, to the Chair. Other staffing appointments are made by the CEO with input from the Trustees, where needed. The Trustees determine the remuneration of the CEO. Remuneration of other roles are determined by the CEO, within the overall budget approved by the Trustees.

Recruitment and appointment of new Trustees:
The Board recruits Trustees on the basis of the qualities, skills, competencies and experience which the Trustees from time to time determine are required to ensure the effective management of the charity; an annual skills audit of Trustees is undertaken.

As set out in the Articles of Association, the Chair of the Trustees is elected by the board of Trustees. The remaining Trustees (a maximum of 9) are elected by the members of the charitable company. These Trustees have the power to co-opt further members to fill specialist roles up until the next AGM.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Recruitment and appointment of new Trustees:
Upon a Trustee's appointment, the Trustee is invited to an induction briefing in order to give them a detailed overview of the Charity's aims and objectives. Training is available for all board members in order to assist them in performing their duties as Trustee. This is available on request and authorised by the Board of Trustees where a skills gap is identified.

Directors and Trustees

All directors of the company are also Trustees of the charity and there are no other Trustees.

The Trustees who served during the period and to the date of signing were:-

Ms K Daye	(Resigned 28 February 2023)
Ms H Garnett	(Resigned 31 March 2023)
Ms C M Ward	(Appointed 13 March 2023)
Mr G Rowe	(Appointed 13 March 2023)

Related Parties
Transactions with related parties during the period have been disclosed in the financial statements (see note 13).

OBJECTIVES AND ACTIVITIES

Charitable Objects
The charitable company is governed by its Memorandum and Articles of Association.

The object of the charity is the promotion of general charitable purposes beneficial to the general public, both within the United Kingdom and overseas, by such exclusively charitable means as the Trustees shall from time to time determine.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Vision, Mission, Aims and Values of the Charity remain as follows:

Vision

- A more sustainable live music industry underpinned by a workforce representative of the UK population.

OBJECTIVES AND ACTIVITIES (Continued)

Mission

● To help the next generation of music and live events talent to reach their potential, no matter who they are or where they come from.

Our Aims

● Identify diverse music talent both on and offstage to improve equality and inclusion across the industry.
● Train talent in a range of skills taught by industry professionals, so they are more employable and able to make their own work.
● Propel talent forward through their formalisation as a co-operative, their participation in creative retreats, and commissioning and shadowing opportunities.
● House talent by providing them with affordable writing rooms, studios, and production suites as part of an Occupants Charter.
● Digitise the output of music talent so as to increase profile, develop commercial propositions, showcase philanthropy, and share resources.

Our Values

● To include everyone
● To innovate and elevate
● The power of partnerships
● People focussed
● Excellence in our delivery

Objectives

● To address the exodus of skills and talent due to Covid-19, and the lack of diverse talent pre-Covid-19, as identified by the music industry.
● To provide educational opportunity, workplace experience, funding and employment pathways in the music industry.
● To provide creative workspace to those working in the music and creative industries.
● To help people develop highly transferable skills that will help 'future-proof' their creative careers.
● To collaborate with professionals from across the music industry who share our aims, pooling resources where we find common ground.

OBJECTIVES AND ACTIVITIES (Continued)

Strategic Priorities

Our strategic priority for this year was mainly generating rental income due to our previous eviction from the Wandsworth site. This has enabled us to streamline and spend the year on research and refocus on what our priorities should be in the coming year making sure they align with not only our Mission, Vision, Values and Aims but also take into account what we have learnt and how we can best take Neko Trust forward.

After the previous eviction from its long-term home in Wandsworth, NEKO Trust have continued to operate from its new creative hub and home in Wimbledon, London.

Glen Rowe, has continued the CEO position until such time as a new CEO is appointed when revenue increases and the charity expands again.

What we have achieved this year

Our acquisition of the site in Wandsworth, dEPOT, remained throughout the year, which was rented out to a touring company who provide equipment and technicians to national and international artists, a trucking company and a record and publishing label.

Glen has continued to promote the charity via speaking opportunities examples of this are:

- Bucks University - Fireside chat speaking to all students on Music Production Course
- Music Managers Forum - 21 young up and coming Music Managers to spend a day with Glen talking through the commercial aspects of the live side of the music industry
- Royal Birmingham Conservatoire - 'In the life of Glen Rowe' talking about his career, getting started and has done since to the whole of the student facility.

Our previous success story with Peter Molnar (Mono), continues going from strength to strength, he has remained employed and has also found further work and secured housing.

During 2024 we have taken the time to strategically review our direction of travel. We have collaborated to plan our rebranding. We have had a trading name review and approved to change our trading name to 'KATO TRUST'. Our Mission and Values remain the same. We have during this time been able to considerably reduce costs. We have had numerous conversations over the year including taking over a Wandsworth property, expanded the Depot more with increased music based businesses there. We have undertaken marketing exercises. We have had meetings surrounding our charity shop and new education and training courses and performance space. We are in the Initial planning stages for the KATO festival event called 'Neko presents Hullabaloo'.

OBJECTIVES AND ACTIVITIES (Continued)

We got to the final stages of acquiring 'Under the Bridge' Chelsea football club space which we chose not to proceed with at this time as we would not have had autonomy to run the venue, as their VIP packages influenced availability to us and objectively the overheads were too high.

The charity continues to benefit from its strong music and industry talent connections which in 2024 included:

Ambassadors

Nothing But Thieves, Frank Carter and the Rattlesnakes, Bastille, Jess Iszatt and King Nun.

Industry

Domino Records; Clock Your Skills; Production Services Association (PSA); Kyoto Music Management; Kyoto Touring; Gallowglass; London Drum Company; KB Events; Global Motion; Worn Out; Bug Productions; Podd Sound; Shure; SW19 Studios; Dirty Dog Yoga.

Social investment

The Trust does not currently engage in any investing activities.

Grant-making

The Trust does not currently engage in grant-making.

Volunteers

The Trust does not currently benefit from volunteer contributions.

Plans for the Future

Our relationship with SW19 Studios continues to grow and we are looking forward to continuing the growth of the partnership in 2025. SW19 provide access to studios, equipment, crew, technicians and artists of a world-class level as well as opportunities for participants to take up freelance roles as Studio Assistants should they wish. It is also intended that we’ll attract more donations from the clients who visit us through advertising on the premises.

We are putting together a proposal to acquire the space ‘The New Standard’ located in Walthamstow, to be our new HUB. We have viewed the site, presented to Scape and will be putting forward our ‘Letter of Intent’ shortly. This will enable us to have a premises to use as a training centre to up-skill young people in tour production including sound, lighting, backline and video for the music industry. We’ll also strengthen our relationships and connections within the local music community by encouraging artists to perform in the venue and gain experience

OBJECTIVES AND ACTIVITIES (Continued)

in the end to end delivery process of bringing huge scale production quality to a small scale venue showcasing their talent. The quality of the equipment within the venue will also enable us to attract national and international touring artists. The proximity of the venue to Kings Cross, where many of the major record labels and other music industry companies are based will also enable us to build upon current relationships with key contacts by offering the space for underplays, showcases and other events.

We will be finalising the trading name change from NEKO TRUST to KATO TRUST with Companies House shortly.

We are also reviewing the website and plan to rebrand it and relaunch it in line with the new name.

We aim to open the first Music Charity shop upcycling abandoned musical instruments.

We are in talks with other bodies such as Brent council about support we might utilise.

The talks with Wandsworth Council are going well and we intend to forge ahead with Neko Presents Hullabaloo festival in South West London in connection with Wandsworth being the London Borough of Culture for 2024/25.

FINANCIAL REVIEW

Reserves policy

The Trustees have examined the charity's reserves which show reserves available at the balance sheet date have decreased to a negative balance of £28,417 (2022: positive £34,368). The Trustees are very aware that this position needs to improve, and the level of reserves held will be continuously monitored and reviewed annually by the Trustees at the AGM.

NEKO has a strategy in place to broaden its income base and is now proactively fundraising for its future plans as well as to ensure it maintains adequate free reserves.

Going concern, principal risks and uncertainties and forward financial position

The trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the forthcoming twelve months. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

An organisational risk register is reviewed annually. This continues to identify major financial and non-financial risks faced by the organisation and how they will be suitably managed.

NEKO TRUST

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those 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 estimates that are reasonable and prudent;
- state whether applicable under United Kingdom Accounting Standards have been followed, subject to any material departures and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that, so far as the trustee is aware, there is no relevant information of which the charitable company's independent examiner is unaware.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Trustees on ……31/10/24…… and signed on their behalf by:

Glen Rowe
Director

NEKO TRUST

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NEKO TRUST FOR YEAR ENDED 31 DECEMBER 2023

I report to the trustees on my examination of the accounts of the company for the year ended 31 December 2023 which are set out on pages 9 to 19.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

………………………… ……………………………..

Colin Hamilton (ACCA)
Ward Williams
Chartered Accountants

Belgrave House
39-43 Monument Hill
Weybridge
Surrey, KT13 8RN

NEKO TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:					
Donations and legacies	2	-	-	-	55,259
Charitable activities	3	29,517	-	29,517	124,146
Income from trading activities	4	1,000	-	1,000	63,538
TOTAL INCOME		30,517	-	30,517	242,943
EXPENDITURE ON:					
Costs of raising funds	4	17,175	-	17,175	90,390
Expenditure on charitable activities	5	76,127	-	76,127	202,673
TOTAL EXPENDITURE		(93,302)	-	(93,302)	293,063
NET INCOME/(EXPENDITURE) FOR THE YEAR		(62,785)	-	(62,785)	(50,120)
Total fund at 1 January 2023		34,368	-	34,368	84,488
FUND BALANCES AT 31 DECEMBER 2023	14	(28,417)	-	(28,417)	34,368

The statement of financial activities includes all gains and losses recognised this year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NEKO TRUST

BALANCE SHEET AS AT 31 DECEMBER 2023

	Notes		2023 £	2022 £
FIXED ASSETS				
Tangible assets	**10**		**871**	13,305
CURRENT ASSETS				
Debtors	**11**	**1,948**		856
Cash at bank and in hand		**3,927**		62,812
		5,875		63,668
CREDITORS : Amounts falling due within one year	**12**	**(35,163)**		(42,605)
NET CURRENT ASSETS			**(29,288)**	21,063
NET ASSETS			**(28,417)**	34,368
CHARITY FUNDS				
Unrestricted income funds	**14**		**(28,417)**	34,368
TOTAL CHARITY FUNDS			**(28,417)**	34,368

For the financial year ended 31 December 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 of its accounts for the year in question in accordance with section 476.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on …31/10/24……………….

Glen Rowe
Director
Company registration number: 05498101

NEKO TRUST

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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1. ACCOUNTING POLICIES

Charity information
NEKO Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Belgrave House, 39-43 Monument Hill, Weybridge, Surrey, KT13 8RN.

1.1 Basis of preparation of financial statements
The accounts have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The principal accounting policies adopted are set out below.

1.2 Going Concern
At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

Although the charity is showing net expenditure and negative fund balances at the year end, the Trustees have plans in place to increase income from donations and charitable activities, as explained in the Trustees' Report.

Based on the above, the Trustees believe it remains appropriate to prepare the accounts on a going concern basis. The accounts do not include any adjustments that would result from the basis of preparation being inappropriate.

ACCOUNTING POLICIES (CONTINUED)

1.3 **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

1.4 **Resources expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the period end date are noted as a commitment but not accrued as expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and are allocated proportionally to actual functional direct costs.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 **Taxation**

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

ACCOUNTING POLICIES (CONTINUED)

1.6 **Fund accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Fixtures, Fittings & Equipment	25% WDV

1.8 **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 **Financial instruments**

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

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs.

Basic Financial Liabilities

Basic financial liabilities, including creditors are recognised at transaction price.

De-recognition of financial liabilities

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

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

2. DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Arts Council England Grant	-	-	-	17,970
Trusts and foundations	-	-	-	9,580
Wandsworth Council	-	-	-	27,709
	-	-	-	55,259

3. CHARITABLE ACTIVITIES

	2023 £	2022 £
Rental income	**10,142**	114,926
Service charges	**-**	3,379
Miscellaneous Income	**19,375**	5,841
	29,517	124,146

4. INCOME EARNED FROM OTHER ACTIVITIES

	2023 £	2022 £
Turnover	**1,000**	63,538
Cost of sales	**(448)**	(37,476)
Administration costs	**(1,093)**	(16,773)
Depreciation	**(10)**	(1,160)
Staff costs	**(15,624)**	(34,981)
Expenditure (sub-total)	**(17,175)**	(90,390)
Net profit / (loss)	**(16,175)**	(26,852)

Income earned from other activities is from the rental of rehearsal and storage space in excess of the short term needs of the charity.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2023 £	Total 2022 £
Charitable Expenditure					
Neko Academy	**15,624**	**10,116**	**32,271**	**58,011**	92,702
Premises costs	**-**	**13,236**	**-**	**13,236**	105,817
Governance costs	**-**	**4,880**	**-**	**4,880**	4,154
	15,624	**28,232**	**32,271**	**76,127**	202,673

6. SUPPORT COSTS

	Fund Raising £	Neko Academy £	Total 2023 £	Total 2022 £
Management charges	**-**	**-**	**-**	423
Promotional, marketing & website	**35**	**1,026**	**1,061**	4,938
Insurance	**21**	**631**	**652**	595
Travel	**8**	**243**	**251**	401
Marketing & outreach support	**-**	**-**	**-**	9,506
Miscellaneous	**1**	**36**	**37**	416
Subscriptions	**14**	**406**	**420**	897
Consultancy	**-**	**-**	**-**	253
Fundraising support	**616**	**18,184**	**18,800**	21,250
Loss on disposal of asset	**398**	**11,745**	**12,143**	-
	1,093	**32,271**	**33,364**	38,769

7. GOVERNANCE COSTS

	Restricted Funds 2023 £	Un-restricted Funds 2023 £	Total 2023 £	Total 2022 £
Examiner's fee	**-**	**4,200**	**4,200**	3,500
Legal & professional	**-**	**-**	**-**	25
Other costs	**-**	**680**	**680**	629
	-	**4,880**	**4,880**	4,154

Governance costs include £4,200 (2022: £3,500) regarding fees payable to the Independent Examiner (Exclusive of VAT).

8. NET INCOME / (EXPENDITURE)

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets	**291**	4,435

No trustees received any remuneration in either year.
No trustees received any benefits in kind in either year.
No trustees received any reimbursement of expenses in either year.

9. EMPLOYEES

Staff costs were as follows:

	2023 £	2022 £
Wages and salaries	**27,713**	65,651
Social security costs	**3,205**	2,691
Pension costs	**330**	1,620
	31,248	69,962

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

	2023 Number	2022 Number
Employees	**2**	2

No employee received remuneration amounting to more than £60,000 in either year.

10. TANGIBLE FIXED ASSETS

	Furniture, Fittings and Equipment £	Total £
COST		
At 1 January 2023	59,795	**59,795**
Additions during year	-	**-**
Disposals during the year	(55,339)	**(55,339)**
At 31 December 2023	**4,456**	**4,456**
Depreciation		
At 1 January 2023	46,490	**46,490**
Charge for the year	291	**291**
Depreciation on disposal	(43,195)	**(43,195)**
At 31 December 2023	**3,585**	**3,585**
NET BOOK VALUE		
At 31 December 2023	**871**	**871**
At 31 December 2022	17,740	17,740

11. DEBTORS

	2023	2022
	£	£
Rents receivable	**1,500**	-
Prepayments and accrued income	**448**	673
Other debtors	**-**	183
	1,948	856

12. CREDITORS : Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**22,698**	35,637
Accruals and deferred income	**7,700**	5,500
Taxation and social security	**4,765**	1,211
Other creditors	**-**	257
	35,163	42,605

13. RELATED PARTIES

Trustees

The following amounts were received from the charity to trustees for services, during the year:

- Ms C M Ward £2,000
- Mr G Rowe £16,800

Controlling party

The charity is controlled jointly by the trustees. There is no ultimate controlling party.

14. RESERVES

	At 01.01.23 £	Incoming resources £	Resources expended £	At 31.12.23 £
Unrestricted funds				
General fund	34,368	30,517	(93,302)	(28,417)
	34,368	30,517	(93,302)	(28,417)

Accounts

NEKO TRUST

Trustees Report and Unaudited Accounts

31 December 2022

Company Limited by Guarantee

Registration Number 05498101
(England and Wales)

Charity Registration Number 1112141

NEKO TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms K Daye (Resigned 28 February 2023) Ms H Garnett (Resigned 31 March 2023) Ms C M Ward (Appointed 13 March 2023) Mr G Rowe (Appointed 13 March 2023)
Charity Registration Number	1112141
Company Registration Number	05498101 (England and Wales)
Company Secretary	Ms C M Ward
Registered office and Principal address	Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN
Bankers	NatWest Bank 66-68 St John's Road Clapham Junction London SW11 1PB
Independent Examiners	Ward Williams Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN

NEKO TRUST

CONTENTS

NEKO TRUST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees, who are also directors for the purposes of the Companies Act 2006, have pleasure in presenting their report and financial statements of NEKO Trust for the period ended 31 December 2022. The report has been prepared in accordance with Part 8 of the Charities Act 2011, and constitutes a directors' report for the purpose of company legislation.

The Trustees confirm that the annual report and financial statements of the company have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
NEKO Trust (NEKO) is a company limited by guarantee (company registration number 05498101) and has no share capital. It is registered for charitable purposes with the Charity Commission (charity registration number 1112141). In the event of the charity being wound up, the liability guaranteed by each member is £1.

Organisational Structure:
A board of Trustees, which convenes quarterly, administers the charity and takes overall responsibility for matters of governance, charitable purpose and risk management. A Chief Executive Officer (CEO), appointed by the Trustees, has delegated authority to manage day-to-day operations and to develop and propose the Trust's policies, strategy and artistic vision for consideration and approval by the Trustees. A Finance Subcommittee meets quarterly.

The CEO is responsible to the Board and, on a day to day basis, to the Chair. Other staffing appointments are made by the CEO with input from the Trustees, where needed. The Trustees determine the remuneration of the CEO. Remuneration of other roles are determined by the CEO, within the overall budget approved by the Trustees.

Recruitment and appointment of new Trustees:
The Board recruits Trustees on the basis of the qualities, skills, competencies and experience which the Trustees from time to time determine are required to ensure the effective management of the charity; an annual skills audit of Trustees is undertaken.

As set out in the Articles of Association, the Chair of the Trustees is elected by the board of Trustees. The remaining Trustees (a maximum of 9) are elected by the members of the charitable company. These Trustees have the power to co-opt further members to fill specialist roles up until the next AGM.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Recruitment and appointment of new Trustees:
Upon a Trustee's appointment, the Trustee is invited to an induction briefing in order to give them a detailed overview of the Charity's aims and objectives. Training is available for all board members in order to assist them in performing their duties as Trustee. This is available on request and authorised by the Board of Trustees where a skills gap is identified.

Directors and Trustees

All directors of the company are also Trustees of the charity and there are no other Trustees.

The Trustees who served during the period and to the date of signing were:-

Ms K Daye	(Resigned 28 February 2023)
Ms H Garnett	(Resigned 31 March 2023)
Mr D B W Martin	(Resigned 8 April 2022)
Mr F Mennuni	(Resigned 3 August 2022)
Ms C M Ward	(Appointed 13 March 2023)
Mr G Rowe	(Appointed 13 March 2023)

Related Parties
Transactions with related parties during the period have been disclosed in the financial statements (see note 14).

OBJECTIVES AND ACTIVITIES

Charitable Objects
The charitable company is governed by its Memorandum and Articles of Association.

The object of the charity is the promotion of general charitable purposes beneficial to the general public, both within the United Kingdom and overseas, by such exclusively charitable means as the Trustees shall from time to time determine.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Strategic Priorities

Main activities undertaken to further the charity's purposes for the public benefit

Neko continued to focus on tackling youth unemployment and the persistent gender, diversity and class imbalances that exist within the creative industries. It particularly recognised that women and individuals from ethnic minority backgrounds are consistently underrepresented at higher

NEKO TRUST

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2022

OBJECTIVES AND ACTIVITIES (Continued)

career levels, older age brackets and in higher paying jobs within the industry. Its research highlighted that only 12% of the creative industries workforce come from lower socio-economic backgrounds, despite being 44% of the UK population. Yet the 16-24 age group made up one third of unemployed Londoners, the hardest hit demographic group with a 260% increase in male claimants of Jobseeker's Allowance and Universal Credit, since March 2020. The music industry needs a broad range of cultural and social perspectives to ensure the innovation required for a full recovery from Covid. But a lack of skilled workforce is hampering the sector's recovery.

After being evicted from its long-term home in Wandsworh, NEKO Trust operated from its new creative hub and home in Wimbledon, London. We enjoyed a prosperous year having partnered with the Greater London Authority, along with a consortium of other music industry-based organisations to create a new programme aimed at getting young Londoners involved in the live and recorded music industry. The loss of the site in Wandsworth meant that we lost considerable income from the guaranteed rent charged for the creative spaces. We have, however, acquired another site in Wandsworth, [dEPOT], on a short-term basis, which is rented out to a touring company who provide equipment and technicians to national and international artists.

We have used the change in premises as an opportunity to rebrand the charity to the Kato Trust and are applying for more support from grant funders to support the development and piloting of new programme ideas, as well as allowing us to continue with the programmes we have previously provided through the charity.

The aforementioned relationship with the GLA created the Music Industry Skills Bootcamp for Londoners aged 19+. The first instalment of the Bootcamp attracted 85 applications, with 80 participants taking part. The programme was led by a consortium of industry partners including CLOCK your skills, Music Ally, Metropolis Studios, Gallowglass Crewing and Blue Raincoat.

We also ran another small course with the GLA's Civil Society Roots for women in Wandsworth. This explored the barriers faced by women living in Wandsworth. We aim to use the findings from the pilot to help shape a live touring production training programme to support women.

Neko also provided some valuable training sessions with the Music Managers Forum, teaching their Accelerator Managers about the Essentials and Mechanics of Live and Touring.

While most of the programmes that we run are aimed at the younger demographics, we have had a great success story with Peter Molnar (Mono), a former resident of Scunthorpe and on/off addict for more than 30 years. We started working with Mono in February 2023 after he moved down to London to escape a cycle of addiction. His first three months of work were sponsored by a private philanthropist and both the charity and SW19 Studios were so impressed with his skills and eagerness to work that he is now one of the studios' top assistants and is regularly requested for help from their clients. He also maintains the dEPOT building.

OBJECTIVES AND ACTIVITIES (Continued)

Neko Futures currently consists of the following strands:

- NEKO Schools (14-18-year olds in secondary school education)
- NEKO Crew (18-30-year old unemployed / in receipt of Universal Credit)
- NEKO Talent (21-30-year early-career artists)
- NEKO Home (All ages working in the music industry)
- NEKO Digitise (Interactive / Downloadable / Online)

Through the programmes we have run and plan to develop further, Neko remains confident in its ambition to 1) drive industry-led initiatives that support the next generation of talent to kick start careers in the live music sector and 2) focus on supporting those that are typically underrepresented.

Neko also facilitated paid work for three of the Future at SW19 Studios which is where the programme took place. Further opportunities for work were provided via the project's partner, Gallowglass.

Plans to launch its second Neko Futures programme, **Neko Crew** in early 2024 were underway, aimed at driving forward the diversification and reskilling of the live music and events sector production workforce by fast-tracking employment opportunities for individuals from all backgrounds with a focus on the unemployed.

Vision, Mission, Aims and Values of the Charity were as follows:

Vision

- A more sustainable live music industry underpinned by a workforce representative of the UK population.

Mission

- To help the next generation of music and live events talent to reach their potential, no matter who they are or where they come from.

Our Aims

- Identify diverse music talent both on and offstage to improve equality and inclusion across the industry.
- Train talent in a range of skills taught by industry professionals, so they are more employable and able to make their own work.
- Propel talent forward through their formalisation as a co-operative, their participation in creative retreats, and commissioning and shadowing opportunities.

OBJECTIVES AND ACTIVITIES (Continued)

- House talent by providing them with affordable writing rooms, studios, and production suites as part of an Occupants Charter.
- Digitise the output of music talent so as to increase profile, develop commercial propositions, showcase philanthropy, and share resources.

Our Values

- To include everyone
- To innovate and elevate
- The power of partnerships
- People focussed
- Excellence in our delivery

Objectives

- To address the exodus of skills and talent due to Covid-19, and the lack of diverse talent pre-Covid-19, as identified by the music industry.
- To provide educational opportunity, workplace experience, funding and employment pathways in the music industry.
- To provide creative workspace to those working in the music and creative industries.
- To help people develop highly transferable skills that will help 'future-proof' their creative careers.
- To collaborate with professionals from across the music industry who share our aims, pooling resources where we find common ground.

Partners & Stakeholders

The charity continues to benefit from its strong music and industry talent connections which in 2023 included:

Artists

Glass Animals; Sea Girls; Nothing But Thieves; Bastille; 404 Guild; Stereophonics; Noel Gallagher; Bastille; Kazland; Holocene; King Nun; Rick Astley; Damon Albarn; Frank Carter and the Rattlesnakes; Dua Lipa.

OBJECTIVES AND ACTIVITIES (Continued)

Ambassadors

Nothing But Thieves, Frank Carter and the Rattlesnakes, Bastille, Jess Iszatt and King Nun.

Industry

Domino Records; Clock Your Skills; Production Services Association (PSA); Kyoto Music Management; Kyoto Touring; Gallowglass; London Drum Company; KB Events; Global Motion; Worn Out; Bug Productions; Podd Sound; Shure; SW19 Studios; Dirty Dog Yoga.

Social investment

The Trust does not currently engage in any investing activities.

Grant-making

The Trust does not currently engage in grant-making.

Volunteers

The Trust does not currently benefit from volunteer contributions. The Trust plans to develop a volunteer scheme as part of its plans for the NEKO Futures programme.

Plans for the Future

In March of 2023, due to the significant loss in income from the loss of the rental income from the creative spaces, we had make the previous CEO, Mary Rose, redundant. The charity's founder, Glen Rowe, has assumed the CEO position on a temporary basis until such time as a new CEO is appointed.

Our relationship with SW19 Studios continues to grow and we are looking forward to continuing the growth of the partnership in 2024. The studios provide access to studios, equipment, crew, technicians and artists of a world-class level as well as opportunities for participants to take up freelance roles as Studio Assistants should they wish. It is also intended that we'll attract more donations from the clients who visit us through advertising on the premises.

FINANCIAL REVIEW

Reserves policy

The Trustees have examined the charity's reserves which show reserves available at the balance sheet date have decreased to £34,368 (2021: £84,488). Trustees believe that the reserves are currently sufficient to sustain a minimum of 3 months of operation. The policy and the level of reserves held are reviewed annually by the Trustees at the October AGM.

NEKO has operated with solid financial management this year. The organisation has a strategy in place to broaden its income base and is now proactively fundraising for its future plans as well as to ensure it maintains adequate free reserves.

Going concern, principal risks and uncertainties and forward financial position

The trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the forthcoming twelve months. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

An organisational risk register is reviewed annually. This continues to identify major financial and non-financial risks faced by the organisation and how they will be suitably managed.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those 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 estimates that are reasonable and prudent;
- state whether applicable under United Kingdom Accounting Standards have been followed, subject to any material departures and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES (Continued)

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that, so far as the trustee is aware, there is no relevant information of which the charitable company's independent examiner is unaware.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Trustees on 21/2/24..... and signed on their behalf by:

Glen Rowe
Director

NEKO TRUST

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NEKO TRUST FOR YEAR ENDED 31 DECEMBER 2022

I report to the trustees on my examination of the accounts of the company for the year ended 31 December 2022 which are set out on pages 10 to 20.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

.... 21/2/24......................

Colin Hamilton (ACCA)
Ward Williams
Chartered Accountants

Belgrave House
39-43 Monument Hill
Weybridge
Surrey, KT13 8RN

NEKO TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:					
Donations and legacies	2	55,259	-	55,259	92,383
Charitable activities	3	124,146	-	124,146	197,171
Income from trading activities	4	63,538	-	63,538	76,320
Other income	5	-	-	-	521
TOTAL INCOME		242,943	-	242,943	366,395
EXPENDITURE ON:					
Costs of raising funds	4	90,390	-	90,390	117,451
Expenditure on charitable activities	6	202,673	-	202,673	346,298
TOTAL EXPENDITURE		293,063	-	293,063	463,749
NET INCOME/(EXPENDITURE) FOR THE YEAR		(50,120)	-	(50,120)	(97,354)
Total fund at 1 January 2022		84,488	-	84,488	181,842
FUND BALANCES AT 31 DECEMBER 2022	15	34,368	-	34,368	84,488

The statement of financial activities includes all gains and losses recognised this year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NEKO TRUST

BALANCE SHEET AS AT 31 DECEMBER 2022

	Notes		2022 £	2021 £
FIXED ASSETS				
Tangible assets	11		13,305	17,740
CURRENT ASSETS				
Debtors	12	856		51,805
Cash at bank and in hand		62,812		83,211
		63,668		135,016
CREDITORS : Amounts falling due within one year	13	(42,605)		(68,268)
NET CURRENT ASSETS			21,063	66,748
NET ASSETS			34,368	84,488
CHARITY FUNDS				
Unrestricted income funds	15		34,368	84,488
TOTAL CHARITY FUNDS			34,368	84,488

For the financial year ended 31 December 2022 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 of its accounts for the year in question in accordance with section 476.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on ..21/2/24............

Glen Rowe
Director
Company registration number: 05498101

1. ACCOUNTING POLICIES

Charity information

NEKO Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Belgrave House, 39-43 Monument Hill, Weybridge, Surrey, KT13 8RN.

1.1 Basis of preparation of financial statements

The accounts have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The principal accounting policies adopted are set out below.

1.2 Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

ACCOUNTING POLICIES (CONTINUED)

1.3 **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

1.4 **Resources expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the period end date are noted as a commitment but not accrued as expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and are allocated proportionally to actual functional direct costs.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 **Taxation**

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

ACCOUNTING POLICIES (CONTINUED)

1.6 **Fund accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Fixtures, Fittings & Equipment	25% WDV

1.8 **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 **Financial instruments**

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

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs.

Basic Financial Liabilities

Basic financial liabilities, including creditors are recognised at transaction price.

De-recognition of financial liabilities

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

2. DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Arts Council England Grant	17,970	-	17,970	54,023
Trusts and foundations	9,580	-	9,580	9,000
Wandsworth Council	27,709	-	27,709	29,360
	55,259	-	55,259	92,383

3. CHARITABLE ACTIVITIES

	2022 £	2021 £
Rental income	114,926	190,096
Service charges	3,379	6,367
Miscellaneous Income	5,841	708
	124,146	197,171

4. INCOME EARNED FROM OTHER ACTIVITIES

	2022 £	2021 £
Turnover	63,538	76,320
Cost of sales	(37,476)	(56,971)
Administration costs	(16,773)	(14,742)
Depreciation	(1,160)	(1,232)
Other interest payable	-	(108)
Staff costs	(34,981)	(44,398)
Expenditure (sub-total)	(90,390)	(117,451)
Net profit / (loss)	(26,852)	(41,131)

Income earned from other activities is from the rental of rehearsal and storage space in excess of the short term needs of the charity.

5. OTHER INCOME

	2022 £	2021 £
Other interest received	-	521
	-	521

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2022 £	Total 2021 £
Charitable Expenditure					
Neko Academy	34,981	29,192	28,529	92,702	126,277
Premises costs	-	105,817	-	105,817	216,533
Governance costs	-	4,154	-	4,154	3,488
	34,981	139,163	28,529	202,673	346,298

7. SUPPORT COSTS

	Fund Raising £	Neko Academy £	Total 2022 £	Total 2021 £
Management charges	211	212	423	882
Promotional, marketing & website	1,291	3,647	4,938	17,068
Insurance	156	439	595	8,763
Travel	105	296	401	225
Marketing & outreach support	2,486	7,020	9,506	18,760
Miscellaneous	109	307	416	877
Subscriptions	258	729	897	999
Consultancy	66	187	253	4,557
Fundraising support	5,558	15,692	21,250	13,000
	10,240	28,529	38,769	65,131

8. GOVERNANCE COSTS

	Restricted Funds 2022 £	Un-restricted Funds 2022 £	Total 2022 £	Total 2021 £
Examiner's fee	-	3,500	3,500	3,000
Legal & professional	-	25	25	365
Other costs	-	629	629	123
	-	4,154	4,154	3,488

Governance costs include £3,500 (2021: £3,000) regarding fees payable to the Independent Examiner (Exclusive of VAT).

9. NET INCOME / (EXPENDITURE)

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible fixed assets	4,435	5,913

No trustees received any remuneration in either year.
No trustees received any benefits in kind in either year.
No trustees received any reimbursement of expenses in either year.

10. EMPLOYEES

Staff costs were as follows:

	2022 £	2021 £
Wages and salaries	**65,651**	84,237
Social security costs	**2,691**	2,690
Pension costs	**1,620**	1,869
	69,962	88,796

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

	2022 Number	2021 Number
Employees	**2**	3

No employee received remuneration amounting to more than £60,000 in either year.

11. TANGIBLE FIXED ASSETS

	Furniture, Fittings and Equipment £	Total £
COST		
At 1 January 2022	59,795	**59,795**
Additions during year	-	**-**
At 31 December 2022	**59,795**	**59,795**
Depreciation		
At 1 January 2022	42,055	**42,055**
Charge for the year	4,435	**4,435**
At 31 December 2022	**46,490**	**46,490**
NET BOOK VALUE		
At 31 December 2022	**13,305**	**13,305**
At 31 December 2021	17,740	17,740

12. DEBTORS

	2022	2021
	£	£
Rents receivable	-	42,424
Prepayments and accrued income	673	4,976
Other debtors	183	4,405
	856	51,805

13. CREDITORS : Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	35,637	14,832
Bank overdrafts	-	1,020
Accruals and deferred income	5,500	50,375
Taxation and social security	1,211	2,041
Other creditors	257	-
	42,605	68,268

14. RELATED PARTIES

Trustees

There were no transactions with trustees in either the current or previous year.

Controlling party

The charity is controlled jointly by the trustees. There is no ultimate controlling party.

15. **RESERVES**

	At 01.01.22 £	Incoming resources £	Resources expended £	At 31.12.22 £
Unrestricted funds				
General fund	84,488	242,943	(293,063)	34,368
	84,488	242,943	(293,063)	34,368

NEKO TRUST

England & Wales - Charity number 1112141

Accounts

NEKO TRUST

Trustees Report and Unaudited Accounts

31 December 2021

Company Limited by Guarantee

Registration Number 05498101
(England and Wales)

Charity Registration Number 1112141

NEKO TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G Rowe (Resigned 18 June 2021) Ms K Daye Ms H Garnett Mr D B W Martin (Resigned 8 April 2022) Mr F Mennuni (Resigned 3 August 2022)
Charity Registration Number	1112141
Company Registration Number	05498101 (England and Wales)
Company Secretary	Ms M E Rose
Registered office	Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN
Bankers	NatWest Bank 66-68 St John's Road Clapham Junction London SW11 1PB
Independent Examiners	Ward Williams Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN

NEKO TRUST

CONTENTS

NEKO TRUST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees, who are also directors for the purposes of the Companies Act 2006, have pleasure in presenting their report and financial statements of NEKO Trust for the period ended 31 December 2021. The report has been prepared in accordance with Part 8 of the Charities Act 2011, and constitutes a directors' report for the purpose of company legislation.

The Trustees confirm that the annual report and financial statements of the company have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
NEKO Trust (NEKO) is a company limited by guarantee (company registration number 05498101) and has no share capital. It is registered for charitable purposes with the Charity Commission (charity registration number 1112141). In the event of the charity being wound up, the liability guaranteed by each member is £1.

Organisational Structure:
A board of Trustees, which convenes quarterly, administers the charity and takes overall responsibility for matters of governance, charitable purpose and risk management. A Chief Executive Officer (CEO), appointed by the Trustees, has delegated authority to manage day-to-day operations and to develop and propose the Trust's policies, strategy and artistic vision for consideration and approval by the Trustees. A Finance Subcommittee meets quarterly.

The CEO is responsible to the Board and, on a day to day basis, to the Chair. Other staffing appointments are made by the CEO with input from the Trustees, where needed. The Trustees determine the remuneration of the CEO. Remuneration of other roles are determined by the CEO, within the overall budget approved by the Trustees.

Recruitment and appointment of new Trustees:
The Board recruits Trustees on the basis of the qualities, skills, competencies and experience which the Trustees from time to time determine are required to ensure the effective management of the charity; an annual skills audit of Trustees is undertaken.

As set out in the Articles of Association, the Chair of the Trustees is elected by the board of Trustees. The remaining Trustees (a maximum of 9) are elected by the members of the charitable company. These Trustees have the power to co-opt further members to fill specialist roles up until the next AGM.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Recruitment and appointment of new Trustees:
Upon a Trustee's appointment, the Trustee is invited to an induction briefing in order to give them a detailed overview of the Charity's aims and objectives. Training is available for all board members in order to assist them in performing their duties as Trustee. This is available on request and authorised by the Board of Trustees where a skills gap is identified.

Directors and Trustees

All directors of the company are also Trustees of the charity and there are no other Trustees.

The Trustees who served during the period were:-

Mr G Rowe	(Resigned 18 June 2021)
Ms K Daye	
Ms H Garnett	
Mr D B W Martin	(Resigned 8 April 2022)
Mr F Mennuni	(Resigned 3 August 2022)

Related Parties
Transactions with related parties during the period have been disclosed in the financial statements (see note 15).

OBJECTIVES AND ACTIVITIES

Charitable Objects
The charitable company is governed by its Memorandum and Articles of Association.

The object of the charity is the promotion of general charitable purposes beneficial to the general public, both within the United Kingdom and overseas, by such exclusively charitable means as the Trustees shall from time to time determine.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Strategic Priorities

Main activities undertaken to further the charity's purposes for the public benefit

NEKO had another year of operation at its creative hub in Wandsworth, London. Covid-19 continued to impact, leading to considerable loss of commercial income. Despite cost saving measures, maintenance of our historic site led to increases in expenditure.

NEKO TRUST

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES (Continued)

A second grant in round 2 of the Arts Council administered Culture Recovery Fund helped the Charity offset the ongoing impact of the pandemic, along with funding from Wandsworth Council's Additional Restrictions Grant and the London Business Hub. This stabilised the Charity so it could continue to prioritise space for grassroots music talent and creative start-ups through its affordable workspace offer. This offer ran at capacity with a waiting list, housing a 50 strong community of musicians, producers and songwriters as well as those progressing careers in the wider creative industries including visual artists, tech companies, photographers and the audio production studio On Da Beat, a talent agency focusing on creative development and industry exposure for ethnically diverse music professionals. Alongside this, the Charity supported young multi-award winning video and production company, Penny 4, as it secured funding and began work on its new stop-motion short, Root Note.

Commercial rehearsal hires rallied in the second half of the year seeing artists continue to rehearse, write or develop new material with us. This included Glass Animals, 404 Guild, Bastille, Florence and the Machine, Nothing But Thieves and new band 84TVs, a project involving members of The Maccabees and the Stereophonics.

Neko continued to focus on tackling youth unemployment and the persistent gender, diversity and class imbalances that exist within the creative industries. It particularly recognised that women and individuals from ethnic minority backgrounds are consistently underrepresented at higher career levels, older age brackets and in higher paying jobs within the industry. Its research highlighted that only 12% of the creative industries workforce come from lower socio-economic backgrounds, despite being 44% of the UK population. Yet the 16-24 age group made up one third of unemployed Londoners, the hardest hit demographic group with a 260% increase in male claimants of Jobseeker's Allowance and Universal Credit, since March 2020. The music industry needs a broad range of cultural and social perspectives to ensure the innovation required for a full recovery from Covid. But a lack of skilled workforce is hampering the sector's recovery.

<u>Neko Futures</u>

Responding to the above, in Autumn 2021, with support from the Culture Recovery Fund, the Charity launched its NEKO Futures Programme, a wrap-around offer of training, funding, space and mentoring for a wide-range of students and practitioners. This aimed to address the negative impact of Covid-19 and the widespread diversity and class imbalances in the creative industries. Neko was particularly keen to respond to gender balance, disability, ethnicity, and educational attainment, all of which have intersectionality with social class. Neko's priority was to raise awareness of industry pathways and help people develop the skills needed to be more employable with the skills, confidence - and importantly network - to take control of their own careers.

OBJECTIVES AND ACTIVITIES (Continued)

Neko Futures currently consists of the following strands:

- NEKO Schools (14-18-year olds in secondary school education)
- NEKO Crew (18-30-year old unemployed / in receipt of Universal Credit)
- NEKO Talent (21-30-year early-career artists)
- NEKO Home (All ages working in the music industry)
- NEKO Digitise (Interactive / Downloadable / Online)

In September 2021, Neko launched its **Neko Talent** strand (working name Neko 18) a free-to-enrol development initiative aimed at accelerating employment opportunities for a diverse group of 18 emerging onstage and offstage talented individuals. Running over 3 months, the programme exceeded targets in terms of socio-demographic indicators for applicants and participants:

- 55% female; 42% male; 3% other;
- 27% Black / African / Caribbean; 38% White British; 13% Mixed Race; 22% Other.
- 68% of applicants were aged 25 years and under
- 51% had received free school meals.

Since the programme's end, the Neko 18 have created a network that regularly collaborate and advocate for each other with 52 job and training opportunities shared by participants and staff through a digital opportunities channel. Ongoing support continues to be offered by NEKO through a facilitated Accountability Group and One-to-One surgeries.

- 60% have been offered paid work within the music and live events industry through connections made during NEKO 18.
- 40% of participants have been offered shadowing and mentoring opportunities to support the development of their skills in new areas.
- 23 shadowing opportunities have been provided.

"My life has completely changed since doing NEKO 18. I didn't know what I was going to do when I started; now I know where I am going and have opportunities to hone my skills." Participant

NEKO 18 also piloted a Skills Audit with CLOCK Your Skills, offering small group surgeries to all applicants to the programme. This was a big success helping participants to see their wider skillset and make their invisible skills visible.

"It was a great opportunity to rethink my skill set and consider skills I didn't realise I already had." Participant

OBJECTIVES AND ACTIVITIES (Continued)

Through the programme, Neko remains confident in its ambition to 1) drive industry-led initiatives that support the next generation of talent to kick start careers in the live music sector and 2) focus on supporting those that are typically underrepresented.

Neko also facilitated the exchange of shadowing and paid work opportunities for the Neko 18 and between its on-site community. This included the provision of album artwork, collaborations between musicians on projects, producing, graphic design, photography, holograms, and branding support.

Plans to launch its second Neko Futures programme, **Neko Crew** in early 2022 were underway, aimed at driving forward the diversification and reskilling of the live music and events sector production workforce by fast-tracking employment opportunities for individuals from all backgrounds with a focus on the unemployed.

New Home

In light of longer term redevelopment plans for Neko's Wandsworth site, during the year the charity continued to research and finalise an iterative plan and costing for a new home for Neko. With consultancy support, a 'Layered' building concept was developed providing a 'full service' offer to the people and organisations that work in the music industry, as well as providing local people and those visiting the area with a year-round cultural offering. This would include a venue, offices, education, rehearsal and production spaces for the industry and those looking to progress within it. We had meaningful conversations with Quintain at Wembley Park and with a local developer in Wandsworth, Common Projects.

Vision, Mission, Aims and Values of the Charity were as follows:

Vision

- A more sustainable live music industry underpinned by a workforce representative of the UK population.

Mission

- To help the next generation of music and live events talent to reach their potential, no matter who they are or where they come from.

OBJECTIVES AND ACTIVITIES (Continued)

Our Aims

- **Identify** diverse music talent both on and offstage to improve equality and inclusion across the industry.
- **Train** talent in a range of skills taught by industry professionals, so they are more employable and able to make their own work.
- **Propel** talent forward through their formalisation as a co-operative, their participation in creative retreats, and commissioning and shadowing opportunities.
- **House** talent by providing them with affordable writing rooms, studios, and production suites as part of an Occupants Charter.
- **Digitise** the output of music talent so as to increase profile, develop commercial propositions, showcase philanthropy, and share resources.

Our Values

- To include everyone
- To innovate and elevate
- The power of partnerships
- People focussed
- Excellence in our delivery

Objectives

- To address the exodus of skills and talent due to Covid-19, and the lack of diverse talent pre-Covid-19, as identified by the music industry.
- To provide educational opportunity, workplace experience, funding and employment pathways in the music industry.
- To provide creative workspace to those working in the music and creative industries.
- To help people develop highly transferable skills that will help 'future-proof' their creative careers.
- To collaborate with professionals from across the music industry who share our aims, pooling resources where we find common ground.

The charity's Founder, Glen Rowe, continued to work alongside the Chief Executive & Creative Director and board of trustees to bring in new business and partnerships in order to benefit its stakeholders and further raising the profile of NEKO.

OBJECTIVES AND ACTIVITIES (Continued)

Partners & Stakeholders

The charity continues to benefit from its strong music and industry talent connections which in 2021 included:

Artists

Glass Animals; Sea Girls; Nothing But Thieves; Bastille; 404 Guild; Stereophonics; Noel Gallagher; Bastille; Kazland; Holocene; King Nun; Rick Astley; Damon Albarn; Frank Carter and the Rattlesnakes; Dua Lipa.

Ambassadors

Nothing But Thieves, Frank Carter and the Rattlesnakes, Bastille, Jess Iszatt and King Nun.

Industry

Domino Records; Clock Your Skills; Production Services Association (PSA); MSG Sphere London; Kyoto Music Management; Gallowglass; London Drum Company; KB Events; Hologramica; Global Motion; Worn Out; MelodyVR; Encore FX; Bug Productions; Podd Sounds; Sony Music; Shure; SW19 Studios; Dirty Dog Yoga.

Social investment

The Trust does not currently engage in any investing activities.

Grant-making

The Trust does not currently engage in grant-making.

Volunteers

The Trust does not currently benefit from volunteer contributions. The Trust plans to develop a volunteer scheme as part of its plans for the NEKO Futures programme.

Plans for the Future

At the start of 2022, Neko was still in Covid-19 recovery. Our affordable workspaces were operating with a waiting list and income from commercial hires was consistent and building. The Charity continued to fundraise to secure further stabilisation funding so it could broaden its revenue base and obtain grant support for its Neko Futures programming.

Neko had already begun scoping its second Neko Futures initiative **Future Crew**. However, in spring 2022, after some 18 years in Wandsworth, the charity's landlords served notice on its Wandsworth site due to redevelopment plans. We worked to secure alternative premises so the Charity could move its creative operation and resident community, utilising all our contacts; Wandsworth Council also worked with us to explore options. However, this simply wasn't achievable within the timeframe and the charity exited the Neko Hub site on 12th August 2022, losing all income generating potential; its on site creative community were displaced, having to find alternative accommodation.

OBJECTIVES AND ACTIVITIES (Continued)

Despite the incredible challenge of the past eight months, Neko is now embarking on an exciting new chapter with its partners at SW19 Studios in South West London, a rehearsal facility for world class music and live events clients, where the Charity has previously run programmes. A new home on site provides Neko with office space and access to four rehearsal studios. Importantly, it will provide a wholesale immersion in the live music industry with daily contact with working professionals, including production crews and artists. This provides the Charity with great potential to develop meaningful industry partnerships, and participants from its Neko Futures programmes with potential career pathways.

Despite the Wandsworth exit, Neko still managed to launch Future Crew at SW19 Studios in Summer 2022 in partnership with leading event crewing company Gallowglass, which attracts and supports a new talent pipeline in live events production through paid employment and free training. Future Crew is also a direct response to both the Levelling Up agenda and the challenges faced by the live music sector in terms of diversity and skills.

Supporting 10 young people facing barriers to employment, stats for our current Future Crew programme (2022) are:

- 20% female; 70% male; 10% non-binary
- 40% Black / African / Caribbean; 20% Mixed Race; 40% White British
- 100% are claiming Universal Credit or are not in education, employment or training

The Charity is monitoring its cash flow closely whilst also taking proactive steps to secure income. However, the trustees are having to mitigate for a scenario where expected income is not achieved, which could inevitably result in the charity winding up. We are now proactively fundraising with the support of our board and an additional advisory committee who have been helping to steer the Charity through this turbulent period. The focus now is on securing industry partners, sponsorship and grant funding to cover overheads, build capacity and cover future programme costs.

FINANCIAL REVIEW

Reserves policy

The Trustees have examined the charity's reserves which show reserves available at the balance sheet date have decreased to £84,488 (2020: £181,842). Trustees believe that the reserves are currently sufficient to sustain a minimum of 3 months of operation. The policy and the level of reserves held are reviewed annually by the Trustees at the October AGM.

NEKO has operated with solid financial management this year. The organisation has a strategy in place to broaden its income base and is now proactively fundraising for its future plans as well as to ensure it maintains adequate free reserves.

FINANCIAL REVIEW (Continued)

Going concern, principal risks and uncertainties and forward financial position

The trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the forthcoming twelve months. For this reason, they continue to adopt the going concern basis in preparing the financial statements. However, the negative impact upon all relevant industries due to Covid-19 constitute a substantial risk. The Trustees note the significant global uncertainty caused by the coronavirus pandemic which has impacted on touring, causing a major loss of rehearsal hire income for the charity during 2021. This constitutes a significant increased risk to the ongoing viability of charity, against which the Trust has only limited ability to manage and mitigate. The ongoing risks of Brexit also has the potential to bring negative consequences for the music industry and the wider UK economy.

The Charity was successful in receiving a grant from the Culture Recovery Fund administered by Arts Council England for funding to cover its operational costs, to progress its plans and to assure the Trust's sustainable future.

An organisational risk register is reviewed annually. This continues to identify major financial and non-financial risks faced by the organisation, including the Covid-19 pandemic, and how they will be suitably managed.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those 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 estimates that are reasonable and prudent;
- state whether applicable under United Kingdom Accounting Standards have been followed, subject to any material departures and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES (Continued)

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that, so far as the trustee is aware, there is no relevant information of which the charitable company's independent examiner is unaware.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Trustees on 13th September 2022 and signed on their behalf by:

HGarnett

Henrietta Garnett
Director, Acting Chair

NEKO TRUST

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NEKO TRUST FOR YEAR ENDED 31 DECEMBER 2021

I report to the trustees on my examination of the accounts of the company for the year ended 31 December 2021 which are set out on pages 12 to 22.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the company'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 the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

C Hamilton
....

Colin Hamilton (ACCA)
Ward Williams
Chartered Accountants

14 September 2022

Belgrave House
39-43 Monument Hill
Weybridge
Surrey, KT13 8RN

NEKO TRUST

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:					
Donations and legacies	2	92,383	-	92,383	118,842
Charitable activities	3	197,171	-	197,171	140,590
Income from trading activities	4	76,320	-	76,320	66,346
Other income	5	521	-	521	3,889
TOTAL INCOME		366,395	-	366,395	329,667
EXPENDITURE ON:					
Costs of raising funds	4	117,451	-	117,451	90,965
Expenditure on charitable activities	6	346,298	-	346,298	127,743
TOTAL EXPENDITURE		463,749	-	463,749	218,708
NET INCOME/(EXPENDITURE) FOR THE YEAR		(97,354)	-	(97,354)	110,959
Total fund at 1 January 2021		181,842	-	181,842	70,883
FUND BALANCES AT 31 DECEMBER 2021	16	84,488	-	84,488	181,842

The statement of financial activities includes all gains and losses recognised this year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NEKO TRUST

BALANCE SHEET AS AT 31 DECEMBER 2021

	Notes		2021 £	2020 £
FIXED ASSETS				
Tangible assets	11		17,740	23,653
CURRENT ASSETS				
Debtors	12	51,805		40,262
Cash at bank and in hand		83,211		229,926
		135,016		270,188
CREDITORS : Amounts falling due within one year	13	(68,268)		(62,727)
NET CURRENT ASSETS			66,748	207,461
CREDITORS : Amounts falling due after more than one year	14		-	(49,272)
NET ASSETS			84,488	181,842
CHARITY FUNDS				
Unrestricted income funds	16		84,488	181,842
TOTAL CHARITY FUNDS			84,488	181,842

For the financial year ended 31 December 2021 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 of its accounts for the year in question in accordance with section 476.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on 13th September 2022.

HGarnett

Henrietta Garnett: Director, Acting Chair
Company registration number: 05498101

1. ACCOUNTING POLICIES

Charity information

NEKO Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 5 Church Row, Wandsworth Plain, London, SW18 1ES.

1.1 Basis of preparation of financial statements

The accounts have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The principal accounting policies adopted are set out below.

1.2 Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

During 2021, the continued spread of Covid-19 has severely impacted many economies around the world including the UK. Charities, as well as businesses, have been forced to cease or limit operations for long periods of time while lockdowns and social distancing measures have been in place to contain the spread of the virus. These disruptions have resulted in a global economic slowdown.

Despite the uncertain economic outlook, the charity has been able to continue operations albeit at reduced levels. The charity continues to look to secure industry partners, sponsorship and grant funding to cover overheads, build capacity and cover future programme costs. The Trustees have considered the situation and undertaken a review of the operations and consider it appropriate to prepare the financial statements on a going concern basis.

NEKO TRUST

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2021

ACCOUNTING POLICIES (CONTINUED)

1.3 **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

1.4 **Resources expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the period end date are noted as a commitment but not accrued as expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and are allocated proportionally to actual functional direct costs.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 **Taxation**

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

ACCOUNTING POLICIES (CONTINUED)

1.6 **Fund accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Fixtures, Fittings & Equipment	25% WDV

1.8 **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 **Financial instruments**

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

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs.

Basic Financial Liabilities

Basic financial liabilities, including creditors are recognised at transaction price.

De-recognition of financial liabilities

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

1.10 **Government grants**

Government grants relate to Covid-19 support that was available and are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

2. DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Arts Council England Grant	**54,023**	-	**54,023**	108,842
Trusts and foundations	**9,000**	-	**9,000**	10,000
Wandsworth Council	**29,360**	-	**29,360**	-
Donations	-	-	-	-
	92,383	-	**92,383**	118,842

3. CHARITABLE ACTIVITIES

	2021 £	2020 £
Rental income	**190,096**	135,049
Service charges	**6,367**	5,541
Miscellaneous Income	**708**	-
	197,171	140,590

4. INCOME EARNED FROM OTHER ACTIVITIES

	2021 £	2020 £
Turnover	**76,320**	66,346
Cost of sales	**(56,971)**	(59,317)
Administration costs	**(14,742)**	(4,566)
Depreciation	**(1,232)**	(3,583)
Other interest payable	**(108)**	-
Staff costs	**(44,398)**	(23,439)
Expenditure (sub-total)	**(117,451)**	(90,965)
Net profit / (loss)	**(41,131)**	(24,619)

Income earned from other activities is from the rental of rehearsal and storage space in excess of the short term needs of the charity.

NEKO TRUST

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

5. OTHER INCOME

	2021 £	2020 £
Government grants – job retention scheme	-	3,160
Other interest received	521	729
	521	3,889

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2021 £	Total 2020 £
Charitable Expenditure					
Neko Academy	44,398	30,572	51,307	126,277	41,114
Premises costs	-	216,533	-	216,533	83,354
Governance costs	-	3,488	-	3,488	3,275
	44,398	250,593	51,307	346,298	127,743

7. SUPPORT COSTS

	Fund Raising £	Neko Academy £	Total 2021 £	Total 2020 £
Management charges	441	441	882	26
Promotional, marketing & website	3,555	13,513	17,068	847
Insurance	1,825	6,938	8,763	308
Travel	47	178	225	858
Marketing & outreach support	3,908	14,852	18,760	-
Miscellaneous	183	694	877	248
Subscriptions	208	791	999	324
Consultancy	949	3,608	4,557	8,450
Fundraising support	2,708	10,292	13,000	-
	13,824	51,307	65,131	11,061

8. GOVERNANCE COSTS

	Restricted Funds 2021 £	Un-restricted Funds 2021 £	Total 2021 £	Total 2020 £
Examiner's fee	-	3,000	3,000	3,000
Legal & professional	-	365	365	189
Other costs	-	123	123	86
	-	3,488	3,488	3,275

Governance costs include £3,000 (2020: £3,000) regarding fees payable to the Independent Examiner (Exclusive of VAT).

9. NET INCOME / (EXPENDITURE)

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets	5,913	7,884

No trustees received any remuneration in either year.
No trustees received any benefits in kind in either year.
No trustees received any reimbursement of expenses in either year.

10. EMPLOYEES

Staff costs were as follows:

	2021	2020
	£	£
Wages and salaries	**84,237**	46,057
Social security costs	**2,690**	68
Pension costs	**1,869**	752
	88,796	46,877

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

	2021 Number	2020 Number
Employees	**3**	2

No employee received remuneration amounting to more than £60,000 in either year.

11. TANGIBLE FIXED ASSETS

	Furniture, Fittings and Equipment	**Total**
	£	**£**
COST		
At 1 January 2021	59,795	**59,795**
Additions during year	-	-
At 31 December 2021	**59,795**	**59,795**
Depreciation		
At 1 January 2021	36,142	**36,142**
Charge for the year	5,913	**5,913**
At 31 December 2021	**42,055**	**42,055**
NET BOOK VALUE		
At 31 December 2021	**17,740**	**17,740**
At 31 December 2020	23,653	23,653

NEKO TRUST

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

12. DEBTORS

	2021	2020
	£	£
Rents receivable	**42,424**	28,646
Prepayments and accrued income	**4,976**	9,188
Other debtors	**4,405**	2,428
	51,805	40,262

13. CREDITORS : Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	**14,832**	21,115
Bank overdrafts	**1,020**	1,020
Accruals and deferred income	**50,375**	38,462
Taxation and social security	**2,041**	1,401
Other creditors	**-**	729
	68,268	62,727

14. CREDITORS : Amounts falling due after one year

	2021	2020
	£	£
Other creditors 1 - 5 years	**-**	44,272
Other creditors > 5 years	**-**	5,000
	-	49,272

15. RELATED PARTIES

Trustees

During the year rent of £Nil (exclusive of VAT) (2020: £6,000) was receivable from Kyoto Music Limited, a company in which former trustee, Mr G Rowe is a director and shareholder.

At the year-end a balance of £Nil (2020: £7,200) was due to the charity from Kyoto Music Limited.

Controlling party

The charity is controlled jointly by the trustees. There is no ultimate controlling party.

16. RESERVES

	At 01.01.21 £	Incoming resources £	Resources expended £	At 31.12.21 £
Unrestricted funds				
General fund	181,842	366,395	(463,749)	84,488
	181,842	366,395	(463,749)	84,488

Accounts

NeKO

NEKO TRUST

Trustees Report and Unaudited Accounts

31 December 2020

Company Limited by Guarantee

Registration Number 05498101
(England and Wales)

Charity Registration Number 1112141

NEKO TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G Rowe (Resigned 18 June 2021) Ms K Daye Ms H Garnett Mr D B W Martin Mr F Mennuni (Appointed 15 June 2020)
Charity Registration Number	1112141
Company Registration Number	05498101 (England and Wales)
Company Secretary	Ms M E Rose (Appointed 15 June 2020)
Registered office and Principal address	5 Church Row Wandsworth Plain London SW18 1ES
Bankers	NatWest Bank 66-68 St John's Road Clapham Junction London SW11 1PB
Independent Examiners	Ward Williams Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN

NEKO TRUST

CONTENTS

NEKO TRUST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees, who are also directors for the purposes of the Companies Act 2006, have pleasure in presenting their report and financial statements of NEKO Trust for the period ended 31 December 2020. The report has been prepared in accordance with Part 8 of the Charities Act 2011, and constitutes a directors' report for the purpose of company legislation.

The Trustees confirm that the annual report and financial statements of the company have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
NEKO Trust (NEKO) is a company limited by guarantee (company registration number 05498101) and has no share capital. It is registered for charitable purposes with the Charity Commission (charity registration number 1112141). In the event of the charity being wound up, the liability guaranteed by each member is £1.

Organisational Structure:
A board of Trustees, which convenes quarterly, administers the charity and takes overall responsibility for matters of governance, charitable purpose and risk management. A Chief Executive Officer (CEO), appointed by the Trustees, has delegated authority to manage day-to-day operations and to develop and propose the Trust's policies, strategy and artistic vision for consideration and approval by the Trustees. A Finance Subcommittee meets quarterly.

The CEO is responsible to the Board and, on a day to day basis, to the Chair. Other staffing appointments are made by the CEO with input from the Trustees, where needed. The Trustees determine the remuneration of the CEO. Remuneration of other roles are determined by the CEO, within the overall budget approved by the Trustees.

Recruitment and appointment of new Trustees:
The Board recruits Trustees on the basis of the qualities, skills, competencies and experience which the Trustees from time to time determine are required to ensure the effective management of the charity; an annual skills audit of Trustees is undertaken.

As set out in the Articles of Association, the Chair of the Trustees is elected by the board of Trustees. The remaining Trustees (a maximum of 9) are elected by the members of the charitable company. These Trustees have the power to co-opt further members to fill specialist roles up until the next AGM.

NEKO TRUST

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Recruitment and appointment of new Trustees:

Upon a Trustee's appointment, the Trustee is invited to an induction briefing in order to give them a detailed overview of the Charity's aims and objectives. Training is available for all board members in order to assist them in performing their duties as Trustee. This is available on request and authorised by the Board of Trustees where a skills gap is identified.

Directors and Trustees

All directors of the company are also Trustees of the charity and there are no other Trustees.

The Trustees who served during the period were:-

Mr G Rowe	(Resigned 18 June 2021)
Ms K Daye	
Ms H Garnett	
Mr D B W Martin	
Mr F Mennuni	(Appointed 15 June 2020)

Related Parties

Transactions with related parties during the period have been disclosed in the financial statements (see note 15).

OBJECTIVES AND ACTIVITIES

Charitable Objects

The charitable company is governed by its Memorandum and Articles of Association.

The object of the charity is the promotion of general charitable purposes beneficial to the general public, both within the United Kingdom and overseas, by such exclusively charitable means as the Trustees shall from time to time determine.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

Strategic Priorities

Main activities undertaken to further the charity's purposes for the public benefit

NEKO continued to operate its historic creative complex in Wandsworth, London - the NEKO Hub - consisting of six interconnected townhouses, a 1950s factory block and a range of outbuildings. Together they are now home to a community of 50+ creatives who work out of affordable offices, writing rooms, studios, and production suites.

OBJECTIVES AND ACTIVITIES (Continued)

Rents are subsidised by commercial hire income paid by more established companies and artists on the same site.

NEKO has a history of supporting, developing, or housing some of the industry's top production talent such as Nothing but Thieves, Glass Animals, Bastille, Frank Carter and the Rattlesnakes, James Morrison, Never Not Nothing, King Nun, 404 Guild, Ondabeat, Ed Sheeran, Adele, Biffy Clyro and MUSE.

As was the case for so many organisations, 2020 was a turbulent year for NEKO due to the Covid-19 pandemic. Cancelled tours and live events led to a complete collapse in certain areas of the music industry. Closer to home, it directly and catastrophically impacted NEKO's rehearsal hire income. In fact, NEKO considers the COVID-19 pandemic to represent the biggest threat to the UK's cultural infrastructure, institutions, and workforce in a generation.

It became clear that in order to attract and retain talent across the sector, it needed to play its part to ensure the music and live events industry emerged better and more resilient. For NEKO, this was about creating equality of opportunity, so that people from all backgrounds can access, learn and progress within it.

Significant support from the Arts Council's Culture Recovery Fund played a key part in stabilising the charity and ensuring it met its objectives. As well as providing support with organisational overheads, the funding enabled the NEKO to be strategic; we brought in consultancy support to help develop a new business plan linked to an ambitious new programme of educational activity.

As a result, the charity refined its mission and objectives to ensure that it became a leader in championing creativity and supporting those looking to develop skills, train or develop within music and live events. It's Vision, Mission and Objectives were refined as follows:

Vision

- A more sustainable and fair music industry underpinned by a diverse, skilled, dynamic workforce.

Mission

- To help the next generation of music talent to reach their potential both on and off stage.

OBJECTIVES AND ACTIVITIES (Continued)

Objectives

- To address the exodus of skills and talent due to COVID-19, and the lack of diverse talent pre-COVID-19, as identified by the music industry.
- To provide educational opportunity, workplace experience, funding and employment pathways in the music industry.
- To provide creative workspace to those working in the music and creative industries.
- To help people develop highly transferable skills that will help 'future-proof' their creative careers.
- To collaborate with professionals from across the music industry who share our aims, pooling resources where we find common ground.

Aims

- Identify
- Educate
- Propel
- House
- Digitise

Values

- To include everyone
- To innovate and elevate
- To prioritise the power of partnerships
- People focussed
- Excellence in our delivery

The charity's Founder, Glen Rowe, worked alongside the Chief Executive & Creative Director and board of trustees to bring in new business, relationships and partnerships across the creative industries, further raising the profile of NEKO.

Partners & Stakeholders

The charity continues to benefit from its strong music and industry talent connections which in 2020 included:

Artists

Glass Animals; Sea Girls; Nothing But Thieves; Bastille; 404 Guild; Sterophonics; Noel Gallagher; Bastille; Kazland; Holocene; King Nun; Rick Astley; Damon Albarn; Frank Carter and the Rattlesnakes; Dua Lipa

OBJECTIVES AND ACTIVITIES (Continued)

Industry
Domino Records; Clock Your Skills; Production Services Association (PSA) ; MSG Sphere London ; KYOTO Music Management; Gallowglass; KB Events; Hologramica; Global Motion; Worn Out; Melody VR; Encore FX; Bug Productions; Podd Sounds; Sony Music; Shure; SW19 Studios; Dirty Dog Yoga.

Social investment
The Trust does not currently engage in any investing activities.

Grant-making
The Trust does not currently engage in grant-making.

Volunteers
The Trust does not currently benefit from volunteer contributions. The Trust plans to develop a volunteer scheme as part of its plans for the NEKO Futures in 2021.

Plans for the Future

The COVID-19 pandemic has disproportionately and negatively affected those from less privileged backgrounds, many of whom are already underrepresented in the music industry. In 2021, we are launching a new programme called NEKO Futures that will aim to ensure everyone has the opportunity to succeed regardless of who they are or where they come from. In particular their socio-economic background i.e. the social and economic circumstances a person grew up in, including the social class and financial resources of their family, and the type of school they attended.

NEKO Futures consists of the following strands:

- NEKO Schools (14-18-year olds in secondary school education)
- NEKO Crew (18-24-year olds in receipt of Universal Credit)
- NEKO Talent (21-30-year early-career artists)
- NEKO Home (All ages working in the music industry)
- NEKO Digitise (Interactive / Downloadable / Online)

The charity will be piloting its first programme under the NEKO Talent strand this year, NEKO 18, a free-to-enrol programme supported by funders including Arts Council England's Culture Recovery Fund. Designed in response to research into the barriers facing those who wish to progress a career in music and live events, it has identified 18 early-career individuals with a diverse range of skills and experience to undertake a three-month programme of professional development.

OBJECTIVES AND ACTIVITIES (Continued)

The NEKO 18, which includes artists, marketing professionals, graphic designers, music managers and producers will be provided with free workspace at NEKO to progress their own ideas and collaborate with others on tailored creative opportunities. Overall, the programme will seek to improve an individual's experience and skill set whilst giving them the confidence, knowledge and, importantly, a network of like-minded creatives, to direct their own career.

Through a detailed application process, skills assessment and interview process, those selected are offered Knowledge Sharing delivered by senior music industry professionals covering the 'business of music' and the practicalities of on and offstage working. Additionally, Creative Retreats will explore revenue streams, partnership working, communication strategies, pitching practice, presentation skills, business planning, fundraising and the importance of building your brand. It will also take time to reflect on how to better understand and manage mental health with complementary activities.

Commissioning and shadowing opportunities are also offered as well as one-to-one surgeries to unlock their creative barriers. Collectively this means NEKO 18 participants develop transferable skills to help them navigate the ever-changing music industry, improving their employability whilst also gaining the confidence and knowledge to direct their own careers. We are also exploring the potential to set up a small-to-medium enterprise (SME) for NEKO 18 as a legacy of the project.

The charity is also currently working with Gallowglass, the leading events crewing company in the UK and Europe, to establish a new generation of production professionals from a diverse range of backgrounds. Recruited by Gallowglass, a group of young adults will learn about all aspects of event crewing and will spend time at NEKO being trained by working professionals in the fundamentals of Tour Management, Production Management, Live Sound and Backline.

The charity is currently at an advanced stage with plans for a new building concept which will provide a 'full service' offer to the people and organisations that work in the music industry, as well as providing local people and those visiting the area with a year-round cultural offering.

FINANCIAL REVIEW

Reserves policy

The Trustees have examined the charity's reserves which show reserves available at the balance sheet date have increased to £181,842 (2019: £70,883). Trustees believe that the reserves are currently sufficient to sustain a minimum of 3 months of operation. The policy and the level of reserves held are reviewed annually by the Trustees at the October AGM.

NEKO has operated with solid financial management this year. The organisation has a strategy in place to broaden its income base and is now proactively fundraising for its future plans as well as to ensure it maintains adequate free reserves.

FINANCIAL REVIEW (Continued)

Going concern, principal risks and uncertainties and forward financial position
The trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the forthcoming twelve months. For this reason, they continue to adopt the going concern basis in preparing the financial statements. However, the negative impact upon all relevant industries due to Covid-19 constitute a substantial risk. The Trustees note the significant global uncertainty caused by the coronavirus pandemic which has impacted on touring, causing a major loss of rehearsal hire income for the charity during 2020. This constitutes a significant increased risk to the ongoing viability of charity, against which the Trust has only limited ability to manage and mitigate. The ongoing risks of Brexit also has the potential to bring negative consequences for the music industry and the wider UK economy.

The Charity was successful in receiving a grant from the Culture Recovery Fund administered by Arts Council England for funding to cover its operational costs, to progress its plans and to assure the Trust's sustainable future.

An organisational risk register is reviewed annually. This continues to identify major financial and non-financial risks faced by the organisation, including the Covid-19 pandemic, and how they will be suitably managed.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those 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 estimates that are reasonable and prudent;
- state whether applicable under United Kingdom Accounting Standards have been followed, subject to any material departures and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

NEKO TRUST

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020

STATEMENT OF TRUSTEES' RESPONSIBILITIES (Continued)

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that, so far as the trustee is aware, there is no relevant information of which the charitable company's independent examiner is unaware.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Trustees on 24th September 2021 and signed on their behalf by:

HGarnett

Henrietta Garnett
Director, Acting Chair

NEKO TRUST

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF NEKO TRUST FOR YEAR ENDED 31 DECEMBER 2020

I report to the trustees on my examination of the accounts of the company for the year ended 31 December 2020 which are set out on pages 10 to 20.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the company'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 the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

C Hamilton

28th September 2021

Colin Hamilton (ACCA)
Ward Williams
Chartered Accountants

Belgrave House
39-43 Monument Hill
Weybridge
Surrey, KT13 8RN

NEKO TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
INCOME FROM:					
Donations and legacies	2	118,842	-	118,842	7,050
Charitable activities	3	140,590	-	140,590	156,698
Income from trading activities	4	66,346	-	66,346	116,645
Other income	5	3,889	-	3,889	-
TOTAL INCOME		329,667	-	329,667	280,393
EXPENDITURE ON:					
Costs of raising funds	4	90,965	-	90,965	118,214
Expenditure on charitable activities	6	127,743	-	127,743	165,038
TOTAL EXPENDITURE		218,708	-	218,708	283,252
NET INCOME/(EXPENDITURE) FOR THE YEAR		110,959	-	110,959	(2,859)
Total fund at 1 January 2020		70,883	-	70,883	73,742
FUND BALANCES AT 31 DECEMBER 2020	16	181,842	-	181,842	70,883

The statement of financial activities includes all gains and losses recognised this year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

NEKO TRUST

BALANCE SHEET AS AT 31 DECEMBER 2020

	Notes		2020 £	2019 £
FIXED ASSETS				
Tangible assets	11		23,653	31,536
CURRENT ASSETS				
Debtors	12	40,262		36,291
Cash at bank and in hand		229,926		94,739
		270,188		131,030
CREDITORS : Amounts falling due within one year	13	(62,727)		(91,683)
NET CURRENT ASSETS			207,461	39,347
CREDITORS : Amounts falling due after more than one year	14		(49,272)	-
NET ASSETS			181,842	70,883
CHARITY FUNDS				
Unrestricted income funds	16		181,842	70,883
TOTAL CHARITY FUNDS			181,842	70,883

For the financial year ended 31 December 2020 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 of its accounts for the year in question in accordance with section 476.

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.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board for issue on 24th September 2021.

HGarnett

Henrietta Garnett: Director, Acting Chair

Company registration number: 05498101

1. ACCOUNTING POLICIES

Charity information
NEKO Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is 5 Church Row, Wandsworth Plain, London, SW18 1ES.

1.1 Basis of preparation of financial statements

The accounts have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The principal accounting policies adopted are set out below.

1.2 Going Concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

During 2020, the spread of COVID-19 has severely impacted many economies around the world including the UK. Charities, as well as businesses, have been forced to cease or limit operations for long periods of time while lockdowns and social distancing measures have been in place to contain the spread of the virus. These disruptions have resulted in a global economic slowdown.

Despite the uncertain economic outlook, the charity has been able to continue operations albeit at reduced levels. With the additional support received in the form of grants and donations, the charity is in a stable position to resume full operations once the pandemic comes to an end. The Trustees have considered the situation and undertaken a review of the operations and consider it appropriate to prepare the financial statements on a going concern basis.

ACCOUNTING POLICIES (CONTINUED)

1.3 Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

1.4 Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the period end date are noted as a commitment but not accrued as expenditure.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and are allocated proportionally to actual functional direct costs.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Taxation

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

ACCOUNTING POLICIES (CONTINUED)

1.6 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Fixtures, Fittings & Equipment	25% WDV

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

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

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs.

Basic Financial Liabilities

Basic financial liabilities, including creditors are recognised at transaction price.

De-recognition of financial liabilities

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

1.10 Government grants

Government grants relate to Covid-19 support that was available and are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

2. DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Arts Council England Grant	**108,842**	-	**108,842**	-
Trusts and foundations	**10,000**	-	**10,000**	-
Donations	-	-	-	7,050
	118,842	-	**118,842**	7,050

3. CHARITABLE ACTIVITIES

	2020 £	2019 £
Rental income	**135,049**	133,518
Service charges	**5,541**	5,562
Miscellaneous Income	-	17,618
	140,590	156,698

4. INCOME EARNED FROM OTHER ACTIVITIES

	2020 £	2019 £
Turnover	**66,346**	116,645
Cost of sales	**(59,317)**	(85,657)
Administration costs	**(4,566)**	(12,976)
Depreciation	**(3,583)**	(4,581)
Staff costs	**(23,439)**	(15,000)
Expenditure (sub-total)	**(90,965)**	(118,214)
Net profit / (loss)	**(24,619)**	(1,569)

Income earned from other activities is from the rental of rehearsal and storage space in excess of the short term needs of the charity.

NEKO TRUST

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

5. OTHER INCOME

	2020 £	2019 £
Government grants – job retention scheme	3,160	-
Other interest received	729	-
	3,889	-

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2020 £	Total 2019 £
Charitable Expenditure					
Neko Academy	23,439	8,848	8,827	41,114	36,855
Premises costs	-	83,354	-	83,354	121,478
Governance costs	-	3,275	-	3,275	6,705
	23,439	95,477	8,827	127,743	165,038

7. SUPPORT COSTS

	Fund Raising £	Neko Academy £	Total 2020 £	Total 2019 £
Management charges	13	13	26	4,040
Promotional & website	171	676	847	9,932
Insurance	62	246	308	448
Travel	173	685	858	2,010
Miscellaneous	50	198	248	1,205
Subscriptions	65	259	324	310
Consultancy	1,701	6,749	8,450	950
	2,235	8,826	11,061	18,895

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

8. GOVERNANCE COSTS

	Restricted Funds 2020 £	Un-restricted Funds 2020 £	Total 2020 £	Total 2019 £
Examiner's fee	-	**3,000**	**3,000**	3,000
Legal & professional	-	**189**	**189**	3,003
Other costs	-	**86**	**86**	702
	-	**3,275**	**3,275**	6,705

Governance costs include £3,000 (2019: £3,000) regarding fees payable to the Independent Examiner (Exclusive of VAT).

9. NET INCOME / (EXPENDITURE)

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets	**7,884**	11,012

No trustees received any remuneration in either year.
No trustees received any benefits in kind in either year.
No trustees received any reimbursement of expenses in either year.

10. EMPLOYEES

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	46,057	30,000
Social security costs	68	-
Pension costs	752	-
	46,877	30,000

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

	2020 Number	2019 Number
Employees	2	2

No employee received remuneration amounting to more than £60,000 in either year.

11. TANGIBLE FIXED ASSETS

	Furniture, Fittings and Equipment £	Total £
COST		
At 1 January 2020	59,795	59,795
Additions during year	-	-
At 31 December 2020	59,795	59,795
Depreciation		
At 1 January 2020	28,258	28,258
Charge for the year	7,884	7,884
At 31 December 2020	36,142	36,142
NET BOOK VALUE		
At 31 December 2020	23,653	23,653
At 31 December 2019	31,536	31,536

12. DEBTORS

	2020	2019
	£	£
Rents receivable	**28,646**	36,291
Prepayments and accrued income	**9,188**	-
Other debtors	**2,428**	-
	40,262	36,291

13. CREDITORS : Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	**21,115**	49,266
Bank overdrafts	**1,020**	-
Accruals and deferred income	**38,462**	37,806
Taxation and social security	**1,401**	4,390
Other creditors	**729**	220
	62,727	91,682

14. CREDITORS : Amounts falling due after one year

	2020	2019
	£	£
Other creditors 1 - 5 years	**44,272**	-
Other creditors > 5 years	**5,000**	-
	49,272	-

15. RELATED PARTIES

Trustees

During the year rent of £6,000 (exclusive of VAT) (2019: £Nil) was receivable from Kyoto Music Limited, a company in which former trustee, Mr G Rowe is a director and shareholder.

At the year-end a balance of £7,200 (2019: £Nil) was due to the charity from Kyoto Music Limited.

Controlling party

The charity is controlled jointly by the trustees. There is no ultimate controlling party.

16. RESERVES

	At 01.01.20 £	Incoming resources £	Resources expended £	At 31.12.20 £
Unrestricted funds				
General fund	70,883	329,667	(218,708)	181,842
	70,833	329,667	(218,708)	181,842