

Company Registration number: 05516471

Charity Registration number: 1112701



Chain Reaction Theatre Company

(a company limited by guarantee)

Annual Report & Financial Statements

for the year ended 31st March 2024

Beresfords
Chartered Certified Accountants
1-2 Rhodium Point
Spindle Close
Hawkinge
Folkestone
Kent, CT18 7TQ

Chain Reaction Theatre Company
(trading as Chain Reaction)

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Chain Reaction Theatre Company

Reference and Administrative Details

Secretary	Mrs S Smit
Charity Registration Number	1112701
Company Registration Number	05516471 – The Charity is incorporated in England and Wales.
Registered Office	Millers House Three Mill Lane London E3 3DU
Independent Examiner	Beresfords Chartered Certified Accountants 1-2 Rhodium Point Spindle Close Hawkinge Folkestone Kent CT18 7TQ

Chain Reaction Theatre Company

Trustees Report

The trustees, who are Directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Trustees and Officers

The Trustees and officers serving during the year and since the year end were as follows:

Trustees: Mrs N Leach - Chair
 Mr S Kenwright – Treasurer
 Mrs S Watson-Brown
 Mr MJ Dyer MBE
 Miss L Stewart
 Mr S Eves (appointed 9th May 2023)
 Ms N Jeng (appointed 15th July 2024)
 Ms E Knight (appointed 15th July 2024)

Secretary: Mrs S Smit

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on Tuesday 10th September 2024 and signed on its behalf by:



Mrs N Leach
Chair of Trustees

Chain Reaction Theatre Company

Trustees Report



Aims & Objectives

Chain Reaction is an award-winning London-based charity that has been using theatre and media to ignite personal and social change for 29 years.

We work in partnership with schools, local councils and corporate organisations to produce high-quality, emotionally engaging projects which transform the way people relate to themselves, their community and to wider society.

We work across both the public and private sector, ensuring our work with vulnerable young people is at the heart of what we do. We identify and address the most acute health and social issues facing disadvantaged young people today. Using the power of creativity, we engage, educate and empower them to reach their full potential in life.

Whether we're delivering professional theatre performances or running youth theatres, creative media workshops, social action groups or interactive training programmes, our work increases people's skills, knowledge and understanding, whilst building their resilience, self-esteem and confidence.

We fundraise to make sure that our transformational community projects are totally free of charge, making them fully accessible to those who need it most and ensuring our impact is as far reaching as possible. Over the last 28 years we're proud to say that our work has reached over 415,000 people.

- We design and deliver engaging and creative workshop programmes exploring key health and social issues.
- We work with professional actors, writers and directors to create original theatre for young people and adults.
- We develop bespoke programmes for corporate audiences to ignite organisational change.

We've spent 29 years educating, inspiring and increasing the confidence of severely disadvantaged young people aged 5 to 19. Working in areas of extreme deprivation we enable young people to develop essential life skills, motivation and aspirations and access high-quality arts and cultural opportunities (often for the first time).

Our creative programmes for young people take place in schools, community venues, theatres and special education units (for young people who've been excluded from school).

Ensuring our community programmes are free to users enables us to alleviate the barriers which many young people face growing up in our communities. We actively promote access and inclusion to the arts by eliminating physical, cultural, social, and/or financial barriers that can exclude participation.

We hope you enjoy reading about our achievements.

Chain Reaction Theatre Company

Trustees Report

Our constitutional objectives:

Chain Reaction's objectives are to advance the education of young people and adults by:

- Devising, performing and producing original theatre work promoting awareness of health and social issues.
- Working with young people as performers and writers.
- Working with young people and adults through performance, workshops and media.

Strategies for achieving the objectives:

- Using drama and media to deliver issue-based workshop projects to tackle issues that young people are facing in their lives.
- Producing and touring quality, accessible and entertaining theatre productions and workshops that provoke discussion and thought.
- Ensuring that our work is accessible to our audiences so that schools, theatres and community venues will continue to invite us back year after year.
- Working in collaboration with other agencies.
- Continuing our networking efforts to ensure we continue to build robust partnerships with organisations in the field of arts, health and young people.
- Guaranteeing that young people walk away from our projects feeling better about themselves, raising their self-esteem, self-confidence and aspirations for the future.
- Marketing our work to organisations and young people that might benefit from it. Making use of our website and producing inspiring promotional material.
- Monitoring our fundraising strategy to continually ensure we have the necessary funds to reach vast audiences with our current projects whilst also setting up new theatre projects to address the latest issues facing young people.

Achievements during 2023-2024:

Engagement figures: This year Chain Reaction reached an amazing 5,685 young people aged 5-19 with intensive workshop programmes and educational theatre productions.

Workshop programmes: We delivered an extensive programme of workshop projects in partnership with a range of youth and community organisations, schools and funding bodies to deliver key specialised targeted projects in and out of school hours. These projects build knowledge on health and social issues, increase aspirations and employability skills, nurture self-esteem, encourage individuality and improve young people's social skills. In 2023-2024, we have delivered the following workshop programmes:

1. ***Chain Reaction Youth Theatre***
2. ***Girls Support Girls - London Borough of Newham***
3. ***Girls Support Girls – London Borough of Tower Hamlets***
4. ***Girls Support Girls – London Borough of Hackney***
4. ***Girls Support Girls – London Borough of Barking & Dagenham***
5. ***Focus Pocus***
6. ***Action4Gascoigne***
7. ***School and college based bespoke workshop programme***

Education theatre tour: In November 2023 we toured our educational theatre production ***Knowing Me Knowing You*** which launched in Anti-Bullying Week to schools throughout London and Essex. This project challenges bullying and celebrates diversity.

CHAIN REACTION YOUTH THEATRE

LONDON BOROUGH OF NEWHAM & TOWER HAMLETS



Dates: April 2023 – March 2024

Funding: BBC Children in Need, Essex Youth Trust, Shaftesbury Young People's Trust and D'Oyly Carte.

Total participants: 31

Chain Reaction Youth Theatre (CRYT), our free weekly issue-based youth theatre provides young people in need of additional support with a positive outlet in which to learn new skills and thrive. Using drama to tackle issues that affect young people's lives, **CRYT** raises aspirations, confidence and employability skills amongst some of the most vulnerable young people in the disadvantaged London Boroughs of Newham and Tower Hamlets.

This year we have worked with 31 11–18-year-olds, many of whom have additional needs. Working with a diverse group of young people, we've delivered 31 sessions from our base at Millers House. Participants worked alongside our team of arts practitioners including professional actors, writers, presenters & directors.

In response to overwhelming requests from our participants to work with scripts, we delivered an Advanced Acting with Scripts masterclass. This gave us an opportunity to teach them the fundamentals and hone their skills ahead of working on their own script and culminated with a mini performance by the young people.

Our participants have not only gained hands-on professional experience in the arts and theatre but they have learnt how to work as a team, problem solve, communicate and self-reflect – all hugely transferable skills. **CRYT** has given young people an opportunity to grow, develop and succeed, helping to boost their confidence and self-belief.

Outcomes (D'Oyly Carte, Shaftesbury Young People's Trust, BBC Children in Need):

- 100% learnt new employability skills.
- 100% felt supported and listened to.
- 82% learnt new skills within the creative industries.
- 100% of participants gained confidence.

Outcomes (Essex Youth Trust):

- 100% said **CRYT** has improved their performance skills.
- 92% said their communication and social skills developed.
- 85% met new people and friends from attending **CRYT**.
- 100% think their teamwork skills have improved.

"I gained happiness, more social skills and stronger focus... I enjoyed everything, mainly the script work itself... I have learnt how to maintain eye contact as that has been a massive struggle for me."

Participant, aged 15

"My daughter has gained confidence with Chain Reaction and has learnt to be in front of a crowd without being judged, which has helped her in her day-to-day life... She has had to overcome a lot in the last year and Chain Reaction has been her safe place to express herself. When she feels like giving up on things – Chain Reaction is the one thing she never feels like giving up on... Can't wait for the next sessions. Thank you so much to all the staff that have worked with her. I know it has not always been easy but you all have never given up on her and have been a massive support to both of us, thank you."

Parent of Attendee

Action4Gascoigne

LONDON BOROUGHS OF BARKING & DAGENHAM

Dates: April 2023 – June 2023

Funding: L&Q Place Makers, Awards For All

Total participants: 41



Action4Gascoigne (A4G) is a youth-led social action project that engages 11–18-year-olds who live on and around the severely deprived Gascoigne Estate in the London Borough of Barking & Dagenham. Through dynamic weekly sessions and intensive holiday programmes, **A4G** gives young people the opportunity to gain confidence, aspirations, learn new skills and meet new people whilst working together to make a positive difference to their community.

Thanks to L&Q Place Makers and Awards For All we have continued to deliver this much-loved community project. Starting with a four-day interactive workshop programme in the Easter holidays, which explored health, fitness, diet and nutrition to try and improve the health outcomes in the community. It was an amazing week with fitness taster sessions run by local boxing organisation Box Up Crime, dance sessions and cooking classes for all. The week ended with a sharing whereby the young people invited their parents, carers and members of the community to watch their health inspired drama pieces. Education was well and truly on the agenda as we hosted a fun health quiz with the parents followed by a Q&A. Each family was also given a booklet containing the recipes the young people had been learning to cook, offering them new ideas of healthy food to cook on a budget. It was a fabulous celebratory community event.

This was followed by a term of weekly sessions whereby our team of facilitators worked with participants to plan and run an event for their community. Our sessions included drama, role play, art activities and event planning. Through our creative methods participants learnt leadership, teamwork and organisational skills. With these newfound skills they all agreed they'd like to plan a fun and inclusive Karaoke Party for their community. With very few free positive activities for young people in the area it was a huge success.

The increase in confidence and the improvement in the participants' behaviour throughout the project has shown how vital this project is.

Outcomes (Holiday programme)

- 100% of participants enjoyed the workshop.
- 100% learnt new things about healthy eating.
- 100% have learnt new skills to help them in the future.
- 100% have learnt new recipes and foods to cook.
- 100% feel more confident.
- 100% think regular exercise is important.
- 100% have made new friends.

Outcomes (Weekly sessions)

- 100% of participants enjoyed the workshops
- 100% have increased confidence.
- 100% have gained new employability skills.
- 100% have made new friends.

Chain Reaction Theatre Company

Trustees Report

"I enjoyed the community and support built from spending time having fun together. I have learnt confidence in myself to speak out and be heard. The staff never fail to make everyone feel included."

Participant, aged 14

"I enjoyed meeting new people in my community! The activities are all so fun and it makes me excited for Thursdays. I have learnt to improve my public speaking and social skills whilst also learning how to be in an interview. The staff are very kind and make everyone feel included!"

Participant, aged 14

"I enjoyed everything about the project. Mostly the boxing, and cooking and also dancing... I have learnt many things, especially group work, and about a healthy life... Exercise is important to be healthy and make life healthier... This is the best week I've ever spent and [Chain Reaction] are really good."

Participant, aged 15

GIRLS SUPPORT GIRLS – THE PROJECT



Girls Support Girls (GSG) is a school workshop programme which empowers and inspires vulnerable young women aged 13-16. **GSG** builds the confidence, self-esteem and knowledge of girls from disadvantaged areas and empowers them to take control of their mental and physical health.

GSG is delivered by our skilled and experienced team of specialist female facilitators in a creative and interactive way. It's a three-part programme usually delivered across one day. It teaches a number of essential life and employability skills including communication and social skills, teamwork, social interaction, acceptance, self-awareness and self-belief.

GSG eases participants into an interactive way of learning with a variety of fun drama games which are chosen to encourage communication and teamwork and give everybody an equal opportunity to participate. These games encourage participants to relax, get to know our team and build a sense of trust and a strong group dynamic. The subsequent exercises and interactive drama-based activities are designed to stimulate their minds around topics they may not get the opportunity to discuss or learn about on a regular basis. Thought-provoking discussions are designed to foster a safe, open environment where individuals feel encouraged to contribute without judgement. Our carefully planned creative activities provide the girls with the knowledge and the tools needed to deal with challenging situations and to encourage resilience.

Ultimately, **GSG** is an amazing opportunity for young women to access knowledge and support to heighten their sense of self-worth, gain confidence and encourage aspirations to lead positive, successful lives.

GIRLS SUPPORT GIRLS – PREVENT

LONDON BOROUGHs OF TOWER HAMLETS, NEWHAM, HACKNEY

Dates: April 2023-March 2024

Funding: London Boroughs of Tower Hamlets, Newham, Hackney and The Home Office

Total participants: 327

Chain Reaction have now been working in partnership with local Prevent Teams for 4 years. **Girls Support Girls (GSG)** is a preventative programme which educates vulnerable young women aged 13-16 on the risks of radicalisation and exploitation.

Chain Reaction Theatre Company

Trustees Report

With funding from the Home Office, we delivered the **GSG** workshop programme in three London Boroughs working in 14 secondary schools and delivering a 4-day intensive school holiday programme in Tower Hamlets. We worked with a total of 327 vulnerable young women.

Chain Reaction worked with young women to identify barriers to success and to provide knowledge and practical tools to avoid wider exploitation issues and radicalisation. We explored grooming, British values, mental health and positive relationships to provide our participants with a fully rounded programme. **GSG** used fun drama-based activities to teach a whole host of key life and employability skills whilst promoting aspirations and giving young women an opportunity to develop their social conscience and to build resilience. We also provided a follow up mentoring scheme that provided further support and education for those most 'in need'.

By using Chain Reaction's tried and tested creative and interactive exercises and techniques we were able to tackle challenging issues which many of our participants could relate to directly or had personal experience of. The girls were able to express their own observations and opinions, comfortable in the knowledge that we were not looking for any 'right' answers and that we saw value in each of their perspectives. Our use of drama-based methods empowered the participants to use their voice and share their real thoughts and feelings.

Outcomes:

- 99% of participants enjoyed the programme.
- 99% now have a clearer understanding of the risks of radicalisation and exploitation.
- 88% now think more about their future goals.
- 96% have a greater understanding of mental health.
- 95% now recognise what a negative relationship looks like.

"I enjoyed how we were free to speak our minds without judgement. I have learnt more about how to recognise the signs of mental health issues. The biggest risks of radicalisation and exploitation are how people can manipulate you with the way that they phrase things. I liked how energetic everyone was."

Pupil, aged 14, Sarah Bonnell School, London Borough of Newham

"I liked the inclusive styled activities and how stimulating they were. I have learnt that school is one important factor to benefit my future. The biggest risks of radicalisation and exploitation are toxic relationships and negative friendships as well as criticism and traumatic experiences. Thank you for coming to school to educate us on **GSG**."

Pupil, aged 13, The Petchey Academy, London Borough of Hackney

"I thought the facilitation was really excellent and very engaging for this kind of group... Got them thinking about important issues like safety and grooming... They listened carefully and also had lots to say. I think it's stuff that needs to be reiterated over and over! I think it was great - especially the drama ads on grooming!"

Jane O'Sullivan, Enrichment Manager, George Green's School, London Borough of Tower Hamlets

"I think it genuinely improved relationships in this group of girls and it was informative in many subjects. They obviously enjoyed it and were happy to participate. They were interested and spoke and opened up about their experiences. This was quite a challenging group of girls and Charley and Natalie had complete control of the group."

Deputy Pastoral Lead, Little Ilford School, London Borough of Newham

GIRLS SUPPORT GIRLS – EDUCATIONAL WORKSHOPS

LONDON BOROUGH OF BARKING AND DAGENHAM

Dates: February 2024 – March 2024

Funding: London Borough of Barking and Dagenham Public Health Team

Total participants: 135

With funding from the London Borough of Barking and Dagenham's Public Health Team, we prepared, planned, and delivered **Girls Support Girls** to six secondary schools across the borough. Each school received 5 hours of interactive workshops and we engaged a total of 135 young women aged 13 - 16.

This programme was designed to increase the confidence, self-esteem and knowledge of vulnerable young women whilst motivating and empowering them to take control of their own mental and physical health. In addition to this, we tailored the programme to specifically:

- Raise awareness of mental health issues (including anxiety and the importance of sleep and healthy food in relation to it).
- Promote positive body image.
- Promote respectful relationships.
- Build awareness around sexual harassment (how to identify and deal with it).
- Provide details on where to go for further advice and support.

Our interactive delivery style eased participants into learning with fun games that engaged them whilst building a sense of trust, both amongst each other and between the girls and facilitators. Using our transformative drama-based methods we created a safe space for girls to engage in open discussions and learn more about issues that affect them daily.

As the girls heard more from each other throughout the programme, they felt more comfortable to share their own experiences and opinions on a whole host of topics. Creating a safe space was extremely important and instrumental in the success of **GSG**. We were blown away by the transformations we witnessed with many of the most vulnerable and quiet girls pushing themselves to perform in the drama activities by the end of the programme.

We had an incredible response from the young women and our outcomes and quotes show the huge impact this project has had.

Outcomes:

- 99% have a greater understanding of mental health issues.
- 99% are able to identify sexual harassment and know how to deal with it.
- 99% have a greater ability to recognise negative relationships.
- 97% of participants enjoyed the workshop.
- 85% feel more confident.

"I thought today's workshop was fun, motivational and helpful as I was able to express myself and learn more about humans. I think **GSG** should come back next year and help more people be confident! I enjoyed learning more about sexual harassment and it helped me to feel more confident. I also learned what mental health is. I can help protect myself from negative relationships and sexual harassment by knowing when to create boundaries and realising if I'm being manipulated and if it's wrong."

Pupil, aged 14, The Warren School

Chain Reaction Theatre Company

Trustees Report

"The girls stated that they really enjoyed it and would like more! The girls had examples of mental health issues and were really vocal. Very vocal about sexual harassment and what to do in situations."

Sidra Ali, Safeguarding Officer, Goresbrook School

"I thought today's workshop was very helpful and built my confidence a lot more. I was able to socialise with other girls as well. I enjoyed the games we played and the group work activities. I have learnt to protect myself from negative relationships and sexual harassment by removing myself safely from the situation and telling a trusted adult."

Pupil, aged 14, Eastbury Community School

"I thought today's workshop was great, I loved everything about it. I enjoyed the games. I can help protect myself from negative relationships and sexual harassment by telling a teacher and your parents and guardians."

Pupil, aged 15, Greatfields School

Knowing Me Knowing You - Tackling Bullying and Respecting Difference LONDON SCHOOL TOUR

Dates: November 2023

Funding: Sir William Boreman's Foundation, Essex Youth Trust, The Vintners Company

Areas: London Boroughs of Barking and Dagenham, Newham, Tower Hamlets, Greenwich, Lewisham and Hackney

Total audience: 4,583

In November 2023 we toured our fantastic theatre production **Knowing Me Knowing You (KMKY)** reaching over 4,500 young people! **KMKY** combats bullying by promoting respect, understanding and acceptance whilst encouraging the celebration of difference. It's an upbeat, fun and song-filled performance that challenges the issue of bullying head on. We worked in 26 different schools in total and thanks to the funding we received, 14 of those schools received heavily subsidised shows.

Knowing Me Knowing You uses drama and song to explore the dilemmas faced by a pupil who does not fit in with the crowd and is shunned for being different. The show examines how victims of bullying may feel and the reasons why people might bully others. The project also explores the vital importance of support in these situations, encouraging children that are being bullied to speak to someone. It also demonstrates how the strength of the group can overcome the power of the bully. **KMKY** promotes the importance of accepting each other and embracing our differences including race, religion, disability, gender, body image and sexuality.

All the schools that booked **Knowing Me Knowing You** received a 10-minute hot seating session directly after the show and a Teachers' Resource Pack containing lesson plans to deliver prior and after our visit. The tour was an overwhelming success with great feedback from both pupils and teachers.

Outcomes

- 99% enjoyed the show.
- 86% learnt something new about the effects of bullying.
- 87% learnt ways to help other people who are being bullied.
- 85% learnt something new about different types of bullying.
- 97% think it's important to accept everyone for who they are.
- 95% would like to watch a Chain Reaction performance again.

Chain Reaction Theatre Company

Trustees Report

"PERFORM AT MORE SCHOOLS. My favourite part of the show was when Nicky was getting bullied, instead of crying she stood up to the bully. Watching **Knowing Me Knowing You** taught me that if you get bullied just think of your friends and your future. If someone else is being bullied I could talk to them and see what's wrong and try to comfort them."

Pupil, aged 12, Greatfields School, London Borough of Barking and Dagenham

"Mesmerised! Clear from their questions at the end that they had thought carefully about the messages. Real and contextual examples were spot on to echo the kid's experiences in school and life. Great to use the Q+A at the end. Very powerful... Exceeded all expectations! So professional from initial communication to polished performance. VERY impressed with you all."

**Siân Davies, Deputy Headteacher, William Patten Primary School,
London Borough of Tower Hamlets.**

"The show was wonderful and to my eyes FLAWLESS. My favourite part of the show was all the songs. If someone else is being bullied I could tell a teacher or ask for help. I think it's great we have so many different people in our country because it makes us all unique and special which means there is only one of us."

Pupil, aged 10, Gordon Primary School, London Borough of Greenwich

Chain Reaction's Benefit to the Public:

We are one of the leading providers of free positive arts activities in our target boroughs and are renowned for engaging the most challenging young people and sustaining that engagement. Young people find out about our projects through our strong partnerships and referral routes with schools, youth/social services and through direct outreach work.

We work primarily in areas of high deprivation throughout London and Essex; our main target areas are within the top 20% most deprived boroughs in the country. Research shows that young people from deprived backgrounds are more likely to take drugs or participate in anti-social behaviour. Furthermore the diets of young people of low socio-economic status tend to be poor and girls from the poorest backgrounds are more likely to become teenage mothers than girls from professional backgrounds.

Many of the young people we work with are from very challenging backgrounds and are at risk of developing anti-social and criminal behaviours. We often engage young people who think becoming a teen parent or going on benefits is a more viable life choice than finishing their education. They desperately need positive engagement to stop them slipping through the cracks. With little confidence in what they can achieve, many face emotional difficulties that often result in behaviour issues at school or work. All of this is exacerbated by a lack of positive role models to help them to progress in life, leading to a cycle of low educational attainment and unemployment.

We work with those who:

- Attend Special Education Units and need help re-integrating back into mainstream education.
- Are in the care system and need extra support.
- Are lacking communication and social skills.
- Have ADHD and/or Autism and find it difficult to integrate in a traditional classroom setting.
- Are disengaging from school and need interventions to raise aspirations.
- Are already NEET and need mentoring and tailored support to get them back into education/training/employment.

Chain Reaction Theatre Company

Trustees Report

Chain Reaction's educational performances and workshop programmes are an engaging way for young people to develop new skills, learn new information and explore a wide range of topics that are most relevant and pressing in today's society.

Our work benefits young people and their communities in numerous different ways:

- Educating young people on key health and social issues.
- Promoting community safety.
- Providing interactive arts and cultural activities.
- Providing extensive and up to date information.
- Raising young people's levels of knowledge, self-esteem and confidence so they can make informed decisions about their futures.
- Instilling a sense of community spirit in young people.

Young people who take part in our out-of-school workshops are actively engaging in positive activities away from the streets and out of trouble. Whilst there they enjoy fun, safe, informative, issue-based drama and creative activities that help them explore why and how to avoid negative, anti-social behaviour and focus instead on playing a positive, active part in their community.

Our targeted workshops with young people from Youth Offending Teams, Special Education Units, Youth Inclusion Support Panels and Reception & Reintegration Units ensure that we are working with the most vulnerable youths in our society and tackling the issues that can really make a difference to their futures and the lives of those around them.

The secondary beneficiaries of our projects are the family and friends of the young people with whom we work and members of the wider communities in which they live. Changing attitudes and behaviours make communities more cohesive, safer, happier and healthier places to live. This in turn benefits the whole of society on a long-term basis.

Charity's policy with regards to reserves:

The Board of Directors has examined the requirement for free reserves i.e. those unrestricted funds, designated for specific purposes or otherwise committed. The Board of Directors considers that, given the nature of the charity's work, the level of free reserves should contain sufficient working capital to cover costs. These would include staff redundancies and closure costs at any one time and allow the charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented.

Financial Review

The results of the charity for the year are shown in the annual financial statements set out on pages 18 to 30. The Charity had a total income of £182,628 and a direct charitable expenditure of £180,405. Total fund balances carried forward were £115,023.

Funds and Reserves

The unrestricted funds include a General Reserve carried forward of £67,275 and restricted funds of £47,748. The Board of Directors consider this level of general reserves as sufficient but will still use strategies to ensure this level of reserves remains strong in the next financial year.

Risk Review

The major risks to which the charity is exposed have been reviewed and systems are being established to mitigate those risks. In addition, funding risk is being addressed by creating a better spread amongst various funders.

Chain Reaction Theatre Company

Trustees Report

Structure, Governance and Management

Governing document

Chain Reaction is registered as a charity and company and governed by its Memorandum and Articles of Association and acts entirely as a non-profit making organisation.

Organisational management

The Directors and Trustees are legally responsible for the overall management and control of Chain Reaction. The work of implementing most of their policies is carried out by themselves and the Artistic Director. Directors meet four to six times a year and meetings are led by the Chair. The day-to-day running of the charity is delegated to the respective Artistic Director who also attends meetings of the Directors.

Recruitment and appointment of Directors

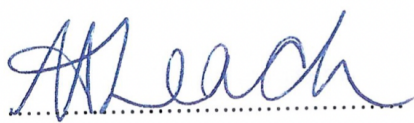
In accordance with the governing document, elections for the Directors take place every year at the Annual General Meeting; if eligible outgoing Directors may offer themselves for re-election. Appointment is on the basis of nominations received from Board Members concerning eligibility, personal competence, specialist skills and local availability.

Induction and training of Directors

Directors are inducted through training days and through informal and formal meetings with established or outgoing Directors. Each is provided with an induction pack and other relevant materials to familiarise themselves with the Charity's operations.

Small companies' provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006. The annual report was approved by the trustees of the charity on Tuesday 10th September 2024 and signed on its behalf by:

A handwritten signature in blue ink, reading 'Nikki Leach', written over a dotted line.

Nikki Leach
Chair of Trustees

Chain Reaction Theatre Company
Statement of Trustees Responsibilities

The trustees (who are also the directors of Chain Reaction Theatre Company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period and otherwise comply with the Companies Act 2014. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for ensuring that the charitable company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charitable company, enable at any time the assets, liabilities, financial position and surplus or deficit of the charitable company to be determined with reasonable accuracy, enable them to ensure that the financial statements comply with the Companies Act 2014 and enable the financial statements to be audited. 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.

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

Approved by the trustees of the charity on Tuesday 10th September 2024 and signed on its behalf by:

A handwritten signature in blue ink, appearing to read 'N Leach', is written over a dotted line.

Mrs N Leach
Chair of Trustees

Chain Reaction Theatre Company

Independent Examiner's Report to the trustees of Chain Reaction Theatre Company ('the company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2024.

Responsibilities and basis of report

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

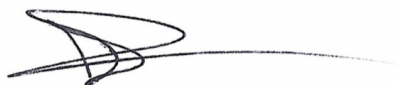
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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

1. accounting records were not kept in respect of Chain Reaction Theatre 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 291 of the 2014 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 methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



Mr Daniel Payne FCCA
Association of Chartered Certified Accountants
Beresfords
Chartered Certified Accountants 1-2
Rhodium Point
Spindle Close Hawkinge,
Folkestone Kent
CT18 7TQ

Date: 19/4/24

Chain Reaction Theatre Company

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	27,520	134,061	161,581
Charitable activities	4	10,514	-	10,514
Investment income	5	742	-	742
Other income	6	9,791	-	9,791
Total income		<u>48,567</u>	<u>134,061</u>	<u>182,628</u>
Expenditure on:				
Charitable activities	7	<u>(69,979)</u>	<u>(110,426)</u>	<u>(180,405)</u>
Total expenditure		<u>(69,979)</u>	<u>(110,426)</u>	<u>(180,405)</u>
Net (expenditure)/income		<u>(21,412)</u>	<u>23,635</u>	<u>2,223</u>
Net movement in funds		(21,412)	23,635	2,223
Reconciliation of funds				
Total funds brought forward		<u>88,687</u>	<u>24,113</u>	<u>112,800</u>
Total funds carried forward	18	<u><u>67,275</u></u>	<u><u>47,748</u></u>	<u><u>115,023</u></u>

Chain Reaction Theatre Company

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	29,444	109,919	139,363
Charitable activities	4	6,231	-	6,231
Investment income	5	132	-	132
Other income	6	5,683	-	5,683
Total income		<u>41,490</u>	<u>109,919</u>	<u>151,409</u>
Expenditure on:				
Charitable activities	7	(31,318)	(114,020)	(145,338)
Total expenditure		<u>(31,318)</u>	<u>(114,020)</u>	<u>(145,338)</u>
Net income/(expenditure)		<u>10,172</u>	<u>(4,101)</u>	<u>6,071</u>
Net movement in funds		10,172	(4,101)	6,071
Reconciliation of funds				
Total funds brought forward		<u>78,514</u>	<u>28,214</u>	<u>106,728</u>
Total funds carried forward	18	<u><u>88,686</u></u>	<u><u>24,113</u></u>	<u><u>112,799</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 18.

Chain Reaction Theatre Company

(Registration number: 05516471)
Balance Sheet as at 31st March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	1,143	412
Current assets			
Debtors	14	665	708
Cash at bank and in hand	15	<u>117,504</u>	<u>119,392</u>
		118,169	120,100
Creditors: Amounts falling due within one year	16	<u>(4,289)</u>	<u>(7,563)</u>
		1	
Net current assets		<u>113,880</u>	<u>112,537</u>
Total assets less current liabilities		115,023	112,949
Creditors: Amounts falling due after more than one year	17	<u>-</u>	<u>(150)</u>
Net assets		<u><u>115,023</u></u>	<u><u>112,799</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		47,748	24,113
Unrestricted income funds			
Unrestricted funds		<u>67,275</u>	<u>88,686</u>
Total funds	18	<u><u>115,023</u></u>	<u><u>112,799</u></u>

Chain Reaction Theatre Company

(Registration number: 05516471)
Balance Sheet as at 31st March 2024

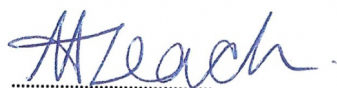
For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 18 - 30 were approved by the trustees, and authorised for issue on 10th September 2024 and signed on their behalf by:



Mrs N Leach Trustee

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Millers House Three Mill
Lane London
E3 3DU

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (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 2014.

Basis of preparation

Chain Reaction Theatre Company 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	5 years straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business. Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

3 Income from donations and legacies

	Unrestricted		Total 2024	Total 2023
	General £	Restricted £	£	£
Donations and legacies;				
Donations received	20	-	20	9,925
Grants, including capital grants;				
General grants	<u>27,500</u>	<u>134,061</u>	<u>161,561</u>	<u>129,438</u>
	<u>27,520</u>	<u>134,061</u>	<u>161,581</u>	<u>139,363</u>

4 Income from charitable activities

	Unrestricted	Total 2024	Total 2023
	General £	£	£
Project and schools income	<u>10,514</u>	<u>10,514</u>	<u>6,231</u>

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>742</u>	<u>742</u>	<u>132</u>

6 Other income

	Unrestricted General £	Total 2024 £	Total 2023 £
Theatre tax relief refunds	<u>9,791</u>	<u>9,791</u>	<u>5,683</u>

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

7 Expenditure on charitable activities

		Unrestricted		Total	Total
	Note	General	Restricted	2024	2023
		£	£	£	£
Governance costs	8	1,440	-	1,440	1,440
Depreciation		118	-	118	37
Staff costs		41,156	54,251	95,407	87,430
Freelance project staff		-	52,806	52,806	30,445
Staff training		501	-	501	-
Volunteer expenses		880	-	880	315
Rent, rates and venue hire		10,080	-	10,080	10,080
Insurance		1,284	-	1,284	1,250
Project costs		-	3,369	3,369	3,089
Repairs and maintenance		799	-	799	579
Telephone and internet		1,871	-	1,871	1,514
Computer software and maintenance costs		3,104	-	3,104	2,500
Printing, postage and stationery		1,917	-	1,917	726
Travel expenses		2,497	-	2,497	1,606
Hospitality and refreshment expenses		2,013	-	2,013	1,777
Bank charges		126	-	126	152
Legal and professional fees		1,488	-	1,488	963
Cleaning		438	-	438	1,154
Subscription and membership fees		267	-	267	281
		<u>69,979</u>	<u>110,426</u>	<u>180,405</u>	<u>145,338</u>

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

8 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	<u>1,440</u>	<u>1,440</u>	<u>1,440</u>
	<u>1,440</u>	<u>1,440</u>	<u>1,440</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	81,535	74,466
Social security costs	8,717	8,283
Pension costs	<u>5,155</u>	<u>4,681</u>
	<u>95,407</u>	<u>87,430</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
General staff	<u>3</u>	<u>3</u>

3 (2023 - 3) of the above employees participated in the Defined Contribution Pension Schemes.

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

11 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>1,440</u>	<u>1,440</u>

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Office equipment £	Total £
Cost		
At 1 April 2023	449	449
Additions	<u>849</u>	<u>849</u>
At 31 March 2024	<u>1,298</u>	<u>1,298</u>
Depreciation		
At 1 April 2023	37	37
Charge for the year	<u>118</u>	<u>118</u>
At 31 March 2024	<u>155</u>	<u>155</u>
Net book value		
At 31 March 2024	<u>1,143</u>	<u>1,143</u>
At 31 March 2023	<u>412</u>	<u>412</u>

14 Debtors

	2024 £	2023 £
Prepayments	<u>665</u>	<u>708</u>

15 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	959	556
Cash at bank	<u>116,545</u>	<u>118,836</u>
	<u>117,504</u>	<u>119,392</u>

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Other loans	150	224
Payroll taxes due	2,263	4,011
Other creditors	-	821
Accruals - independent examination	1,876	1,843
Deferred income	-	664
	<u>4,289</u>	<u>7,563</u>

17 Creditors: amounts falling due after one year

	2024 £	2023 £
Bank loans	-	150

18 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General	88,687	48,567	(69,979)	67,275
Restricted funds	<u>24,113</u>	<u>134,061</u>	<u>(110,426)</u>	<u>47,748</u>
Total funds	<u>112,800</u>	<u>182,628</u>	<u>(180,405)</u>	<u>115,023</u>
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	78,514	41,490	(31,318)	88,686
Restricted funds	<u>28,214</u>	<u>109,919</u>	<u>(114,020)</u>	<u>24,113</u>
Total funds	<u>106,728</u>	<u>151,409</u>	<u>(145,338)</u>	<u>112,799</u>

Chain Reaction Theatre Company

Notes to the Financial Statement for the Year Ended 31st March 2024

19 Analysis of net assets between funds

	Unrestricted funds	Restricted	Total funds at 31 March 2024
	General £	funds £	£
Tangible fixed assets	1,143	-	1,143
Current assets	70,422	47,747	118,169
Current liabilities	<u>(4,289)</u>	<u>-</u>	<u>(4,289)</u>
Total net assets	<u>67,276</u>	<u>47,747</u>	<u>115,023</u>
	Unrestricted		Total funds
	funds	Restricted	at
	General	funds	31 March
	£	£	2023
			£
Tangible fixed assets	412	-	412
Current assets	95,987	24,113	120,100
Current liabilities	(7,563)	-	(7,563)
Creditors over 1 year	<u>(150)</u>	<u>-</u>	<u>(150)</u>
Total net assets	<u>88,686</u>	<u>24,113</u>	<u>112,799</u>