



Para Dance UK Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2021

INDEPENDENT AUDITORS LLP

Chartered accountants
Emstrey House North
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

Para Dance UK Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 July 2021

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Para Dance UK Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 July 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2021.

Reference and administrative details

Registered charity name	Para Dance UK Ltd
Charity registration number	1116988
Company registration number	05875014
Principal office and registered office	1st Floor Building 2 Croxley Business Park Watford WD18 8YA

The trustees

Mrs R Beaton	
Mrs S Bairstow	
Mr R Barlow	
Mrs D Lapidot	
Mr E Longworth	(Appointed 7 November 2020)
Mrs S K Preston	
Mrs C Woolfe	(Appointed 7 November 2020)
Mr R Lewington	(Resigned 13 April 2021)
Mrs A M Morgan	(Resigned 1 September 2020)

Independent examiner	Jonathan Dale BA(Hons) FCA Emstrey House North Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG
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Year ended 31 July 2021

Structure, governance and management

The company, which is limited by guarantee and does not have a share capital, is incorporated in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity which in this instance are the Trustees.

The charity is governed by its Memorandum and Articles incorporated 13/07/2006 as amended by Special Resolutions dated 20/08/2012, 14/09/2013, and as amended by a certificate of incorporation on change of name dated 17 October 2017.

The Memorandum and Articles are formally managed by a Trusteeship of up to eight individuals (including the Chair of the Trustees) supported by an Honorary Board Secretary. At 31 July 2021, seven trustee positions were filled with one vacancy. Accompanying this is our standing orders and scheme of delegation which guide the organisation on matters of internal governance and approval.

For the period, the Board of Trustees held meetings every month which were minuted by the Honorary Secretary. The Chair worked with the senior management team to ensure that the Board are focused on the correct matters affecting the Charity (strategy, finance, risk) and supports the Board to take timely decisions.

Supporting the Board are voluntary external advisors covering areas of compliance such as Complaints/Sports Appeals, Adjudication, Classification and Anti-Doping. We also had four sub-committees covering Finance, Governance, Appeals, and Dance Sport who have delegated authority from the Board to provide additional assurance that the charity is operating effectively. Subcommittees' are regularly reviewed to ensure relevancy in support of the Board of Trustees.

Para Dance UK has a National Representative (as outlined in the Memorandum and Articles) who is voted for by the Associate Membership every 3 years. The purpose of the representative is to support the member's voice about Para Dance UK service delivery and the evolution of disability dance and Para DanceSport in the UK.

Providing operational management on behalf of the Board was a senior management team comprising of the Chief Executive Officer, Operations Manager and Head of Dance who ran the day to day activities of the charity. Delivery of the charity's objectives is supported through a small team of employees and volunteers who have a wide range of roles across the charity.

We are governed by our ethical framework which underpins everything we do. Our ethical framework is formed around the areas that we believe are essential to upholding. All individuals or partner organisations are asked to agree or work toward achieving our ethical standards.

Our ethical Framework is:

"Para Dance UK is committed to sustaining and advancing best practice whilst allowing people of all abilities the opportunity to experience dance, and the benefits it can provide"

- **SAFETY**- all dance activities should be carried out under safe practice. This covers not only the dance practice itself but also risk assessments for venues and equipment and training and checks for any personnel involved.
- **EQUALITY**- everyone has the right to dance, and to be given the same opportunities. Para Dance UK is opposed to discrimination and segregation of any kind, including ability, equipment, age, gender, race, sexuality or religion.

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- **DIGNITY**- all dance activities should protect the dignity of those taking part or viewing. This begins at the inception of the dance session or performance and is carried out until completion. Para Dance UK will not endorse any activities which are believed to compromise the participants.
- **FUN**- dance is fun! We believe that dance should be enjoyable and allow participants to take part at a level that they enjoy. Dance practices are fully adaptable to suit all abilities and Para Dance UK fully supports dance at both social and competitive levels whilst ensuring that it continues to provide enjoyment."

Trustees

Trustees are recruited using standard recruitment procedures whereby vacant roles are advertised externally with a supporting job description and person specification. We advertise using online recruitment websites, our website and social media platforms. For selection, candidates are asked to make a formal application and invited for an interview. The selection panel is made up of at least two representatives from the Chair, CEO, Independent Chair and another trustee. Trustees are inducted into the organisation in a similar way to employees and are supported by an allocated mentor (an existing Trustee) and the Chair of the Board.

Currently, there are no set terms for the length of time a trustee can serve (which is under review) and our Associate Members do not vote trustees onto the Board. The Chair position was voted for by the trustees following the governance review in 2018. This will be reviewed when we refresh our Memorandum and Articles in 2022. The longest-serving trustee is currently the Chair from 10 December 2016, having served 4 years and 4 months up to 30 April 2020. Adverts for specialist trustee roles are aligned to the outcomes of our skills audit, which is carried out at least every 2 years or when key vacancies emerge on the Board. Our last audit was completed in November 2020.

Independent Chair

The role of the Independent Chair (fulfilled by Martyn McCarthy as of the 24th February 2020) is to maintain the standards and ethics of Para Dance UK and to make sure that the trustees keep to the aims and objectives of the charity. The Independent Chair makes sure that we have an independent and fair system to investigate and deal with any allegations of foul play or misconduct. They do this in a way that is fair, consistent, efficient, and in line with the Para Dance UK Disciplinary Regulations and Codes of Conduct. They also oversee the voting process for the Associate Membership to select a national representative.

The Independent Chair is recruited using standard recruitment procedures whereby a vacant role is advertised externally with a supporting job description and person specification. Candidates are asked to make a formal application and invited for an interview. The selection panel for this role is made up of at least the three individuals from the SMT and Trustees and must be accepted by a formal vote of a majority of the Board of Trustees.

National Representative

The National Representative reported to the Board of Trustees on matters concerning our Associate Membership such as suggestions, concerns and opportunities. They also provided advice regarding surveys and communicating with the Associate Membership, so that we could gain feedback about our services for Inclusive Dance. Katie Goodwin was confirmed as National Representative from November 2020 to October 2023, following a vote by the Associate Membership in October 2020.

The National Representative is supported by a Membership Trustee who is a key point of contact with the Board. At the time of writing, we were working with the National Representative to review how they could best engage with the Board of Trustees.

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The National Representative is voted for by the Associate Membership for a term of 3 years. We provide a role description to all Associate Members and invite candidates to put themselves forward to be voted for by the Associate Membership. Candidates are asked to provide a profile about why they would like to be the Membership Representative, along with a photograph of themselves. Candidate profiles are then sent to Associate Membership for them to vote upon.

All nominations are sent to the Independent Chair who will ensure that each nomination is eligible. They then assign one vote to the relevant candidate per Associate Member. All votes are collated and verified by the Independent Chair and the final decision is then announced at the next annual general meeting nearest to the end of the 3-year term.

Staff and Volunteers

Staff and volunteers are recruited using standard recruitment procedures, vacant roles are advertised externally with a supporting job description and person specification. We advertise using online recruitment websites, our website and social media platforms. For selection, candidates are asked to make a formal application and invited for an interview. The selection panel is comprised of the Senior Management Team. For Senior Management vacancies, the same process is used, except that the selection panel is made up of the Chair, a Trustee, Chief Executive Officer (CEO), and the Independent Chair.

At the time of writing this report, we said a sad goodbye to our CEO, Patrick McGeough. Patrick provided strong leadership to the charity and the operational team over the past 10 years. He took the charity from strength to strength by tripling our annual turnover and building credibility and trust in in Para Dance UK across the sector. We thank Patrick for all he has done for Para Dance UK.

We appointed an interim CEO in March 2022, Eddie Longworth. Eddie brings a wealth of experience about dance, dance sport and how to grow organisations. Eddie is a competitive ballroom dancer in his spare time, and has been involved with Para Dance UK since 2020.

Training and Compliance

Everyone who joins the organisation is provided with a standard induction which comprises information about Para Dance UK aims, objectives, and standard procedures. Everyone is provided with a handbook outlining key areas of compliance and expected conduct and probation period. All employees and volunteers are required to have an up to date Disclosure and Barring Service (DBS) check and have Safeguarding training at an appropriate level.

All trustees, representatives, employees and volunteers are asked to formally agree to our code of conduct and confidentiality agreement. A register of interests is maintained by the Honorary Secretary and Operations Manager, and details all other interests that staff and volunteers may have. Declarations of interest are asked for at each Board meeting by the Chair and recorded.

Equality, Diversity, Inclusion and Fairness

We are committed to equal opportunities as a service provider and employer.

As a disability lead organisation, we strive to ensure that we do not exclude the disability community or any other community with protected characteristics. We continue at the board and management level to make sure that decisions are inclusive, and that we undertake an equality impact assessment when developing new services.

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Objectives and activities

The primary objective of the charity is the relief of people with disabilities by providing recreational and sporting opportunities in the form of Para Dance Sport and inclusive dance and wheelchair DanceSport in all its forms. This is defined as:

- **Inclusive and Social Dance:** Fun and engaging dance classes, open to all, and participation opportunities for people with disabilities to access a variety of dance styles.
- **Competitive and elite sport:** Para Dance Sport is Competitive Freestyle, Ballroom and Latin dance for solo and duo wheelchair dancers and 'combi' - a partnership of one standing and one wheelchair dancer.

To give every person with a disability the chance to dance, we provide a range of options to access Inclusive Dance and Para Dance Sport in a safe and supportive environment. We have four strands:

- **Community:** We provide inclusive dance participation sessions in social care, healthcare, education and community care settings. A range of people access our activities, many of whom have multiple disabilities and sometimes complex physical and communications needs. Universally, participants and their carers report positive impacts including boosts in confidence and self-esteem, a sense of belonging and social interaction, and improved physical fitness, mental health, and wellbeing.
- **Training:** We want to enable the dance community to see and engage with dancers with disabilities fairly and safely, providing opportunities for participation and growth. To this end we provide a variety of professional training programmes for those individuals seeking to offer inclusive dance activities to disabled people. By upholding high standards in inclusion and best practice, we support and enable the mainstream community to develop their awareness, skills and understanding in making their activities accessible and engaging.
- **Voice:** Working with a wide variety of partners to promote the voice of dancers with disabilities and highlight the benefits of dance, movement and inclusion. We are working with leading organisations to explore how we can develop and grow opportunities for disabled dancers within the UK.
- **Competitive & Elite Sport:** As the National Governing Body (NGB) for Para Dance Sport in the UK, we continue to meet our responsibilities around setting the rules and regulations within the UK, as well as upholding those set by the International Paralympic Committee (IPC). We represent Great Britain internationally within the Para Dance Sport community, whilst working to identify and develop upcoming talent and encouraging grassroots and social engagement.

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Achievements and performance

2020-2021 continued to be an unprecedented year as Para Dance UK managed the impact of the coronavirus pandemic on our community. Vulnerable people were asked to continue shielding, which meant that we were unable to deliver face to face services and had to diversify our services to be delivered online and we had to adjust our ways of working both internally and externally. This included finding new ways to continue to work alongside partners, deliver our portfolio of projects and programmes, while seeking to strengthen our impact and profile to ensure that disabled people in the movement and dance community had a voice in these challenging times.

This caused significant disruption to how we operated and meant that we needed to implement our emergency plan to stabilise the charity and ensure that we could continue to provide some form of services.

Our focus was obtaining funding so that we could begin to convert our to online delivery as we recognised that people with disabilities and health needs would be unlikely to emerge from the pandemic as quick as people with disabilities. We were aware that disruption would continue well into 2021 and needed to convert services such as dance sessions, competition, dance days, and our inclusive dance training.

In 2020-2021 our priorities were to address a number of key issues as, pre-pandemic, our delivery medium was predominantly face to face in community settings such as schools, care homes, and leisure centres. Access to these settings became unsafe and face to face delivery wasn't possible.

This completely changed the way in which we needed to work, and we therefore accessed emergency Covid funding to allow us to undertake development work to convert our services for online delivery.

We created new programmes such as 'Tour of the Floor' designed for mass participation and enable people to access a variety of dance genres and styles. We also created 'Fit for the Floor' to support competitors and athletes to stay fit at home.

Throughout the year we have added to these programmes to provide a video library of content targeted at a wide range of abilities and styles.

This work allowed us to:

- share expertise and promote good practice in inclusive movement and dance activity,
 - continue to engage and enable dance opportunities for the disabled dance community to continue being creative, active and social via pre-recorded or online activity,
 - support our instructors and associated groups with information and guidance, as well as providing funding to help some groups to continue to running sessions online,
 - successfully access nearly £400,000 of emergency Covid-19 funding which was spent over the 2-year period 2020-22
 - work with new funders such as Sport England and Arts Council who supported Para Dance UK with emergency funding in 2020 to deliver community activities and diversify our services,
 - using data and evidence to start planning what our priorities will be for the future post-pandemic.
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Given the scale of the disruption caused by the COVID-19 pandemic, we welcomed the rapid response from funders to provide emergency funding, and their flexibility to carry forward funding into the 2021-2022 period to continue our recovery.

As we are the National Governing Body for Para DanceSport, it was important for us that we didn't furlough our staff as we were not certain that we would have the capacity to re-open. Using the funding allowed us to take key decisions about how we could recover following the emergency and continue to offer services to people with disabilities when they needed them.

Many of the people that we work with have challenges accessing online services and we believed that some service was better than no service at all. Like all organisations, we have continued to rebuild and recover from the devastating impact of Covid.

Financial and Internal Management

We also took the opportunity to develop further our internal controls and management capability. Specifically, we began a programme of reshaping our financial management system to include new software and process redesign. This has enabled us to track even more closely every aspect of our work and to report to our funders the effectiveness of their support.

Our additional highlights for the year were:

Community:

- We continued to grow our participation, in 2020-2021 we engaged with over 3600 people who participated in Para Dance Sport, inclusive dance, or both. Participation was lower than anticipated across the year due to the continued national lockdowns.
 - We have seen a drastic decline in our active groups down from 39 to 10 active affiliated dance groups which were also open to the public. This was because some groups were not able to restart face-to-face activities, due to social distancing requirements once lockdowns ended, and a decrease in the number of instructors.
 - We continued to partner with Leonard Cheshire Wales to develop a second year around the 'Strictly Cymru' dance event where people with disabilities came together from across Wales to participate. To adapt during the pandemic, we reformatted the competition to online event in which, over 250 people from the disability community took part to showcase that #EveryoneCanDance.
 - You can see a film of the grand final via this link at 'You Tube' <https://www.youtube.com/watch?v=1333333333>
 - We worked with the Anchor Hanover to provide pre-recorded sessions for their communities, in which 250 residents accessed them during lockdown.
 - In December 2020, we continued our partnership with Harrow Arts Centre by establishing a weekly dance class for disabled children and young people. The class continued online during the pandemic with 15 children taking part each week. The next step is to establish an adult group in 2021-2022.
 - We continued our partnership with other organisations such as SENSE and Limb Power to develop and deliver pre-recorded and live dance sessions in which 350 people were able to continue to keep active during the pandemic.
 - We also worked with Limb Power and the Youth Sport Trust to develop 4 factsheets
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that enable children and young amputees to continue to be active in dance while not accessing their classes.

- We worked with UK Active as part of their Great British Week of Sport and run an Inclusive Day of dance which was held remotely in September 2020 and consisted of the following:
 - Three 45-minute inclusive dance workshops in street dance, contemporary and movie musical theatre.
 - Case studies to show the impact that dance can have on individuals' lives
 - A live panel discussion explored "How COVID-19 has changed the landscape of access to dance." Panellists included representatives from the Imperial Society of Teachers of Dancing (ISTD), Capezio Ballet Makers Europe, UK Active, Sport and Recreation Alliance, Para Dance UK and dance artists and professionals.
 - Over 1,400 people signed up to participate in our inclusive day of dance run online. These included 102 individuals who logged in to dance from their homes. 8 schools with a reach of 1,318 pupils in the 0-18 age range, one of which we are now exploring opportunities to open up a dance school within their PE Department.
- We were delighted to see our partnership with Alexandra Palace continue for a third year in running our Para Dance Youth Games. We were extremely pleased to continue to work with 200 children from Special Educational Needs (SEN) schools in London and surrounding areas and for them to join us for a Launch event in April 2021 showcasing the performance we had supported them to bring alive

You can see the final performance via this link on You Tube: <https://www.youtube.com/watch?v=1333333333>

We look forward to continuing to work with Alexandra Palace and working with even more young people to showcase their creativity in dance and inspire other children to get involved in the 2021-2022 event.

"The sessions have enabled us to form a group that all look forward to seeing each other each week. We have seen an increase in communication/connectivity between regular participants and have seen these sessions improve the participants mental health as well as their physical health through being interactive with each other.

The live sessions have been amazing!"

Community Programme Co-ordinator

Training:

- Our Inclusive Dance Training (IDT) celebrated its fourth birthday and continued to inspire and engage by providing practical knowledge to dance instructors on how to make dance inclusive within a range of different environments. We piloted a remote version of the course with 10 individuals with the aim to relaunch the training in September 2021 and continue to offer bursaries to encourage people to do the training.
- On 31 July 2021, we had a total of 62 affiliated instructors across the UK. We retained 52 instructors and acquired 10 newly affiliated instructors. This decline in instructors was due to the impact of several instructors and individuals furloughing or cancelling all subscriptions due to not running dance activity classes. We hope that we can rebuild

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our network of instructors and engage with new individuals as well during 2022-2023.

- To increase the knowledge and confidence of our Affiliated Instructors, we released 14 disability and genre-specific pre-recorded development sessions to grow and expand their knowledge during the year.
- We continued our development work to design a Para Dance Sport training course. We expect to launch this during 2022-2023 but this will be dependent on how the sector recovers from the pandemic during 2021-2022.

"Right now, while the world is going through a pandemic, I feel so privileged to be providing dance sessions to our members and participants, and to be able to carry on doing what I love!

Affiliated Instructor

Voice

- We have continued to partner with the Imperial Society of Teachers of Dancing (ISTD) to review how they can adapt their syllabi in the future and are continuing to be part of their disability forum to explore how we can apply this learning within other inclusive dance contexts within ISTD.
- We collaborated with other National Bodies on guidance and support for disabled people in sport and inclusive dance. Our 'Return to Play Guidance' was launched in August 2020 and reviewed over 2020-2021 in line with the Government guidance when released.
- In celebration of what would have been our 9th Annual National Championship in 2020, our staff and athletes created an inspiring video to make it possible to bring our community together virtually. Featuring symbolic dance moves from various members of our family, the video conveys the message of hope that we'll be free to safely meet them again the next year 2021-2022 to compete, award medals, and celebrate everyone's amazing achievements! For now, the 2020 National Championships will be celebrated with a great song that carries an important message as we look forward to a better day!

You can watch the video here: [http:](http://)

- We continue to be one of the main partners in 'The 11 Million Reasons to Dance network'. This network is for anyone who currently works within the accessible and inclusive dance community. The network aims to ensure that there are sustained opportunities for people with disabilities to participate in dance. During 2020-21 we worked with partners to run several online events to bring disabled artists and the wider inclusive dance community together.
- Other partnerships were with:
 - EMD UK (the national governing body for movement, dance and exercise) to offer a streamlined package of general support and training to our affiliated instructors. The purpose was to provide the most up to date information across several areas such as good governance. In return, we have been exploring ways to develop a specialist support package about inclusion and inclusive dance for their wider membership which we hope to launch in 2021-2022.

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- University College London, University Bedfordshire and Coventry University to provide talks and presentations to their students virtually. This included medical students looking at dance as a tool for rehabilitation, and dance and music students studying to become teachers. These workshops and lectures allowed us to champion the benefits of dance for health and wellbeing, and provide information about how to practically make dance inclusive of people with disabilities.
- Creative Arts to run joint online networking events for UK arts organisations where we continue to share experience, best practices, and ideas from across Dance, Art, Theatre and other art forms about how to keep creative and engaged the disability community.
- In February 2021 we were asked to be part of the Dance School Safeguarding Working Group (DSSWG). This group is a multi-agency group formed in the wake of the Ballet West allegations in the summer of 2020. The group has a single overarching aim: we want children who attend dance teaching in out of school settings in the UK to be safe because settings follow good safeguarding practices.

Competitive and Elite Sport

- We continued to foster our relationship with the International Paralympic Committee through World Para Dance Sport (WPDS) to promote the Great Britain National Team at International Championships. We virtually continued to attend International WPDS conferences and meetings, championed GB views, and engaged with them about developments in the sport internationally.
- We attended British Paralympic Association meetings as a non-voting member to champion Para Dance Sport in the UK.

Strategic Engagement and Collaboration:

- We engaged with key partners such as Sport & Recreational Alliance (SRA) in championing inclusivity in movement and dance across key leisure and recreational communities. We are a member of the Movement and Dance Division and supported the development and launch of a new report shining a light on the social value of movement and dance to the UK.

You can see more via the link <https://www.paradanceuk.org.uk/research/>

We are looking forward to continuing that research and developing more opportunities to evidence the impact dance has on the wider community.

- We worked with leading dance agencies, such as One Dance UK and People Dancing, to champion the voice of professional dancers with disabilities and to promote the benefits of dance, movement and inclusion for people with disabilities.
- We continue to engage with the four Dancesport bodies across the UK in developing and offering more localised opportunities for inclusive Dance sport in Wales, England, Scotland and Northern Ireland.

Developing Para Dance Sport in the UK:

- In July 2021 we had to postpone what would have been our 10th National Championships due to the pandemic. We are exploring options for our 2022
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championships.

- We established the National Paralympic Sport Technical Committee (NPSTC) which brings together expertise from across the sector. This team will look to grow and develop the sport in 2021, following some delays due to the pandemic in 2021-2022.
- A key appointment in 2020 was the chair of NPSTC, which I am pleased to confirm as Vera Randall-Noyce, who brings a wealth of experience with her from the Dance Sport Community.
- Our Head of Classification, Dr Amal Hassan, led work to develop an updated system of classification. Working with the National Paralympic Sport Technical Committee, she has undertaken an evidence review and engaged with experts to review the classification system. Using this information we started the development of a new system of classification, this was delayed due to the pandemic but hope to announce a new system in 2022.
- We have continued to review our anti-doping rules and will bring new medical support onboard in the position of a Chief Medical Officer in which is being advertised. More details will follow in 2021-2022.
- Our Head Adjudicator Martin Bird has been reviewing our rule book and training for Para Dance Sport Adjudicators. More information will be available in 2021 - 2022.

National Team

Like many other competitive sports, we were extremely disappointed that we could not send our National Team to any Para Dance Sport Competitions in 2020-2021 due to national and global lockdowns, with championships postponed or cancelled. We know the representation of our country for our athletes is something they are extremely proud of and we are committed to ensuring that Team GB will be looking to get back to competing in 2021-2022 if possible.

We also look forward to bringing good news as to who has been selected following this 2-year break for Team GB and working with them to challenge our international counterparts for podium potential. We will work with the athletes in identifying and developing better governance and sponsorship for Team GB over the next few years.

We are happy to announce that we will have 4 individuals who signed onto the GB Talent Pathway in 2020-2021. We shall be looking to promote this opportunity to more individuals to put themselves forward for selection to join the Talent Pathway.

Looking to the Future

Our ambition for the future is that every disabled person in the UK has the opportunity to dance if they want to. Using our experience as the national governing body for Para Dance Sport, and our proven track record in delivery over the past 15 years, we are seeking to transform access to inclusive dance in the UK. In 2021-2022 we'll focus on how to we can achieve this big ambition, and we will engage with our associate membership in think about what this could look like.

We want to respond to the Sport England Active Lives report (published in April 2021) which confirmed that inactivity for disabled people was 42.5% (including those with long-term health conditions) which was twice as high as that for non-disabled people (22.9%).

In 2021-2022 we will:

1. Continue to deliver online content so that we can reach significantly more people who
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may prefer to dance at home.

2. Explore how and when we can begin to deliver face to face dance opportunities.

3. Increase training of dance teachers so that they can deliver safe and inclusive dance to people with disabilities.

4. Increase the number of instructors able to run open access, inclusive dance classes, and diversify geographically achieving UK wide coverage.

- Providing guidance and support were requested to help groups continue to rebuild and restart

- Offering continued professional development

5. Rebuild and develop opportunities for our athletes to compete and develop skills with Para Dance Sport in the UK

- Prepare the National Team for the 2022 season (as appropriate)

- Continue to develop our talent pathway

6. Work through and extend our national partners such as Phab and Leonard Cheshire.

7. Continue to develop our plans for the next 5 years including a review of our organisational capabilities and bring new skills to the board of trustees

Financial review

The coronavirus pandemic continued to have a significant impact on our 2020-2021 finances for the financial year. This impacted both our income and our expenditure, resulting in higher than expected monies received. A key factor for this increased income was accessing emergency funding during 2019 - 2020 which was carried forward into 2020-2021 to cover our core costs, and to allow us the capacity to be able to modify our services from face-to-face delivery to online services, whilst we were in a national lockdown and socially distancing. This provided us with the flexibility to begin to recover from the pandemic.

We received lower income when compared to last year (2019-2020), with total income received decreasing from £277,297 to 246,365 (a decrease of 11%). This was predominantly due to Covid-19 emergency funding being available the previous year. We received funding from a range of funders. Our largest funders were the National Lottery Building Communities Fund and Hertfordshire Community Foundation.

Our cash at the bank rose from £255,179 to £319,018 (an increase of 25%). Our expectation for 2022-2023 is that we will spend our restricted and a proportion of our unrestricted funds to make sure that Para Dance UK can maintain our services both now, and in the future. We will bring in additional expertise into the organisation to help us design and deliver a new approach to fundraising, which will provide us the foundations for generating funding in the future.

Small company provisions

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

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The trustees' annual report was approved on 28 April 2022 and signed on behalf of the board of trustees by:



Mrs R Beaton
Trustee

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Independent Examiner's Report to the Trustees of Para Dance UK Ltd

Year ended 31 July 2021

I report to the trustees on my examination of the financial statements of Para Dance UK Ltd ('the charity') for the year ended 31 July 2021.

Responsibilities and basis of report

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

Having satisfied myself that the 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 the 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 the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Jonathan Dale BA(Hons) FCA
Independent Examiner

Emstrey House North
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

28 April 2022

Para Dance UK Ltd
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 July 2021

		Unrestricted funds	2021 Restricted funds	Total funds	2020 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	56,041	190,324	246,365	277,297
Total income		<u>56,041</u>	<u>190,324</u>	<u>246,365</u>	<u>277,297</u>
Expenditure					
Expenditure on charitable activities	6,7	2,243	175,809	178,051	107,735
Total expenditure		<u>2,243</u>	<u>175,809</u>	<u>178,051</u>	<u>107,735</u>
Net income and net movement in funds		<u>53,798</u>	<u>14,515</u>	<u>68,314</u>	<u>169,562</u>
Reconciliation of funds					
Total funds brought forward		36,417	208,261	244,678	75,116
Total funds carried forward		<u>90,215</u>	<u>222,776</u>	<u>312,991</u>	<u>244,678</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 18 to 25 form part of these financial statements.

Para Dance UK Ltd
Company Limited by Guarantee
Statement of Financial Position
31 July 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	13	2,474	–
Current assets			
Cash at bank and in hand		319,018	255,179
Creditors: amounts falling due within one year	14	8,500	10,501
Net current assets		310,518	244,678
Total assets less current liabilities		312,992	244,678
Net assets		<u>312,992</u>	<u>244,678</u>
Funds of the charity			
Restricted funds		222,776	207,761
Unrestricted funds		90,215	36,917
Total charity funds	15	<u>312,991</u>	<u>244,678</u>

For the year ending 31 July 2021 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 company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 28 April 2022, and are signed on behalf of the board by:



Mrs R Beaton
Trustee

The notes on pages 18 to 25 form part of these financial statements.

Para Dance UK Ltd
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 July 2021

	2021	2020
	£	£
Cash flows from operating activities		
Net income	68,314	169,562
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	373	–
Accrued expenses	5,300	3,200
<i>Changes in:</i>		
Trade and other creditors	(7,261)	7,261
Cash generated from operations	66,726	180,023
Net cash from operating activities	<u>66,726</u>	<u>180,023</u>
Cash flows from investing activities		
Purchase of tangible assets	(2,847)	–
Net cash used in investing activities	<u>(2,847)</u>	<u>–</u>
Cash flows from financing activities		
Proceeds from borrowings	(40)	40
Net cash (used in)/from financing activities	<u>(40)</u>	<u>40</u>
Net increase in cash and cash equivalents	63,839	180,063
Cash and cash equivalents at beginning of year	255,179	–
Cash and cash equivalents at end of year	<u>319,018</u>	<u>180,063</u>

The notes on pages 18 to 25 form part of these financial statements.

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 July 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1st Floor, Building 2 Croxley Business Park, Watford, WD18 8YA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 July 2021

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 July 2021

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Plant and machinery - 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 July 2021

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The charity is a company limited by guarantee. All of the Trustees are members of the company and guarantee to contribute £5 in the event of a winding up of the company.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations and legacies - unrestricted	39,972	–	39,972
Donations and legacies - restricted	–	169,824	169,824
Income from charitable activities	13,625	–	13,625
PDUK Training courses	2,444	–	2,444
Bursaries	–	20,500	20,500
	<u>56,041</u>	<u>190,324</u>	<u>246,365</u>

Para Dance UK Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations and legacies - unrestricted	34,549	–	34,549
Donations and legacies - restricted	–	228,945	228,945
Income from charitable activities	4,511	–	4,511
PDUK Training courses	9,292	–	9,292
Bursaries	–	–	–
	<u>48,352</u>	<u>228,945</u>	<u>277,297</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Provision of para dance sport activities	(2,769)	118,423	115,653
Support costs	5,012	57,386	62,398
	<u>2,243</u>	<u>175,809</u>	<u>178,051</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Provision of para dance sport activities	7,347	65,536	72,883
Support costs	31,014	3,838	34,852
	<u>38,361</u>	<u>69,374</u>	<u>107,735</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Provision of para dance sport activities	<u>115,653</u>	<u>62,398</u>	<u>178,051</u>	<u>107,735</u>

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 July 2021

8. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2021 £	Total 2020 £
Staff costs	21,964	21,964	6,512
Premises	8,545	8,545	3,839
Communications and IT	2,771	2,771	770
General office	14,887	14,887	20,986
Finance costs	19	19	45
Governance costs	13,463	13,463	2,700
	<u>61,649</u>	<u>61,649</u>	<u>34,852</u>

9. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	<u>373</u>	<u>—</u>

10. Independent examination fees

	2021 £	2020 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,000</u>	<u>—</u>

11. Staff costs

The average head count of employees during the year was 6 (2020: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Direct staff	4	3
Administrative staff	<u>2</u>	<u>1</u>
	<u>6</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Para Dance UK Ltd
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 July 2021

13. Tangible fixed assets

	Plant and machinery £
Cost	
At 1 August 2020	1,322
Additions	2,847
At 31 July 2021	<u>4,169</u>
Depreciation	
At 1 August 2020	1,322
Charge for the year	373
At 31 July 2021	<u>1,695</u>
Carrying amount	
At 31 July 2021	<u>2,474</u>
At 31 July 2020	<u>–</u>

14. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	–	2,700
Accruals and deferred income	8,500	3,200
Director loan accounts	–	40
Other creditors	–	4,561
	<u>8,500</u>	<u>10,501</u>

15. Analysis of charitable funds

Unrestricted funds

	At 1 August 2020	Income £	Expenditure £	Transfers £	At 31 July 2021
General funds	£ 36,417	£ 56,041	£ (2,243)	£ –	£ 90,215

	At 1 August 2019	Income £	Expenditure £	Transfers £	At 31 July 2020
General funds	£ (31,164)	£ 48,352	£ (38,361)	£ 58,090	£ 36,917

Para Dance UK Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

15. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 2020	Income £	Expenditure £	Transfers £	At 31 July 2021 £
Restricted Funds	208,261	190,324	(175,809)	—	222,776

	At 1 August 2019	Income £	Expenditure £	Transfers £	At 31 July 2020 £
Restricted Funds	106,280	228,945	(69,374)	(58,090)	207,761

16. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	—	2,474	2,474
Current assets	92,215	226,803	319,018
Creditors less than 1 year	(2,000)	(6,500)	(8,500)
Net assets	90,215	222,777	312,992

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	—	—	—
Current assets	36,917	218,350	255,267
Creditors less than 1 year	—	(10,589)	(10,589)
Net assets	36,917	207,761	244,678

17. Analysis of changes in net debt

	At 1 Aug 2020 £	Cash flows £	At 31 Jul 2021 £
Cash at bank and in hand	255,179	63,839	319,018
Debt due within one year	(40)	40	—
	255,139	63,879	319,018

Para Dance UK Ltd
Company Limited by Guarantee
Management Information
Year ended 31 July 2021

The following pages do not form part of the financial statements.

Para Dance UK Ltd

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 July 2021

	2021 £	2020 £
Income and endowments		
Donations and legacies		
Donations and legacies - unrestricted	39,972	34,549
Donations and legacies - restricted	169,824	228,945
Income from charitable activities	13,625	4,511
PDUK Training courses	2,444	9,292
Bursaries	20,500	—
	<u>246,365</u>	<u>277,297</u>
Total income	<u>246,365</u>	<u>277,297</u>
Expenditure		
Expenditure on charitable activities		
Purchases	46,521	22,709
Wages and salaries	91,695	54,230
Rent	7,611	3,839
Rates and water	934	—
Repairs and maintenance	6,313	7,898
Insurance	755	547
Other establishment	1,897	2,032
Legal and professional fees	954	5,135
Telephone	1,758	—
Other office costs	1,013	770
Depreciation	373	—
DetailedSOFAExpenditureOnCharitableActivitiesType2H	13,240	5,156
DetailedSOFAExpenditureOnCharitableActivitiesType3H	2,124	4,700
DetailedSOFAExpenditureOnCharitableActivitiesType4H	2,844	674
DetailedSOFAExpenditureOnCharitableActivitiesType5H	19	45
	<u>178,051</u>	<u>107,735</u>
Total expenditure	<u>178,051</u>	<u>107,735</u>
Net income	<u>68,314</u>	<u>169,562</u>

Para Dance UK Ltd

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2021

	2021 £	2020 £
Expenditure on charitable activities		
Provision of para dance sport activities		
<i>Activities undertaken directly</i>		
Direct charitable activity 1 - purchases	46,521	22,709
Direct charitable activity 1 - wages/salaries	68,982	47,718
Direct charitable activity 1 - taster and demos	150	2,456
	<u>115,653</u>	<u>72,883</u>
<i>Support costs</i>		
Support charitable activity 1 - wages/salaries	22,713	6,512
Support charitable activity 1 - rent	7,611	3,839
Support charitable activity 1 - rates & water	934	–
Support charitable activity 1 - repairs & maintenance	6,313	7,898
Support charitable activity 1 - insurance	755	547
Support charitable activity 1 - advertising	1,897	2,032
Support charitable activity 1 - legal and professional fees	954	5,135
Support charitable activity 1 - telephone	1,758	–
Support charitable activity 1 - other office costs	1,013	770
Support charitable activity 1 - depreciation	373	–
Support charitable activity 1 - accountancy	13,090	2,700
Support charitable activity 1 - staff training	2,124	4,700
Support charitable activity 1 - subscriptions	2,844	674
Support charitable activity 1 - bank charges	19	45
	<u>62,398</u>	<u>34,852</u>
Expenditure on charitable activities	<u>178,051</u>	<u>107,735</u>