

# Ice and Fire Theatre Company



**Annual Report and Financial Statements  
31 December 2024**

**Charity Commission Number 1118200  
Company Registration Number 04648400**



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**Legal & Administrative Information**  
**For the year ended 31 December 2024**

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<b>Charity Name</b>	Ice and Fire Theatre Company.
<b>Charity Registration Number</b>	1118200 (registered with the Charity Commission on 21 November 2002).
<b>Company Registration Number</b>	04648400 (a company limited by guarantee).
<b>Registered Office</b>	11b High Hill Ferry, London E5 9HG
<b>The Governing Document</b>	The Charity's governing document is the Memorandum and Articles of Association dated 27 January 2003 (amended by special resolution 30 September 2009).
<b>Objectives</b>	<p>The object for which the company is established is to promote, maintain, improve and advance education for the public benefit by the encouragement of the arts in particular the art of theatre, but not excluding the arts of mime, dance, singing and music, and to formulate, prepare and establish schemes therefore provided that all objects of the Charity shall be of a charitable nature.</p> <p>The Charity explores human rights stories through performance. We are the only theatre company putting the human rights issues of the day at the core of our work, collaborating with a range of organisations to create work across our interconnecting artistic and participatory programmes. The Charity creates a constituency for human rights in the UK. We develop original theatre pieces from human rights evidence and testimony. Each piece is shaped or informed by the real people and communities with whom we closely work.</p>
<b>Trustees</b>	<p>The Trustees who served during the year or who were serving at the date of this report were:</p> <p>Rothna Begum (resigned January 2024) Waleed Akhtar Morten Thaysen Liz Pagett Neal Shah Moud Goba Sabrine Dao (appointed April 2024)</p>
<b>Key Management Personnel</b>	Those in charge of planning, directing, controlling, running and operating the Charity, including those members of staff who are the senior management personnel to whom the trustees have delegated significant authority or responsibility in the day-to-day running of the charity, are considered by the Trustees to be the Trustees, Christine Bacon (Co-Artistic Director) and Sebastian Aguirre (Co-Artistic Director).
<b>Bankers</b>	Coop Bank Delf House Southway Skelmersdale WN8 6WT
<b>Independent Examiner</b>	John Helm ACA Tandem Accounting Limited 17 Heathville Road London N19 3AL

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## Annual Report of the Trustees For the year ended 31 December 2024

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The Trustees, who are also Directors of Ice and Fire Theatre Company (“the Charity”), submit their annual report and the financial statements of the Charity for the year ended 31 December 2024. The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRS102)). The legal and administrative information set out earlier in this document forms part of this report. This report also constitutes a directors’ report required by section 415 of the Companies Act 2006.

### **I. Structure, Governance & Management**

#### **I.1. Trustees**

The Trustees meet 2-3 times a year to discuss a full range of matters relating to strategic planning and development, governance and finance. Individual Trustees also work regularly with staff on finance and project development.

The induction process for any individual newly-appointed to the board of Trustees comprises an initial meeting with at least two of the Trustees (whenever possible one of these two Trustees being the Chair) and receipt of copies of:

- The Memorandum and Articles of Association
- The most recent financial statements
- The Charity Commission’s guidance ‘The Essential Trustee’.

#### **I.2 Risk Management**

The Trustees acknowledge that they have a responsibility for the identification and proper management of risks faced by the Charity in achieving its primary aims. The Trustees have therefore assessed the major risks to which the Charity is exposed, in particular those relating to the specific operational areas of the Charity, its investments and its finances. The Trustees believe that, by monitoring reserve levels, by ensuring that controls exist over key financial systems, and by examining the operational risks faced by The Charity, they have established effective systems and procedures to mitigate those risks.

### **2. Activities, Strategies & the Public Benefit**

In preparing this report, we have complied with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the UK Charity Commission and have sought to demonstrate that it provides identifiable benefits which relate directly to its aims as stated in its Memorandum and Articles of Association and which outweigh any potential detriment or harm. Further, the benefits are publicly available to all and are not in any way restricted to those able to pay. Any private benefits to Trustees and members of the Charity are incidental.

The activities of the company currently encompass three main strands:

- Production – we develop and produce original full-scale theatre productions for the stage
- Outreach – we run a national network called Actors for Human Rights, made up of over 700 professional actors, dedicated to drawing public attention to a range of contemporary human rights concerns
- Participation – we run projects with the aim of creating a safe creative space for communities whose stories we aim to tell

### **3. Achievements and Performance**

The Trustees of the Charity remain extremely grateful for support from the trusts and foundations which generously support our work. We are also grateful for the organisations that host our Actors for Human Rights events for which they pay a standard performance fee. This support allows us to continue our work telling the stories of people affected by human rights abuses, developing new projects and working directly with marginalised communities to use creative expression as a therapeutic tool.

#### **3.1 Production**

##### **The Divide**

We have been in pre-production for this show during 2024. We had planned to stage this in March/April 2025 but funding difficulties meant we had to postpone the production dates to 2026. Work throughout the year was done on script development with the writer and the attached Director, partnership building and fundraising. The play, by Co-Artistic

## Annual Report of the Trustees For the year ended 31 December 2024

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Director Christine Bacon, is a theatrical response to Jason Hickel's non fiction book about global inequality, *The Divide*. Christine and Dr Hickel have had a series of collaborative conversations as the play has taken shape. Dr Hickel has read the current draft of the script and has said:

*"Christine Bacon's play compels us to question dominant narratives about global poverty and inequality, illuminates its real causes, and points to inspiring alternative pathways to a fairer world. It is grounded in findings from cutting-edge research and intervenes at a time when coloniality and decoloniality have become major points of discussion. This work has my endorsement and I hope to see it on stage."*

### 3.2 Actors for Human Rights

In 2024, we successfully delivered a total of 28 AFHR readings across the country. Of these, 5 were held in London, while the remaining 23 took place outside of London. A significant proportion of these readings—20 in total—were paid events, with 8 conducted on an unpaid basis.

Our strong relationships with academic institutions continued, as 16 of our bookings were repeat engagements with universities, typically as part of a module of study. We also expanded our reach by visiting three new institutions: Bedford, Royal Holloway, and DeMontfort University. Notably, Bedford University has expressed interest in tailoring scripts for their specific needs, and DeMontfort University has since rebooked our services, now establishing our event as an annual occurrence.

Additionally, we reintroduced AFHR scripts to two regional Amnesty International meetings, marking our first presentations at such events in a considerable period. This development underscores our ongoing commitment to engaging with human rights organizations and broadening the impact of our work.

#### Quantitative feedback:

**97%** of attendees who complete feedback said they had learnt something new

**66%** of attendees who complete feedback rated the AFHR event **10/10**, with **18%** rating the event **9/10** and the remaining **16%** rating the events **7-8/10** – none rated it below.

**80%** of attendees who completed feedback said the reading had changed or altered their opinion in some way (but with **97%** saying they had learnt something new, this figure suggests some defensiveness about their opinions/not wanting to appear to be anti-migrant)

**94%** of attendees who completed feedback said the event had inspired them to take some kind of action:

**29%** Campaigning

**26%** Fundraising/Donating

**43%** Volunteering

**63%** Inform work/study

**68%** Further research

**11%** 'Other'

#### Qualitative feedback:

*"The human stories really bring the realities of the asylum process out. As someone who has only studied it, the lessons learned here were very helpful!"*

*"I learnt about the immigration system and how places like Yarl's Wood are lacking in upholding proper Human Rights "*

*"I knew very little about the lives of refugees during the process of seeking asylum "*

*"The amount of barriers refugees face when trying to gain asylum. I knew there were lots, but I did not know the full extent"*

*"The human element of the refugee crisis that I'd previously been able to ignore"*

*"I have learned about asylum and immigration more today than in the news. I had no idea the system has such a big black hole"*

*"Was useful to get full process of asylum system to fill gaps in my knowledge. But also profound to hear stories of very different kinds of asylum journeys."*

## Annual Report of the Trustees For the year ended 31 December 2024

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*"The workshop on the route/system of asylum in the UK I knew nothing about, about detention centres, I learnt so much from lived experience especially about how unfair/illegal/torturous the system deliberately is"*

*"One of the best events I've attended - the approach and the opportunities to reflect have been informative, emotive and inspiring!"*

*"I can't fault it. This was a very moving and informative experience, thank you!"*

*"I think this is a great way of creating awareness"*

*"I really connected to the stories through the reading, it made it real and emotive"*

*"The actors were so approachable & knowledgeable & delivered the session with deep, deep care"*

*"Please keep going!"*

### Papers

In collaboration with action groups coordinated by the Joint Council for the Welfare of Immigrants, Praxis and Greater Manchester Immigration Aid Unit, we have developed a new testimonial script for the AFHR project, *Papers*, focusing on migrants impacted by the suite of policies introduced by the government in 2012 under the banner of 'the hostile environment.' We had booked events with two local authorities in the middle of the year, which they unfortunately had to cancel due to the general election being announced, which prevented them from engaging in events that could be seen as political. We have since revived these relationships and will be offering free readings to local authority councillors (cross party) and staff across the country in 2025.

*People need to stop judging. People have migrated forever. My children are here. They are the future of this country. Be fair to them so they can contribute. I tell my girls they are going to be powerful. I am rooting for them.*

### Tales from the Hostile Environment

In the run up to the general election in July 2024, we created a new script, *Tales from the Hostile Environment*, and coordinated a tour of 6 cities (Manchester, Oxford, Newcastle, Brighton, London, Leeds) in the lead up to the July general election. This involved recruiting and managing over 50 incredible volunteers, creating producing packs, press releases and marketing materials. This script is now included in the Actors for Human Rights repertoire and is being performed across the UK. It includes testimonies from people on the notorious 10 year route to settlement, people affected by the minimum income requirement for spouse visas, undocumented migrants and people in the asylum system.

## 3.3 Participation

### Collaboration with Survivors UK

For the second year we are running a creative writing project with SurvivorsUK (support organisation for male and non-binary survivors of sexual violence) with funding from Awards For All. This year the project is running online to facilitate participation by SurvivorsUK clients across the United Kingdom. The work created with the group through fortnightly sessions will be presented in 2025.

### Queer Migrant Pride Festival

For Refugee week and LGBTQIA+ history month we ran our second annual Queer Migrant Pride Fest; a day long, free festival of queer migrant led/related arts and wellbeing performances and workshops at St Margaret's House in Bethnal Green in June. The event was attended by over 230 people, up from 180 people last year.

82% rated the day 10/10	3% rated the day 7/10
7% rated the day 9/10	1% rated the day 6/10
7% rated the day 8/10	100% said they'd come again next year (which we are planning for)

*'It has been an amazing, uplifting heartfelt day with a very important message'*

*'I got a massage and a haircut and was amazing'*

*'Surprised me, I never thought there would be so many things going on!'*

*'It was my first time attending and I really appreciate it and I made new friends'*

*'Food was delicious and the whole fest felt like a community'*

*It was such a powerful event. I felt honoured to be a part of it.'*

## Annual Report of the Trustees

### For the year ended 31 December 2024

#### Podcast

We produced Season 3 of our podcast series *I am an Immigrant* chronicling the life histories of six guests and how immigration has intersected with their lives. It was supported by the Garden Court Chambers Special Fund. The episodes were:

- 3.1. Sergio Maggiolo (Peru): I love an audience and an audience loves me
- 3.2. Mitya Savelau (Belarus): I saw the planet is my opportunity
- 3.3. Lara Parizotto (Brasil): I'm tired of asking for rights, please
- 3.4. Mr Mahmoud (Pakistan): I won't stop until I clear my name
- 3.5. Maggie Gellersjö (Sweden): There's no danger on the roof
- 3.6 Ada (Nigeria): The 'japa' syndrome

#### 3.4 Company

Christine Bacon and Seb Aguirre served as Co-Artistic Directors (both part-time) and Helen Clapp served as General Manager. We were lucky to have the support of numerous volunteers during the year, as well as the many hundreds of actors who are part of the Actors for Human Rights network and who were involved in our events across the UK. Special thanks to Liz Pagett, Eva Hibbs, Dermot Daly, Nick Figgis, Heather Carrol, Richard Stainer and Emma Manton who were instrumental with getting *Tales from the Hostile Environment* on in their local areas.

#### 4. Financial Review

Funding for the Charity comes from a variety of sources including trusts and foundations, performance fees, commissions and ticket sales.

##### 4.1 Financial Activity and Financial Position

The Statement of Financial Activities and Balance Sheet can be found on pages 10 and 11 respectively. The Charity's reserves increased by £22,868 during the year (2023: increased by £13,011). The balance sheet shows total net assets of £95,154 (2023: £72,286).

Included in total funds are amounts totalling £63,818 (2023: £38,634) which are restricted. These monies have either been raised for, and their use restricted to, specific purposes, as specified by donors. Full details of these restricted funds can be found in note 9 to the accounts together with an analysis of movements in the year.

##### 4.2 Reserves Policy

The Trustees have examined the requirements for free reserves, ie those unrestricted funds not invested in tangible fixed assets. The Trustees consider that, given the nature of the Charity's work, free reserves should be equivalent to approximately 6 months' operational expenditure. The Trustees are of the opinion that this provides sufficient flexibility to cover temporary shortfalls in incoming resources and will allow the Charity to cope and respond to unforeseen emergencies whilst specific action plans are implemented. At 31 December 2024 the Charity had net free reserves of £31,336 (2023: £33,652) as follows:

	2024 £	2023 £
<b>Total reserves</b>	<b>95,154</b>	<b>72,286</b>
Less: restricted funds	(63,818)	(38,634)
<b>Free reserves</b>	<b>31,336</b>	<b>33,652</b>
<b>Free reserves requirement:</b>		
6 month's budgeted routine expenditure	30,000	30,000

## Annual Report of the Trustees For the year ended 31 December 2024

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### 5. Plans for Future Periods

To increase our reach in the coming years, we are looking for strategic partnerships, to attract multi-year support and plan to invest resources in communications support.

### 6. Responsibilities of Trustees for the Financial Statements

The Trustees are responsible for preparing the report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Charity law in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any 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 activities of the Charity will continue.

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document.

The Trustees are also responsible for safeguarding the assets of the Charity 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 Charity and financial information included in the Charity's website.

### 7. Approval

The report of the Trustees was approved by the Trustees on 27 May 2025 and signed on its behalf by:



**Neal Shah**  
Trustee



I report on the accounts of the Charity for the year ended 31 December 2024, which are set out on pages 9 to 16.

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.



**John Helm ACA**  
17 Heathville Road, London N19 3AL

**27 May 2025**

**Statement of Financial Activities**  
**(incorporating the income and expenditure account)**  
**For the year ended 31 December 2024**

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
<b>Income from:</b>	2						
Donations and legacies		16,723	59,806	76,529	12,862	93,470	106,332
Charitable activities		16,301	-	16,301	18,583	207	18,790
Other		112	-	112	39,271	-	39,271
<b>Total Income</b>		<b>33,136</b>	<b>59,806</b>	<b>92,942</b>	<b>70,716</b>	<b>93,677</b>	<b>164,393</b>
<b>Expenditure on:</b>	3						
Raising funds		35	-	35	1,060	416	1,476
Charitable activities		35,417	34,622	70,039	63,076	86,830	149,906
<b>Total Expenditure</b>		<b>35,452</b>	<b>34,622</b>	<b>70,074</b>	<b>64,136</b>	<b>87,246</b>	<b>151,382</b>
<b>Net (expenditure)/income before tax</b>	4	<b>(2,316)</b>	<b>25,184</b>	<b>22,868</b>	<b>6,580</b>	<b>6,431</b>	<b>13,011</b>
Tax payable	5	-	-	-	-	-	-
<b>Net (expenditure)/income after tax</b>		<b>(2,316)</b>	<b>25,184</b>	<b>22,868</b>	<b>6,580</b>	<b>6,431</b>	<b>13,011</b>
Transfers between funds		-	-	-	1,528	(1,528)	-
<b>Net movement in funds</b>		<b>(2,316)</b>	<b>25,184</b>	<b>22,868</b>	<b>8,108</b>	<b>4,903</b>	<b>13,011</b>
Total funds brought forward		33,652	38,634	72,286	25,544	33,731	59,275
<b>Total funds carried forward</b>		<b>31,336</b>	<b>63,818</b>	<b>95,154</b>	<b>33,652</b>	<b>38,634</b>	<b>72,286</b>

**Balance Sheet**  
**As at 31 December 2024**

		<b>Unrestricted Funds 2024 £</b>	<b>Restricted Funds 2024 £</b>	<b>Total 2024 £</b>	<b>Total 2023 £</b>
<b>Fixed Assets</b>					
Tangible Assets	6	-	-	0	-
<b>Current Assets</b>					
Debtors		-	-	-	42,271
Cash At Bank And In Hand		34,000	63,818	97,818	33,685
		34,000	63,818	97,818	75,956
<b>Creditors - Amounts Falling Due Within One Year</b>	7	(2,664)	-	(2,664)	(3,670)
<b>Net Current Assets</b>		31,336	63,818	95,154	72,286
<b>Net Assets</b>		<b>31,336</b>	<b>63,818</b>	<b>95,154</b>	<b>72,286</b>
<b>Represented By:</b>					
<b>Restricted Funds</b>	8	-	63,818	63,818	38,634
<b>Unrestricted Income Funds</b>		31,336	-	31,336	33,652
<b>Total Funds</b>		<b>31,336</b>	<b>63,818</b>	<b>95,154</b>	<b>72,286</b>

For the year ending 31 December 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts. The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

They were approved by the Trustees on 27 May 2025 and signed on their behalf by:



**Neal Shah**  
**Trustee**

## Notes to the Financial Statements For the year ended 31 December 2024

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### I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### Basis of accounting

The financial statements have been prepared under the Charities Act 2011, the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The financial statements are drawn up on the historical cost basis of accounting.

The Charity meets the definition of a public benefit entity under FRS 102.

#### Going Concern

There are no material uncertainties about the charity's ability to continue as a going concern and accordingly the accounts have been drawn up on a going concern basis.

#### Income recognition

Voluntary income and donations (including legacies) are accounted for once the Charity has entitlement to the income, it is probable the income will be received and the amount of income receivable can be reliably measured. Income from the recovery of tax on gift aided donations is accounted for in the period to which the relevant donation is received. Grant income is recognised on a receivable basis.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

#### Expenditure recognition

Expenditure is accrued as soon as a liability is considered probable, and the amount of obligation can be measured reliably. Longer term liabilities are discounted to present value. The Charity is not registered for VAT and accordingly expenditure includes VAT where appropriate.

Expenditure included in Raising Funds includes amounts incurred in obtaining grants and other donations.

Charitable expenditure includes those costs in fulfilling the Charity's principal objects, as outlined in the Report of the Trustees. Charitable expenditure includes governance costs and an apportionment of support costs. Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees.

Rentals under operating leases are charged as incurred over the term of the lease.

#### Tangible Fixed Assets

The cost of furniture, fittings and equipment, less any expected residual value, is depreciated at 25% per annum on a straight-line basis.

#### Debtors

Debtors are included at the settlement amount due. Prepayments are valued at the amount prepaid.

#### Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of opening of the deposit.

#### Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 1. Accounting Policies (continued)

##### Fund accounting

The funds held by the charity are either:

- Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### 2. Income

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
Donations & legacies				
Donations	236	1,044	1,280	1,334
Income tax reclaimed	39	-	39	28
Grants	16,448	58,762	75,210	104,970
	16,723	59,806	76,529	106,332
Charitable activities				
Performance	16,301	-	16,301	17,908
Project & facilitator fees	-	-	-	882
	16,301	0	16,301	18,790
Other				
Theatre tax relief	112	-	112	39,271
	<b>33,136</b>	<b>59,806</b>	<b>92,942</b>	<b>164,393</b>

Grants in 2024 were received as follows:

	£
Mulberry Trust	7,500
Centre for Innovation	5,000
Awards for All	12,075
Rathbone Investment Managers	2,000
Aurum Charitable Trust	10,000
Hollick Family Foundation	10,000
Evan Cornish Foundation	7,500
Sylvia Waddilove Foundation	1,000
Swan Mountain Trust	3,000
WF Southall Trust	3,000
Hillcote Trust	5,000
Dishcma Charitable Trust	8,050
School for Social Entrepreneurs	1,085
	<b>75,210</b>

## Notes to the Financial Statements

### For the year ended 31 December 2024

### 3. Expenditure

#### 3a. Raising Funds

	Direct costs £	Support costs (note 3c) £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
Fundraising	35	-	35	-	5	1,476

#### 3b. Charitable Activities

	Direct costs £	Support costs (note 3c) £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
Production	6,735	6,627	8,727	4,635	13,362	97,699
Outreach	33,180	13,255	24,481	21,954	46,435	45,137
Participation	8,033	2,209	2,209	8,033	10,242	7,070
	<b>47,948</b>	<b>22,091</b>	<b>35,417</b>	<b>34,622</b>	<b>70,039</b>	<b>149,906</b>

Support costs in 2024 have been allocated to activities on a % basis: 30% (2023: 30%) production, 60% (2023: 60%) outreach and 10% (2023: 10%) participation.

#### 3c. Allocation of 2024 support costs to charitable and fundraising activities

Current year	Staff & personnel costs £	Office costs £	Premises & equipment £	Governance £	Total £
Fundraising/income generation (see note 3a)	-	-	-	-	-
Charitable activities (see note 3b)	19,226	1,412	-	1,453	22,091
	<b>19,226</b>	<b>1,412</b>	<b>0</b>	<b>1,453</b>	<b>22,091</b>

Basis of allocation of support costs is 100% to charitable activities.

## Notes to the Financial Statements

### For the year ended 31 December 2024

### 3. Expenditure (continued)

#### 3d. Staff costs

The Charity was staffed during the year ended 31 December 2024 by both contracted and employed individuals. Included within expenditure are the following costs of employed individuals:

	2024 £	2023 £
Wages and salaries	46,384	52,417
Social security costs	3,691	4,560
Employer Allowance	(3,691)	(4,509)
Pension contributions	969	1,246
Employee benefits	750	739
	<b>48,103</b>	<b>54,453</b>
Of which: wages and salaries and employee benefits paid in respect of key management personnel	<b>46,632</b>	<b>53,138</b>

The number of employed individuals during the year was 3 (2023: 3). The number of contracted individuals during the year was nil (2023: nil). No employed or contracted individual received payments in excess of £60,000 during the year.

### 4. Net (expenditure)/income before tax

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
This is stated after charging:				
Independent Examiner's remuneration	1,440	-	1,440	1,440
Depreciation – owned assets	-	-	-	-

### 5. Tax Payable

As a charity, Ice & Fire Theatre Company is exempt from tax on income and gains falling within the provisions of the Corporation Taxes Act 2010 or the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen on the Charity.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 6. Tangible Fixed Assets

##### Cost

At 1 January 2024  
Additions  
Disposals

At 31 December 2024

##### Depreciation

At 1 January 2023  
Charge for year  
Disposals

At 31 December 2024

##### Net Book Value

At 31 December 2024

At 31 December 2023

Office equipment £
6,623
-
-
6,623
6,623
-
-
6,623
0
0

All of the fixed assets are used for charitable purposes.

#### 7. Debtors

Theatre Tax Relief receivable  
Grants receivable

2024 £	2023 £
-	39,271
-	3,000
0	42,271

#### 8. Creditors – Amounts Falling Due Within One Year

Other creditors including taxation and social security  
Accruals

2024 £	2023 £
1,224	2,270
1,440	1,400
2,664	3,670



## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 9. Restricted Funds

##### 9a Current Year

	At 1 January 2024 £	Income £	Expenditure £	Transfers £	At 31 December 2024 £
Production	16,865	1,000	(4,635)	-	13,230
Outreach	21,769	35,687	(21,954)	-	35,502
Participation	0	23,119	(8,033)	-	15,086
	<b>38,634</b>	<b>59,806</b>	<b>(34,622)</b>	<b>0</b>	<b>63,818</b>

##### 9b Prior Year

	At 1 January 2024 £	Income £	Expenditure £	Transfers £	At 31 December 2024 £
Production	16,163	67,079	(58,377)	(8,000)	16,865
Outreach	14,305	23,918	(22,926)	6,472	21,769
Participation	3,263	2,680	(5,943)	-	0
	<b>33,731</b>	<b>93,677</b>	<b>(87,246)</b>	<b>(1,528)</b>	<b>38,634</b>

The net transfers of £1,528 from restricted to unrestricted funds and between Production and Outreach restricted funds was to correct a prior year error.

Descriptions of restricted funds are as follows:

- **Production** – funds received for the development and production of original full-scale theatre productions for the stage.
- **Outreach** – funds received for the running of a national network called Actors for Human Rights, made up of over 700 professional actors, dedicated to drawing public attention to a range of contemporary human rights concerns.
- **Participation** – funds received for running projects with the aim of creating a safe creative space for communities whose stories we aim to tell.

#### 10. Related Party Transactions

No Trustee received any financial benefits through their association with the charity.

Trustees made aggregate unrestricted donations of £nil (2023: £nil) during the year.

#### 11. Members' Funds

The Charity is a company limited by guarantee without a share capital. Instead of a share capital, each member guarantees to pay not more than £10 in the event of the company's dissolution. The amount of the members' guarantee represents a contingent asset to the company which will crystallise only if the company goes into liquidation. As the company is a going concern, the members have no obligation to pay the sum guaranteed.