

Company registration number: 06397532
Charity registration number: 1121975

Attitude is Everything
(A company limited by guarantee)
Annual Report and Financial Statements
for the Year Ended 31 March 2023

Contents

Chair's Report	1
Trustees' Report	3
Independent Examiner's Report	21
Statement of Financial Activities	22
Balance Sheet	23
Statement of cash flows	24
Notes to the Financial Statements	25- 31

Trustees' Report for the year ended 31st March 2023

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2023

I am delighted to be presenting my third annual report as Chair of Attitude is Everything, alongside my co-Chair Miss Jacqui, reflecting on another highly successful year for Attitude is Everything.

2022-2023 was another year of many successes and landmark moments for Attitude is Everything, including forging a new working partnership with Black Lives in Music, the awarding of our first Platinum award via our Live Events Access Charter, the delivery of our Next Stage Live showcase and Beyond The Music industry engagement events - to name just a few. Our Live Events Access Charter has been established for many years and continues to transform the ability of disabled people to attend live events. Our Next Stage programme enables disabled musicians to thrive in the music industry through access to a support network which provides assistance with all elements of performance, musicianship and brand building. And our most recent initiative, Beyond the Music, supports current and aspiring music industry executives who identify as disabled. In this way, we are now able to make a difference to disabled people whether audience members, artists, volunteers or music industry executives.

The hard work of the team in fundraising and income generation was rewarded in November 2022 when we secured the highest investment we have ever received from Arts Council England - £1.1million for the period 1st April 2023 to 31st March 2026. In doing so, we became one of their 40 new Investment Principles Support Organisations (IPSO), and received the highest level of funding for an IPSO in London. We are very grateful to Arts Council England for their continued support, recognising the quality of our work and the need for our services and provision. We are very ambitious for the work we want to do, and becoming an IPSO demonstrates their trust in our proven ability to make change for disabled audiences, artists, volunteers and professionals.

In addition to Arts Council England, our circle of support from a wide array of funders, donors and sponsors in this period played an essential part in the achievements outlined later in this report.

Thank you to our funders, The National Lottery Community Fund, Esmée Fairbairn Foundation, Paul Hamlyn Foundation, John Ellerman Foundation, Event Industries Forum, and Dr Martens Foundation. We were also grateful to receive cost-of-living increases from both Paul Hamlyn Foundation and Esmée Fairbairn Foundation.

Thank you to our corporate and charitable donors, The Platinum Jubilee Fund, The Guardian with Everpress, 2000Trees, Nozstock The Hidden Valley, Glastonbury Festivals, Engine No.4, Key Production Ltd, London Oriana Choir and DF Concerts, alongside several individual donors. Thank you also to the sponsors of our highly successful Next Stage Live event in March 2023 who were The PRS and The Musicians Union, alongside KX Samsung who gave us their wonderful space in Coal Drops Yard (London) to use, and Kings Cross and Coal Drops Yard who gave in-kind services to further support our event.

2022 - 2023 was a year that saw significant staff and trustee changes. Many thanks to Marnie Middlemiss, Will Steadman, Stephen Moore and Zoe Hallam who all stepped down from the board of trustees this year. Their commitment to Attitude is Everything and contribution to steering the organisation has left a lasting impact. Staffing-wise, this year saw the departure of Head of Programmes and Business Development, Gideon Feldman, Charter Manager Natalie South-Law and Business Development Officer, Clare Sutherland. We were also delighted to welcome a wealth of new talent and passion to the team in this period – Live

Trustees' Report for the year ended 31st March 2023 (continued)

Events Access Manager Alex Covell, Fundraising Coordinator Jessica Kovalets, Digital Communications Assistant Joy Addo, Administrator Sarah Wilkinson and Beyond The Music intern Lamyaa Hanchaoui. We also welcomed four new trustees over the year, Daniel Pounder, Treasurer, Adrian Bossey, Ben Price and Ray Pope.

November 2022 saw the unexpected passing of Kiko Lociano. Kiko was a tour manager who assisted Attitude is Everything in the past with artist and venue contacts, as well as volunteering in our office. He is greatly missed by those who knew him, and we thank him for his contribution to the history of Attitude is Everything.

Finally, I would like to thank and acknowledge the dedication and support the organisation has received from its staff, our fantastic volunteer Mystery Shoppers and festival volunteers, our trustees, patrons, Artist Ambassadors and Future Leaders.

Jane Dyball, Co-Chair

Trustees' Report for the year ended 31st March 2023 (continued)

The Board of Trustees are pleased to submit their report and independently examined financial statements for the year ended 31st March 2023.

Reference and Administrative Information

Attitude is Everything is a charitable company limited by guarantee, incorporated as a company on 12th October 2007 and registered as a charity on 13th December 2007. Attitude is Everything Limited began trading on 1st April 2008, having separated from Artsline Limited.

The company was established under a Memorandum of Association which established the objects and the powers of the charitable company and is governed under its Articles of Association.

Attitude is Everything is a registered charity (number 1121975), is constituted as a company limited by guarantee (number 06397532) and is registered for VAT (number 341354524). Its objects, powers and other constitutional matters are set out in its Memorandum and Articles of Association. These financial statements comply with current statutory Memorandum and Articles of Association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Registered office

54 Chalton Street
Kings Cross
London
NW1 1HS

Directors

The directors of the company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. The trustees serving during the year and since the year end were as follows:

Jane Dyball – Co-chair

Jacqui Adeniji-Williams – Co-chair

Stephen Moore – Treasurer, resigned Sept 2022

Daniel Pounder – appointed Trustee and Treasurer in Sept 2022

Hannah McKearnen

Marnie Middlemiss - resigned Dec 2022

Zoe Hallam - resigned June 2022

Will Steadman - resigned March 2023

Rachael Burton

James Drury

Aminder Virdee

Jennifer Hamada

Ben Price - appointed in March 2023

Adrian Bossey - appointed in March 2023

Rachel Pope - appointed in March 2023

Trustees' Report for the year ended 31st March 2023 (continued)

Principal Staff

Suzanne Bull MBE – Founder
Celia Makin-Bell – Managing Director
Jacob Adams – Head of Research and Campaigns
Paul Hawkins - Head of Volunteering and Skills Development
Gideon Feldman – Head of Programmes and Business Development (to March 2023)

Company Secretary

Celia Makin-Bell

Patrons

Amadou and Mariam	Lord Clement-Jones CBE
Isabel Monteiro (Drugstore)	Blaine Harrison
Susan Hedges	Paul Maynard MP
Alan McGee	Robert Wyatt
Jon Drape	

Bankers

Unity Bank Trust	The Co-operative Bank
9 Brindley Place	P.O Box 250
Birmingham	Skelmersdale
B1 2HB	WN8 6WT

Solicitors

Reed Smith
Broadgate Tower
20 Primrose St
London
EC2A 2RS

Independent Examiners

Additude Ltd
9 Rhapsody Court
Wakeman Road
London NW10 5DF

Objects, Aims and Activities

Objects and Aims

The objects of the charity are:

- To advance the education of the public in the subject of improving Deaf and disabled people's access to music, whether they be audience, staff or artists.
- To relieve the needs of disabled people by working with the music industry to raise awareness of disability issues and remove physical and attitudinal barriers that may exist in the sector.

Trustees' Report for the year ended 31st March 2023 (continued)

- The promotion of equality and diversity for the public benefit by:
 - The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
 - Advancing education and raising awareness in equality and diversity, in particular, in relation to the issues that Deaf and disabled people face within the music industry.
 - Promoting activities to foster understanding between people from the music industry and Deaf and disabled people from diverse backgrounds.
 - Conducting or commissioning research on disability equality and diversity issues and publishing the results to the public.
 - Cultivating a sentiment in favour of disability, equality and diversity.
- In the interests of social welfare to provide or assist in the provision of facilities for recreation or other leisure time occupation with the object of improving the conditions of life of disabled people.

The vision that shapes our mission statement, beliefs and annual activities is:

Our vision is to see music and live event industries valuing disabled people as audience members, performers, professionals and volunteers.

Our Mission Statement:

Attitude is Everything connects disabled people with music and live event industries to improve access together.

Our work won't stop until this becomes the norm.

Through our work:

- Disabled people lead the change.
- Industry professionals learn from real-life experience and expertise.
- Barriers are identified and removed.
- Best practice is celebrated and rewarded.
- More disabled people play their part.

Our Beliefs are that:

- It's our job to amplify the voices of diverse disabled people.
- The best change happens when people listen to and understand each other.
- Most barriers are created, so they can be removed – everyone can do something.
- Celebrating good work makes more of it happen.
- Disabled people are valuable, ambitious and talented - but there are still people missing out.

Trustees' Report for the year ended 31st March 2023 (continued)

Activities

The principal charitable activity of Attitude is Everything is in seeking to meet the above aims in collaboration with disabled people and industry partners.

During 2022-2023 we saw a continued resurgence of the live events industry as Covid-19 measures eased, alongside increased industry engagement with our work.

Our key activities undertaken in the period were:

Live Events Access Charter

Following the relaunch of our revised Live Events Access Charter in January 2022 we continued to roll out this work across the music and live events sector. The Charter consists of four levels – Bronze, Silver, Gold and Platinum level which was introduced in 2022 to reflect exceptional practice in access.

As well as signing new festivals and music venues to the Charter, our existing Charter venues and festivals continued to make commitments to move up the benchmarks of achievement set out for each stage of the award. We provided full support and training when required to assist members in this endeavour.

Alongside making live music accessible to audiences and employees, our ambition is also that disabled artists are able to perform anywhere they wish. Our revised Charter better reflects that, and plans for future development in 2023-2024 are centred around connecting the Charter further with our programmes tackling the inclusion of professionals and artists.

Our approach is holistic and rooted in access, inclusion and equality, promoting legal requirements and best practice. We support all Charter venues and festivals to aim for the higher levels of the Charter by demonstrating an ongoing commitment to improving accessibility.

Training

Our training is rooted in our ethos as an organisation and is a key component of our efforts to implement culture change within the music and live events industries when it comes to the perception of disabled people, the feasibility of implementing improvements, and industry professionals taking ownership of the barriers they may inadvertently be creating.

Tailored to our audience and delivered to professionals at every level by people with lived experience, our training is highly respected and sought-after. We have trained over 11,000 industry professionals to date and in an average year, we train around 800 people across a wide range of client bases.

Mystery Shopping

Our disabled volunteer Mystery Shoppers across the UK provide feedback on the accessibility and overall experience at not only Charter venues and festivals, but also many additional grassroots music venues, clubs and festivals of their choice. This in turn enables us to share lived experience with venues and events, coupled with our expert knowledge to support the implementation of solutions to any issues raised.

Trustees' Report for the year ended 31st March 2023 (continued)

Festival Volunteering

By working in partnership with Oxfam, Glastonbury, and Festival Republic, we not only make their recruitment and onsite support more accessible, but we also support disabled customers by providing empathetic and knowledgeable disabled staff at viewing platforms and accessible campsites.

Access Consultancy

Our disability-led Access Consultancy service works with festivals for live events access consultancy, and venues in the built environment. It improves access to live music for audiences and employees, and provides festivals with the onsite support to create bespoke interventions to fit the diverse needs of clients.

Research and Campaigning

An important part of Attitude is Everything's role will always be to highlight specific issues to the music and live events industry, change attitudes and raise awareness of issues facing disabled people at music and live events. Our aim is for this to lead to both policy and law change in the UK, encouraging the music and live events industries, local authorities and the government to implement best practice.

Artist Development Programme

Our Next Stage initiative aims to work with artists and industry partners to break down the barriers that prevent disabled artists from accessing talent development and funding opportunities, health and growing network support and live performance to further their careers. At its heart is a growing network of disabled artists who have the opportunity to come together on monthly calls, as well as a group of Artist Ambassadors established in partnership with the Featured Artist Coalition. Alongside this, the initiative leads a group of key talent development and artist funding organisations to support the development of inclusive practice, and works to influence grassroots promoters when it comes to better engaging with disabled artists.

Beyond the Music

Beyond the Music is our National Lottery Community Fund supported programme which aims to improve access to employment and volunteering opportunities in the music and live events industry for disabled people. The programme includes networking and support for aspiring and active industry professionals with access requirements, a Future Leaders programme, a mentoring scheme, publication of best practice guidance, and sector training programmes.

Achievements

In 2022-2023, Covid-19 continued to have a long-term impact on our sector, even though Covid restrictions were generally ended. Coupled with the cost-of-living crisis and the impact of Brexit, the financial situation for many festivals and venues has continued to be very precarious. This has made our work supporting the development of accessibility and disability awareness even more vital, enabling venues and events to benefit from the spending power of disabled consumers returning to live events.

Trustees' Report for the year ended 31st March 2023 (continued)

We have seen many staff changes across our partners, meaning that we have had to rebuild relationships and have, at times, seen a reduction in the quality of access provision due to new personnel and lack of budgets. At the same time, many of our Charter members have continued to be beacons of best practice, electing to continue to drive forward improvements to accessibility with our input.

Covid has never gone away, and the impact is still felt strongly by many disabled people that we work with, including staff members, audience members, volunteers, artists and partners. We have continued to advocate for these groups and internally have worked hard to ensure that staff were able to work safely throughout the year, including regular reviews of Covid policies, supporting hybrid working, moving activity online, and refocussing delivery.

Despite these challenges, we carried out ambitious programmes which have had a real, lasting impact on disabled people, and arts and culture across the UK.

A key focus for the last 12 months has been around planning and securing the long-term future of Attitude is Everything. We found out the result of our Arts Council England IPSO application in Autumn 2022 and were delighted to secure a significant uplift in funding from 1st April 2023. We gained a further three-year funding for our Beyond the Music programme from the National Lottery Community Fund, alongside three-year funding to expand our audience development and engagement work from John Ellerman Foundation, who are a new funder of our work. Alongside these successes, we also exceeded income targets in our Commercial Services activity and gained funding from the Event Industries Forum to deliver a major programme of training for the Festivals Associations and Local Authority supported community events in 2023-2024. Dr Martens Foundation was also a first-time funder to support our audiences and volunteering work.

Key achievements across our projects included:

- Signing off the first Platinum-level award on our Live Events Access Charter for London's Southbank Centre.
- Launching our new website in September 2022. The website enables us to better promote our services and provide enhanced resources for the communities that we work with including audiences, volunteers, artists, employees, venues and festivals.
- Returning to pre-pandemic levels of Mystery Shopping with 300 completed submissions covering 201 unique venues and festivals. We also restarted our Festival Volunteering programme in Summer 2022.
- Delivering Next Stage Live in March 2023 at Samsung KX Kings Cross (London) in partnership with The MU and The PRS, which highlighted the impact of our Next Stage Initiative and showcased the work of disabled artists to the industry audience.
- Delivering our first, highly successful Future Leaders programme with 11 aspiring disabled professionals securing mentorships, paid work placements and career development qualifications.
- Delivering 55 online and in-person training sessions, with 548 attendees in total.
- Providing consultancy services to 24 companies and organisations.
- Influencing the industry at the highest levels, including the UK Music Diversity Taskforce, the Live Music Workforce Group and the BPI EJAG.

Key strategic partnerships in this period included:

- Music Publishers Association
- Festival Republic

Trustees' Report for the year ended 31st March 2023 (continued)

- Glastonbury Festivals
- Key Production Ltd
- Music Venues Trust
- Featured Artist Coalition
- Black Lives in Music
- Euston Community Interest Group
- British Council
- Jazz North
- Help Musicians UK
- Musicians Union
- The PRS
- PRSF
- UK Music
- Engine No. 4
- The Guardian with Everpress
- London Oriana Choir
- KX Samsung
- King's Cross and Coal Drops Yard
- Association of Independent Festivals
- Association of Festival Organisers
- British Arts Festivals Association

Members of our team also participated in the following taskforces and industry groups:

- Featured Artist Coalition Beat Board
- UK Music Diversity Taskforce
- Ivors Academy Music+ Steering Board
- AIM Diversity Steering Group
- Arts Council England Access Scheme Advisory Group
- Music Week's Women In Music Awards Steering Committee
- NTIA (Night Time Industries Association) Women's Safety Taskforce
- (London) Mayor's Women's Safety Night Charter
- DCMS Outdoor Events group (formed in response to COVID)
- British Standards BS/599 Committee working on 8300-1/2 (Promoting design of an accessible and inclusive built environment)
- LLDC (London Legacy Development Company) Built Environment Access Panel

Performance**Live Events Access Charter**

- As of March 2023, there were 194 Charter members, with over 30 other festivals and venues working through the application process.
- Over the year, 86 Charter Members attended online introduction sessions for the updated Live Events Access Charter, alongside 30 new venues and festivals.
- New venues joining the Charter over the year, or moving up the awards framework included St Georges, Southbank Centre, Metronome, Greenwich and Docklands International Festival, The Stoller Hall, Bath Hall and Big Festival.

Trustees' Report for the year ended 31st March 2023 (continued)

- A key piece of work for this year was developing plans for how we could diversify the Charter membership in the government's Levelling Up For Culture Places and this work will be driven from 2023-2026 by a new Inclusive Communities Manager role.
- We surveyed our Charter members in Autumn 2022. The results indicated that 99% of respondents agreed that working with us has improved their accessibility and improved staff confidence and skills.

Training

- Our trainer team delivered 55 online and in-person training sessions over the year, with 548 industry professionals trained.
- Diverse training delivery encompassed the Equality Act 2010, the Social Model of disability, live event and venue reasonable adjustments, terminology, customer service, accessible employment, impairment specific topics and creative programme accessibility.
- All our training is delivered by individuals with lived experience of disability, and we have developed our pool of freelance trainers over the year including training two of our Beyond the Music Future Leaders as Disability Equality trainers.
- Over the year we have also operated six Train the Trainer franchises including Government of Gibraltar, English National Opera, and Lincs Inspire.

Access Consultancy

- Our consultancy team worked with 24 outdoor event and venue-based consultancy clients over the year, exceeding our financial targets.
- Consultancy clients have included The Platinum Jubilee Fund, Lancaster Music Festival, Lloyd Webber Theatres, BBC Earth, North Lincolnshire Council and Manchester International Festival.
- We have continued to deliver a number of international partnership projects including a Train the Trainer project with Access Lab, a Lisbon-based Portuguese organisation. We're working with them to develop access provision for live events across Portugal. We also continued to work internationally with British Council including translating our best practice guides and support for a research project to develop a Charter programme in Australia.

Mystery Shopping and Festival Volunteering

- 300 completed submissions covering 201 unique venues and festivals.
- 41% of shops were Charter members.
- 176 unique shoppers requested a shop, and 111 individuals submitted a completed a shop within the financial year.
- 97% of shops subsequently sent to venues and festivals.
- We restarted our Festival Volunteering programme, recruiting 30 volunteers who worked across Glastonbury, Latitude and Reading Festivals.
- We ran monthly calls for our volunteers to discuss issues and contribute to the development of the project.

Trustees' Report for the year ended 31st March 2023 (continued)

Research and Advocacy

- In October 2022 we announced a major new partnership with Black Lives in Music. Joint activity included research analysis and the creation of the Unseen Unheard report and podcast which were both launched in June 2023.
- In November 2022 we announced our #FestivalsWithoutBarriers partnership with Association of Independent Festivals, Association of Festival Organisers and British Arts Festivals Association. In March 2023, we commenced a funded training programme for members of our partners Association of Independent Festivals (AIF), Association of Festival Organisers (AFO) and British Arts Festivals Association (BAFA) alongside local authority-related events, with the target to reach 190 attendees. Our team presented to the memberships of AIF and AFO at their respective conferences.
- In January 2023, we began the production of a new public affairs strategy and work on developing our messaging around the key issues that often reoccur.
- Our Next Stage Live event in March 2023 was delivered in partnership with the PRS, the MU, the venue space KX Samsung and Coal Drops Yard. Over 70 industry professionals attended. The programme included a celebration of our Next Stage initiative achievements, a call to action to engage moving forward with breaking down barriers for disabled artists, and a showcase of two disabled artists, Elle Chante and Miss Jacqui.
- Our Beyond the Music event in April 2022 attracted over 80 attendees. We promoted the Beyond the Music project to the industry (including the showing of two new films made in support of the project) and connected network members with industry professionals.
- Over the year, our team spoke at a wide array of public speaking engagements, including Wide Days, the Night Time Economy Summit, Samsung World Accessibility Day and Musicians Union Disabled Members Conference.

Next Stage programme for disabled artists

- By the end of the year under report, over 200 artists signed up to the Next Stage network, with 10 Artist Ambassadors in partnership with Featured Artist Coalition.
- We directly supported over 30 individual disabled artists with issues they had encountered whilst seeking to progress their careers as musicians.
- We hosted 12 themed Artist Hub calls for network members with guest speakers – providing information sharing and peer support. Each call included 10-15 members of the network. Alongside these sessions, we sent out 12 network newsletters sharing career development opportunities and news from members of the network.
- We continued to host quarterly calls for our Talent Development group of nine organisations, hosting a space for the exchange of good practice and discussions around improving disabled artists' access to services and application processes.
- We also delivered an additional five Just Ask sessions to promoters. We shared our Just Ask guidance which supports promoters to ask artists about their access requirements, thus removing the burden of those artists having to initiate disclosure. This took the total sessions during the period under report to 17.

Beyond the Music initiative for disabled music industry professionals

- By the end of the year under report, over 300 people signed up to the Beyond the Music mailing list, receiving regular newsletters which included training and networking opportunities.
- Two videos were produced to promote the project to industry and disabled people.

Trustees' Report for the year ended 31st March 2023 (continued)

- Our Future Leaders programme was highly successful, resulting in five access-related qualifications, nine mentorships, and three paid work placements.
- We organised 23 work experience placements at events.
- In April 2022, we ran a successful network event promoting the project and connecting members of the network with industry professionals.
- Two Skills Development interns were recruited, one of whom now has a permanent role at Attitude is Everything.
- We launched a Discord server and secured an initial 50 users – we use this platform to share opportunities and provide peer support.
- We also delivered four deep-dive career development sessions attended by 73 people, alongside 12 networking sessions attended by over 120 people.

Plan for Future Periods

In our IPSO bid to Arts Council England, we identified a number of strategic ambitions for the period of 2023-2026:

1. Representing the intersectional lived experiences of disabled people.
2. Connecting the music and live events sector with disabled people to influence each other and drive systemic change.
3. Turning the lived experiences of disabled people into best practice tools and resources that the cultural sector can use to meet the needs of disabled artists, audiences, volunteers, and employees.
4. Using a sector-wide partnership approach to co-design standards.

These ambitions sit alongside our business plan goals:

1. Growing the charity's finances steadily over the next four years through earned income and major funder strategies.
2. Building upon our reputation and networks across this sector by strategically cementing our public affairs profile, refreshing our website, and building social media following.
3. Ensuring the organisation has the right skills and expertise it needs to successfully fulfil these ambitions. This includes investing in business development resources and ensuring the organisation has the right financial expertise required as we grow in size and complexity.

Our ambitious delivery plans for 2023-2024 include:

- Delivering a new Audience Development programme, funded by John Ellerman Foundation, which aims to expand our engagement with, and support for, diverse disabled audiences. This includes producing content and campaigns to raise awareness of the issues that impact disabled people when they seek to access live events.
- Delivering a new three-year programme exploring the intersectional experiences of disabled people. Our main partner in 2023–2024 is Black Lives in Music. This will include publishing and then acting upon the plans set out in our Unseen Unheard report which focusses on the experiences of Black disabled artists and professionals. (funded by Arts Council England).

Trustees' Report for the year ended 31st March 2023 (continued)

- Delivering local place-based programmes in the government's Levelling Up For Culture areas, driven by a new Inclusive Communities Manager. In 2023–2024 we will be working in Medway (funded by Arts Council England).
- Growing the reach and impact of our Live Events Access Charter programme. We will undertake a major review of this programme in Autumn 2023 to ensure that the programme is fit for purpose in the coming 5–10 years (funded by Arts Council England).
- Diversifying our Live Events Access Charter membership through targeted engagement activity with community and grassroots spaces, those located in Levelling Up For Culture Places and spaces that work with and/or promote diverse communities, with a priority focus on ethnically diverse communities in 2023–2024 (funded by Arts Council England).
- Working with talent development partners across the UK to specifically support those artists and professionals who are part of our Next Stage and Beyond the Music programmes (funded by Arts Council England and The National Lottery Community Fund).
- Continuing to grow the impact of our Mystery Shopping and volunteering programmes, harnessing our network of disabled volunteers across the UK. This includes launching our new Accessible Volunteering guide (funded by Arts Council England and The National Lottery Community Fund).
- Delivering our 2023 Festival Volunteering programme and planning the long-term strategy for both Mystery Shopping and volunteering (funded by Arts Council England and The National Lottery Community Fund).
- Launching our 2023-2026 Beyond the Music skills development programme for disabled professionals, including supporting a second Future Leaders cohort and building the range of events, networking opportunities and self-advocacy resources. (funded by The National Lottery Community Fund).
- Creating a multi-year strategy and commencing activity to expand upon our Next Stage initiative's successful Just Ask campaign, designed to break down the barriers disabled artists face when seeking to perform live. We will look to partner with Musician Union's Access Rider initiative, as well as focus on supporting Charter members to be champions of best practice in this area.
- Delivering the first year of our collaborative programme with Julie's Bicycle and A Greener Future to explore how we make access to music and live events environmentally sustainable, including a toolkit which identifies key challenges, possible solutions, and case studies.
- Creating a multi-year strategy and commencing activity to influence the ticketing and access-booking landscape, in partnership with Society of Ticket Agents and Retailers, and linking up our Charter and Audience Development programmes. We plan a major survey on this topic in Spring 2024.
- Continuing our role as a thought leader on diversity, contributing to industry-wide forums and building our capacity to be a truly intersectional disability-led organisation. Our partners include the NightTime Industries Association's Women's Safety Taskforce, the GLA's Women's Nighttime Safety Charter, BPI, AIM, Black Lives In Music and UK Music's Diversity Taskforce. We will also reach out to a range of LGBTQIA+ organisations.
- Finalising our public affairs strategy and action plan to inform future campaign priorities.
- Conducting qualitative research on the lived experience of intersectional barriers and amplifying the voices of under-represented disabled audience members.

Trustees' Report for the year ended 31st March 2023 (continued)

We will also continue to deliver on organisational and business development, including:

- Growing our staff team to deliver new Arts Council England and John Ellerman funded projects.
- Reviewing our Business Development provision and rolling out a range of new training and consultancy products.
- Rolling out new Trustee and staff subcommittees, linked to Arts Council England's Investment Principles (dynamism, environmental responsibility, inclusivity and relevance, and ambition and quality).
- Conducting a major review of our environmental policy and action plan, informed by our new research project with Julie's Bicycle and A Greener Future.
- Improving our monitoring and evaluation processes and systems, including undertaking and publishing our Social Return On Investment study.
- Re-defining our communications, marketing and fundraising strategies and action plans in light of new and increased investments.
- Developing initiatives and projects to ensure an inclusive and supportive workplace for all our staff and trustees.

Public Benefit

Attitude is Everything carries out a wide range of activities as detailed in pursuance of its charitable aims. In setting our work programme each year, the trustees take account of the Charity Commission's guidance on public benefit, and ensure activities we undertake are in line with our charitable objectives and aims.

The trustees are satisfied that the company's activities throughout the year provided public benefit because:

- the majority of its activities were provided on commission and are free to the public;
- activities gave the public, both through participation and as audiences, access to a very high standard of artistic work; and
- feedback from participants consistently praised the work of the Charity

Financial Review**Review of Statement of Financial Activities and Statement of Cashflows**

Despite the challenging circumstances the charity and wider sector face, we had another successful year and have remained financially resilient due to the support of our funders and careful financial management. During 2022-2023 the charity made a surplus on unrestricted funds of £112,500 (2022 - £116,663). This resulted from very strong results in earned income (training and consultancy services) and a very successful year of corporate donations, including one large one-off donation. All of this additional income was not included in our original operating budget. Furthermore, our planned expenditure was lower than expected due to external factors beyond our control and lower headcount than planned, with a number of staff changes taking place during the year, resulting in vacant position savings.

Trustees' Report for the year ended 31st March 2023 (continued)

Balance Sheet Review

Overall, as of 31st March 2023, the charity had total reserves of £480,614 (2022 - £369,114). These reserves were made up of general reserves (funds which are neither restricted nor designated) of £430,614 (2022 - £318,114), designated reserves of £50,000 (2022- £50,000) and nil restricted grants and donations (2022 - £1,000). At that time, the charity held cash at bank of £536,029 (2022 - £424,228). The free reserves, comprising unrestricted reserves less designations and less fixed assets amounted to £430,017 (2022- £315,727).

During the period to 31st March 2023 free reserves increased from £315,727 to £430,017. In the previous year the board had decided to designate £50,000 towards investment in infrastructure and business resilience to be spent in the next three years. Restricted grants and donations totalling £244,165 (2022 - £212,109) were received during the year. All the restricted income received was spent in the year, with nil (2022 - £1,000) held on the balance sheet as of 31st March 2023.

Compliance with Reserves Policy

Attitude is Everything's reserves policy is designed to reflect the underlying risks facing the charity and to ensure that we have an appropriate level of free reserves to safeguard its operations. We have a balance of free reserves in excess of the minimum level stated in the policy (as set out in the Structure, Governance and Management section) of £150,000 for 2022-2023, to be increased to £200,000 in 2023-2024. This reflects a risk-adjusted premium that will be reevaluated by the trustees in the next financial year reflecting the risk environment assessed at that time.

Trustees note that our free reserves have increased significantly over the last three years due to careful financial management, restrictions on delivery of activity due to Covid, and strong support from our existing funders. The organisation has clear plans in place to gradually reduce these reserves through one-off investment in organisational capacity and capital projects.

Structure, Governance and Management**Governing document**

The Memorandum of Association which established the objects and the powers of the charitable company and is governed under its Articles of Association.

Governance

It is the board's duty to:

- Establish the guiding principles and policies for the organisation (through the decision-making process outlined below).
- To delegate responsibility and authority to those who are responsible for enacting the principles and policies (Managing Director, Founder and staff).
- To monitor compliance with those guiding principles and policies.
- To ensure that staff and board alike are held accountable for their performance.

The Board of Trustees operates from a position of trust in the Managing Director, Founder and staff. The trustees are confident that the Managing Director and Founder can ensure that the

Trustees' Report for the year ended 31st March 2023 (continued)

organisation operates in an effective and ethical manner. Our principles and guidelines for trustees are therefore designed to create some distance between the Managing Director, Founder and trustees, to enable the healthy level of challenge necessary to make sure the interests of the organisation and its users are protected.

Responsible governance of the charity is exercised through the Board of Trustees who are all trustees of the charity ('the board'). The board is made up of independent lay members who are responsible for the conduct of Attitude is Everything and for ensuring that it satisfies all legal and contractual obligations. The trustees are volunteers and are not remunerated for their time.

The board is responsible for setting the strategic direction of the charity and is ultimately accountable for how effectively the charity meets the defined aims through direct charitable activity. The board employs executive, administrative and operational staff to engage in activities related to governance as defined by SORP (FRS102) such as strategic planning and direct charitable activities such as advice services to service users.

The Board meets at least four times a year. The board delegates day-to-day responsibility to the Managing Director who is required to attend board meetings and to report on all operational and financial matters including staff matters and service delivery. The charity pays a premium for professional indemnity insurance for its trustees which is included within the total insurance premium payable each year.

Recruitment and appointment of new trustees

Candidates are required to complete a formal application process which includes completing an application form with referees, and if successful at application form stage, attending an interview. Interviews are carried out by trustees and staff representatives. Once references and interviewers' recommendations are deemed to be satisfactory by the board, successful candidates are invited to observe a board meeting. New trustees can be voted onto the board any time after these steps have been taken.

They receive an induction pack that includes:

- Attitude is Everything Memorandum and Articles.
- Our latest annual report and accounts.
- Our strategic plan, including budget.
- Trustee job description and person specification.

Trustees are required to abide by Attitude is Everything strict code of conduct for trustees and declare any potential conflicts of interests. Trustees receive specific training in the roles and responsibilities of charity trustees and finance.

As charity trustees, they have control of Attitude is Everything and its property and funds. The minimum number of trustees must be three, but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. At least 10% of whom must be disabled, due to the nature of Attitude is Everything's vision and values. The subscribers to the Memorandum are the first trustees of Attitude is Everything. Every trustee signs a declaration of willingness to act as a charity trustee of Attitude is Everything before they are eligible to vote at any board meeting. Apart from the existing trustees named in our Memorandum and Articles, every trustee must be appointed for a term of three years. The trustees may at any time decide to appoint a new trustee, whether in place of a trustee who has retired or other circumstances according to our Memorandum and Articles, provided that any limit on the number of trustees would not as a result be exceeded and further provided that the minimum number of disabled

Trustees' Report for the year ended 31st March 2023 (continued)

trustees has been maintained. A trustee who has served for two consecutive terms may not be reappointed for a third consecutive term but may be reappointed after an interval of at least one year.

The board is committed to continuing to ensure that the organisation is both disability and female-led. At time of writing, 50% of the senior leadership team of the organisation identify as disabled and/or neurodivergent (the figure increasing to 60% if senior managers are included) and 67% of staff and 55% of trustees. We have recently made positive steps in diversifying the staff team in terms of ethnic diversity with 50% of staff identifying as white British (a change of 25% from the year before). We continue to be a majority female organisation at both staff and trustee level.

Principle Risks and Uncertainties

The key focus for 2022-2023 has been around securing the long-term financial future of the charity, while addressing the long-term impact of Covid-19, coupled with the cost-of-living crisis continuing to be felt across the music and live events sector.

Throughout the financial year, trustees and staff have proactively addressed these challenges including:

- Securing funding from Arts Council England for 2023-26, including realising a substantial increase in funding which will enable us to grow our programmes and impact.
- Exceeding earned income and fundraising targets including securing major three-year funding awards from the National Lottery Community Fund and John Ellerman Foundation.
- Implementation of systems and procedures to mitigate continued risks to the business, and minimise the impact should the risk materialise.
- Regular dialogue with funders to update them on any changes to programmes.
- Continuing to implement controls to monitor spending and cashflow.
- Ensuring that staff were able to work safely throughout the period including regular review of Covid policies, supporting hybrid working, moving activity online, and refocussing delivery.

The charity undertakes quarterly reviews for different areas of risk including, insurance cover, health and safety policies in the workplace and whilst performing, working with young children, financial affairs (through regular reporting and monitoring), personnel practices, ICT and technology. In relation to these matters, and apart from matters completely outside the charity's control, the trustees consider that the risks to which the charity is subject have been mitigated to a satisfactory level.

The trustees of Attitude is Everything have a risk management strategy which comprises:

- An ongoing review of the principal risks and uncertainties the charity faces.
- The establishment of policies, systems, and procedures to mitigate those risks.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.
- Management and monitoring of adequacy of risk management policies, systems, and procedures, including the reserves policy.

Trustees' Report for the year ended 31st March 2023 (continued)

Pay policy for staff

Attitude is Everything seeks to be a fair and good employer of choice. It seeks to engage talented people at all levels of the organisation and to benefit from the exercise of these people's talents. Within the framework of our terms and conditions of employment, we are committed to rewarding its employees with a mixture of pay and benefits as part of an approach to total reward in order to attract and retain motivated, flexible people who take responsibility, work as a team, improve performance and develop new skills. During 2022-2023 a new pay policy was developed and implemented with the support of external consultants, including a new performance review system from 2023–2024.

Related parties

No trustees received any payment of money or other material benefit (whether directly or indirectly) from the charity except for reimbursement of reasonable out-of-pocket expenses as per our Memorandum and Articles. Although trustees may enter into a contract with the charity to supply goods and services in return for a payment or other material benefit if these or goods and services that we require, governed by specific clauses in our Memorandum and Articles, no trustees entered into any contracts with us.

Reserves policy

It is Attitude is Everything's policy to maintain free reserves (unrestricted reserves not invested in fixed assets or designated for specific purposes) at a minimum level which can fund the greater of: i) our projected closing liabilities, calculated based on shutting down the organisation with legal costs, redundancies and six months of lease liabilities; and ii) three months' expenditure.

Trustees risk-assess our reserves level on a quarterly basis, to ensure that our reserves stay within the band of three-six months of expenditure, with discussions taking place at board level if these minimum or maximum levels are not maintained.

Minimum reserves levels are reviewed annually. The approved minimum free reserves level for 2022-2023 is £150,000 and this will be increased to £200,000 in 2023-2024 in view of our increased turnover. Attitude is Everything maintained free reserves above this minimum level in compliance of the reserve policy throughout 2022-2023.

Trustees' Report for the year ended 31st March 2023 (continued)

Statement as to Disclosure of Information to the Independent Examiner

Each of the persons who are trustees at the time when this report is approved confirms that:

- (a) So far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- (b) to the best of their knowledge and belief, each director has taken all the steps that ought to have been taken as a trustee, including making appropriate enquiries of fellow trustee and of the charity's auditor for that purpose, in order to make themselves aware of any information needed by the charity's auditor in connection with preparing its report and to establish that the charity's auditor is aware of that information.

Independent Examiners

A resolution to re-appoint Additude Ltd as the charity's independent Examiner will be put forward to the forthcoming Annual General Meeting.

The trustees have prepared this report in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

Approved by the board and signed on its behalf by:


Jane Dyball (Nov 29, 2023 18:09 GMT)

.....

Jane Dyball
Co-Chair

Date: 29/11/2023

Trustees' Report for the year ended 31st March 2023 (continued)

Statement of Trustees' responsibilities

The trustees (who are also the Directors of Attitude is Everything for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping proper and adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent Examiner's Report to the Directors of Attitude is Everything for the year ended 31st March 2023

We report on the accounts of the company for the year ended 31 March 2023, which are set out on pages 22-31.

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 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of CIPFA.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- 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 the 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

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Andi Dollia (Nov 27, 2023 22:37 GMT)

Andi Dollia, CPFA
ADDITUDE LTD
9 Rhapsody Court
Wakeman Road
London, NW10 5DF

Date: 27/11/2023

Statement of financial activities for the year ended 31st March 2023
(incorporating an income and expenditure account)

		2023			2022		
		Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
Income from:	Note	£	£	£	£	£	£
Donations and legacies	3	244,165	378,595	622,760	212,109	337,383	549,492
Charitable activities	4	-	142,604	142,604	-	139,208	139,208
Bank Interest		-	727	727	-	-	-
Other income		-	-	-	-	-	-
Total income		244,165	521,926	766,091	212,109	476,591	688,700
Expenditure on:	5						
Raising funds		-	63,192	63,192	-	57,418	57,418
Charitable activities		245,165	346,234	591,399	214,750	302,510	517,260
Other		-	-	-	-	-	-
Total expenditure		245,165	409,426	654,591	214,750	359,928	574,678
Net income (expenditure)		(1,000)	112,500	111,500	(2,641)	116,663	114,022
Transfers between funds		-	-	-	-	-	-
Other recognised gains/(losses)		-	-	-	-	-	-
Net movement in funds		(1,000)	112,500	111,500	(2,641)	116,663	114,022
Reconciliation of funds:							
Total funds brought forward		1,000	368,114	369,114	3,641	251,451	255,092
Total funds carried forward		-	480,614	480,614	1,000	368,114	369,114

The notes on pages 25 to 31 form part of these financial statements.

Balance Sheet at 31st March 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible fixed assets	8	597	2,387
Current assets			
Debtors	10	25,037	9,413
Cash at bank		536,029	424,228
		561,066	433,641
Creditors: amounts falling due within one year	11	81,049	66,914
Net current assets		480,017	366,727
Net assets	12	480,614	369,114
Funds	13		
Restricted		-	1,000
Unrestricted:			
General Funds		430,614	318,114
Designated Funds		50,000	50,000
Total funds		480,614	369,114

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006; and no notice has been deposited under section 476. No members have required the company to obtain an audit of its accounts for the year in question. The trustees acknowledge responsibility for: i) Ensuring the company keeps accounting records which comply with section 386; and ii) Preparing financial statements which give a true and fair view of the state of affairs of the company as at the year-end in accordance with requirements of section 394 and 395, and which otherwise comply with requirements of the Companies Act 2006 relating to financial statements, so far applicable to the company. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 29/11/2023

and signed on their behalf by:

Jane Dyball
Jane Dyball (Nov 29, 2023 18:09 GMT)

Jane Dyball
Co-Chair, Trustee

Cashflow Statements as at 31st March 2023

	Note	2023	2022
		£	£
Cash flows from operating activities			
Net cash provided by operating activities	14	111,074	145,415
Cash flows from investing activities			
Purchase of fixed assets		-	(1,790)
Bank Interest		<u>727</u>	<u>-</u>
Net cash provided by investing activities		<u>727</u>	<u>(1,790)</u>
Change in cash and cash equivalents in the reporting period		<u>111,801</u>	<u>143,625</u>
Cash and cash equivalents at start of period		<u>424,228</u>	<u>280,603</u>
Cash and cash equivalents at end of period		<u>536,029</u>	<u>424,228</u>

Notes to the Financial Statements for the year ending 31st March 2023

1. Accounting policies**a. General information**

Attitude is Everything is a public benefit entity and a company limited by guarantee, company number 06397532, registered in England. Attitude is Everything is also a charity, registered with the Charity Commission (charity registration number 1121975). The registered office and its principal place of business is 54 Chalton Street, Kings Cross, London, NW1 1HS.

b. Going concern

The Trustees confirm that at the time of approving the financial statements, there are no material uncertainties regarding the Charity's ability to continue in operational existence for the foreseeable future. In arriving at this conclusion, the Trustees have taken account of current and anticipated financial performance in the current economic conditions, its business plan and its reserves position. Despite a number of uncertainties in relation to Covid-19 and its long-term impact on the music and live events sector, the Trustees feel that they are putting steps in place to address this in relation to long term forecasting. For this reason, the going concern basis continues to be adopted in the preparation of the Charity's financial statements.

c. Basis for preparation

The financial statements have been prepared under the historic cost convention unless otherwise stated in the relevant accounting policy notes and in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The principal accounting policies that have been applied to all years presented in these financial statements are set out below.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise their judgement in the process of applying the accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 2.

d. Recognition of outstanding employee benefits

No provision for outstanding holiday pay was made under previous UK GAAP. Under FRS 102 the costs of short-term employee benefits are recognised as a liability and an expense. The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

e. Fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost. Fixed assets that cost less than £500 are treated as expenditure in the statement of financial activities.

**Notes to the Financial Statements for the year ending 31st March 2023
(continued)**

f. Fund accounting

The nature and purpose of each fund is explained in Note 9 to the financial statements.

g. Financial instruments

The only financial instruments held by the company are debtors and creditors. These are categorised as 'basic' in accordance with Section 11 of FRS 102 and are initially recognised at transaction price. These are subsequently measured at their transaction price less any impairment.

h. Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. Donations and grants are split between restricted and unrestricted funds in accordance with the terms of the grant or donation. Donations and gifts are recognised in the statement of financial activities when receivable. Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Bank interest is recognised on an accrual basis.

i. Expenditure

Expenditure is included in the statement of financial activities on an accrual's basis, inclusive of any VAT. It is recognised when there is a legal or constructive obligation to pay for it. Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff or resources used on those activities.

j. Defined contribution pension scheme

The charity operates a defined contribution scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

k. Leases

Rentals applicable to operating leases are charged to the statement of financial activities over the period they are incurred.

l. Depreciation

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

Fixtures, fittings and equipment	33.33% straight line basis
----------------------------------	----------------------------

2. Critical judgements and estimates

No critical judgements have been made by management in applying the charity's accounting policies.

**Notes to the Financial Statements for the year ending 31st March 2023
(continued)**

3. Donations and Legacies

	Restricted	Unrestricted	2023 Total	2022 Total
	£	£	£	£
Arts Council England	-	254,294	254,294	254,282
Paul Hamlyn Foundation	70,618	-	70,618	66,882
Manor 2056 Trust	-	-	-	20,000
National Lottery Funding	154,839	-	154,839	139,144
Esmee Fairbairn Foundation	-	28,000	28,000	40,000
John Ellerman Foundation	-	20,000	20,000	-
Dr Martens Foundation	-	10,000	10,000	-
The Platinum Jubilee Pageant	-	40,000	40,000	-
Glastonbury Festival Events	-	11,500	11,500	-
DWP Access to Work	18,708	-	18,708	6,083
Other Grants and Donations	-	14,801	14,801	23,101
Total	244,165	378,595	622,760	549,492

There were no unfulfilled conditions or other contingencies attaching to these grants.

4. Income from Charitable Activities

	Restricted	Unrestricted	2023 Total	2022 Total
	£	£	£	£
Access Consultancy	-	66,505	66,505	51,268
Disability Equality Training	-	42,348	42,348	52,497
Other sales and earned income	-	33,751	33,751	35,443
Total	-	142,604	142,604	139,208

**Notes to the Financial Statements for the year ending 31st March 2023
(continued)**

5. Total Expenditure

Expenditure	Raising funds	Charitable activities	Support Costs	2023 Total	2022 Total
		£	£	£	£
Staff costs (note 7)	40,890	327,124	81,781	449,795	401,821
Recruitment, Training and Other staff costs	-	-	10,022	10,022	2,501
Rent, Insurance and Services	-	-	46,960	46,960	56,788
Artists, Trainers, Interpreters	-	30,627	-	30,627	26,727
Office Overheads	-	-	29,656	29,656	25,025
Project materials, Delivery and Marketing costs	-	24,707	-	24,707	17,972
Volunteer costs	-	14,869	-	14,869	5,647
Board and Governance	-	-	1,066	1,066	836
Bank Charges	-	-	322	322	340
Transport and Travel	-	15,654	-	15,654	7,570
Independent Examination fee	-	-	1,725	1,725	1,600
Other Professional fees	-	-	27,398	27,398	23,417
Depreciation	-	-	1,790	1,790	4,434
	40,890	412,981	200,720	654,591	574,678
Add: allocation of support costs	22,302	178,418	(200,720)	-	-
Total expenditure	63,192	591,399	-	654,591	574,678

6. Net income/(expenditure) for the year

This is stated after charging / crediting:	2023	2022
	£	£
Depreciation	1,790	4,434
Independent Examination fees	1,725	1,600

The amount of £515 in travel expenses were reimbursed to Trustees during the year.
(2022 - £0)

Notes to the Financial Statements for the year ending 31st March 2023 (continued)

7. Staff Costs

	2023 £	2022 £
Salaries and wages	377,834	336,191
Social security costs	31,983	26,631
Pension contributions	39,978	38,999
	449,795	401,821

The average weekly number of staff (expressed as full-time equivalents) during the year was 11 (2022: 11)

	2023 No.	2022 No.
Raising funds	1.0	1.0
Charitable activities	8.0	8.0
Support costs	2.0	2.0
	11.0	11.0

8. Tangible fixed assets

	Fixtures, fittings and equipment	Total
Cost		
As at 1 April 2022	13,302	13,302
Additions	-	-
As at 31 March 2023	13,302	13,302
Depreciation		
As at 1 April 2022	10,915	10,915
Charge for the year	1,790	1,790
As at 31 March 2023	12,705	12,705
Net Book Value		
As at 31 March 2022	2,387	2,387
As at 31 March 2023	597	597

Notes to the Financial Statements for the year ending 31st March 2023 (continued)

9. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2023	2022
	£	£
Trade debtors	8,911	5,640
Other debtors	58	-
Prepayment and accrued income	16,068	3,773
	25,037	9,413

11. Creditors: amounts due within 1 year

	2023	2022
	£	£
Trade creditors	15,536	16,600
Taxation and social security	1,117	(858)
Other Creditors	1,775	848
Deferred income	56,500	46,271
Accruals and provisions	6,121	4,053
	81,049	66,914

12. Analysis of net assets between funds

	Restricted Funds	Unrestricted funds	Total funds
	£	£	£
Tangible fixed assets	-	597	597
Net current assets	-	480,017	480,017
Net assets at the end of the year	-	480,614	480,614

**Notes to the Financial Statements for the year ending 31st March 2023
(continued)**

13. Movements in Funds

	At the start of the year	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Unrestricted funds:					
General funds	318,114	521,926	(409,426)	-	430,614
Designated Funds	50,000	-	-	-	50,000
Total unrestricted funds	368,114	521,926	(409,426)	-	480,614
Restricted funds:					
Paul Hamlyn Foundation	-	70,618	(70,618)	-	-
National Lottery Community Fund	-	154,839	(154,839)	-	-
DWP Access to Work	-	18,708	(18,708)	-	-
Research Fund	1,000	-	(1000)	-	-
Total restricted funds	1,000	244,165	(245,165)	-	-
Total funds:	369,114	766,091	(654,591)	-	480,614

14. Reconciliation of net income to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the reporting period	111,500	114,022
Adjustments for:		
Interest from investments	(727)	-
Depreciation charges	1,790	4,434
(Increase)/Decrease in stock	-	-
(Increase)/Decrease in debtors	(15,624)	17,681
(Decrease)/Increase in creditors	14,135	9,278
Net cash provided by/(used in) operating activities	111,074	145,415