

TAKING FLIGHT THEATRE COMPANY

England & Wales · Charity number 1131762

Details

Status	Registered
Legal form	Charitable company
Company number	06690647
Registered	2009-09-23
Register	View on the Charity Commission register

Contact

Address	Chapter Arts Centre Market Rd Cardiff CF5 1QE
Phone	02920230020
Email	elise@takingflighttheatre.co.uk
Website	www.takingflighttheatre.org.uk

Activities

Objects: TO ADVANCE THE PUBLIC EDUCATION IN THE SUBJECT OF DRAMA AND THE ARTS, ESPECIALLY BUT NOT EXCLUSIVELY AMONG PEOPLE WITH PHYSICAL DISABILITIES BY RUNNING WORKSHOPS, NATIONALLY AND INTERNATIONALLY, RESIDENTIAL OR OTHERWISE WHICH MAY INCLUDE DRAMA, FILM, SCRIPTWRITING, MUSIC, DANCE, PUPPETRY, MASK, PHYSICAL THEATRE AND DEVISING ACTIVITIES. TO ADVANCE THE EDUCATION OF THE PUBLIC BY RAISING AWARENESS AND UNDERSTANDING OF THE CONTRIBUTION MADE BY PEOPLE WITH PHYSICAL DISABILITIES TO THE PERFORMING ARTS

Activities: We make theatre productions with embedded access at start of the artistic process, employing teams of professional Deaf, disabled & non disabled creatives. We run workshops & training to upskill emerging disabled & non disabled creatives. We explore new methods- human and technological- of pushing the boundaries of creative access, and we share our learning through symposia & events.

Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training, Disability, Arts/culture/heritage/science
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£647,532	£481,830	£403,306	5
2024-03-31	£317,349	£361,211	-	-
2023-03-31	£467,193	£474,028	-	-
2022-03-31	£465,191	£273,413	-	-
2021-03-31	£229,040	£152,674	-	-

Trustees

Name	Role	Appointed
Aisling Lammond		2026-03-10
Alan Chappell-Williams		2023-03-13
Andrew Tinley		2020-07-08
Benjamin Owen- Jones		2020-07-08
Dr Marta Minier		2020-07-08
Elizabeth Sarah Price		2025-05-13
Lisa De Benedictis		2023-03-13
Omoregie David Omoruyi		2026-03-10
Simon Whittam		2023-12-12

TAKING FLIGHT THEATRE COMPANY

England & Wales - Charity number 1131762

Accounts



Taking Flight Theatre Company
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2025

CARSTON ETL
Chartered accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Taking Flight Theatre Company

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	12
Statement of financial activities (including income and expenditure account)	13
Statement of financial position	14
Statement of cash flows	15
Notes to the financial statements	16

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Taking Flight Theatre Company	
Charity registration number	1131762	
Company registration number	06690647	
Principal office and registered office	Unit 8 Chapter Arts Centre 8 Market Road Cardiff CF5 1QE	
The trustees	Andrew Tinley – Co Chair Hadley Taylor – Co Chair to Sept 2024 (Resigned 13 May 2025) Alan Thomas-Williams – Co Chair from Sept 2024 Lisa De Benedictis Roger Hudson Dr Marta M Minier Benjamin Owen-Jones Simon Whittam – Treasurer from Nov 2024 Elizabeth Sarah Price (Appointed 13 May 2025) Lesley Rossiter-Roberts (Resigned 12 October 2024) Sara McKay (Resigned 13 May 2025) Damien Dickens (Resigned 1 September 2025)	
Senior management	Elise Davison- Artistic Director/ Joint CEO Louise Ralph- Executive Director/ Joint CEO	
Independent examiner	Farzana Ahmed FCCA 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Taking Flight are proud to have disability lead board with 73% of our board identifying as Deaf or disabled during this period. Taking Flight has become one of the leaders in terms of access and inclusion in the arts scene in Wales.

By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled and neurodivergent performers at the forefront and with creative access at the heart of every creation.

Mission, Vision and Objectives

Our Mission

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Our Objectives

- To create performances with the most talented & passionate disabled, Deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of Deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value Deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities *(continued)*

We do this by...

- Creating 1-3 professional performances per year
- Actively seeking to work with new Deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support Deaf & disabled artists & audiences
- Having access as the starting point for new creative projects.
- Running Wales's only Youth Theatre for Deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established Deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions- Sharing best practice and "bright spots" through regular symposia or sharing events.

ACHIEVEMENTS AND PERFORMANCE

Business and Organisational Development

We were successful in our bid to become a portfolio client of ACW and April 2024 saw the beginning of our Multi Year Funding agreement. We were able to employ a full time Operations Manager to support the work of the whole team, particularly the Executive Director and this shift allowed the ED to attend the National Fundraising school's online course. This will in time help to alleviate the costs for fundraising consultants and increase the amount drawn down from Trusts and Foundations.

We also employed a part time Access Coordinator; this is a new role where we could offer support to organisations looking to improve access for projects and productions. Additional Access tools can be an afterthought amongst the other production and rehearsal demands, and we designed this service to streamline and coordinate all access tools and offers on a bespoke basis. This is very dependent on the finances and access/ inclusion budgets for productions. This service hoped to lead to an increase in in earned income, but we are still testing the market for this service.

We fully committed our productions to the Theatre Green Book principles of the circular economy and are striving to uphold the Climate Justice principle of our MFY agreement.

Artistic work

2024-25 predominantly focused on our trilingual adaptation of You've Got Dragons / Mae gen ti Ddreigiau, which toured in Summer 2024. We toured to each venue for a week at a time, a new touring model which we hope will alleviate pressure on touring teams and protect wellbeing. Taking Flight had a smattering of festival work in the summer when we revived some previous productions.

From the Autumn there was a lot of focus on the development of two new shows. The first a studio piece; Martha, which will be written and directed by Elise Davison and Stephanie Bailey Scott and will be performed at Sherman Cymru and Pontio Bangor in Summer 2025. The second is The Mab, a main house production scheduled for performance in Spring 2027.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Mae Gen ti Ddreigiau May – July 24

This co-production with Pontio Arts Centre Bangor, which thoughtfully addresses the subject of mental health, was adapted by Manon Steffan Ros, directed by Elise Davison, sustainably designed by Ruth Stringer, music direction by Dan Lawrence, lighting design by Garrin Clark, and performed in Welsh/BSL and English/BSL by a cast of Deaf and hearing actors. It incorporated age-appropriate integrated audio description and innovative creative captions developed by Ben Glover.

To support the production, we developed Dragon Taming Workshops; nature-based, sustainable sessions focused on mindfulness and wellbeing, designed for schools and families, delivered in Cymraeg, English, and BSL. Foyer activities were also developed, including VR acclimatization tours, alongside our established visual stories, sonic stories, and tactile access materials, all available to audiences prior to the performance.

The production provided opportunities for BSL and Welsh language Assistant Directors, Stephanie Bailey Scott and Macsen Mackay to develop their directing skills.

Additionally, we piloted a Creative Enabler program during this tour. This was thoroughly evaluated by Tabby Milne for the company to ensure the integration of best practices for future productions. This was also the first time we mandated week-long residencies for a touring production, and the outcomes of this approach have informed our subsequent tours.

Funding was provided by ACW, with additional support from Davies Sister, Colwinston Charitable Trust, Ty Cerdd, and the People Postcode Lottery. This production also formed part of the Unity Festival in June in Bangor.

Audience: 1,644

Outreach numbers for workshops: 1,078

Martha – Pre-production

This production is scheduled for June 2025 at Sherman Theatre. Autumn 2024 and Spring 2025 were focused on script development. In Autumn 2024, we engaged actors to develop the script in more depth following this Elise Davison and Stephanie Bailey Scott worked with dramaturgs Samuel Bees, Kaite O'Reilly, and Matthew Bulgo to create a rehearsal draft. The creative team and cast are all confirmed. Rehearsals begin May 25. This is an ambitious project which will challenge and surprise audiences.

The Mab – Pre-production

In Winter 2024, there was a further period of research and development to develop the script, establish cast size and technical requirements. Eloise Williams and Matt Brown are adapting the book for the stage. We worked with Branwen Davies as dramaturg to help shape the development of the script. In November, we worked with actors, designers, and musicians to dissect and interrogate the script. Additional script and design work are planned for 2025/26. The production is scheduled for early 2027 at Sherman and then touring.

Honour and Cherish

This entertaining roaming theatre piece revolves around a wedding that faces numerous challenges. With its interactive, non-verbal format, it's always a hit at festivals. This year, it was performed at the Unity Festival in Cardiff in June.

Out

The older members of our Youth Theatre were invited to be part of Sherman Theatre's Youth Arts Festival, where they performed a devised piece called Out. They worked with Elise and Steph to develop the script, and it was incredibly well received by all audience members, with people commenting that "this is what youth theatre should be about."

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

WNO collaboration

In Spring 2024, Elise worked with WNO Youth Production to assist with the integration of a Deaf performer into their Seligman Youth Opera production of Panig/Attack. Steph worked on the translation into BSL. It will be performed in April and will hopefully lead to more collaborations in the future.

I don't know why I am telling you all of this (working title) – R and D

Elise continues to support the work of Jamie Redford and his one man show. This involved some complex script development and delving into the world of Bouffant with Robyn Hambrook from Bristol Clown School. We also supported Jamie with the administrative side of this project and are looking forward to moving onto the next stage with him.

Other achievements and milestones

This was a challenging year as the cultural sector responded and aligned itself to the new multi-year Funding agreements and changes to funding priorities from Arts Council of Wales.

We continued to represent the accessible and inclusive theatre ethos at a variety of events (Hynt symposium, Creu Cymru etc) and were asked to manage a couple of Research and development projects on behalf of other organisations and individuals.

The Executive Director offered application support services to one small organisation and one individual on behalf of ACW (both successful) and was successful in her application to be a Creative Steps Mentor. We will continue to offer both access support for create grants, and mentorship for ACW's development programme. This is on a needs basis and directed by ACW.

Consultancy and Training and other services

We began a refinement and expansion of our current training packages and started the process of accreditation for them via the CPD accreditation Service. This was a direct response to the sectors desire to become more inclusive and accessible and to offer greater value training to reflect the investment organisations are undertaking to ensure access and inclusion is part of everything that they do.

Our consultancies, training and other workshops were taken up by numerous new and existing clients including the Urdd, Mess up the Mess/Queertawe, Grand Ambition, Hijinx, Royal Welsh College of Music and Drama and Ramshakilicious amongst our cohort. We also ran Wellbeing workshops for young people as part of our outreach activities alongside our production of Mae gen Ti Ddreigiau. Our Audio Description services (including Equipment hire) and our BSL services were accessed by many organisations including Theatr Iolo, G39, Theatr Genedlaethol Cymru and individuals. We also continue to deliver Theatre and access / Inclusion lectures to RWCMD and USW.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Youth theatre

The youth theatre offers a safe, Deaf-led environment that fosters creativity and skill development, while also serving as a training platform to nurture future performers and trainers. Our senior group members have volunteered as assistant leaders with younger participants, leading to noticeable improvements in their confidence, maturity, and a stronger sense of group identity. We have 16 regular participants ranging in age from 4 to 18 years. This year, we felt that we needed to shift our focus to provide more challenging opportunities for our participants. The programme has evolved from primarily skills-based activities to include more production-oriented projects, a direction we plan to expand upon in the coming years. Our objectives include creating work on a larger scale to raise the company's profile, exploring a more integrated approach, and increasing awareness of inclusive practice. We aim to develop a space where both hearing and Deaf young people can collaborate and take centre stage, rather than being sidelined. We also focused on providing CPD for Stephanie Bailey Scott - Youth Theatre Director. As part of the work on Teechers and Out she was able to work alongside and learn from our Artistic Director, Elise Davison, learning about the devising process, scripting, and directing.

A word from Stephanie:

Our Youth Theatre has had a fantastic year of creativity and growth - from adapting Revolting Rhymes during our first ever combined Summer School to devising a punk-rock "Alternative Little Red Riding Hood," our young performers have been bursting with ideas. Our older members delved into script work on John Godber's Teechers, while two members were involved in additional rehearsals and devised Out, a powerful coming-out story performed entirely in BSL at the Sherman Youth Festival. With our Artistic Director regularly joining sessions, the group have felt more connected than ever to Taking Flight, whilst gaining extensive experience being directed under Elise's expertise. Across 48 sessions, including the additional Out rehearsals-we welcomed brilliant freelancers such as Karol Cysewski (exploring movement and dance), Connor Allen (Theatre maker, published poet and previous Children's Laureate of Wales), and disabled lighting designer Garrin Clarke. Our Saturday sessions continued at the Atrium University, with Summer School at Chapter Arts Centre and Out performed at the Sherman Theatre. Out played to a full-capacity audience, with one audience member calling it "the best thing they saw in the whole festival" - a true highlight.

In 2025, we are aiming to introduce Arts Awards as well as work towards a large-scale production and to explore accessible youth theatre options with local performing arts providers and trainers.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

FINANCIAL REVIEW

Funding picture

Taking Flight became a MYF organisation in April 2024. The move from a primarily project funded organisation, stabilised our finances and gave our work validation and importance. We also have a great reliance on augmenting our finances with funding from a variety of sources including Lloyds Bank Foundation. Our Youth Theatre received Millennium Stadium Charitable Trust support and project funding for productions came from Unlimited and Forrester Family Trust.

Due to project timelines and ACW's grant application schedules, we were successful in 2023 for our 2024 tour of Mae Gen Ti Ddreigiau. This was predominantly project funded rather than from our new MYF status. The majority of related expenses and the completion payment was during this financial year.

We are managing a large collaborative project called **Breaking the Box 2**. We drew down two tranches of the grant, with only some of the activity spend being allocated to this financial year.

Funding Diversity- snapshot

2024-5 was an unusual year in the life of taking Fight. We were able to secure a 'profit' on our income and expenditure. This was in mostly due to funding for future project being drawn down, allowing us to maintain sufficient cashflow whilst we adjusted to our new MYF status.

The income from ACW alone made up nearly three quarters of our income. The split between our MFY grant and our existing or ongoing project grants was 42% to ongoing projects and 58% MYF grant.

The rest of our income was derived from earned income and grants from Trusts and Foundations. With Grants from Trusts and foundation making a little less than double our earned income.

ACW Project Funding

Creative Steps - Organisational Development: This project was the last of a series of organisation development grants. The income was to support staffing and org development from July 2023 to June 2024. The majority of the grant was drawn down in this financial year- helping us to achieve an operating profit- despite the activity having been done during the previous financial year.

Breaking the Box: 'Breaking the Box' which is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.

The second phase of this project began in early 2024 with a planning and implementation period. The project began in earnest in the autumn 2024 with the recruitment of the Project Coordinator. Recruitment for our Provocateurs (venue and community) began in the Spring of 2025. This project aims to end in early 2026.

The first stage of this project focused on venue staff training and providing opportunities for early career disabled creatives in backstage and off-stage theatre roles as well as preparing the venues to welcome them. The second phase will be also focus on onstage creatives and developing individual projects and explorations. Our Community Provocateur will focus on engaging and encouraging participants to our creative and practical workshop sessions and residency programme.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

To add authenticity and accountability, we employed two venue based 'provocateurs' to start work in May 25 to ensure access and inclusion was included within every department and that access was on all departments meeting agendas.

We also expanded our network of venues to include Awen Cultural Trust. Awen Cultural Trust are responsible for many venues including libraries across South Wales. Many of their venues are undergoing refurbishment so our focus will be on their flagship refurbished Maesteg Town Hall, Y Muni in Pontypridd and the Met in Abertillery.

As part of this ongoing project with our consortium of like-minded venues, is our Deaf Awareness, Blind Awareness and our sector specific Equality Training packages to our new venues-as well as offering refresher training for our existing network of venues in the project. We will also be creating Audio Descriptions of our new venues and recommending where they can be hosted / displayed to maximise accessibility.

Theatre and Festival Work:

Our main body of work was our Bilingual production of ***Mae Gen Ti Ddreigiau/ You've Got Dragons***. This toured to studio venues across Wales and made an appearance at the Eisteddfod in Pontypridd. We also reprieved our walkabout/roll about festival/ street theatre piece ***Honour and Cherish*** for a special series of performances for the Unity Festival. This was performed at the Wales Millennium Centre in Cardiff.

We continued to develop the children's version of the Mabinogion with the authors of ***The Mab***. This is currently in a research and development phase in partnership with Theatrau Sir Gar. We are in conversation with other venues for potential co-producing opportunities. We do not have a current date or venue in mind for this production, but we are currently planning for Spring 27. We also undertook a period of research and Development for our next production - ***Martha***. This is co-written by our Artistic Director and our Access and Participation manager and is part funded by Unlimited. This will be performed in June 2025 in the Studio space at the Sherman theatre in Cardiff and marks our first large collaboration with the venue.

Other Funding Sources

We ran a **Big Give** campaign to support the costs of our main production which raised over £4,000 **Unlimited** supported our production costs of Martha.

We also received support from the **Forrester Family Trust** of £35,000 and received multi-year support from **The Lloyds Bank Foundation** of £25,000 per year for three Years. **Millennium Stadium Trust** helped support the Youth Theatre with a grant of £7,490 Colwinston Charitable Trust, Gwendoline and Margaret Davies Charity, and Ty Cerdd supported MGTD. This was awarded in the previous financial year. The only funding received during this year was the completion payment from Ty Cerdd of £412.50

Earned Income

Our earned income is derived from a few sources including ticket sales and Box office returns. This equates to approx. 32% of our earned income. Our access services (Audio Description, BSL translations etc) bring in about 38% of our earned income. Consultancy brings in about 13% of our earned income. Other sources include training and visiting lecturer fees.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

Expectations versus reality

We planned that the role of Access coordinator would be an additional source of revenue and that we would be able to maximise on our consultancies by offering a bespoke access coordination service to our clients. This has not produced the results we envisaged. There are many mitigating factors in this- one of which is due to the extra resources any company wishing to be more accessible an inclusive may have to provide- without necessarily have the resources to fund these extra services.

Our ability to deliver our awareness services has also been curtailed by fluctuating health conditions, energy levels and the wellbeing of our delivery team. The extra support we put in place was that of admin support- initially as a freelance and ad hoc role to support the outreach and creative team- we aim to roll this position out as a part time admin support role to assist across all departments.

Networks, advocacy, new developments and accolades

We worked with a great many cultural organisations in 2024/5. From access consultants for Dr Who to running training and audio description for the Urdd's Eisteddfod. We offered work placements- both via Universities and Drama Schools, Royal Welsh College of Music and Drama MA Arts Admin course and Bath Spa University - BA Theatre, Festival and Event Production. We were also able to offer work experience to 5 school pupils as part of the What's Next programme for Yr 12 students, through our links to the Cardiff Creative Curriculum Team. Taking Flight provided access consultancy for many organisations including QueerTawe (Mess Up the Mess), Mumfighter (Grand Ambition) as well as Welsh National Opera's Seligman Youth Opera Performance Panig/Attack!

We developed new CPD accredited training material for our Deaf Awareness Training, and will be developing an accredited Blind Awareness Training package in 2025/6

We continue to be very active in the PiPA (Parents in Performing Arts) discussions and made valid suggestions for their handbook.

Our Access Inclusion and Participation Manager received the JM Barrie Children's Arts Award for Excellence in Creative Education. We were nominated for the Scope awards and shortlisted for the Fantastic For Families awards. Taking Flight were delighted to be awarded the 'Get the Chance' - Life time achievement Cultural Impact Award in March 2025.

Expenditure

Much of our expenditure is on Freelance creatives. This represents 45% of our total expenses- which includes communication and other support workers. Of our freelance expenses- 28% are for BSL interpreters or other support workers and Personal assistants. Approximately 10% of our freelance spend is on consultants including fundraising expertise.

Our salary costs are approx. 34% of our total expense with running costs about 15% of our expenditure. The remaining expenditure is project and performance support costs such as venue fees, props, costumes etc.

Running costs

Total running costs account for approximately 49% of our total expenditure. In addition to staff costs, the primary expenditures include general operational expenses such as accountancy fees, translation services, marketing expenses, IT equipment, and insurance fees, which collectively represent around 15% of our spending.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

Staffing costs- comparison

During 2024-25 Taking flight increased its work force to include an Operations Manager, and an Access Coordinator. Despite these extra roles, the proportion of our expenditure allocated to salary and staff support remains at approx. 34% of all expenditure.

Total profit/loss for the year.

Income for the year to 31 March 2025 was £647,532 (2024 £317,349), of which £267,879 was restricted (2024 £266,334) and £379,653 (2024 £51,015) was unrestricted.

Expenditure for the year was £481,830 (2024 £361,211), of which £240,973 was restricted (2024 £359,234) and £240,857 (2024 £1,978) was unrestricted.

At the year-end, the charitable company had net income of £165,702 (2024 net expenditure of £43,862). This represents restricted funds as net income of £49,477 (2024 net expenditure of £83,329), while unrestricted funds net income of £116,225 (2024 net income of £39,467).

Reserves

Total funds at the year ended 31 March 2025 were £403,306 (2024 £237,604), of which £191,484 is restricted (2024 £142,007) and £211,822 was unrestricted (2024 £95,597). Free reserves were £210,157 (2024 £93,913).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Taking Flight Theatre Company is governed by Memorandum and Articles of Association incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training: Trustees

New roles (both paid and voluntary) callouts are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter. The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight.

Recruitment, appointment and training: Staff

New roles' job descriptions and other information are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Occasionally we will approach a potential candidate if we feel that their lived experience could contribute to the role, or if they have already been undertaking the role as a freelancer. Any post that hasn't been filled by open selection has ACW approval.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Our Administrations Assistant left the role in Jan 24 and after consulting with trustees it was decided that we needed a more senior position to enable the company to move forward in a meaningful way. Consultation with HR expert on board led to an open recruitment process and Bethan Dawson started as Operations Manager in May 24. Following a successful training period the Access Co-Ordinator became a part-time role (2 days a week) from May 24.

Recruitment, Appointment and Training: freelance

Other roles are typically filled through interviews, auditions, or a combination of both-some conducted in person and others via online platforms, with personal recommendations being thoroughly vetted. In Wales, we have identified significant shortages in the freelance workforce of Deaf and disabled creatives and performers. Additionally, there remains a lack of bilingual BSL/ENG and BSL/CYM performers. Given that our productions this year were trilingual, the recruitment process was both lengthy and complex. Nevertheless, a strong team was successfully assembled.

Small company provisions

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

The trustees' annual report was approved on 27 January 2026 and signed on behalf of the board of trustees by:



..... Sign
Trustee

Alan Chappell- Williams
..... Print name



..... Sign
Trustee

Andrew Tinley
..... Print name

Taking Flight Theatre Company

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Taking Flight Theatre Company

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2025, which are set out on pages 13 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Carston

Farzana Ahmed FCCA
Independent Examiner

1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Date: 27 January 2026

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	348,346	247,390	595,736	266,851
Charitable activities	6	31,307	20,489	51,796	50,498
Total income		<u>379,653</u>	<u>267,879</u>	<u>647,532</u>	<u>317,349</u>
Expenditure					
Expenditure on charitable activities	7,8	240,857	240,973	481,830	361,211
Total expenditure		<u>240,857</u>	<u>240,973</u>	<u>481,830</u>	<u>361,211</u>
Net income/(expenditure)		<u>138,796</u>	<u>26,906</u>	<u>165,702</u>	<u>(43,862)</u>
Transfers between funds		(22,571)	22,571	–	–
Net movement in funds		<u>116,225</u>	<u>49,477</u>	<u>165,702</u>	<u>(43,862)</u>
Reconciliation of funds					
Total funds brought forward		95,597	142,007	237,604	281,466
Total funds carried forward		<u>211,822</u>	<u>191,484</u>	<u>403,306</u>	<u>237,604</u>

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

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	15	1,665	1,684
Current assets			
Debtors	16	84,312	94,890
Cash at bank and in hand		324,882	153,241
		<u>409,194</u>	<u>248,131</u>
Creditors: amounts falling due within one year	17	<u>7,553</u>	<u>12,211</u>
Net current assets		<u>401,641</u>	<u>235,920</u>
Total assets less current liabilities		<u>403,306</u>	<u>237,604</u>
Net assets		<u>403,306</u>	<u>237,604</u>
Funds of the charity			
Restricted funds		191,484	142,007
Unrestricted funds		<u>211,822</u>	<u>95,597</u>
Total charity funds	19	<u>403,306</u>	<u>237,604</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 27 January 2026, and are signed on behalf of the board by:

	
..... Sign	 Sign
Trustee	Trustee
Andrew Tinley Print name	Alan Chappell- Williams..... Print name

Company registration number: 06690647

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	165,702	(43,862)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	997	865
Accrued expenses	7,757	3,332
<i>Changes in:</i>		
Trade and other debtors	2,821	6,547
Trade and other creditors	(4,658)	6,241
Cash generated from operations	172,619	(26,877)
Net cash from/(used in) operating activities	172,619	(26,877)
Cash flows from investing activities		
Purchase of tangible assets	(978)	(734)
Net cash used in investing activities	(978)	(734)
Net increase/(decrease) in cash and cash equivalents	171,641	(27,611)
Cash and cash equivalents at beginning of year	153,241	180,852
Cash and cash equivalents at end of year	324,882	153,241

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, 8 Market Road, Cardiff, CF5 1QE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

After making reasonable enquiries and having considered the impact of various other factors on the financial performance of the charity and its current position, the trustees believe the charity will be able to continue to fulfil its charitable purpose, will be able to meet its liabilities as they fall due and will have adequate resources to continue in operational existence for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the financial statements.

Judgements and key sources of estimation uncertainty

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

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

Fund accounting

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

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

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting *(continued)*

Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

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

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

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

Technical equipment	- 25% straight line
Computer equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. There are no such impairments in this financial year.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments

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

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	711	–	711
Fundraising income	10	4,117	4,127
Grants			
Arts Council Grants	287,625	197,020	484,645
Other grants receivable			
Forrester Family Trust	35,000	–	35,000
Lloyds Bank Foundation	25,000	–	25,000
Unlimited	–	23,750	23,750
Theatrau Sir Gâr-Ffwrness	–	14,600	14,600
Millennium Stadium Trust	–	7,490	7,490
Other	–	413	413
	<u>348,346</u>	<u>247,390</u>	<u>595,736</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	339	–	339
Fundraising income	320	–	320
Grants			
Arts Council Grants	–	203,779	203,779
Other grants receivable			
Postcode Lottery	15,000	–	15,000
Garfield Weston	20,000	–	20,000
Theatrau Sir Gâr-Ffwrness	–	14,600	14,600
Colwinston Charitable Trust	–	5,000	5,000
Davies Sisters	–	3,000	3,000
Birkdale Trust	–	2,000	2,000
Other	1,813	1,000	2,813
	<u>37,472</u>	<u>229,379</u>	<u>266,851</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fees	30,857	20,489	51,346
Project management	–	–	–
Ticket sales	–	–	–
Workshops	450	–	450
	<u>31,307</u>	<u>20,489</u>	<u>51,796</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fees	5,980	36,908	42,888
Project management	5,616	–	5,616
Ticket sales	–	47	47
Workshops	1,947	–	1,947
	<u>13,543</u>	<u>36,955</u>	<u>50,498</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Project delivery	236,578	240,967	477,545
Support costs	4,279	6	4,285
	<u>240,857</u>	<u>240,973</u>	<u>481,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Project delivery	1,958	354,124	356,082
Support costs	20	5,109	5,129
	<u>1,978</u>	<u>359,233</u>	<u>361,211</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Project delivery	477,545	–	477,545	356,082
Governance costs	–	4,285	4,285	5,129
	<u>477,545</u>	<u>4,285</u>	<u>481,830</u>	<u>361,211</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2025 £	Total 2024 £
Governance costs	<u>4,285</u>	<u>4,285</u>	<u>5,129</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>997</u>	<u>865</u>

11. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,300</u>	<u>3,300</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	143,554	107,398
Social security costs	8,776	5,543
Employer contributions to pension plans	<u>3,326</u>	<u>2,516</u>
	<u>155,656</u>	<u>115,457</u>

The average head count of employees during the year was 5 (2024: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Project delivery staff	<u>5</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,469 (2024: £42,936).

13. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Transfers between funds

Transfers have been made from unrestricted funds of £22,571 during the year to cover additional spending against restricted projects.

15. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
Cost			
At 1 April 2024	2,417	1,163	3,580
Additions	–	978	978
At 31 March 2025	<u>2,417</u>	<u>2,141</u>	<u>4,558</u>
Depreciation			
At 1 April 2024	1,511	385	1,896
Charge for the year	604	393	997
At 31 March 2025	<u>2,115</u>	<u>778</u>	<u>2,893</u>
Carrying amount			
At 31 March 2025	<u>302</u>	<u>1,363</u>	<u>1,665</u>
At 31 March 2024	<u>906</u>	<u>778</u>	<u>1,684</u>

16. Debtors

	2025 £	2024 £
Trade debtors	1,766	5,262
Prepayments and accrued income	82,546	89,628
	<u>84,312</u>	<u>94,890</u>

17. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	285	7,293
Accruals and deferred income	3,300	3,300
Social security and other taxes	3,968	1,124
Other creditors	–	494
	<u>7,553</u>	<u>12,211</u>

18. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,326 (2024: £2,516).

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	<u>95,597</u>	<u>379,653</u>	<u>(240,857)</u>	<u>(22,571)</u>	<u>211,822</u>

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	<u>56,130</u>	<u>51,015</u>	<u>(1,978)</u>	<u>(9,570)</u>	<u>95,597</u>

Restricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
BSL / Welsh Training	3,869	–	–	–	3,869
Deaf Youth Theatre	–	7,490	(6,846)	–	644
Creative Steps 5	–	700	(700)	–	–
Creative Steps 6 & 7	–	2,400	(5,141)	–	(2,741)
The Wider Picture	–	–	(1,397)	1,397	–
Breaking the Box 2	(4,381)	197,020	(15,926)	–	176,713
Dreigiau Production	143,688	21,919	(186,781)	21,174	–
Theatrau Sir Gâu (MAB)	(1,169)	14,600	(12,788)	–	643
Martha R&D	–	23,750	(11,394)	–	12,356
	<u>142,007</u>	<u>267,879</u>	<u>(240,973)</u>	<u>22,571</u>	<u>191,484</u>

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
BSL / Welsh Training	5,798	–	(1,929)	–	3,869
Connect and Flourish	24,617	–	(30,225)	5,608	–
Deaf Youth Theatre	74,295	–	(74,347)	52	–
Road Production Grant	1,126	–	(3,251)	2,125	–
Creative Steps 6 & 7	56,273	64,260	(120,533)	–	–
The Wider Picture	63,227	29,160	(94,172)	1,785	–
Breaking the Box 2	–	–	(4,381)	–	(4,381)
Dreigiau Production	–	152,819	(9,131)	–	143,688
Theatrau Sir Gâu (MAB)	–	20,095	(21,264)	–	(1,169)
Martha R&D	–	–	–	–	–
	<u>225,336</u>	<u>266,334</u>	<u>(359,233)</u>	<u>9,570</u>	<u>142,007</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

BSL/Welsh Language Training: this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales. It covered BSL level 2 course and exam fees. Everyday office / classes delivered weekly in the office and a year-long BSL translator course.

Connect and Flourish / Breaking the Box project: funded by the Arts Council of Wales, this project aims to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The second phase of this project began in early 2024 with a planning and implementation period. The project began in earnest in the autumn 2024 with the recruitment of the Project Coordinator. Recruitment for our Provocateurs (venue and community) began in the Spring of 2025. This project aims to end in early 2026.

Deaf Youth Theatre: Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions.

Creative Steps programme 5: funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it was extended. There was some residual income and expenditure in the current year.

Creative Steps programme 6 and 7: funded by the Arts Council of Wales, this project is a further continuation of the Creative Steps programme covering July 2022 – March 2024. There was some residual income and expenditure in the current year.

Road Production Grant: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The final performance was in the prior year and the completion report submitted.

Wider Picture: This project was applied for and approved in December of 2022. The project was to develop and perform a variety of outdoor festival pieces across Wales. There was some residual expenditure in the current year.

Dreigiau Production and Tour: the majority of this funding comes from Arts Council of Wales, but there are further grants received from Davies Sisters, Colwinston Charitable Trust and Birkdale Trust in respect of this. This funded a co-production between Pontio Arts Centre, Bangor and Taking Flight Theatre Company to produce and tour a new Welsh language adaptation of the picture book by Kathryn Cave, adapted by Manon Stefan Ros. The project end date was September 2024.

Theatrau Sir Gar – Ffwrness / MAB: Funds were received from Theatrau Sir Gar and other sources towards a collaboration with Carmarthenshire Theatres to adapt "The Mab", written by Eloise Williams and Matt Brown. Additional script and design work are planned for 2025/26. The production is scheduled for early 2027 at Sherman and then touring.

Martha: We undertook a period of research and Development for this production. This is co-written by our Artistic Director and our Access and Participation manager and is part funded by Unlimited. This will be performed in June 2025 in the Studio space at the Sherman theatre in Cardiff and marks our first large collaboration with the venue.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	1,665	–	1,665
Current assets	217,710	191,484	409,194
Creditors less than 1 year	(7,553)	–	(7,553)
Net assets	211,822	191,484	403,306

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,684	–	1,684
Current assets	106,124	142,007	248,131
Creditors less than 1 year	(12,211)	–	(12,211)
Net assets	95,597	142,007	237,604

21. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	<u>153,241</u>	<u>171,641</u>	<u>324,882</u>



Taking Flight Theatre Company
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2025

CARSTON ETL
Chartered accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Taking Flight Theatre Company

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	12
Statement of financial activities (including income and expenditure account)	13
Statement of financial position	14
Statement of cash flows	15
Notes to the financial statements	16

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Taking Flight Theatre Company	
Charity registration number	1131762	
Company registration number	06690647	
Principal office and registered office	Unit 8 Chapter Arts Centre 8 Market Road Cardiff CF5 1QE	
The trustees	Andrew Tinley – Co Chair Hadley Taylor – Co Chair to Sept 2024 (Resigned 13 May 2025) Alan Thomas-Williams – Co Chair from Sept 2024 Lisa De Benedictis Roger Hudson Dr Marta M Minier Benjamin Owen-Jones Simon Whittam – Treasurer from Nov 2024 Elizabeth Sarah Price (Appointed 13 May 2025) Lesley Rossiter-Roberts (Resigned 12 October 2024) Sara McKay (Resigned 13 May 2025) Damien Dickens (Resigned 1 September 2025)	
Senior management	Elise Davison- Artistic Director/ Joint CEO Louise Ralph- Executive Director/ Joint CEO	
Independent examiner	Farzana Ahmed FCCA 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Taking Flight are proud to have disability lead board with 73% of our board identifying as Deaf or disabled during this period. Taking Flight has become one of the leaders in terms of access and inclusion in the arts scene in Wales.

By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled and neurodivergent performers at the forefront and with creative access at the heart of every creation.

Mission, Vision and Objectives

Our Mission

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Our Objectives

- To create performances with the most talented & passionate disabled, Deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of Deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value Deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities *(continued)*

We do this by...

- Creating 1-3 professional performances per year
- Actively seeking to work with new Deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support Deaf & disabled artists & audiences
- Having access as the starting point for new creative projects.
- Running Wales's only Youth Theatre for Deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established Deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions- Sharing best practice and "bright spots" through regular symposia or sharing events.

ACHIEVEMENTS AND PERFORMANCE

Business and Organisational Development

We were successful in our bid to become a portfolio client of ACW and April 2024 saw the beginning of our Multi Year Funding agreement. We were able to employ a full time Operations Manager to support the work of the whole team, particularly the Executive Director and this shift allowed the ED to attend the National Fundraising school's online course. This will in time help to alleviate the costs for fundraising consultants and increase the amount drawn down from Trusts and Foundations.

We also employed a part time Access Coordinator; this is a new role where we could offer support to organisations looking to improve access for projects and productions. Additional Access tools can be an afterthought amongst the other production and rehearsal demands, and we designed this service to streamline and coordinate all access tools and offers on a bespoke basis. This is very dependent on the finances and access/ inclusion budgets for productions. This service hoped to lead to an increase in in earned income, but we are still testing the market for this service.

We fully committed our productions to the Theatre Green Book principles of the circular economy and are striving to uphold the Climate Justice principle of our MFY agreement.

Artistic work

2024-25 predominantly focused on our trilingual adaptation of You've Got Dragons / Mae gen ti Ddreigiau, which toured in Summer 2024. We toured to each venue for a week at a time, a new touring model which we hope will alleviate pressure on touring teams and protect wellbeing. Taking Flight had a smattering of festival work in the summer when we revived some previous productions.

From the Autumn there was a lot of focus on the development of two new shows. The first a studio piece; Martha, which will be written and directed by Elise Davison and Stephanie Bailey Scott and will be performed at Sherman Cymru and Pontio Bangor in Summer 2025. The second is The Mab, a main house production scheduled for performance in Spring 2027.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Mae Gen ti Ddreigiau May – July 24

This co-production with Pontio Arts Centre Bangor, which thoughtfully addresses the subject of mental health, was adapted by Manon Steffan Ros, directed by Elise Davison, sustainably designed by Ruth Stringer, music direction by Dan Lawrence, lighting design by Garrin Clark, and performed in Welsh/BSL and English/BSL by a cast of Deaf and hearing actors. It incorporated age-appropriate integrated audio description and innovative creative captions developed by Ben Glover.

To support the production, we developed Dragon Taming Workshops; nature-based, sustainable sessions focused on mindfulness and wellbeing, designed for schools and families, delivered in Cymraeg, English, and BSL. Foyer activities were also developed, including VR acclimatization tours, alongside our established visual stories, sonic stories, and tactile access materials, all available to audiences prior to the performance.

The production provided opportunities for BSL and Welsh language Assistant Directors, Stephanie Bailey Scott and Macsen Mackay to develop their directing skills.

Additionally, we piloted a Creative Enabler program during this tour. This was thoroughly evaluated by Tabby Milne for the company to ensure the integration of best practices for future productions. This was also the first time we mandated week-long residencies for a touring production, and the outcomes of this approach have informed our subsequent tours.

Funding was provided by ACW, with additional support from Davies Sister, Colwinston Charitable Trust, Ty Cerdd, and the People Postcode Lottery. This production also formed part of the Unity Festival in June in Bangor.

Audience: 1,644

Outreach numbers for workshops: 1,078

Martha – Pre-production

This production is scheduled for June 2025 at Sherman Theatre. Autumn 2024 and Spring 2025 were focused on script development. In Autumn 2024, we engaged actors to develop the script in more depth following this Elise Davison and Stephanie Bailey Scott worked with dramaturgs Samuel Bees, Kaite O'Reilly, and Matthew Bulgo to create a rehearsal draft. The creative team and cast are all confirmed. Rehearsals begin May 25. This is an ambitious project which will challenge and surprise audiences.

The Mab – Pre-production

In Winter 2024, there was a further period of research and development to develop the script, establish cast size and technical requirements. Eloise Williams and Matt Brown are adapting the book for the stage. We worked with Branwen Davies as dramaturg to help shape the development of the script. In November, we worked with actors, designers, and musicians to dissect and interrogate the script. Additional script and design work are planned for 2025/26. The production is scheduled for early 2027 at Sherman and then touring.

Honour and Cherish

This entertaining roaming theatre piece revolves around a wedding that faces numerous challenges. With its interactive, non-verbal format, it's always a hit at festivals. This year, it was performed at the Unity Festival in Cardiff in June.

Out

The older members of our Youth Theatre were invited to be part of Sherman Theatre's Youth Arts Festival, where they performed a devised piece called Out. They worked with Elise and Steph to develop the script, and it was incredibly well received by all audience members, with people commenting that "this is what youth theatre should be about."

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

WNO collaboration

In Spring 2024, Elise worked with WNO Youth Production to assist with the integration of a Deaf performer into their Seligman Youth Opera production of Panig/Attack. Steph worked on the translation into BSL. It will be performed in April and will hopefully lead to more collaborations in the future.

I don't know why I am telling you all of this (working title) – R and D

Elise continues to support the work of Jamie Redford and his one man show. This involved some complex script development and delving into the world of Bouffant with Robyn Hambrook from Bristol Clown School. We also supported Jamie with the administrative side of this project and are looking forward to moving onto the next stage with him.

Other achievements and milestones

This was a challenging year as the cultural sector responded and aligned itself to the new multi-year Funding agreements and changes to funding priorities from Arts Council of Wales.

We continued to represent the accessible and inclusive theatre ethos at a variety of events (Hynt symposium, Creu Cymru etc) and were asked to manage a couple of Research and development projects on behalf of other organisations and individuals.

The Executive Director offered application support services to one small organisation and one individual on behalf of ACW (both successful) and was successful in her application to be a Creative Steps Mentor. We will continue to offer both access support for create grants, and mentorship for ACW's development programme. This is on a needs basis and directed by ACW.

Consultancy and Training and other services

We began a refinement and expansion of our current training packages and started the process of accreditation for them via the CPD accreditation Service. This was a direct response to the sectors desire to become more inclusive and accessible and to offer greater value training to reflect the investment organisations are undertaking to ensure access and inclusion is part of everything that they do.

Our consultancies, training and other workshops were taken up by numerous new and existing clients including the Urdd, Mess up the Mess/Queertawe, Grand Ambition, Hijinx, Royal Welsh College of Music and Drama and Ramshakilicious amongst our cohort. We also ran Wellbeing workshops for young people as part of our outreach activities alongside our production of Mae gen Ti Ddreigiau. Our Audio Description services (including Equipment hire) and our BSL services were accessed by many organisations including Theatr Iolo, G39, Theatr Genedlaethol Cymru and individuals. We also continue to deliver Theatre and access / Inclusion lectures to RWCMD and USW.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance *(continued)*

Youth theatre

The youth theatre offers a safe, Deaf-led environment that fosters creativity and skill development, while also serving as a training platform to nurture future performers and trainers. Our senior group members have volunteered as assistant leaders with younger participants, leading to noticeable improvements in their confidence, maturity, and a stronger sense of group identity. We have 16 regular participants ranging in age from 4 to 18 years. This year, we felt that we needed to shift our focus to provide more challenging opportunities for our participants. The programme has evolved from primarily skills-based activities to include more production-oriented projects, a direction we plan to expand upon in the coming years. Our objectives include creating work on a larger scale to raise the company's profile, exploring a more integrated approach, and increasing awareness of inclusive practice. We aim to develop a space where both hearing and Deaf young people can collaborate and take centre stage, rather than being sidelined. We also focused on providing CPD for Stephanie Bailey Scott - Youth Theatre Director. As part of the work on Teechers and Out she was able to work alongside and learn from our Artistic Director, Elise Davison, learning about the devising process, scripting, and directing.

A word from Stephanie:

Our Youth Theatre has had a fantastic year of creativity and growth - from adapting Revolting Rhymes during our first ever combined Summer School to devising a punk-rock "Alternative Little Red Riding Hood," our young performers have been bursting with ideas. Our older members delved into script work on John Godber's Teechers, while two members were involved in additional rehearsals and devised Out, a powerful coming-out story performed entirely in BSL at the Sherman Youth Festival. With our Artistic Director regularly joining sessions, the group have felt more connected than ever to Taking Flight, whilst gaining extensive experience being directed under Elise's expertise. Across 48 sessions, including the additional Out rehearsals-we welcomed brilliant freelancers such as Karol Cysewski (exploring movement and dance), Connor Allen (Theatre maker, published poet and previous Children's Laureate of Wales), and disabled lighting designer Garrin Clarke. Our Saturday sessions continued at the Atrium University, with Summer School at Chapter Arts Centre and Out performed at the Sherman Theatre. Out played to a full-capacity audience, with one audience member calling it "the best thing they saw in the whole festival" - a true highlight.

In 2025, we are aiming to introduce Arts Awards as well as work towards a large-scale production and to explore accessible youth theatre options with local performing arts providers and trainers.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

FINANCIAL REVIEW

Funding picture

Taking Flight became a MYF organisation in April 2024. The move from a primarily project funded organisation, stabilised our finances and gave our work validation and importance. We also have a great reliance on augmenting our finances with funding from a variety of sources including Lloyds Bank Foundation. Our Youth Theatre received Millennium Stadium Charitable Trust support and project funding for productions came from Unlimited and Forrester Family Trust.

Due to project timelines and ACW's grant application schedules, we were successful in 2023 for our 2024 tour of Mae Gen Ti Ddreigiau. This was predominantly project funded rather than from our new MYF status. The majority of related expenses and the completion payment was during this financial year.

We are managing a large collaborative project called **Breaking the Box 2**. We drew down two tranches of the grant, with only some of the activity spend being allocated to this financial year.

Funding Diversity- snapshot

2024-5 was an unusual year in the life of taking Fight. We were able to secure a 'profit' on our income and expenditure. This was in mostly due to funding for future project being drawn down, allowing us to maintain sufficient cashflow whilst we adjusted to our new MYF status.

The income from ACW alone made up nearly three quarters of our income. The split between our MFY grant and our existing or ongoing project grants was 42% to ongoing projects and 58% MYF grant.

The rest of our income was derived from earned income and grants from Trusts and Foundations. With Grants from Trusts and foundation making a little less than double our earned income.

ACW Project Funding

Creative Steps - Organisational Development: This project was the last of a series of organisation development grants. The income was to support staffing and org development from July 2023 to June 2024. The majority of the grant was drawn down in this financial year- helping us to achieve an operating profit- despite the activity having been done during the previous financial year.

Breaking the Box: 'Breaking the Box' which is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.

The second phase of this project began in early 2024 with a planning and implementation period. The project began in earnest in the autumn 2024 with the recruitment of the Project Coordinator. Recruitment for our Provocateurs (venue and community) began in the Spring of 2025. This project aims to end in early 2026.

The first stage of this project focused on venue staff training and providing opportunities for early career disabled creatives in backstage and off-stage theatre roles as well as preparing the venues to welcome them. The second phase will be also focus on onstage creatives and developing individual projects and explorations. Our Community Provocateur will focus on engaging and encouraging participants to our creative and practical workshop sessions and residency programme.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

To add authenticity and accountability, we employed two venue based 'provocateurs' to start work in May 25 to ensure access and inclusion was included within every department and that access was on all departments meeting agendas.

We also expanded our network of venues to include Awen Cultural Trust. Awen Cultural Trust are responsible for many venues including libraries across South Wales. Many of their venues are undergoing refurbishment so our focus will be on their flagship refurbished Maesteg Town Hall, Y Muni in Pontypridd and the Met in Abertillery.

As part of this ongoing project with our consortium of like-minded venues, is our Deaf Awareness, Blind Awareness and our sector specific Equality Training packages to our new venues-as well as offering refresher training for our existing network of venues in the project. We will also be creating Audio Descriptions of our new venues and recommending where they can be hosted / displayed to maximise accessibility.

Theatre and Festival Work:

Our main body of work was our Bilingual production of ***Mae Gen Ti Ddreigiau/ You've Got Dragons***. This toured to studio venues across Wales and made an appearance at the Eisteddfod in Pontypridd. We also reprieved our walkabout/roll about festival/ street theatre piece ***Honour and Cherish*** for a special series of performances for the Unity Festival. This was performed at the Wales Millennium Centre in Cardiff.

We continued to develop the children's version of the Mabinogion with the authors of ***The Mab***. This is currently in a research and development phase in partnership with Theatrau Sir Gar. We are in conversation with other venues for potential co-producing opportunities. We do not have a current date or venue in mind for this production, but we are currently planning for Spring 27. We also undertook a period of research and Development for our next production - ***Martha***. This is co-written by our Artistic Director and our Access and Participation manager and is part funded by Unlimited. This will be performed in June 2025 in the Studio space at the Sherman theatre in Cardiff and marks our first large collaboration with the venue.

Other Funding Sources

We ran a **Big Give** campaign to support the costs of our main production which raised over £4,000 **Unlimited** supported our production costs of Martha.

We also received support from the **Forrester Family Trust** of £35,000 and received multi-year support from **The Lloyds Bank Foundation** of £25,000 per year for three Years. **Millennium Stadium Trust** helped support the Youth Theatre with a grant of £7,490 Colwinston Charitable Trust, Gwendoline and Margaret Davies Charity, and Ty Cerdd supported MGTD. This was awarded in the previous financial year. The only funding received during this year was the completion payment from Ty Cerdd of £412.50

Earned Income

Our earned income is derived from a few sources including ticket sales and Box office returns. This equates to approx. 32% of our earned income. Our access services (Audio Description, BSL translations etc) bring in about 38% of our earned income. Consultancy brings in about 13% of our earned income. Other sources include training and visiting lecturer fees.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

Expectations versus reality

We planned that the role of Access coordinator would be an additional source of revenue and that we would be able to maximise on our consultancies by offering a bespoke access coordination service to our clients. This has not produced the results we envisaged. There are many mitigating factors in this- one of which is due to the extra resources any company wishing to be more accessible an inclusive may have to provide- without necessarily have the resources to fund these extra services.

Our ability to deliver our awareness services has also been curtailed by fluctuating health conditions, energy levels and the wellbeing of our delivery team. The extra support we put in place was that of admin support- initially as a freelance and ad hoc role to support the outreach and creative team- we aim to roll this position out as a part time admin support role to assist across all departments.

Networks, advocacy, new developments and accolades

We worked with a great many cultural organisations in 2024/5. From access consultants for Dr Who to running training and audio description for the Urdd's Eisteddfod. We offered work placements- both via Universities and Drama Schools, Royal Welsh College of Music and Drama MA Arts Admin course and Bath Spa University - BA Theatre, Festival and Event Production. We were also able to offer work experience to 5 school pupils as part of the What's Next programme for Yr 12 students, through our links to the Cardiff Creative Curriculum Team. Taking Flight provided access consultancy for many organisations including QueerTawe (Mess Up the Mess), Mumfighter (Grand Ambition) as well as Welsh National Opera's Seligman Youth Opera Performance Panig/Attack!

We developed new CPD accredited training material for our Deaf Awareness Training, and will be developing an accredited Blind Awareness Training package in 2025/6

We continue to be very active in the PiPA (Parents in Performing Arts) discussions and made valid suggestions for their handbook.

Our Access Inclusion and Participation Manager received the JM Barrie Children's Arts Award for Excellence in Creative Education. We were nominated for the Scope awards and shortlisted for the Fantastic For Families awards. Taking Flight were delighted to be awarded the 'Get the Chance' - Life time achievement Cultural Impact Award in March 2025.

Expenditure

Much of our expenditure is on Freelance creatives. This represents 45% of our total expenses- which includes communication and other support workers. Of our freelance expenses- 28% are for BSL interpreters or other support workers and Personal assistants. Approximately 10% of our freelance spend is on consultants including fundraising expertise.

Our salary costs are approx. 34% of our total expense with running costs about 15% of our expenditure. The remaining expenditure is project and performance support costs such as venue fees, props, costumes etc.

Running costs

Total running costs account for approximately 49% of our total expenditure. In addition to staff costs, the primary expenditures include general operational expenses such as accountancy fees, translation services, marketing expenses, IT equipment, and insurance fees, which collectively represent around 15% of our spending.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

Staffing costs- comparison

During 2024-25 Taking flight increased its work force to include an Operations Manager, and an Access Coordinator. Despite these extra roles, the proportion of our expenditure allocated to salary and staff support remains at approx. 34% of all expenditure.

Total profit/loss for the year.

Income for the year to 31 March 2025 was £647,532 (2024 £317,349), of which £267,879 was restricted (2024 £266,334) and £379,653 (2024 £51,015) was unrestricted.

Expenditure for the year was £481,830 (2024 £361,211), of which £240,973 was restricted (2024 £359,234) and £240,857 (2024 £1,978) was unrestricted.

At the year-end, the charitable company had net income of £165,702 (2024 net expenditure of £43,862). This represents restricted funds as net income of £49,477 (2024 net expenditure of £83,329), while unrestricted funds net income of £116,225 (2024 net income of £39,467).

Reserves

Total funds at the year ended 31 March 2025 were £403,306 (2024 £237,604), of which £191,484 is restricted (2024 £142,007) and £211,822 was unrestricted (2024 £95,597). Free reserves were £210,157 (2024 £93,913).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Taking Flight Theatre Company is governed by Memorandum and Articles of Association incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training: Trustees

New roles (both paid and voluntary) callouts are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter. The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight.

Recruitment, appointment and training: Staff

New roles' job descriptions and other information are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Occasionally we will approach a potential candidate if we feel that their lived experience could contribute to the role, or if they have already been undertaking the role as a freelancer. Any post that hasn't been filled by open selection has ACW approval.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Our Administrations Assistant left the role in Jan 24 and after consulting with trustees it was decided that we needed a more senior position to enable the company to move forward in a meaningful way. Consultation with HR expert on board led to an open recruitment process and Bethan Dawson started as Operations Manager in May 24. Following a successful training period the Access Co-Ordinator became a part-time role (2 days a week) from May 24.

Recruitment, Appointment and Training: freelance

Other roles are typically filled through interviews, auditions, or a combination of both-some conducted in person and others via online platforms, with personal recommendations being thoroughly vetted. In Wales, we have identified significant shortages in the freelance workforce of Deaf and disabled creatives and performers. Additionally, there remains a lack of bilingual BSL/ENG and BSL/CYM performers. Given that our productions this year were trilingual, the recruitment process was both lengthy and complex. Nevertheless, a strong team was successfully assembled.

Small company provisions

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

The trustees' annual report was approved on 27 January 2026 and signed on behalf of the board of trustees by:



..... Sign
Trustee

Alan Chappell- Williams
..... Print name



..... Sign
Trustee

Andrew Tinley
..... Print name

Taking Flight Theatre Company

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Taking Flight Theatre Company

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2025, which are set out on pages 13 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Carston

Farzana Ahmed FCCA
Independent Examiner

1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Date: 27 January 2026

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	348,346	247,390	595,736	266,851
Charitable activities	6	31,307	20,489	51,796	50,498
Total income		<u>379,653</u>	<u>267,879</u>	<u>647,532</u>	<u>317,349</u>
Expenditure					
Expenditure on charitable activities	7,8	240,857	240,973	481,830	361,211
Total expenditure		<u>240,857</u>	<u>240,973</u>	<u>481,830</u>	<u>361,211</u>
Net income/(expenditure)		<u>138,796</u>	<u>26,906</u>	<u>165,702</u>	<u>(43,862)</u>
Transfers between funds		(22,571)	22,571	—	—
Net movement in funds		<u>116,225</u>	<u>49,477</u>	<u>165,702</u>	<u>(43,862)</u>
Reconciliation of funds					
Total funds brought forward		95,597	142,007	237,604	281,466
Total funds carried forward		<u>211,822</u>	<u>191,484</u>	<u>403,306</u>	<u>237,604</u>

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

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	15	1,665	1,684
Current assets			
Debtors	16	84,312	94,890
Cash at bank and in hand		324,882	153,241
		<u>409,194</u>	<u>248,131</u>
Creditors: amounts falling due within one year	17	<u>7,553</u>	<u>12,211</u>
Net current assets		<u>401,641</u>	<u>235,920</u>
Total assets less current liabilities		<u>403,306</u>	<u>237,604</u>
Net assets		<u>403,306</u>	<u>237,604</u>
Funds of the charity			
Restricted funds		191,484	142,007
Unrestricted funds		<u>211,822</u>	<u>95,597</u>
Total charity funds	19	<u>403,306</u>	<u>237,604</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 27 January 2026, and are signed on behalf of the board by:

	
..... Sign	 Sign
Trustee	Trustee
Andrew Tinley Print name	Alan Chappell- Williams..... Print name

Company registration number: 06690647

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	165,702	(43,862)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	997	865
Accrued expenses	7,757	3,332
<i>Changes in:</i>		
Trade and other debtors	2,821	6,547
Trade and other creditors	(4,658)	6,241
Cash generated from operations	172,619	(26,877)
Net cash from/(used in) operating activities	172,619	(26,877)
Cash flows from investing activities		
Purchase of tangible assets	(978)	(734)
Net cash used in investing activities	(978)	(734)
Net increase/(decrease) in cash and cash equivalents	171,641	(27,611)
Cash and cash equivalents at beginning of year	153,241	180,852
Cash and cash equivalents at end of year	324,882	153,241

The notes on pages 16 to 25 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, 8 Market Road, Cardiff, CF5 1QE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

After making reasonable enquiries and having considered the impact of various other factors on the financial performance of the charity and its current position, the trustees believe the charity will be able to continue to fulfil its charitable purpose, will be able to meet its liabilities as they fall due and will have adequate resources to continue in operational existence for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the financial statements.

Judgements and key sources of estimation uncertainty

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

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

Fund accounting

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

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

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting *(continued)*

Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

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

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

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

Technical equipment	- 25% straight line
Computer equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. There are no such impairments in this financial year.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments

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

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	711	–	711
Fundraising income	10	4,117	4,127
Grants			
Arts Council Grants	287,625	197,020	484,645
Other grants receivable			
Forrester Family Trust	35,000	–	35,000
Lloyds Bank Foundation	25,000	–	25,000
Unlimited	–	23,750	23,750
Theatrau Sir Gâr-Ffwrness	–	14,600	14,600
Millennium Stadium Trust	–	7,490	7,490
Other	–	413	413
	<u>348,346</u>	<u>247,390</u>	<u>595,736</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	339	–	339
Fundraising income	320	–	320
Grants			
Arts Council Grants	–	203,779	203,779
Other grants receivable			
Postcode Lottery	15,000	–	15,000
Garfield Weston	20,000	–	20,000
Theatrau Sir Gâr-Ffwrness	–	14,600	14,600
Colwinston Charitable Trust	–	5,000	5,000
Davies Sisters	–	3,000	3,000
Birkdale Trust	–	2,000	2,000
Other	1,813	1,000	2,813
	<u>37,472</u>	<u>229,379</u>	<u>266,851</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fees	30,857	20,489	51,346
Project management	–	–	–
Ticket sales	–	–	–
Workshops	450	–	450
	<u>31,307</u>	<u>20,489</u>	<u>51,796</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fees	5,980	36,908	42,888
Project management	5,616	–	5,616
Ticket sales	–	47	47
Workshops	1,947	–	1,947
	<u>13,543</u>	<u>36,955</u>	<u>50,498</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Project delivery	236,578	240,967	477,545
Support costs	4,279	6	4,285
	<u>240,857</u>	<u>240,973</u>	<u>481,830</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Project delivery	1,958	354,124	356,082
Support costs	20	5,109	5,129
	<u>1,978</u>	<u>359,233</u>	<u>361,211</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Project delivery	477,545	–	477,545	356,082
Governance costs	–	4,285	4,285	5,129
	<u>477,545</u>	<u>4,285</u>	<u>481,830</u>	<u>361,211</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2025 £	Total 2024 £
Governance costs	<u>4,285</u>	<u>4,285</u>	<u>5,129</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>997</u>	<u>865</u>

11. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,300</u>	<u>3,300</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	143,554	107,398
Social security costs	8,776	5,543
Employer contributions to pension plans	<u>3,326</u>	<u>2,516</u>
	<u>155,656</u>	<u>115,457</u>

The average head count of employees during the year was 5 (2024: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Project delivery staff	<u>5</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,469 (2024: £42,936).

13. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Transfers between funds

Transfers have been made from unrestricted funds of £22,571 during the year to cover additional spending against restricted projects.

15. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
Cost			
At 1 April 2024	2,417	1,163	3,580
Additions	–	978	978
At 31 March 2025	2,417	2,141	4,558
Depreciation			
At 1 April 2024	1,511	385	1,896
Charge for the year	604	393	997
At 31 March 2025	2,115	778	2,893
Carrying amount			
At 31 March 2025	302	1,363	1,665
At 31 March 2024	906	778	1,684

16. Debtors

	2025 £	2024 £
Trade debtors	1,766	5,262
Prepayments and accrued income	82,546	89,628
	84,312	94,890

17. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	285	7,293
Accruals and deferred income	3,300	3,300
Social security and other taxes	3,968	1,124
Other creditors	–	494
	7,553	12,211

18. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,326 (2024: £2,516).

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	95,597	379,653	(240,857)	(22,571)	211,822

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	56,130	51,015	(1,978)	(9,570)	95,597

Restricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
BSL / Welsh Training	3,869	–	–	–	3,869
Deaf Youth Theatre	–	7,490	(6,846)	–	644
Creative Steps 5	–	700	(700)	–	–
Creative Steps 6 & 7	–	2,400	(5,141)	–	(2,741)
The Wider Picture	–	–	(1,397)	1,397	–
Breaking the Box 2	(4,381)	197,020	(15,926)	–	176,713
Dreigiau Production	143,688	21,919	(186,781)	21,174	–
Theatrau Sir Gâu (MAB)	(1,169)	14,600	(12,788)	–	643
Martha R&D	–	23,750	(11,394)	–	12,356
	142,007	267,879	(240,973)	22,571	191,484

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
BSL / Welsh Training	5,798	–	(1,929)	–	3,869
Connect and Flourish	24,617	–	(30,225)	5,608	–
Deaf Youth Theatre	74,295	–	(74,347)	52	–
Road Production Grant	1,126	–	(3,251)	2,125	–
Creative Steps 6 & 7	56,273	64,260	(120,533)	–	–
The Wider Picture	63,227	29,160	(94,172)	1,785	–
Breaking the Box 2	–	–	(4,381)	–	(4,381)
Dreigiau Production	–	152,819	(9,131)	–	143,688
Theatrau Sir Gâu (MAB)	–	20,095	(21,264)	–	(1,169)
Martha R&D	–	–	–	–	–
	225,336	266,334	(359,233)	9,570	142,007

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

BSL/Welsh Language Training: this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales. It covered BSL level 2 course and exam fees. Everyday office / classes delivered weekly in the office and a year-long BSL translator course.

Connect and Flourish / Breaking the Box project: funded by the Arts Council of Wales, this project aims to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The second phase of this project began in early 2024 with a planning and implementation period. The project began in earnest in the autumn 2024 with the recruitment of the Project Coordinator. Recruitment for our Provocateurs (venue and community) began in the Spring of 2025. This project aims to end in early 2026.

Deaf Youth Theatre: Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions.

Creative Steps programme 5: funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it was extended. There was some residual income and expenditure in the current year.

Creative Steps programme 6 and 7: funded by the Arts Council of Wales, this project is a further continuation of the Creative Steps programme covering July 2022 – March 2024. There was some residual income and expenditure in the current year.

Road Production Grant: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The final performance was in the prior year and the completion report submitted.

Wider Picture: This project was applied for and approved in December of 2022. The project was to develop and perform a variety of outdoor festival pieces across Wales. There was some residual expenditure in the current year.

Dreigiau Production and Tour: the majority of this funding comes from Arts Council of Wales, but there are further grants received from Davies Sisters, Colwinston Charitable Trust and Birkdale Trust in respect of this. This funded a co-production between Pontio Arts Centre, Bangor and Taking Flight Theatre Company to produce and tour a new Welsh language adaptation of the picture book by Kathryn Cave, adapted by Manon Stefan Ros. The project end date was September 2024.

Theatrau Sir Gar – Ffwrness / MAB: Funds were received from Theatrau Sir Gar and other sources towards a collaboration with Carmarthenshire Theatres to adapt "The Mab", written by Eloise Williams and Matt Brown. Additional script and design work are planned for 2025/26. The production is scheduled for early 2027 at Sherman and then touring.

Martha: We undertook a period of research and Development for this production. This is co-written by our Artistic Director and our Access and Participation manager and is part funded by Unlimited. This will be performed in June 2025 in the Studio space at the Sherman theatre in Cardiff and marks our first large collaboration with the venue.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	1,665	–	1,665
Current assets	217,710	191,484	409,194
Creditors less than 1 year	(7,553)	–	(7,553)
Net assets	211,822	191,484	403,306

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,684	–	1,684
Current assets	106,124	142,007	248,131
Creditors less than 1 year	(12,211)	–	(12,211)
Net assets	95,597	142,007	237,604

21. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	<u>153,241</u>	<u>171,641</u>	<u>324,882</u>

Your ref: 3KTA003 / FA / rb

FAO Farzana Ahmed
Carston ETL Accountants
First Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

..... January 2026

Dear Sirs

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your independent examination of the charity's financial statements for the year ended 31 March 2025. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy ourselves that we can make each of the following representations. All representations are made to the best of our knowledge and belief.

General

1. We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK) and that you do not express an audit opinion.
2. We confirm that the charity qualifies as small in accordance with the conditions set out in chapter 1 of part 15 of the Companies Act 2006.
3. We confirm that the charity was entitled to exemption under section 144 of the Charities Act 2011 the requirement to have its financial statements for the financial year ended 31 March 2025 audited.
4. We have fulfilled our responsibilities as trustees as set out in the terms of your engagement letter dated 22 August 2022, under the Charities Act 2011 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.
5. All the transactions undertaken by the charity have been properly reflected and recorded in the accounting records.
6. All the accounting records have been made available to you for the purpose of your independent examination. We have provided you with unrestricted access to all appropriate persons within the charity, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with The Charity Commission.
7. The financial statements are free of material misstatements, including omissions.
8. There are no uncorrected misstatements.

Assets and liabilities

9. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.
10. All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.
11. We have no plans or intentions that may materially alter the carrying value and, where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

12. The methods, data and significant assumptions used by us in making accounting estimates, and their related disclosures, are appropriate to achieve recognition, measurement and disclosure that is reasonable in the context of the applicable financial reporting framework.

Legal claims

13. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed in the financial statements.

Laws and regulations

14. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

Related parties

15. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with legislative and accounting standards requirements.

Subsequent events

16. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

Going concern

17. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

18. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income. We confirm the restricted grant movements as follows:

Restricted grants and donations and movements on funds are as follows:

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
BSL / Welsh Training	3,869	—	—	—	3,869
Deaf Youth Theatre	—	7,490	(6,846)	—	644
Creative Steps 5	—	700	(700)	—	—
Creative Steps 6 & 7	—	2,400	(5,141)	—	(2,741)
The Wider Picture	—	—	(1,397)	1,397	—
Breaking the Box 2	(4,381)	197,020	(15,926)	—	176,713
Dreigiau Production	143,688	21,919	(186,781)	21,174	—
Theatrau Sir Gâu (MAB)	(1,169)	14,600	(12,788)	—	643
Martha R&D	—	23,750	(11,394)	—	12,356
	<u>142,007</u>	<u>267,879</u>	<u>(240,973)</u>	<u>22,571</u>	<u>191,484</u>

19. We confirm that free reserves at the year-end are £210,157 and we have sufficient working capital to continue meeting our unrestricted funding requirements for 12 months of signing the accounts.

Other

20. We confirm the following specific representations:

- Transfers made from unrestricted funds of £22,571 to restricted funds during the year represent the additional spending against restricted projects.
- We confirm that income from charitable activities, such as fees and workshop income, is raised directly from the VT System and that agreements with customers are mainly verbal. These total £51,796 for the year and we are satisfied this is a true reflection.

Yours faithfully



.....
Signed on behalf of the board of trustees of Taking Flight Theatre

Date: 23rd January 2026

TAKING FLIGHT THEATRE COMPANY

England & Wales - Charity number 1131762

Accounts



Taking Flight Theatre Company
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2024

CARSTON ETL
Chartered accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Taking Flight Theatre Company

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	12
Statement of financial activities (including income and expenditure account)	13
Statement of financial position	14
Notes to the financial statements	15

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Taking Flight Theatre Company	
Charity registration number	1131762	
Company registration number	06690647	
Principal office and registered office	Unit 8 Chapter Arts Centre 8 Market Road Cardiff CF5 1QE	
Phone	02920 230020	
Website	www.takingflighttheatre.org.uk	
The trustees	Hadley Taylor Andrew Tinley Lisa De Benedictis Damien Dickens R Hudson Sara McKay Dr Marta Minier Ben Owen-Jones Alan Thomas-Williams Antony McKay Dr S Rhys-Jones J Bratten-Wilson Sofia Kapasky Lesley Rossiter-Roberts	Co Chair Co Chair (on 6 month sabbatical from March 24) (resigned 21 September 2023) (resigned 21 September 2023) (resigned 31 December 2023) (resigned March 2024) (resigned September 2024)
Senior management	Elise Davison	
Independent examiner	Farzana Ahmed FCCA Carston ETL 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties. Taking Flight are proud to have disability lead board with 73% of our board identifying as Deaf or disabled during this period. Taking Flight has become one of the leaders in terms of access and inclusion in the arts scene in Wales. By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled and neurodivergent performers at the forefront and with creative access at the heart of every creation.

2023-24 saw us experiment with a variety of offerings for family audiences. Using a model based on a repertory theatre system we devised and produced four performances and a participatory workshop. This was not only to provide choice for promoters, talent bookers and audiences but to also offer stability for actors working across all projects

Our training programmes were refined in direct response to the sectors desire to become more inclusive and accessible. We delivered training and consultancy to organisations such as National Theatre Wales, CULT Cymru, hynt and Welsh College of Music and Drama both digitally and in real life.

'Breaking the Box' which is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.

We delivered an industry sharing in October 2023 as the first phase of the project concluded. The second phase of this project began in early 2024, though it will not be properly up and running until autumn 2024. This project aims to end in early 2026.

The first stage of this project focused on training and providing opportunities for early career disabled creatives in backstage and off-stage theatre roles as well as preparing theatres to welcome them. The second phase will be also focus on onstage creatives and developing individual projects and explorations.

Taking Flight's Youth Theatre - Wales' first and only Deaf-led youth theatre for Deaf and Hard of Hearing young people, providing valuable safe space and ownership to explore Deaf identities, raising self-confidence and providing positive Deaf role models to children and young people.

Mission, Vision and Objectives

Our Mission

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities *(continued)*

Our Objectives

- To create performances with the most talented & passionate disabled, Deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of Deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value Deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

We do this by...

- Creating 1-3 professional performances per year
- Actively seeking to work with new Deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support Deaf & disabled artists & audiences
- Having access as the starting point for new creative projects.
- Running Wales's only Youth Theatre for Deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established Deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions
- Sharing best practice and "bright spots" through regular symposia or sharing events

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

ACHIEVEMENTS AND PERFORMANCE

Business and Organisational Development

There has been a continued programme of work funded under Arts Council Wales Creative Steps Programme, enabling us to further focus on the sustainable functioning of the organisation. It has allowed us to continue to develop the website, imbed further our trilingual policy and continue to build our digital offerings. We have implemented a wide range of policies developed through our work with Freelancers during lockdown including our environmental and sustainability policy and our attempt to follow the guidelines laid out in the Theatre Green Book.

Artistic work

In October 2022 we decided to explore our outdoor offer and re-visit our outdoors and festival heritage. We applied to ACW to support this. The reasoning was to try and create a small repertory company with 4 small shows and a workshop that could be paced into 1 van and tour Wales. We called this project 'The Wider Picture' but informally we referred to it as our festival and family season.

****First Three Drops****

This production toured throughout Wales from June to August 2023, presented in English/BSL and Cymraeg/BSL. It featured a diverse cast of Deaf, disabled, and neurodivergent creatives. An extensive teacher's pack was developed in collaboration with the Cardiff Commitment team, aligning with the six areas of learning. The show was adapted and directed by the Artistic Director and included a team of six performers and one stage manager on tour. Additionally, two Creative Enablers were employed to support Deaf and disabled team members, along with additional drivers to ensure the well-being of the team during the tour. All team members participated in well-being training prior to the tour's commencement. 928 people experienced this show.

****The Conjurer of Cwrt y Cadno****

This engaging experience blended a performance with a treasure hunt and marked our second collaboration with Folkstone-based LAS Theatre. It is a retelling of John Harries' story from Welsh history, inviting the audience's participation in assisting the Tylwyth Teg (Welsh fairy folk) in returning to their homes. Approximately 375 people experienced this production.

****Honour and Cherish****

This entertaining roaming theatre piece revolves around a wedding that faces numerous challenges. With its interactive, non-verbal format, it gained significant popularity at the National Eisteddfod 2023. Around 550 people experienced this performance.

****Flying Squad****

A group of detectives attempts to uncover the perpetrators of an unspecified crime, with both the nature of the crime and the identity of the suspects remaining a mystery. This audience-interactive piece enjoyed considerable success at the Cardiff Food Festival, National Eisteddfod, Big Splash and Unity Festivals during the Summer of 2023. Around 1020 people engaged with this production.

****Dragons Taming Workshops****

These mindfulness workshops, designed with a focus on nature and well-being, provided a wonderful opportunity for families and schools to explore mental health topics while engaging in craft activities. The workshops were well-received, particularly during the launch of Child Friendly Cardiff in Autumn 2023. Around 555 people participated in these workshops.

Throughout this project we were able to offer work-based training to Deaf, disabled and neurodivergent Early Careers Creatives enabling them first-hand experience of the rehearsal and touring process.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

In Pre-Production

****Mae Gen Ti Ddreigiau Pre-Production****

This production will be available in Welsh/BSL and English/BSL, featuring integrated audio descriptions and creative captions, alongside Dragon Taming Workshops. Pre-production activities have taken place throughout this year, with the creative team engaged in discussions regarding design elements, outreach planning, and preparation for rehearsal. The final script version was produced in Autumn 2023, following a comprehensive research and development phase with actors in Bangor. Funding from ACW and additional support from Davies Sister, Colwinston Charitable Trust, Ty Cerdd, and The Big Give campaign-conducted in March 2023-has been secured. Workshops have commenced in schools, and rehearsals are set to begin in May 2024.

In Research and Development

The Mab with Carmarthenshire Theatres.

Carmarthenshire Theatres has successfully obtained funding via Arts Council of Wales to collaborate with us on adapting "The Mab," written by Eloise Williams and Matt Brown, for the stage. The research and development process took place in two phases, during the Autumn and Spring of 2023, with sessions held in Llanelli and Cardiff, and received support from the Wales Millennium Centre. We commenced script development in partnership with the creative team and young participants. We engaged with 275 young people from 6 schools.

Other achievements and milestones

****Breaking the Box 1 Sharing Day****

At Taking Flight, sharing knowledge is paramount. The Breaking the Box project has provided invaluable insights, prompting us to organize a well-attended presentation event in Llanelli during Autumn 2023 to share our findings with industry professionals and ACW representatives.

****Trilingual Practice in Action****

Welsh

In 2023, our core team continued their Welsh language studies with specialized lessons that included BSL interpreters. The Artistic Director has also been pursuing individual lessons through ACW, progressing towards an Entry-level qualification. **BSL** The Executive Director holds a Level 2 BSL qualification. Our Access, Participation and Inclusion Officer is a Trainee BSL/Eng translator. The Artistic Director achieved Level 6 BSL in January 2024.

The organisation's website is now trilingual in English, Welsh, and BSL. We have partnered with Saron Training to initiate pre-production BSL lessons for the creative teams involved in future productions, enhancing the team's ability to communicate with Deaf creatives.

****AD and BSL on Partners' Websites****

Taking Flight has commenced audio description of theatre venues to enhance accessibility. Participating venues include Pontio Arts Centre Bangor, Park and Dare - Treorchy, The Coliseum Aberdare, Ammanford Miners, Carmarthenshire Lyric, and Y Ffwrn Llanelli, with these descriptions soon to be featured on their websites. Each website will include a BSL introduction, which is expected to launch in 2024/25. We will also be welcoming Awen Cultural Trust into our network, initiating efforts to enhance accessibility for their buildings.

We continue to offer audio description headsets for hire to theatres and companies across Wales.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Consultancy and Training

During this year, we concentrated on enhancing our existing training courses into full-day sessions, specifically "Introduction to Working Inclusively," "Deaf Awareness Intensive Training," "Blind Awareness Intensive Training," and "Sector-Specific Disability Equality Training." Several organizations participated in these new offerings, including National Youth Arts Wales, Pontio Arts Centre, and Ballet Cymru. Additionally, we provided training beyond the theatre sector to businesses such as The Royal Mint and the Cardiff University Law Department. Over the course of the year, more than 226 participants engaged with our training programs. We also delivered over 21 days of consultancy services, with several organizations requesting extended support-most notably Theatr Gen, which engaged us for a total of 9 days of BSL consultancy, and the Royal Welsh College of Music and Drama, which utilized 4 days of our services. The majority of requests came for either BSL consultancy or access consultancy.

Youth theatre

Our youth theatre have been working on their Youth Social Action Fund projects - around themes important to them including Deaf Awareness, the environment, homelessness and equality. Each term has focused on a different theme and the young people have created projects ranging from short films, performances and creative writing. We focused upon an exposure to role models and brought in a variety of visiting facilitators from a range of intersectional identities. We've remained based within the Atrium University for our Saturday sessions and Chapter Arts Centre for our Summer school.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

FINANCIAL REVIEW

Funding picture

Taking Flight are primarily project funded, with a great reliance on projects funded by a variety of sources including BBC Children in Need and Arts Council of Wales (ACW). Project funding for productions came from People's Postcode Lottery, Garfield Western Foundation, Millennium Stadium Charitable Trust and FORCardiff. The Margaret Davies Charity, Ty Cerdd and Colwinston were also successful, though this have been ear-marked to support artistic activity in 2024-25.

Funding Diversity- snapshot

As a primarily project funded organisation, all ACW (Arts Council of Wales) grants drawn down in the period supported both artistic and organisational activities. With what was hoped would be our last Creative Steps (organisation development tranche) grant we could continue to ensure the stability of the organisation until a positive decision on our potential Portfolio status was awarded. Due to restrictions on contact with our Arts Officer as our Investment Review application was being assessed, we only drew down a fraction of our award during this period. We were fortunate in having sufficient cashflow to continue this project activity and the majority of the grant wasn't drawn down until just after the accounting period. This level of funding was restricted to cover 9 months (it's a 12-month programme in regular times) as we successfully attained NPO status from April 2024 onwards. Other ACW grants drawn down in this period included contributions to our summer 2024 festivals and outdoor arts performances, Welsh Language and BSL translator training and support for our performances of Mae Gen Ti Ddreigiau in summer 2024. We also drew down the next instalment of our Breaking the Box project. Overall ACW provided 64% of our income. Trusts and foundations for all projects made up 19% of our income with the remaining income derived from performance fees and service and training to the sector.

Main Projects receiving ACW funding during this period:

Creative Steps - Organisational Development: This specific grant is aimed at supporting our organisational development over an initial three-year period, with an extension granted for a seventh year. This additional time enabled us to bridge the gap between project funding and the transition to becoming a portfolio organisation in April 2024.

Breaking the Box 1 and 2: This collaborative initiative aims to establish a network of venues across Wales that prioritise inclusivity, particularly in welcoming diverse audiences and enhancing the representation of Deaf and disabled role models both on and off stage. Funding for Phase 1 commenced in the 2020-2021 financial year, with the majority of planning and delivery activities taking place during the financial years ending in 2022 and 2023. An evaluation report and sharing of insights occurred in Autumn 2023. In February 2023, we received confirmation that the project would be extended to incorporate additional venues and provide enhanced training opportunities for early-career creatives both on and off stage. We began planning activities in early 2024, with an anticipated project launch in Autumn 2024.

Family and Festival Work: This project received primary funding from Arts Council Wales, supplemented by additional funding from FOR Cardiff, which enabled us to offer complimentary performances in Cardiff City Centre.

This ambitious undertaking involved the creation of four shows and a workshop utilising a repertory system, where the same actors perform in all shows, rehearsed and launched in succession:

- A live new adaptation of "First Three Drops," originally conceived during lockdown and performed via Zoom.
 - "The Conjurer of Cwrt Y Cadno," a hybrid experience combining performance with a treasure hunt.
 - Two roaming pieces of festival theatre: "Flying Squad" and "Honour and Cherish."
 - "Dragon Taming" workshops, focused on combating anxiety and promoting well-being for young people.
-

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review *(continued)*

The project toured various theatres and festivals across Wales. "First Three Drops" was initially designed as an outdoor show, but due to venue preferences, two versions, indoor and outdoor were developed.

This undertaking was exceptionally ambitious, marking our first attempt to develop a show performed in English/BSL and Welsh/BSL, alongside trialling a repertory system. It also represented our inaugural use of a freelance producer/tour booker and the engagement of Creative Enablers for the tour. The project significantly strengthened our collaboration with the Cardiff Commitment team, enabling us to deliver these performances and workshops at no cost to selected Cardiff schools, along with a week-long residency at a school in Llandudno Junction funded through an Arts Council Wales Explore Grant awarded to that institution.

Other Funding Sources

BBC- Children in Need: A specific grant to highlight Social Justice was drawn down in late 22-23 to fund ongoing activity for the current period. These funds show up in last year's figures. This helped to fund our Deaf Youth Theatre activity, including bringing in a variety of experts to explore some of the topics raised by the theatre groups.

Postcode Lottery: For core costs. We chose to support our performance work in 2024/25 with this funding

Garfield Western: For core costs

FORCardiff: Funding activities in the Summer in Cardiff

The Margaret and Gwendoline Davies Trust - Mae Gen Ti Ddreigiau

Ty Cerdd: Mae Gen Ti Ddreigiau - Music Outreach workshops

Colwinston trust: Mae Gen Ti Ddreigiau - Production design and creative caption design. These grants were drawn down in this period for activity in 2024-25.

Earned Income

Our overall earned income decreased by approximately 45% compared to the previous year's figures. This decline was expected as we trailed the role of Access Coordinator by integrating training into low-cost or complimentary services for the industry. This approach enabled us to provide hands-on practical experience in assessing industry needs and developing a potential pricing structure. Consequently, this also allowed us to reduce our freelance expenditures associated with this aspect of our training and service offerings.

Additionally, we needed to take into account the capacity and energy levels of our Access, Participation, and Inclusion role, which has become increasingly integral and valuable to the work we do at TF, as well as to the advocacy and promotion of a creative accessible approach to theatre and the benefits of working with a more diverse workforce.

Throughout the period, we worked with many organisations and individuals across Wales: including:

Pontio Arts and innovation Centre- Bangor
Theatr Genedlaethol Cymru
Royal Welsh College of Music and Drama
National Youth Arts Wales
University of South Wales
Cardiff University
National Theatre Wales

Theatr Sir Gâr
Temple Cloud Circus (Bristol)
Joon Dance
Theatr Iolo
Theatr na nÓg
Royal Mint- Llantrisant.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review *(continued)*

Expenditure

Our spending on freelance creatives, project activities and performances was approximately 51% of our expenditure- this includes support staff such as BSL interpreters and Creative Enablers/ PA's who support so much of the work we do. The majority of our access costs are provided by Access to Work- these additional access support costs are not covered by Access To Work and are covered by Access funding from ACW, or provided at TF's expense to facilitate a more diverse and representative workforce. A breakdown of the main costs are:

Performers	25%	
Access support	15%	
Consultancy	12%	(includes BSL, access and fundraising)
Accommodation	12%	
Work placements	6%	(paid training through the BTB1 grant)
Designers	6%	
Facilitators	5%	
Production and technical	5%	
Other freelance	5%	
Per Diems	4%	
Composer	3%	
Writers	2%	

Other costs include freelance producers, trainers, workshop leaders, Audio Describers and film makers/ photographers.

Running costs:

Running costs account for approximately 49% of our total expenditure. In addition to staff costs, the primary expenditures include general operational expenses such as accountancy fees, translation services, marketing expenses, IT equipment, and insurance fees, which collectively represent around 15.5% of our spending. Office, storage costs, and utilities constitute an additional 7% of this expenditure. Notably, this reflects a 10% increase in rent, storage, and utilities, alongside a 10% saving across other cost categories.

Staffing costs- comparison:

The staffing costs for TF, encompassing ONC and pension, CPD, and training, decreased by nearly 10% compared to the previous period, largely due to the elimination of the General Manager position in favour of an administrative assistant. This still accounts for approximately 77% of the non-performance or project delivery costs.

Total profit/loss for the year.

Income for the year to 31 March 2024 was £317,349 (2023 £467,193), of which £266,334 was restricted (2023 £378,604) and £51,015 (2023 £88,589) was unrestricted.

Expenditure for the year was £361,211 (2023 £474,028), of which £359,234 was restricted (2023 £337,841) and £1,977 (2023 £136,187) was unrestricted.

At the year-end, the charitable company had net expenditure of £43,862 (2023 net expenditure of £6,835). This represents restricted funds as net expenditure of £83,330 (2023 net income of £40,763), while unrestricted funds net income of £39,467 (2023 net expenditure of £47,598).

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review *(continued)*

Reserves

Total funds at the year ended 31 March 2024 were £237,604 (2023 £281,466), of which £142,007 was restricted (2023 £225,337) and £95,597 was unrestricted (2023 £56,129). Free reserves were £93,913 (2023 £54,315).

Our policy of increasing our reserves by 10% of turnover (if sustainable) was reviewed to be more sustainable if we aimed for 1 months running costs per year, to accrue a minimum of 6 months running costs. The current level of free reserves is considered reasonable.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Taking Flight Theatre Company is governed by Memorandum and Articles of Association incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training: Trustees

New roles (both paid and voluntary) callouts are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter. The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight. This year we recruited one new trustee to fill the gap in provision in terms of financial expertise. We have a trustee away day scheduled for April 2024 focussing on the changes the organisation will face moving from a project funded company to a revenue funded one.

Recruitment, appointment and training: Staff

New roles' job descriptions and other information are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants. Occasionally we will approach a potential candidate if we feel that their lived experience could contribute to the role, or if they have already been undertaking the role as a freelancer. Any post that hasn't been filled by open selection has ACW approval.

Our Administrations Assistant left the role in Jan 24 and after consulting with the trustees it was decided that we needed a more senior position to enable the company to move forward in a meaningful way. Consultation with HR expert on board led to an open recruitment process and the Operations Manager post will start in May 24. Following a successful training period the Access Co-ordinator role is set to become permanent 2 days a week from April 24.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

Recruitment, Appointment and Training: freelance

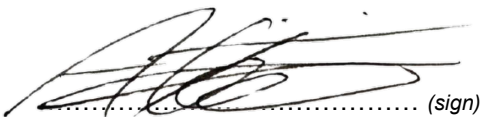
Other roles are typically filled through interviews, auditions, or a combination of both-some conducted in person and others via online platforms, with personal recommendations being thoroughly vetted. In Wales, we have identified significant shortages in the freelance workforce of Deaf and disabled creatives and performers. Additionally, there remains a lack of bilingual BSL/ENG and BSL/CYM performers. Given that our productions this year were trilingual, the recruitment process was both lengthy and complex. Nevertheless, a strong team was successfully assembled.

TF pushed forward the idea of Creative Enablers on tour to support artists. Recruitment for this highlighted a lack of training for this particular emerging role and in February 24 we collaborated with Hijinx to run a 5-day training programme for Creative Enablers as part of Breaking the Box 2.

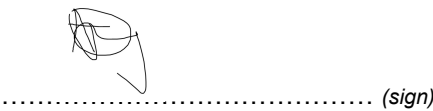
Small company provisions

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

The trustees' annual report was approved on 19th December 2024 and signed on behalf of the board of trustees by:



Alan Thomas-Williams (print name)
Trustee



Andrew Tinley (print name)
Trustee

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Taking Flight Theatre Company

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Taking Flight Theatre Company

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2024, which are set out on pages 13 to 25.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Farzana Ahmed FCCA
Independent Examiner
Carston ETL
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Date:

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	37,472	229,379	266,851	371,828
Charitable activities	6	13,543	36,955	50,498	95,365
Total income		<u>51,015</u>	<u>266,334</u>	<u>317,349</u>	<u>467,193</u>
Expenditure					
Expenditure on charitable activities	7,8	1,978	359,233	361,211	474,028
Total expenditure		<u>1,978</u>	<u>359,233</u>	<u>361,211</u>	<u>474,028</u>
Net expenditure		<u>49,037</u>	<u>(92,899)</u>	<u>(43,862)</u>	<u>(6,835)</u>
Transfers between funds		(9,570)	9,570	—	—
Net movement in funds		<u>39,467</u>	<u>(83,329)</u>	<u>(43,862)</u>	<u>(6,835)</u>
Reconciliation of funds					
Total funds brought forward		56,130	225,336	281,466	288,301
Total funds carried forward		<u>95,597</u>	<u>142,007</u>	<u>237,604</u>	<u>281,466</u>

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

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	15	1,684	1,815
Current assets			
Debtors	16	94,890	104,769
Cash at bank and in hand		153,241	180,852
		<u>248,131</u>	<u>285,621</u>
Creditors: amounts falling due within one year	17	<u>12,211</u>	<u>5,970</u>
Net current assets		<u>235,920</u>	<u>279,651</u>
Total assets less current liabilities		<u>237,604</u>	<u>281,466</u>
Net assets		<u>237,604</u>	<u>281,466</u>
Funds of the charity			
Restricted funds		142,007	225,336
Unrestricted funds		<u>95,597</u>	<u>56,130</u>
Total charity funds	19	<u>237,604</u>	<u>281,466</u>

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

Directors' responsibilities:

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

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

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


..... (sign)
Alan Thomas-Williams..... (print name)
Trustee


..... (sign)
Andrew Tinley..... (print name)
Trustee

Company registration number: 06690647

The notes on pages 15 to 24 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, 8 Market Road, Cardiff, CF5 1QE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

After making reasonable enquiries and having considered the impact of various other factors on the financial performance of the charity and its current position, the trustees believe the charity will be able to continue to fulfil its charitable purpose, will be able to meet its liabilities as they fall due and will have adequate resources to continue in operational existence for the foreseeable future. Accordingly, the trustees continue to adopt the going concern basis in preparing the financial statements.

Judgements and key sources of estimation uncertainty

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

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

Fund accounting

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal or project application.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

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

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

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

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

Technical equipment	- 25% straight line
Computer equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. There are no such impairments in this financial year.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments

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

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	339	—	339
Fundraising income	320	—	320
Grants			
Arts Council Grants	—	203,779	203,779
BBC Children in Need Grants	—	—	—
Other grants receivable			
Postcode Lottery	15,000		15,000
Garfield Weston	20,000		20,000
Theatrau Sir Gâr- Ffwrness		14,600	14,600
Colwinston Charitable Trust		5,000	5,000
Davies Sisters		3,000	3,000
Birkdale Trust		2,000	2,000
Other	1,813	1,000	2,813
	<u>37,472</u>	<u>229,379</u>	<u>266,851</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	387	—	387
Fundraising income	104	—	104
Grants			
Arts Council Grants	—	266,237	266,237
BBC Children in Need Grants	—	78,550	78,550
Other grants receivable			
Pen y Cymoedd	—	24,100	24,100
Birkdale Trust	—	2,000	2,000
Arts & Business	—	450	450
	<u>491</u>	<u>371,337</u>	<u>371,828</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fees	5,980	36,908	42,888
Project management	5,616	—	5,616
Ticket sales	—	47	47
Workshops	1,947	—	1,947
	<u>13,543</u>	<u>36,955</u>	<u>50,498</u>

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees	80,069	7,267	87,336
Project management	—	—	—
Ticket sales	—	—	—
Workshops	8,029	—	8,029
	<u>88,098</u>	<u>7,267</u>	<u>95,365</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Project delivery	1,958	354,124	356,082
Support costs	20	5,109	5,129
	<u>1,978</u>	<u>359,233</u>	<u>361,211</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Project delivery	136,127	333,963	470,090
Support costs	60	3,878	3,938
	<u>136,187</u>	<u>337,841</u>	<u>474,028</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Project delivery	356,082	—	356,082	470,091
Governance costs	—	5,129	5,129	3,937
	<u>356,082</u>	<u>5,129</u>	<u>361,211</u>	<u>474,028</u>

9. Analysis of support costs

	Analysis of support costs £	Total 2024 £	Total 2023 £
Governance costs	5,129	5,129	3,938

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	<u>865</u>	<u>711</u>

11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,300</u>	<u>3,300</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	107,398	116,887
Social security costs	5,543	6,620
Employer contributions to pension plans	<u>2,516</u>	<u>2,773</u>
	<u>115,457</u>	<u>126,280</u>

The average head count of employees during the year was 4 (2023: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Project delivery staff	<u>4</u>	<u>4</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £42,936 (2023: £40,310).

13. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Transfers between funds

Transfers have been made from unrestricted funds of £9,570 during the year to cover additional spending against restricted projects.

15. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
Cost			
At 1 April 2023	2,417	429	2,846
Additions	–	734	734
At 31 March 2024	2,417	1,163	3,580
Depreciation			
At 1 April 2023	906	125	1,031
Charge for the year	605	260	865
At 31 March 2024	1,511	385	1,896
Carrying amount			
At 31 March 2024	906	778	1,684
At 31 March 2023	1,511	304	1,815

16. Debtors

	2024 £	2023 £
Trade debtors	5,262	10,785
Prepayments and accrued income	89,628	93,035
Other debtors	–	949
	94,890	104,769

17. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	7,293	2,092
Accruals and deferred income	3,300	3,300
Social security and other taxes	1,124	–
Other creditors	494	578
	12,211	5,970

18. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,516 (2023: £2,773).

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	56,130	51,015	(1,978)	(9,570)	95,597

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	105,468	88,589	(136,187)	(1,740)	56,130

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
BSL / Welsh Training	5,798	–	(1,929)	–	3,869
Connect and Flourish	24,617	–	(30,225)	5,608	–
Deaf Youth Theatre	74,295	–	(74,347)	52	–
Road Production Grant	1,126	–	(3,251)	2,125	–
Creative Steps 6 & 7	56,273	64,260	(120,533)	–	–
The Wider Picture	63,227	29,160	(94,172)	1,785	–
Breaking the Box 2	–	–	(4,381)	–	(4,381)
Dreigiau Production	–	152,819	(9,131)	–	143,688
Theatrau Sir Gar (MAB)	–	20,095	(21,264)	–	(1,169)
	225,336	266,334	(359,233)	9,570	142,007

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
BSL / Welsh Training	9,835	1,367	(5,404)	–	5,798
Connect and Flourish	42,860	71,395	(89,638)	–	24,617
Deaf Youth Theatre	19,778	80,127	(25,610)	–	74,295
Creative Steps 4	–	6,731	–	(6,731)	–
Creative Steps 5	11,005	(4,975)	(16,718)	10,688	–
Creative Steps 6	–	105,294	(49,021)	–	56,273
Covid Recovery Fund	18,030	–	(17,136)	(894)	–
Road Production Grant	82,508	31,929	(113,311)	–	1,126
You've Got Dragons	(1,183)	4,000	(4,372)	1,555	–
The Usual Suspects	–	2,878	–	(2,878)	–
The Wider Picture	–	73,880	(10,653)	–	63,227
Seeding the Future	–	5,978	(5,978)	–	–
	182,833	378,604	(337,841)	1,739	225,336

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

BSL/Welsh Language Training: this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales. It covered BSL level 2 course and exam fees. Everyday office / classes delivered weekly in the office and a year-long BSL translator course.

Connect and Flourish / Breaking the Box project: funded by the Arts Council of Wales, this is a year-long pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The initial funding was received in February 2021, but most planning and delivery activity started during the previous financial year and continued into the current year.

Deaf Youth Theatre: Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions. Initially funded for 3 years by BBC Children in Need, this was the final year of the original project, but funding was renewed until February 2024.

Creative Steps programme 4: These are specific organisational development grants from Arts Council of Wales and covers some salary costs, board development, website upkeep/maintenance, some Welsh translation costs, communication support for board meetings and internal meetings (BSL interpreters mainly) as well as our freelance marketing consultant. The majority of the income relating to this project was received in 2020-21 and treated as unrestricted funds, but this year the completion payment was received. A transfer of £6,731 has been made to unrestricted funds against the previous spending on this project.

Creative Steps programme 5: funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it was extended. The programme is annually applied for and runs for a year. Our 5th programme started in July 2021.

Creative Steps programme 6 and 7: funded by the Arts Council of Wales, this project is a further continuation of the Creative Steps programme covering July 2022 – March 2024.

Covid Recovery Fund: ACW's COVID 19 Cultural Recovery Fund allowed Taking Flight Theatre to explore new ways of working in a changed world, including a new app-based hybrid/digital activity "The Curious Case of Aberllyw". The Covid Support Grant allowed us to employ many freelance creatives and to present meaningful policies across a wide array of areas that reflected the cares and concerns of the creative community. The final activity related to this fund was in July 2022.

Road Production Grant: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The final performance was at the end of September and the completion report has been submitted.

You've Got Dragons/ Cymraeg: This was a small Research and Development grant administered by Pontio Arts Centre. The activity started in 2021-22 before the grant was drawn down and was completed in 2022-23.

Usual Suspects: This project grant was first agreed with Arts Council of Wales in 2018. This was a long-term audience development project with 3 Welsh venues. Covid intervened in the project plan, and Arts Council of Wales allowed us to re-purpose the project to investigate digital working and platform development- for a new digital audience. Project ended- August 2022 Any draw down of funds during this year was part of the completion report.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Wider Picture: This project was applied for and approved in December of 2022. The project was to develop and perform a variety of outdoor festival pieces across Wales. Most expenses on this project were in the following financial year.

Seeding the Future: An ACW initiate whereby Taking Flight were asked to support Early career Deaf/disabled and neurodivergent creatives with applying for and supporting the cohort to spend time at the Edinburgh Festival. Granted in May 2022- Completion report submitted in December 2022. Any remaining funds in this grant were to cover Taking Flight's support and internal costs.

Dreigiau Production and Tour: the majority of this funding comes from Arts Council of Wales, but there are further grants received from Davies Sisters, Colwinston Charitable Trust and Birkdale Trust in respect of this. This is to fund a co-production between Pontio Arts Centre, Bangor and Taking Flight Theatre Company to produce and tours a new welsh language adaptation of the picture book by Kathryn Cave, adapted by Manon Stefan Ros. The project end date is September 2024.

Theatrau Sir Gar – Ffwrness / MAB: Funds were received during the year from Theatrau Sir Gar and other sources towards a collaboration with Carmarthenshire Theatres to adapt "The Mab", written by Eloise Williams and Matt Brown. This is taking place in multiple phases that cross the year-end.

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,684	–	1,684
Current assets	106,124	142,007	248,131
Creditors less than 1 year	(12,211)	–	(12,211)
Net assets	<u>95,597</u>	<u>142,007</u>	<u>237,604</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,815	–	1,815
Current assets	60,285	225,336	285,621
Creditors less than 1 year	(5,970)	–	(5,970)
Net assets	<u>56,130</u>	<u>225,337</u>	<u>281,466</u>

TAKING FLIGHT THEATRE COMPANY

England & Wales - Charity number 1131762

Accounts



Taking Flight Theatre Company
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2023



Photo: Natasha Hirst
Our youth theatre members with Deaf Youth Leader, Steph Back

CARSTON

Chartered accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Taking Flight Theatre Company

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	13
Statement of financial activities (including income and expenditure account)	14
Statement of financial position	15
Notes to the financial statements	16

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Taking Flight Theatre Company	
Charity registration number	1131762	
Company registration number	06690647	
Principal office and registered office	Unit 8, Market House Chapter Arts Centre Market Road Cardiff CF5 1QE	
Phone	02920 230020	
Website	www.takingflighttheatre.org.uk	
The trustees	Hadley Taylor	Co-Chair
	Andrew Tinley	Co-Chair
	Jeff Bratten-Wilson	
	Damien Dickens	
	Tafsila Khan	(Resigned 17 October 2022)
	Antony McKay	(Resigned 21 September 2023)
	Sara McKay	
	Dr Márta Minier	
	Ben Owen-Jones	
	Nigel Rees	(Resigned to 17 October 2022)
	Dr Sara Rhys-Jones	(Resigned 21 September 2023)
	Alan Thomas-Williams	(Appointed 13 March 2023)
	Lesley Rossiter-Roberts	(Appointed 13 March 2023)
	Roger Hudson	(Appointed 13 March 2023)
	Sophia Karpaty	(Appointed 13 March 2023)
	Lisa De Benedictis	(Appointed 13 March 2023)
Senior management	Elise Davison	
Independent examiner	Farzana Ahmed FCCA Carston Chartered Accountants 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties. Taking Flight continues to be one of the leaders in terms of access and inclusion in the arts scene in Wales. By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled performers at the forefront and with creative access at the heart of every creation. In 2022 we returned to in real life indoor productions with our re-imaging of Jim Cartwright's Road. Relocated to the Welsh Valleys we focused our intentions on regaining building community trust and paid a lot of attention to continuing to develop our 'experience at home' offerings. This still needs a lot of development in terms of maintaining the high level of access we insist on for 'in real' life experiences to be replicated in our digital work.

Our training programmes were refined in direct response to the sector's desire to become more inclusive and accessible. We delivered training and consultancy to organisations such as National Theatre Wales, CULT Cymru, hynt and Welsh College of Music and Drama both digitally and in real life.

The pandemic was devastating to an already fragile part of the arts ecosystem. Deaf, disabled and neurodivergent creative continues to be let down throughout this time, we witnessed many young actors who were so damaged by their training that they were leaving the sector. Taking Flight decided to provided work based, industry led training programmes for disabled, Deaf and neurodivergent creatives and are continuing to develop this strand of their work.

'Breaking the Box' is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.

Partners are:

Pontio Arts Centre – Bangor

RCT Theatres

Carmarthenshire Theatres

Hynt Cymru

Disability Arts Cymru

This pan Wales project was focused on creating a network of venues who not only focus on access and inclusion for their audiences but who are also ready to welcome a more diverse workforce. Taking Flight is the lead partner in this project and much of this year's work has centred around co ordinating and facilitating this project. Breaking the box also focused on training and providing opportunities for early careers Deaf, disabled and ND creatives in backstage and off-stage theatre roles, developing a robust programme of training and placements.

Taking Flight's Youth Theatre - Wales' first and only Deaf-led youth theatre for Deaf and Hard of Hearing young children, continued to grow with the aim of increasing confidence, providing positive Deaf role models to increase positive perceptions of Deafness, improve communication and self-esteem.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Mission, Vision and Objectives

Our Mission

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Our Objectives

- To create performances with the most talented & passionate disabled, D/deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of D/deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value D/deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

We do this by...

- Creating 1-3 professional performances per year (in light of Covid these can be live or digital)
- Actively seeking to work with new D/deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support D/deaf & disabled artists & audiences
- Access is the starting point for new creative projects.
- Running Wales's only Youth Theatre for D/deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established D/deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions
- Sharing best practice and "bright spots" through regular symposia or sharing events.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE

Business and Organisational Development

There has been a continued programme of work funded under Arts Council Wales Creative Steps Programme, enabling us to further focus on the sustainable functioning of the organisation. It has allowed us to overhaul the website, begin to implement our trilingual policy and continue to build our digital offerings.

Staff Changes

The role of General Manager was formally made redundant in March 2022, and the incumbent offered the position of Executive Director. This was a refining of the previous joint CEO post, whose responsibilities changed from Creative producer to a Fundraising post before leaving. The new Joint CEO position is more focussed on strategy, reporting and accountability. This did leave a gap in fundraising capacity and experience, which was filled by the funding consultants Richard Newton Consulting.

Our Technical Manager resigned in February 2023, and we decided to review whether this post was sustainable in the longer term. This role was so driven and shaped by the skill set of the incumbent, that it was felt it better to not look for a replacement, but to return to freelance provision for those things we couldn't handle in-house.

Much of the year was preparing for the investment review process. Arts Council of Wales's overhaul and review of their funding and portfolio of organisations and artist they support. This was compounded by our next Creative Steps application having the same deadline.

The preparation for this meant much organisation and business oversight and retrospection as well as the implementation of some of our ambitions and ideals. Putting our policies into practise as well as deliver on our trilingual language policy among our successes.

We continued to derive Income from our array of access services (Deaf Awareness training, access consultancies etc) at similar levels as 2021-22. What did change however was the number of bookings. Similar income was raised from delivering forty-two sessions/ contracts in 2021-22, to thirty-two in 22-23. This may be because more people chose an array of services to be delivered across a production rather than piecemeal project support. This suggests that our mix of support, training and consultancies are making an impact across the sector and are becoming an integral part of project and production processes.

We also changed accountants and established a proper payroll system to support the senior management team and to ensure compliance with HMRC and pension regulations.

Self-funded activity: in 2021-22 we embarked on self-funding an outdoor project and this developed into our summer activity during 22-23 (see artistic activity: The Curious Case of Aberlliw and The Conjurer of Cwrt y cadno). All of our productions so far have been reliant on grant funding. We decided to try and mount our re-working of The Curious Case of Aberlliw with minimal project funding. Overall, whilst not a money spinner, it did demonstrate that with the right programming opportunities and a flexible cast, self-funded activity can augment our grant funded performances, providing greater employment opportunities for performers and designers/ creators, and raise the profile of accessible theatre and Taking Flight Theatre.

During this experiment, we employed four designers, two technicians, one Creative Technologist, twenty-four performers, and we performed all over Wales.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

A wide variety of programmers booked us to perform at festivals or at outdoor venues including:

Theatr Brycheiniog
Wye Valley River Festival
Newport Live - Big Splash
Pontio Arts and Innovation Centre
Cardiff City Council

Awen Cultural Trust
Barry Memo
Arts Active Trust
Theatrau Sir Gâr- Ffwrness
Unity Festival (Bangor/ Cardiff)

Over this trial period- which seeded itself in 2021 and finished in Autumn 2023 all activity cost Taking Flight £3489 and helped to develop a new body of work and renewed enthusiasm for the outdoor and festival sector, which was then to inform our summer offer in the future.

An administrative assistant recruited in Nov 2022 but, due to ill health, the role did not start until February 2023.

We began implementing a training programme for access co-ordination with our first trainee starting in early 2023.

We began working closely with the new curriculums – creating resources for the BSL curriculum and expressive arts forums.

We have continued to offer wellbeing services for all staff and freelancers including access to counselling.

Artistic work

The Curious Case of Aberlliw

As a response to the pandemic and wanting to inject a sense of hope into the world we collaborated with Awen Cultural Trust, Carmarthenshire Theatres and LAS theatre to create The Curious Case of Aberlliw. An app-based hybrid theatre adventure was developed. It cast the audience into the role of detectives as they are faced with the challenge to return colour to the small town of Aberlliw. Setting off with their agent packs and devices they follow the app to geo locate pockets of colour and complete challenges. This production toured across Wales from June – August 2022 in English/BSL and Cymraeg/BSL and featured a cast of Deaf, disabled and neurodivergent creatives. It was also developed into a Curriculum resource for Cardiff Commitment team's Expressive Arts portal linking it to the six areas of learning.

Road

A reimagining of Jim Cartwright's masterpiece, relocated to the South Wales valleys and co-produced with RCT theatres. An ambitious project that combined live performance with digital elements, enabling disabled actors who were unable to perform live to do so via digital means. Performed at Park and Dare in Treorchy it was an access masterclass with animated creative captions, video, integrated BSL and audio description it played for over a week to full houses. By basing ourselves in Treorchy and running extensive outreach activity, this challenged the preconception that non-commercial work can only be programmed for one night of shows.

Foyer activities were showcased to the sector – including tactile model boxes, a tactile costume book, 80s themed chill out space with weighted blankets and bean bags, audio introductions, BSL introductions, pre-show visual stories and sonic stories.

Design wise our focus was environmental – over 90% of the elaborate 80s style set and costumes were recycled, upcycled and repurposed.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

The Conjurer of Cwrt y Cadno

In October 2022 we produced a part show, part treasure hunt interactive family experiences in collaboration with Awen Cultural Trust and LAS theatre. This was a story based around the Book of Incantations by John Harries and recruited the audience to return some missing Tylwyth Teg (Welsh fairies) to their houses. Beautiful hand-made houses were positioned around Bryngarw Country Park and the audience were given fairy tokens to place in the relevant houses, to ensure that the seasons were preserved. Another wonderful way to connect theatre with nature this was a very popular activity.

A Real Sister R and D

Taking Flight is proud to support emerging artist and this project was working with disabled playwright Ciaran Fitzgerald on his new piece. In July and December 2022 our Artistic Director worked with Ciaran and a group of actors workshopping and interrogating the script in the rehearsal space to inform future drafts.

Policy Panel sharing

Taking Flight always share our discoveries with the theatre sector in Wales. In Summer 2022 we hosted a sharing day to launch our language policy, which was a piece of performance poetry, our environmental policy for which a mural made from recycled materials, and our equality and diversity and wellbeing policies were supported by filmed BSL conversations. These policies were also all created in BSL, audio and easy read formats.

You've got Dragons – research and development

We continued working with Pontio Arts Centre in Bangor on a co-production of an adaptation of Kathryn Cave's book *You've got Dragons*. Working with a team of bilingual deaf, disabled and neurodivergent actors, composer Dan Lawrence and writer Manon Steffan Ross we workshopped the themes of the book to provide a new take on our much-loved production (which toured extensively in English/BSL 2017 – 2019). This new version will be written by Manon Steffan Ross and will be bilingual Cymraeg/BSL and Eng/BSL and will tour in Summer 2024

Dragon Taming Workshops

Taking Flight have run family workshops to help open up conversations around mental health and wellbeing for a number of years. In early 2022 we developed these workshops to be a free-standing product, not attached to any specific production. They were created to be more theatrical: a pair of dragon taming trainers have lost everything from their happiness box - the audience are cast in the role of experts in dragon taming and with their help the trainers can refill their box with happiness. These workshops were programmed by venues and as part of the Summer of Smiles Festival in Cardiff in Summer 2022.

Diversifying our audio description provision

Taking Flight have begun audio describing theatre buildings in a bid to work alongside venues to make them more accessible. Chapter Arts Centre, Pontio Arts Centre Bangor, Park and Dare - Treorchy, The Coliseum Aberdare, Ammanford Miners, Carmarthenshire Lyric and Y Ffwrness Llanelli and these should feature on their websites very soon. In addition, we have begun collaboration with Chapter to audio describe some of their art exhibitions.

We continue to hire out our audio description headsets to theatres and companies across Wales.

In order to help the sector provide more audio described performances – especially those performed in Cymraeg, we trained 8 new Audio describers with Dr Louise Fryer in June 2022.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Staff training and other activity

Artistic Director and co-founder Elise Davison is continuing her BSL training, now undertaking level 6 (fluency).

The General Manager and the TPM have achieved BSL level 2 training, and the API Manager is now a trainee BSL translator

Throughout 2022 -23 the company have been learning Welsh to increase the Welsh language provision among the core team.

The Artistic Director has been undertaking extra Welsh language classes funded for the sector by ACW these began in December 2022.

We also offered more training opportunities to our board of trustees via the Independent Theatre Council's extensive training programme.

We also delivered specific training to a variety of organisations across Wales and brought in specific trainers to ensure quality of provision.

During the year we delivered the following training:

- Literature Wales - Deaf Awareness Training
- Literature Wales - Additional Deaf Awareness Training
- Krystal Lowe - Deaf Awareness Training (online)
- Theatr Genedlaethol Cymru - Audio Description Training
- Theatr Iolo - Audio Description Training
- Ballet Cymru - Audio Description Training
- Wales Millennium Centre - Audio Description Training
- Pontardawe Arts Centre - Deaf Awareness Training
- Creu Cymru - Deaf Awareness Training
- Theatr Genedlaethol Cymru - Deaf Awareness Training

Youth theatre

Youth theatre

April – July 2022 saw the conclusion of our participation in the tri-youth theatre project with Rising Stars Youth Theatre and Mess up the Mess. In August 2022, alongside our summer schools, we supported our eldest youth theatre member to represent youth theatre on a panel event at the Eisteddfod. During this time period youth theatre was successful in their application for the youth social action fund from BBC CIN, which began in Autumn 2022, as part of this youth theatre have:

- Taken part in masterclasses on: YouTube, creative writing, art (collage, painting, and screen-printing), Character creation and dance.
- Planned their youth social action projects and explored themes including Deaf awareness, homelessness, climate change, lying and inequality.

We took youth theatre on three theatre trips, including one to Birmingham to see The Gruffalo performed by Deaf and CODA actors in BSL. Outreach workshops to schools with Deaf units also took place alongside internal activity.

Youth theatre Snapshot

Through our sessions, and external outreach work: we have engaged with over 60 Deaf and HOH young people. We've worked on exposing them to a variety of role models, focusing on bringing in Deaf professionals representing a range of intersectional identities and opening doors to theatre skills and experiences. Despite covid-19 having a massive, ongoing impact on our young people's mental health, through youth theatre we've seen them come along in leaps and bounds, highlighting increased confidence and pride in their Deaf identities.

Youth theatre was funded during this time from BBC CIN/ and Youth Social Action Fund (BBC CIN).

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

FINANCIAL REVIEW

Funding picture

Taking Flight are primarily project funded, with a great reliance on projects funded by a variety of sources including BBC Children in Need and Arts Council of Wales (ACW). Further project support for productions came from Awards for All, Ty Cerdd, Pen Y Cymoedd and People's post code lottery. We regularly receive small awards from the Birkdale trust to support the employment of Deaf professionals.

Main Projects receiving ACW funding during this period:

Creative Steps- Organisational Development: A specific grant to support organisational development- initially to cover a 3-year period but we have been granted a sixth year.

Covid Recovery Fund: In 22-23 Taking Flight received £14,803 which was the completion payment for the work undertaken in the previous year.

Connect and Flourish: A two year long pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The funding started in 20-21, but most planning and delivery activity was during financial years ending '22 and '23.

And in Feb 2023 we received notification that the project has been extended to include more venues, offer more training opportunities for early career creatives on and off stage (this has yet to be drawn down with activity scheduled to start in Nov 2023)

Production grant for 'Road' by Jim Cartwright: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The community outreach element (funded by Pen Y Cymoedd wind farm and Awards for All) ran a series of workshops in schools, with walking groups, pensioners, local businesses, and families. It also included recruiting and rehearsing with a community cast who performed at the start of every performance.

Other Funding Sources

Grants: we received a significant grant from **Pen y Cymoedd Community Trust** which allowed us to fully develop a community outreach programme and to work with local creatives, schools and community groups on shaping the pre and post-show foyer activity.

Earned Income

The income generated from our **access work** remained at a similar level to 21-22.

What did change, however, was the number of individual services being booked and delivered. Similar income was raised from delivering forty-two sessions/ services in 2021-22, to thirty-two in 22-23. On average this works out at less than £500 per job undertaken, and an average of 1-2 access related services being delivered a week, plus the research, logistics and organising of communication support or creative enablers. We are mindful of the impact on health and wellbeing of in-house service deliverers which must be considered when trying to increase income from this strand of work.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Who we worked with.

We worked with a variety of arts organisations during the year, delivering a wide range of access services, consultancies, and training. Many organisations were repeat bookers of our services including creation of audio and BSL flyers for a variety of productions both in English and Welsh.

Cultural organisations include:

Theatr na nÓg	Nos Nad Nawr
National Theatre Wales	Cult Cymru
Britten Pears Arts	Prospect union
National Theatre Wales	Tin Shed Theatre
Articulture Wales	Likely Story Theatre Company
Theatr Genedlaethol Cymru	Chapter
National Youth Arts Wales	Grand Ambition
The Welfare	Ballet Cymru
Pontardawe Arts Centre	Theatre Iolo
Parc and Dare	

We also provided access services to individuals and schools/colleges:

Luke Hereford	University of South Wales, The Atrium
Hannah McPake	Ysgol Gynradd Holton
Catherine Dyson	Ysgol y Draig
Karol Cysewski	Royal Welsh College of Music and Drama

Co-production Contributions were a significant element to our income stream, although this was ringfenced to facilitate the productions.

Expenditure

Massive extra spending on most cost heads was visible during this year. The majority of increases was related to project delivery costs, particularly that spent on creatives.

There was a wide variety of increases across these categories:

Audio describer	Film maker
Choreography	Musicians/Composers
Communication/Support Costs	Other
Construction (set/ costume/props)	Other Freelance
Consultancy	Per Diems
creative technologist	Performers
Designers	Production/Technical
Facilitators	

Which is a reflection of our busy creative year and was mostly funded from project grants drawn down the previous financial year. All of the increases in the above categories doubled, and in some cases were three times the figures for the previous year.

We also saw a new category of expense: work placement fees. This was part of the Early Careers Creatives work placement fees paid as part of the Breaking the Box/ Connect and Flourish project.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Other increased expenses

We saw raises in expenditure across many expense headings that reflect the increase in activity and related project support, but also costs associated with less zoom/ online activity. These costs were significantly increased-

Accommodation
Diesel/petrol
Meeting room Hire.
Parking

Technical Equipment
Travel and subsistence
Vehicle Hire

In all the above cases, costs more than doubled. Vehicle hire, for example, rose over ten times from 21-22 figures. This reflects increased touring activity as we travelled Wales with our outdoor summer offer(s).

There was also an increase in spends across a few staple expenses- reflecting the rise in prices and activity during the year.

For example, electricity rose by 31%, reflecting the general rise in energy prices, but also the increased use of the office space as we moved to less working from home practises. Room hire costs for meetings rose by 46% again reflecting the increased face to face contact and the needs of some of our project activity. Our English to Welsh translation costs rose by 12% reflecting the increase in our Welsh language output especially through our monthly newsletter, and Welsh version of our website.

Other increases merely reflect the cost-of-living increases; Insurance increased by 8% and rent costs increased by 19%. The increase in rent also reflects the support offered in previous years by the landlord (Chapter) through the pandemic.

We did see a large rise in our HMRC and pension payments, particularly as our annual wage bill remained fairly static. This is due in part to catching up on missed payments during 2021-22 and reflects the value our new payroll system is having in keeping us compliant with our tax, National Insurance and pension obligations.

There were minor reductions and increases across a whole cohort of running and project costs, but the most significant was perhaps the decrease in our Audience supplies area. This expense can include workshop materials and resources, maps, tablets and other supplies we utilise for audience engagement and advocacy, training and pre/post show foyer activity. Whilst the decrease is minimal to the grand scale of our turnover, it does demonstrate the benefits of working with our eco policy in action and a concerted effort to ensure we are contributing to the circular economy.

Another reduced overhead was our spend on rehearsal room hire. This is in no doubt due to better working and partnership relationships we have built with some of our fellow cultural organisations- particularly The Atrium, Chapter and Park and Dare theatre.

Total profit/loss for the year.

It was predicted that due to the funding timetable, and the drawdown of grant money for activity in the following year, the year-end figures would see us in deficit. This is indeed the case though the deficit is less than predicted. This presented no cash flow issues, however, as restricted reserves from 21-22 were available for 22-23.

Income for the year to 31 March 2023 was £467,193 (2022 £465,191), of which £378,604 was restricted (2022 £394,143) and £88,589 (2022 £71,048) was unrestricted.

Expenditure for the year was £474,028 (2022 £274,413), of which £337,841 was restricted (2022 £239,209) and £136,187 (2022 £34,204) was unrestricted.

At the year-end, the charitable company had net expenditure of £6,835 (2022 net income of £191,778). This represents restricted funds as net income of £40,763 (2022 £182,833), while unrestricted funds net expenditure of £47,598 (2022 net income of £8,945).

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Reserves

Total funds at the year ended 31 March 2023 were £281,466 (2022 £288,301), of which £225,337 is restricted (2022 £182,833) and £56,129 was unrestricted (2022 £105,468). Free reserves were £54,315 (2022 £102,942).

Our policy of increasing our reserves by 10% of turnover (if sustainable) was reviewed to be more sustainable if we aimed for 1 months running costs per year, to accrue a minimum of 6 months running costs. The current level of free reserves is considered reasonable.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Taking Flight Theatre Company is governed by its Memorandum and Articles of Association and was incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training: Trustees

New role (both paid and voluntary) callouts are produced in written, audio and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants.

Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter.

The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight. During the year we have undergone a great deal of work on governance, engaging the board more genuinely with the day-to-day work of the company. In February of 2023 there were five new trustees recruited specifically to fill gaps in Welsh language, HR, Legal and Education provision.

With another successful Creative Steps application in Summer 2022 we were able to extend the role of the Access, Participation and Inclusion Manager post for another year. Following an HR review in 2021 the role of General Manager was made redundant in March 2022 and a new role of Executive Director began in April 23. The Technical and Production Managers role ended in January 2023. A part time administrative assistant joined the company in February 2023. A Trainee Access Co-ordinator began training in January 2023.

Recruitment, Appointment and Training: Other roles are either interviewed or auditioned (or both) - some in real life, some via online platforms - and personal recommendations are followed up. We have found there are significant shortages in the freelance work force including Deaf/ disabled creatives and performers with a substantial loss of confidence in the sector and the insecurities of freelance working being a significant factor in any recruitment drive. In April 2022 we ran a series of skills-based workshops for facilitators and actors designed to increase confidence and build networks.

Taking Flight Theatre Company

Company Limited by Guarantee

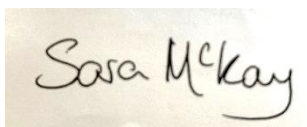
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Small company provisions

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

The trustees' annual report was approved on 31st January 2024 and signed on behalf of the board of trustees by:



Sara McKay
Trustee



Alan Thomas- Williams
Trustee

Taking Flight Theatre Company

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Taking Flight Theatre Company *(continued)*

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2023 which are set out on pages 14 to 26.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

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 in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Farzana Ahmed FCCA
Independent Examiner
Carston Chartered Accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Date:

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	491	371,337	371,828	399,638
Charitable activities	6	88,098	7,267	95,365	58,873
Other income	7	—	—	—	6,680
Total income		88,589	378,604	467,193	465,191
		=	=	= = =	=
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	—	—	—	404
Expenditure on charitable activities	9,10	136,187	337,841	474,028	273,009
Total expenditure		136,187	337,841	474,028	273,413
		=	=	= = =	=
Net (expenditure)/income		(47,598)	40,763	(6,835)	191,778
		=	=	= = =	=
Transfers between funds		(1,740)	1,740	—	—
Net movement in funds		(49,338)	42,503	(6,835)	191,778
		=	=	= = =	=
Reconciliation of funds					
Total funds brought forward		105,468	182,833	288,301	96,523
Total funds carried forward		56,130	225,336	281,466	288,301
		=	=	= = =	=

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

The notes on pages 16 to 26 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	17	1,815	2,526
Current assets			
Debtors	18	104,769	49,389
Cash at bank and in hand		180,852	257,871
		<u>285,621</u>	<u>307,260</u>
Creditors: amounts falling due within one year	19	5,970	21,485
Net current assets		<u>279,650</u>	<u>285,775</u>
Total assets less current liabilities		<u>281,466</u>	<u>288,301</u>
Net assets		<u>281,466</u>	<u>288,301</u>
		= = =	=
Funds of the charity			
Restricted funds		225,336	182,833
Unrestricted funds		56,130	105,468
Total charity funds	21	<u>281,466</u>	<u>288,301</u>
		= = =	=

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

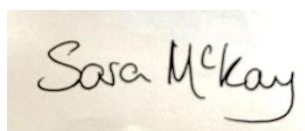
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation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

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

These financial statements were approved by the board of trustees and authorised for issue on 31st January 2024, and are signed on behalf of the board by:



Alan Thomas- Williams
Trustee



Sara McKay
Trustee

The notes on pages 16 to 26 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, Market Road, Cardiff, CF5 1QE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

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

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

Fund accounting

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal or project application.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

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

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

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

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

Technical equipment	- 25% straight line
Computer equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. There are no such impairments in this financial year.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments

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

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

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

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	387	—	387
Fundraising income	104	—	104
Grants			
Arts Council Grants	—	266,237	266,237
BBC Children in Need Grants	—	78,550	78,550
Other grants receivable			
Pen y Cymoedd	—	24,100	24,100
Birkdale Trust	—	2,000	2,000
Arts & Business	—	450	450
	491	371,337	371,828
	=	=	= = =
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	1,278	—	1,278
Fundraising income	490	—	490
Grants			
Arts Council Grants	(7,385)	322,230	314,845
BBC Children in Need Grants	—	21,630	21,630
Other grants receivable			
Postcode Lottery	—	19,000	19,000
Foyle Foundation	10,000	10,000	20,000
Awards for All	—	9,900	9,900
Cardiff University	6,370	—	6,370
Grocers Trust	3,000	—	3,000
Other	1,000	2,125	3,125
	14,753	384,885	399,638
	=	=	= = =

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees	80,069	7,267	87,336
Project management	—	—	—
Ticket sales	—	—	—
Workshops	8,029	—	8,029
	88,098	7,267	95,365
	=	=	= = =

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fees	30,625	2,578	33,203
Project management	22,860	—	22,860
Ticket sales	(596)	—	(596)
Workshops	3,406	—	3,406
	—	—	—
	56,295	2,578	58,873
	=	=	=

7. Other income

	Restricted Funds £	Total Funds 2023 £	Restricted Funds £	Total Funds 2022 £
Theatre Tax Relief	—	—	6,680	6,680
	=	=	=	=

8. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies - Donations	—	—	—
	=	=	=

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of raising donations and legacies - Donations	262	142	404
	=	=	=

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Project delivery	136,128	333,965	470,091
Support costs	59	3,876	3,937
	136,187	337,841	474,028
	=	=	=

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Project delivery	30,687	238,940	269,627
Support costs	3,255	127	3,382
	—	—	—
	33,942	239,067	273,009
	=	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Project delivery	470,091	–	470,091	269,627
Governance costs	–	3,937	3,937	3,382
	<u>470,091</u>	<u>3,937</u>	<u>474,028</u>	<u>273,009</u>
	=	=	= = =	=

11. Analysis of support costs

	Analysis of support costs £	Total 2023 £	Total 2022 £
Governance costs	3,937	3,937	3,368
	=	= = =	=

12. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	711	320
	= =	=

13. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for: Independent examination of the financial statements	3,300	3,240
	= = =	=

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023 £	2022 £
Wages and salaries	116,887	105,526
Social security costs	6,620	7,432
Employer contributions to pension plans	2,773	2,291
	<u>126,280</u>	<u>115,249</u>
	= = =	=

The average head count of employees during the year was 4 (2022: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Project delivery staff	4	4
	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

14. Staff costs *(continued)*

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £40,310 (2022: £44,959).

15. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

16. Transfers between funds

Transfers have been made from unrestricted funds of £10,688 to the Creative Steps 5 restricted fund and £1,555 to the YDG-CYM restricted fund to cover additional spending against these projects.

A transfer of £6,731 has been made from the Creative Steps 4 restricted fund and the AA-WW restricted fund to the unrestricted fund as the expenditure relating to these projects took place in the prior year, but not brought forward, and was covered by the final completion receipts in the current year.

A transfer of £895 was made from the R+R restricted fund to unrestricted funds as a contribution to support costs not otherwise allocated against restricted funds.

17. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
Cost			
At 1 April 2022 and 31 March 2023	2,417 =	429 =	2,846 = ==
Depreciation			
At 1 April 2022	302	18	320
Charge for the year	604	107	711
At 31 March 2023	906 =	125 =	1,031 = ==
Carrying amount			
At 31 March 2023	1,511 =	304 =	1,815 = ==
At 31 March 2022	2,115 =	411 =	2,526 = ==

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

18. Debtors

	2023	2022
	£	£
Trade debtors	10,785	1,750
Prepayments and accrued income	93,035	47,389
Other debtors	949	250
	<u>104,769</u>	<u>49,389</u>
	= = =	=

19. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	2,092	14,108
Accruals and deferred income	3,300	3,240
Social security and other taxes	—	2,624
Other creditors	578	1,513
	<u>5,970</u>	<u>21,485</u>
	= ==	=

20. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,773 (2022: £2,291).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	105,468	88,589	(136,187)	(1,740)	56,130
	=	=	=	=	= = =

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
General funds	96,523	71,048	(34,204)	(27,899)	105,468
	=	=	=	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
BSL / Welsh Training	9,835	1,367	(5,404)	–	5,798
Connect and Flourish	42,860	71,395	(89,638)	–	24,617
Deaf Youth Theatre	19,778	80,127	(25,610)	–	74,295
Creative Steps 4	–	6,731	–	(6,731)	–
Creative Steps 5	11,005	(4,975)	(16,718)	10,688	–
Creative Steps 6	–	105,294	(49,021)	–	56,273
Covid Recovery Fund	18,030	–	(17,136)	(894)	–
Road Production Grant	82,508	31,929	(113,311)	–	1,126
You've Got Dragons	(1,183)	4,000	(4,372)	1,555	–
The Usual Suspects	–	2,878	–	(2,878)	–
The Wider Picture	–	73,880	(10,653)	–	63,227
Seeding the Future	–	5,978	(5,978)	–	–
	182,833	378,604	(337,841)	1,740	225,336
	=	=	=	=	=

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
BSL / Welsh Training	–	13,883	(4,048)	–	9,835
Connect and Flourish	–	69,395	(26,535)	–	42,860
Deaf Youth Theatre	–	41,630	(21,852)	–	19,778
Creative Steps 4	–	–	(29,899)	29,899	–
Creative Steps 5	–	102,178	(91,173)	–	11,005
Creative Steps 6	–	–	–	–	–
Covid Recovery Fund	–	81,222	(63,192)	–	18,030
Road Production Grant	–	83,835	(1,327)	–	82,508
Sharing Together Event	–	2,000	–	(2,000)	–
You've Got Dragons	–	–	(1,183)	–	(1,183)
The Usual Suspects	–	–	–	–	–
The Wider Picture	–	–	–	–	–
Seeding the Future	–	–	–	–	–
	–	394,143	(239,209)	27,899	182,833
	=	=	=	=	=

BSL/Welsh Language Training: this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales. It covered BSL level 2 course and exam fees. Everyday office / classes delivered weekly in the office and a year-long BSL translator course.

Connect and Flourish / Breaking the Box project: funded by the Arts Council of Wales, this is a year-long pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The initial funding was received in February 2021, but most planning and delivery activity started during the previous financial year and continued into the current year.

Deaf Youth Theatre: Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions. Initially funded for 3 years by BBC Children in Need, this was the final year of the original project, but funding was renewed until February 2024.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Analysis of charitable funds *(continued)*

Creative Steps programme 4: These are specific organisational development grants from Arts Council of Wales and covers some salary costs, board development, website upkeep/ maintenance, some Welsh translation costs, communication support for board meetings and internal meetings (BSL interpreters mainly) as well as our freelance marketing consultant. The majority of the income relating to this project was received in 2020-21 and treated as unrestricted funds, but this year the completion payment was received. A transfer of £6,731 has been made to unrestricted funds against the previous spending on this project.

Creative Steps programme 5: funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it was extended. The programme is annually applied for and runs for a year. Our 5th programme started in July 2021.

Creative Steps programme 6: funded by the Arts Council of Wales, this project is a further continuation of the Creative Steps programme covering July 2022 – June 2023.

Covid Recovery Fund: ACW's COVID 19 Cultural Recovery Fund allowed Taking Flight Theatre to explore new ways of working in a changed world, including a new app-based hybrid/digital activity "The Curious Case of Aberllyw". The Covid Support Grant allowed us to employ many freelance creatives and to present meaningful policies across a wide array of areas that reflected the cares and concerns of the creative community. The final activity related to this fund was in July 2022.

Road Production Grant: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The final performance was at the end of September and the completion report has been submitted.

Sharing Together: Happiness Sessions: Online wellbeing sessions funded by the Arts Council of Wales. The Happiness Sessions that took place in January 2021 for freelancers, furloughed staff and creatives across Wales and beyond. As the spend took place in the prior year, this has been transferred from unrestricted funds in the current year.

You've Got Dragons/ Cymraeg: This was a small Research and Development grant administered by Pontio Arts Centre. The activity started in 2021-22 before the grant was drawn down and was completed in 2022-23.

Usual Suspects: This project grant was first agreed with Arts Council of Wales in 2018. This was a long-term audience development project with 3 Welsh venues. Covid intervened in the project plan, and Arts Council of Wales allowed us to re-purpose the project to investigate digital working and platform development- for a new digital audience. Project ended- August 2022 Any draw down of funds during this year was part of the completion report.

Wider Picture: This project was applied for and approved in December of 2022. The project was to develop and perform a variety of outdoor festival pieces across Wales. Most expenses on this project were in the following financial year.

Seeding the Future: An ACW initiate whereby Taking Flight were asked to support Early career Deaf/disabled and neurodivergent creatives with applying for and supporting the cohort to spend time at the Edinburgh Festival. Granted in May 2022- Completion report submitted in December 2022. Any remaining funds in this grant were to cover Taking Flight's support and internal costs.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,815	—	1,815
Current assets	60,285	225,336	285,621
Creditors less than 1 year	(5,970)	—	(5,970)
Net assets	56,130 =	225,336 =	281,466 = = =

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,526	—	2,526
Current assets	124,427	182,833	307,260
Creditors less than 1 year	(21,485)	—	(21,485)
Net assets	105,468 =	182,833 =	288,301 =

TAKING FLIGHT THEATRE COMPANY

England & Wales - Charity number 1131762

Accounts

Taking FLIGHT

Taking Flight Theatre Company
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2022



Our youth theatre members with Deaf Youth Theatre Leader Steph Back

CARSTON

Chartered accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Taking Flight Theatre Company

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	10
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Notes to the financial statements	13

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Taking Flight Theatre Company	
Charity registration number	1131762	
Company registration number	06690647	
Principal office and registered office	Unit 8 Chapter Arts Centre 8 Market Road Cardiff CF5 1QE	
Phone	02920 230020	
Website	www.takingflighttheatre.org.uk	
The trustees	D Dickens T Khan AD McKay S McKay Dr MM Minier B Owen-Jones NC Rees Dr S Rhys-Jones HP Taylor A Tinley J Bratten-Wilson (Appointed 13 September 2021) JL Preece (Resigned 12 May 2021) MC Bassett (Resigned 16 March 2022) Dr E Garside (Resigned 25 March 2022)	
Senior management	Beth House Elise Davison	(to June 2021)
Independent examiner	Farzana Ahmed FCCA Carston Chartered Accountants 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The Covid pandemic was undoubtedly one of the most challenging periods of Taking Flight's existence; however, it was also a time of growth and development. Giving us time to look inwardly at our ways of working, creative projects, policies and staffing structures, the majority of our board members with lived experience of being Deaf or disabled. Taking Flight are proud to have disability-led board with 69% of our board identifying as Deaf or disabled. Taking Flight has become one of the leaders in terms of access and inclusion in the arts scene in Wales. By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled performers at the forefront and with creative access at the heart of every creation. In 2020 everyone experienced what it was like to not have physical access to the arts. Taking Flight have been considering our audience at home, a long before we all were forced to experience what it was like during the 'lock downs' with previous work exploring ways to improve access for our most vulnerable audiences. The majority of our theatrical work from 2020 to 2022 focused on developing and refining our online and digital offerings exploring new ways to provide an equality of experience online to be enjoyed how and when the audience required.

Our training programmes were refined in direct response to the sectors desire to become more inclusive and accessible. We delivered training and consultancy to organisations such as National Theatre Wales, CULT Cymru, hynt and Welsh College of Music and Drama both digitally and in real life.

'Breaking the Box' which is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. In 2022 this project also focused on training early careers disabled creatives in backstage and off stage theatre roles.

Taking Flight's Youth Theatre - Wales' first and only Deaf- led youth theatre for Deaf and Hard of Hearing young children, continued to grow with the aim of increasing confidence, providing positive Deaf role models to increase positive perceptions of Deafness, improve communication and self-esteem. We transitioned back into real life sessions, engaged with a total of 30 young deaf and hoh people and brought in a multitude of deaf professionals within the industry, vital role-models supporting the growth of the young people's pride in their Deaf identities.

Mission, Vision and Objectives

Our Mission

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Objectives and activities *(continued)*

Our Objectives

- To create performances with the most talented & passionate disabled, D/deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of D/deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value D/deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

We do this by...

- Creating 1-3 professional performances per year (in light of Covid these can be live or digital)
- Actively seeking to work with new D/deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support D/deaf & disabled artists & audiences
- Access is the starting point for new creative projects.
- Running Wales's only Youth Theatre for D/deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established D/deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions
- Sharing best practice and "bright spots" through regular symposia or sharing events.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

ACHIEVEMENTS AND PERFORMANCE

Business and Organisational Development

There has been a continued programme of work funded under Arts Council Wales Creative Steps Programme, enabling us to further focus on the sustainable functioning of the organisation. It has allowed us to overhaul the website, begin to implement our trilingual policy and continue to build our digital offerings.

The Cultural Recovery Fund enabled the company to review its policies by engaging freelancers to dissect and reimagine our policies in line with our core values and in response to the pandemic.

We were able to explore digital touring, sustainability and to dive into hybrid options for producing work.

Taking Flight underwent a roots and branches staffing consultation via our Creative Steps funding. The consultants looked primarily at jobs role/ descriptions and staffing structure in the light of the departure of the founder/ CEO. All recommendations were put before the board of trustees and will be implemented from 1st April 2022. This includes making the role of General Manager redundant and offering the role of Executive Director/ joint CEO to the existing GM.

Artistic work

The Curious Case of Aberlliw

As a response to the pandemic and wanting to inject a sense of hope into the world we collaborated with Awen Cultural Trust, Carmarthenshire Theatres and LAS theatre to create The Curious Case of Aberlliw. An app based hybrid theatre adventure was developed. It cast the audience into the role of detectives as they are faced with the challenge to return colour to the small town of Aberlliw. Setting off with their agent packs and devices they follow the app to geo locate pockets of colour and complete challenges. In May 21 this was almost completely virtual with an introductory show on zoom, packs available for collection at the outdoor venues, apps that could be downloaded to phones and a completion graduation video. Following this success and the easing of covid restrictions in Summer 21 it was translated into Welsh and performed as a hybrid event including live actors as well as the digital aspect. After completing the challenges the audience received a certificate and a, much sought after, gold badge. Performed at Bryn Garw Country Park (Bridgend), Llyn Llech Owen (Carmarthenshire) and Narberth Town Centre (Pembrokeshire) it was hugely well received, and preparations began for a tour in Summer 2022.



Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2022

Achievements and performance (continued)

Policy Panel

In 2021 Taking Flight consulted with freelancers about our outward facing policies. In the later part of the 2021, and in early 2022, some of these freelancers were commissioned to develop creative responses to the findings. Our language policy became a piece of performance poetry, our environmental policy a mural, our equality and diversity and wellbeing policies were supported by filmed BSL conversations. These policies were also all created in BSL, audio and easy read formats.

Fow

A co-production with Deaf and Fabulous productions, Fow toured virtually across Wales and a little into England. In Summer 2021 it had a very successful run at Summerhall as part of The Edinburgh Fringe Festival (digital). A tri-lingual piece in Welsh, BSL and English incorporating creative captions and drawn illustrations which were animated throughout the piece; Fow cleverly played with communication breakdowns, the raw honesty of falling in love, identity and language. The production was performed and recorded on zoom. Three versions of the production were created. 1 – with native captions, 2 – with all English captions 3 - With voice over. The audience could choose how they wished to experience the play. There are plans to revive and reimagine this as an 'in real life' piece.

'Fow (definition): BSL lip pattern accompanying a sign meaning a breakdown in communication/inability to understand. No direct translation in English or Welsh, the closest being the phrase 'That went straight over my head!' Unless you are someone who understands BSL, Cymraeg and English, there will be parts of the show that will be 'fow' for you.



Road



A co-production with RCT theatres was due to be performed in September 2020. The decision to postpone to Autumn 2021 was made in May 2020. In Spring 2021 the decision was made to postpone again until 2022. During 21/22 Taking Flight have been recruiting creatives and auditioning for the cast. Community engagement work began in Summer 21, meeting local businesspeople, discussing dialect changes with a local amateur dramatics group, creating a diorama craft workshop to collect memories, workshops in schools and community groups. The start of in-depth research into possible ways to live stream the production whilst still ensuring access is not lost was begun. The production

will take place in the Park and Dare in September 2022.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

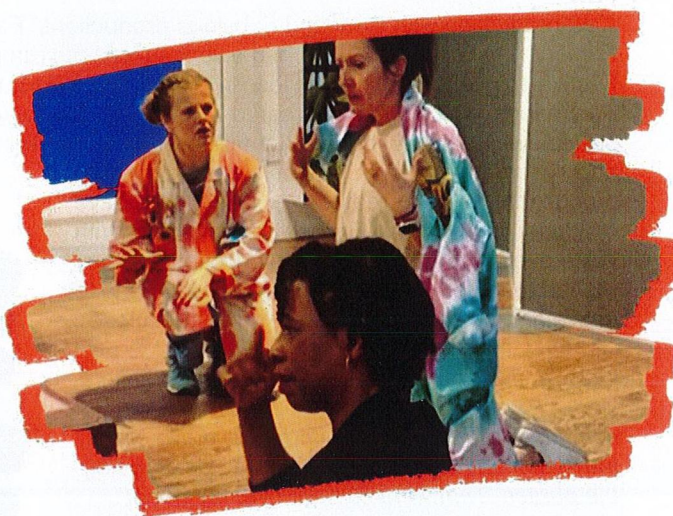
Achievements and performance *(continued)*

You've Got Dragons – research and development

In March 2022 we began working with Pontio Arts Centre in Bangor on a co-production of an adaptation of Kathryn Cave's book *You've Got Dragons*. Working with a team of bilingual actors and writer Manon Steffan Ros we workshoped the themes of the book to provide a new take on our much loved production (which toured extensively in English / BSL 2017 – 2019). This new version will be written by Manon and will be bilingual Welsh/ BSL.

Dragon Taming Workshops

Taking Flight have run family workshops to help open up conversations around mental health and wellbeing for a number of years. In early 2022 we developed these workshops to be a free-standing product, not attached to any specific production. They were created to be more theatrical: a pair of dragon taming trainers have lost everything from their happiness box - the audience are cast in the role of experts in dragon taming and with their help the trainers can refill their box with happiness. These workshops were initially developed for the Winter of Wellbeing in Cardiff and have been booked for events in the Summer 2022 as part of the Summer of Smiles.



Not Sorry

Taking Flight partnered with Artes Mundi to create a new performance film. Performed by Stephanie Back, the film explores the performer's experience of becoming Deaf at 15 and her 'rebirth' after discovering British Sign Language (BSL) and with it a new identity and culture.



The film's starting point was the work the soft afternoon air as you hold us all in a single death (to breathe full and free: a declaration, a re-visioning, a correction), 2020, by Dominican Republic born artist Firelei Báez, included in the exhibition Artes Mundi 9.

Inspired by Báez's layering of images of historical archival documents with vibrant painted motifs, *Not Sorry* challenges the notion of the audiogram (a graph used in pure-tone hearing tests to establish hearing loss). Through movement, costume and BSL. Weaving together a performance which questions the dominant narratives of Deaf experience,

looking specifically at the oppression of the language via the Medical Model of Deafness and the prioritisation of oral education over sign language which was a direct consequence of the Milan Conference in 1880.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Diversifying our audio description provision

Taking Flight have begun audio describing theatre buildings in a bid to work alongside venues to make them more accessible. This was trialled at Chapter Arts Centre and will feature on their website soon. In addition, we have begun collaboration with Chapter to audio describe their art exhibitions, beginning with Joy Labinjo's Ode to Olaudah Equiano in Spring 2022.

Staff training and other activity

Artistic Director and co-founder Elise Davison is continuing her BSL training, now undertaking level 6 (fluency). This is due to finish in the summer/ early Autumn of 2022.

The General Manager and the TPM started BSL level 2 training, and the API Manager is undertaking a qualified BSL translator course.

The funding for everyday Welsh has been secured and will start for everyone during the early part of 2022/23.

Youth theatre

In 2021 youth theatre began online due to Covid-19, during this time we:

- Created an online performance called "The Quarantined mermaid and the plastic vampire"
- For participants not ready to join online sessions we created pre-recorded art activities and packs which were sent out to their homes.
- Participants unable to join due to digital poverty were supplied with devices to enable them to join.
- We sent out mid-weekly videos in addition to our online sessions to increase engagement and combat feelings of loneliness.

In June 2021 we began easing back into real life:

- Many of our young people's mental health was significantly affected through Covid and so we did everything we could to support them throughout this transitional period.
- We held park events for the young people to meet safely outside with their families.
- Started a joint book project with the Eisteddfod with Manon Steffan Ros.
- First in person summer schools, visited by Deaf filmmaker.
- Autumn 2021 - series of masterclasses including stage fighting, dance, and character workshops.
- Two theatre trips to BSL interpreted shows at The Sherman.

January to April 2022 saw youth theatre participate in a tri-youth theatre project with two other youth theatres, Rising Stars and Mess up the Mess.

Youth theatre Snapshot

Through our work online (due to lockdowns) and in real life we have engaged with thirty young deaf and hoh people, exposing them to Deaf role models and opening doors to theatre skills and experiences. Despite Covid-19 having a massive impact on our young people's mental health, through youth theatre we've seen them come along in leaps and bounds, highlighting increased confidence and pride in their deaf identities.

Youth theatre was funded during this time from BBC CIN and the postcode lottery.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

FINANCIAL REVIEW

During the year to 31 March 2022, the charitable company raised income of £465,191 (2021: £294,437), of which £394,143 was restricted and £71,048 unrestricted.

Expenditure for the year was £274,413 (2021: £218,071), of which £239,209 was restricted and £34,204 unrestricted.

At the year-end the charitable company had net income of £191,778 (2021: £76,366), of which £182,833 was restricted and £8,945 was unrestricted.

Total funds at the year ended 31 March 2022 were £288,301 (2021: £96,523), of which £182,833 is restricted and £105,468 is unrestricted. Free reserves are £102,942 at 31 March 2022.

Reserves

As a project funded organisation, the ability to accrue reserves has been curtailed, but our policy is to incrementally increase our reserves to a sustainable level of up to 10% of turnover where allowable. The current level of free reserves of £102,942 is considered reasonable.

Funding picture

Taking Flight are primarily project funded, with a great reliance on projects funded by a variety of sources including BBC Children in Need and Arts Council of Wales (ACW).

Funding Diversity- snapshot

Taking Flight have seen an increase in Arts Council grants primarily through a variety of Covid related uplifts and support. There has been a dip in Fundraising and donations- in part due to the changing environment and in part due to the departure of the Director of Development with a Fundraising remit in May of 2021.

The amount of ACW income has increased as a proportion of our income due to successfully drawing down two separate Covid Recovery Funds. Our earned income has remained stable but represents a drop in overall percentage due to the increase in the level of ACW funding.

We are investing heavily in building capacity and aim to increase the overall earned income proportionately as the level of covid related funds dries up and our capacity to deliver is increased.

Main Projects receiving ACW funding during this period:

Creative Steps- Organisational Development: A specific grant to support organisational development- initially to cover a 3-year period but granted a fifth year and uplift due to delays to the Arts Council of Wales investment review process.

Covid Recovery Fund: In 2021/22 Taking Flight received £66,419 from two separate rounds of Covid Recovery Funding which enabled us to invest in training for freelancers and freelance consultations especially in developing creative content for our policy work. We could also invest in digital equipment to support the online and hybrid elements of our work and to create further opportunities to access arts activities for those still shielding or house bound. We also used some of the funding to cover some running costs not covered by other grants (Office/ Storage costs, Internet provision), and we included some Communication support costs to cover access needs such as British Sign Language interpreters and access support workers.

This allowed us to continue developing new ways of working, complete our policy consultancies with paid freelancers and to invest in the training of freelance performers including clowning skills and Safeguarding training to help TF create a reliable and upskilled bank of potential performers. The Covid Recover Fund is a Welsh Government initiative and is administered by Arts Council of Wales.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Financial review *(continued)*

Connect and Flourish: A yearlong pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The funding started in 20-21, but most planning and delivery activity started during this financial year. This included employing two Deaf or disabled project managers, creating three paid trainee placements for Deaf or disabled Early Career Creatives and the creation of a memorandum of understanding between all partner organisations. Partner consultations started in April 2021. Project Managers were recruited during the Autumn and Venue consultations started in December 2021, and recruitment for the trainees completed by February 2022.

Production grant for 'Road' by Jim Cartwright: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. Activity started towards the tail end of the financial year with the technical team and casting call out for the performance element. The community outreach element (funded by Pen Y Cymoedd wind farm [yet to be drawn down] and Awards for all) started with local consultations and employing a local community engagement freelancer.

Other Funding Sources

BBC- Children in Need: part of a three-year funding strand to develop and support a Deaf specific Youth Theatre

Postcode Lottery: To support the Deaf Youth Theatre

Foyle Foundation: General funding to support the organisation. Fifty percent of the fund was ringfenced to support the Production Grant

Awards for All: To support the community outreach/ audience development elements of the Production grant

Dearborn Trust: To support Access Costs for the Youth Theatre

Ty Cerdd: a small contribution to the musical direction of the production grant

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

Taking Flight Theatre Company is governed by its Memorandum and Articles of Association and was incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training: Trustees

New role (both paid and voluntary) callouts are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants.

Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter.

The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight. During the year we have undergone a great deal of work on governance, engaging the board more genuinely with the day-to-day work of the company.

Taking Flight Theatre Company

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

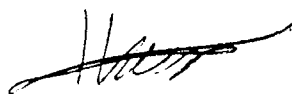
With a successful Creative Steps application, we were able to extend the remit and hours of the Access, Participation and Inclusion Manager post to full time, and could employ a full time Technical and Production Manager from September onwards. Both posts are supported by ACW funding but are also increasing our earned income capacity and our accessible/ inclusive influence on the sector.

Recruitment, Appointment and Training: Other roles are either interviewed or auditioned (or both)- some in real life, some via online platforms and personal recommendations are followed up. We have found there are significant shortages in the freelance work force including Deaf/ disabled creatives and performers with a substantial loss of confidence in the sector and the insecurities of freelance working being a significant factor in any recruitment drive.

Small company provisions

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

The trustees' annual report was approved on 1.3/2.2.0.2.3 and signed on behalf of the board of trustees by:



Hadley Taylor
Trustee

Andrew Tinley
Trustee

Taking Flight Theatre Company

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Taking Flight Theatre Company

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Farzana Ahmed FCCA
Independent Examiner
Carston Chartered Accountants
1st Floor, Tudor House
16 Cathedral Road
Cardiff
CF11 9LJ

Date: 27/02/2023

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	14,753	384,885	399,638	219,232
Charitable activities	6	56,295	2,578	58,873	59,793
Other income	7	—	6,680	6,680	15,412
Total income		71,048	394,143	465,191	294,437
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	262	142	404	—
Expenditure on charitable activities	9,10	33,942	239,067	273,009	218,071
Total expenditure		34,204	239,209	273,413	218,071
Net income		36,844	154,934	191,778	76,366
Transfers between funds		(27,899)	27,899	—	—
Net movement in funds		8,945	182,833	191,778	76,366
Reconciliation of funds					
Total funds brought forward		96,523	—	96,523	20,157
Total funds carried forward		105,468	182,833	288,301	96,523

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

The notes on pages 13 to 24 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	17	2,526	–
Current assets			
Debtors	18	49,389	8,218
Cash at bank and in hand		257,871	105,570
		<u>307,260</u>	<u>113,788</u>
Creditors: amounts falling due within one year	19	21,485	17,265
Net current assets		<u>285,775</u>	<u>96,523</u>
Total assets less current liabilities		<u>288,301</u>	<u>96,523</u>
Net assets		<u>288,301</u>	<u>96,523</u>
Funds of the charity			
Restricted funds		182,833	–
Unrestricted funds		105,468	96,523
Total charity funds	22	<u>288,301</u>	<u>96,523</u>

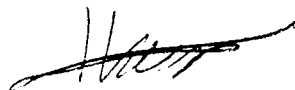
For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 13.02.2023 and are signed on behalf of the board by:



Hadley Taylor
Trustee

Andrew Tinley
Trustee

The notes on pages 13 to 24 form part of these financial statements.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, 8 Market Road, Cardiff, CF5 1QE.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

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

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

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

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

Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

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

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

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Depreciation

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

Technical equipment	-	25% straight line
Computer equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. There are no such impairments in this financial year.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

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

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

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

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	1,278	–	1,278
Fundraising income	490	–	490
Grants			
Arts Council Grants	(7,385)	322,230	314,845
BBC Grants	–	21,630	21,630
Other grants receivable:			
Postcode Lottery	–	19,000	19,000
Foyle Foundation	10,000	10,000	20,000
Awards for All	–	9,900	9,900
Cardiff University	6,370	–	6,370
Grocers Trust	3,000	–	3,000
Other	1,000	2,125	3,125
Government grant income	–	–	–
	14,753	384,885	399,638
	=	=	=
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	6,980	–	6,980
Fundraising income	3,418	–	3,418
Grants			
Arts Council Grants	157,226	–	157,226
BBC Grants	22,290	–	22,290
Other grants receivable	5,409	–	5,409
Government grant income	23,909	–	23,909
	–	–	–
	219,232	–	219,232
	=	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Fees	30,625	2,578	33,203
Project management	22,860	—	22,860
Symposium	—	—	—
Ticket sales	(596)	—	(596)
Workshops	3,406	—	3,406
	<u>56,295</u>	<u>2,578</u>	<u>58,873</u>
	=	=	=
	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Fees	40,338	—	40,338
Project management	16,500	—	16,500
Symposium	1,500	—	1,500
Ticket sales	705	—	705
Workshops	750	—	750
	<u>59,793</u>	<u>—</u>	<u>59,793</u>
	=	=	=

7. Other income

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Theatre Tax Relief	—	6,680	6,680
	=	=	=
	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Theatre Tax Relief	15,412	—	15,412
	=	=	=

8. Costs of raising donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Costs of raising donations and legacies - Donations	262	142	404
	=	=	=
	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Costs of raising donations and legacies - Donations	—	—	—
	=	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Project delivery	30,687	238,940	269,627
Support costs	3,255	127	3,382
	33,942	239,067	273,009
	=	=	=
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Project delivery	217,243	—	217,243
Support costs	828	—	828
	218,071	—	218,071
	=	=	=

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Project delivery	269,627	—	269,627	217,243
Governance costs	—	3,382	3,382	829
	269,627	3,382	273,009	218,072
	=	=	=	=

11. Analysis of support costs

	Analysis of support costs £	Total 2022 £	Total 2021 £
Governance costs	3,382	3,382	—
	=	=	=

12. Net income

Net income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	320	—
	=	=

13. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	3,240	500
	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	105,526	86,766
Social security costs	7,432	—
Employer contributions to pension plans	2,291	5,376
	<u>115,249</u>	<u>92,142</u>
	= = =	=

The average head count of employees during the year was 4 (2021: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff - type 1	4	4
	= =	=

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £44,959.

15. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

16. Transfers between funds

A transfer of £29,899 has been made from unrestricted funds to the CS4 restricted fund as the income relating to this project was received in the prior year and treated as unrestricted.

A transfer of £2,000 has been made from the Symposium restricted fund to the unrestricted fund as the expenditure relating to this project took place in the prior year.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

17. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
Cost			
At 1 April 2021	—	—	—
Additions	2,417	429	2,846
At 31 March 2022	2,417	429	2,846
Depreciation			
At 1 April 2021	—	—	—
Charge for the year	302	18	320
At 31 March 2022	302	18	320
Carrying amount			
At 31 March 2022	2,115	411	2,526
At 31 March 2021	—	—	—

18. Debtors

	2022 £	2021 £
Trade debtors	1,750	8,001
Prepayments and accrued income	47,389	—
Other debtors	250	217
	49,389	8,218

19. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	14,108	13,463
Other creditors	—	3,802
Accruals and deferred income	3,240	—
Social security and other taxes	2,624	—
Pension control account	1,513	—
	21,485	17,265

20. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,291 (2021: £5,376).

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

21. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022 £	2021 £
Recognised in income from donations and legacies:		
Government grants income	–	23,909
	=	=

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	96,523	71,048	(34,204)	(27,899)	105,468
	=	=	=	=	=

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	20,157	294,437	(218,071)	–	96,523
	=	=	=	=	=

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
BSL / Welsh Training	–	13,883	(4,048)	–	9,835
Connect and Flourish	–	69,395	(26,535)	–	42,860
Deaf Youth Theatre	–	41,630	(21,852)	–	19,778
Creative Steps 4	–	–	(29,899)	29,899	–
Creative Steps 5	–	102,178	(91,173)	–	11,005
Covid Recovery Fund	–	81,222	(63,192)	–	18,030
Production Grant	–	83,835	(1,327)	–	82,508
Sharing Together Event	–	2,000	–	(2,000)	–
You've Got Dragons	–	–	(1,183)	–	(1,183)
	–	394,143	(239,209)	27,899	182,833
	=	=	=	=	=

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
BSL / Welsh Training	–	–	–	–	–
Connect and Flourish	–	–	–	–	–
Children in Need	–	–	–	–	–
Creative Steps 4	–	–	–	–	–
Creative Steps 5	–	–	–	–	–
Covid Recovery Fund	–	–	–	–	–
Production Grant	–	–	–	–	–
Sharing Together Event	–	–	–	–	–
You've Got Dragons	–	–	–	–	–
	–	–	–	–	–
	=	=	=	=	=

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

22. Analysis of charitable funds *(continued)*

BSL/Welsh Language Training: this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales - it covered BSL level 2 course and exam fees (completed in June 2022), everyday office / classes delivered weekly in the office and a yearlong BSL translator course which finished in autumn/ winter 2022. Some elements of this project are likely to carry on into 2023-24.

Connect and Flourish/ Breaking the Box project: funded by the Arts Council of Wales, this is a year-long plus pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The project includes Early Career Creative funded training/ work experience placements. The initial funding was received in February started in 20-21 but planning and delivery activity started during this financial year and will continue until May 2023.

Deaf Youth Theatre: Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions. Initially funded for 3 years by BBC Children in Need 2021-22 is the second year of the project.

Creative Steps programme 4: These are specific organisational development grants from Arts Council of Wales and covers some salary costs, board development, website upkeep/ maintenance, some Welsh translation costs, communication support for board meetings and internal meetings (BSL interpreters mainly) as well as our freelance marketing consultant. Our fourth year started in June 2020 and 2021-22 saw the end of the 4th tranche and the beginning of the 5th. The income relating to this project was received in the prior year and treated as unrestricted funds. A transfer of £29,899 has been made from unrestricted funds against the spending on this project.

Creative Steps programme 5: funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it will be extended into a seventh year. The programme is annually applied for and runs for a year. Our 5th programme started in July 2021.

Covid Recovery Fund: ACW's COVID 19 Cultural Recovery Fund allowed Taking Flight Theatre to explore new ways of working in a changed world, including a new app-based hybrid/digital activity "The Curious Case of Aberllyw". The Covid Support Grant allowed us to employ many freelance creatives and to present meaningful policies across a wide array of areas that reflected the cares and concerns of the creative community. The final activity related to this fund was in July 2022.

Production Grant: The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. Activity started towards the tail end of the financial year with the technical team and casting call out for the performance element. The final performance was at the end of September and the completion report is pending.

Sharing Together: Happiness Sessions: Online wellbeing sessions funded by the Arts Council of Wales. The Happiness Sessions that took place in January 2021 for freelancers, furloughed staff and creatives across Wales and beyond. As the spend took place in the prior year, this has been transferred from unrestricted funds in the current year.

You've Got Dragons/ Cymraeg: This was a small Research and Development grant administered by Pontio Arts Centre. The activity started before the grant was drawn down and this represents expenditure during the year prior to drawing down funds in 2022-23.

Taking Flight Theatre Company

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,526	–	2,526
Current assets	124,427	182,833	307,260
Creditors less than 1 year	(21,485)	–	(21,485)
Net assets	105,468	182,833	288,301

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	–	–	–
Current assets	113,789	–	113,789
Creditors less than 1 year	(17,266)	–	(17,266)
Net assets	96,523	–	96,523

TAKING FLIGHT THEATRE COMPANY

England & Wales - Charity number 1131762

Accounts

Taking FLIGHT

Chapter Arts Centre

Market Rd

Canton

Cardiff

CF5 1QE

02920 230020

takingflighttheatre.org.uk



Contents

Charity Information	3
Structure, Governance and Management.....	5
Financial Review	7
Public Benefit Statement.....	17
Mission, Vision and Objectives	20
Annual Report of Activities 2020-21.....	22
Artistic work.....	22



Charity Information

Charity Name

Taking Flight Theatre Company

Charity Registration Number

1131762

Company Registration Number

06690647

Company Registered Address

Unit 8, Market House, Chapter Arts Centre, Market Road, Cardiff CF5 1QE

Company landline

02920 230020

Company website

www.takingflighttheatre.org.uk



We Went Digital

500 Families and community groups watched our first family digital production First Three Drops live online

Charity Trustees for the period of this Annual Report

Nigel Rees

Hadley Taylor (recruited May 20)

Damien Dickenson (recruited May 20)

Tafsila Khan (recruited May 20)

Dr Marta Minier (recruited May 20)

Andrew Tinley (recruited May 20)

Jenna Preece (recruited May 20 – resigned Feb 21)

Dr Emily Garside (Chair for the period of this report)

Sara McKay

Tony McKay

Dr Sara Rhys- Jones

Matthew Bassett

Structure, Governance and Management

Governing Documents

Taking Flight Theatre Company is governed by [Memorandum and Articles of Association](#) incorporated 5th September 2008.

Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

Recruitment, Appointment and Training of Trustees

New trustee callouts are produced in written and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of trustees can apply. Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter.





The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight. During the year we have undergone a great deal of work on governance, engaging the board more genuinely with the day-to-day work of the company.

During 2020 we recruited a diverse range of board members to support the work of the charity. We created a part time Access, inclusion and participation position which could encompass the Youth theatre leader role. This was from January 2021 to the end of the financial year initially, and was offered to the existing Youth Theatre leader to alleviate the insecurity of being self-employed and suffering Long covid.

Financial Review

At 31st March 2021 the company held total reserves of:

Unrestricted	£4685
Restricted	£91995
Total	£96680

(these show as reserves on accounts due to project grants assigned to projects which straddle multiple financial years)

Funding picture

Taking Flight are primarily project funded, with a great reliance on projects funded by a variety of sources including BBC Children In Need and Arts Council of Wales (ACW).





Main Projects receiving funding during this period:

Creative Steps- Organisational Development: A specific grant to support organisational development- initially to cover a 3-year period but granted a 4th year and uplift due to delays in ACW investment review process.

Covid Recovery Fund: This allowed us to develop new ways of working digitally, start our policy consultancies with paid freelancers and to invest in digital technology as we moved to online working. Administered by ACW

Connect and Flourish: A yearlong pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. Main activity and costs will be during 2021/22. ACW funded project.

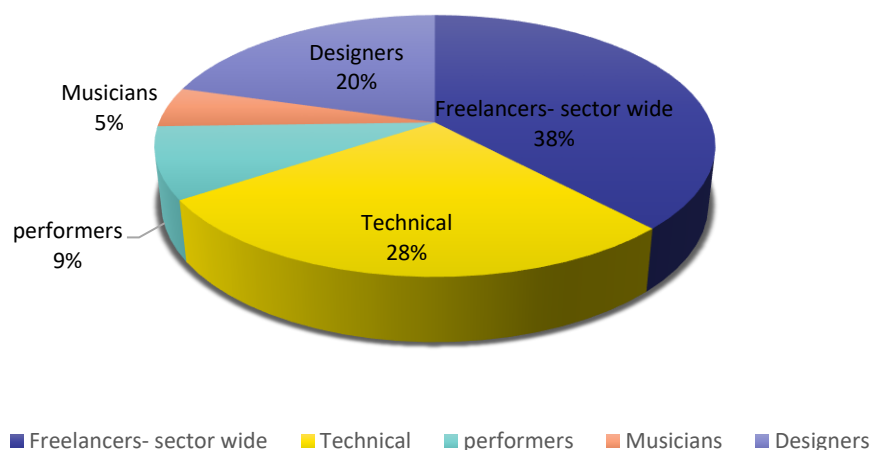
Deaf Youth Theatre: BBC Children in Need supported 3-year project.

Other Covid Related Funding

Taking Flight received £10k from the Welsh Government's (WG) stability Fund and Taking Flight were eligible for Job Retention Scheme payments (Furlough) (£13,908), to cover staff costs, both of which we could re-direct to support creative developments.

Taking Flight were able to offer paid activities and consultancies to a variety of arts professionals. This offered Taking Flight the opportunity to develop online and hybrid working as well as consult widely on our policy development.

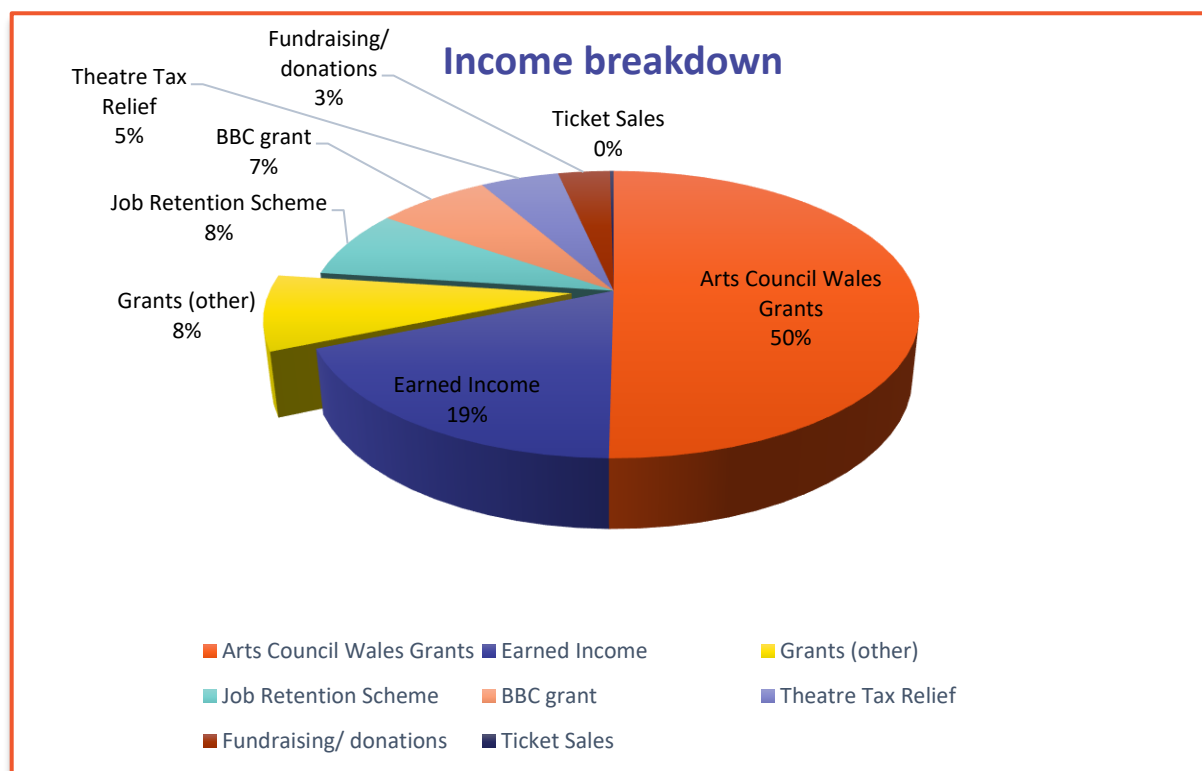
Breakdown of support for creative sector via Covid recovery fund



Funding Diversity- snapshot

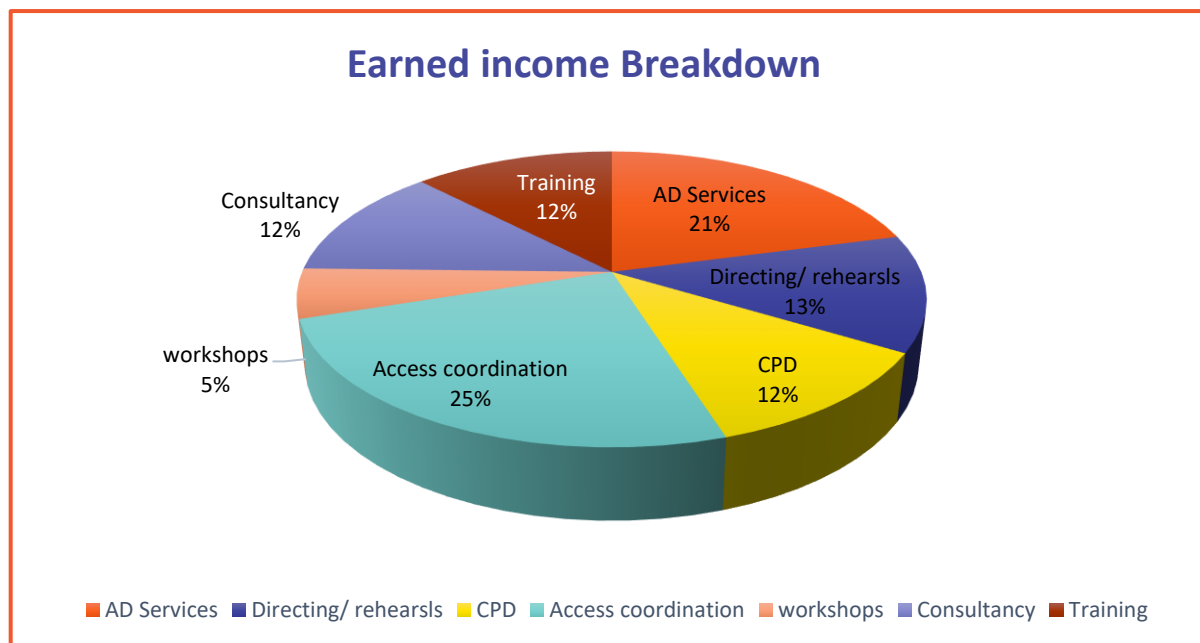
Taking Flight have seen an increase in Arts Council grants primarily through a variety of Covid related uplifts and support. There has been an increase in income by 37% on 2019/20 figures, but also a greater proportion of income has been from ACW/WG grants (up by 22% of gross income on last year's figures).

There has been a decrease of 15% of earned income (workshops/consultancies etc) which reflect the changing times this report covers. Taking Flight saw an increase in donations and fundraising, but this also represented a decrease of 1% of total income, due to the increased overall income from grants.



Earned Income

Our earned income came from many areas – in particular access training for the creative sector. We developed our online provision as a rapid response to the pandemic restrictions and the demand from the sector. Training included: Running an accessible rehearsal space, Deaf Awareness and Access Co-ordination, Blind and Partially Sighted Awareness Training: all delivered by Deaf or disabled practitioners with Taking Flight support. We redeveloped our wellbeing package to include training teachers to deliver anxiety combatting workshops via Public Health Wales. Organisations we worked with on Training include Creu Cymru, Cardiff city Council, The Torch (Milford Haven) and Theatr Clwyd.





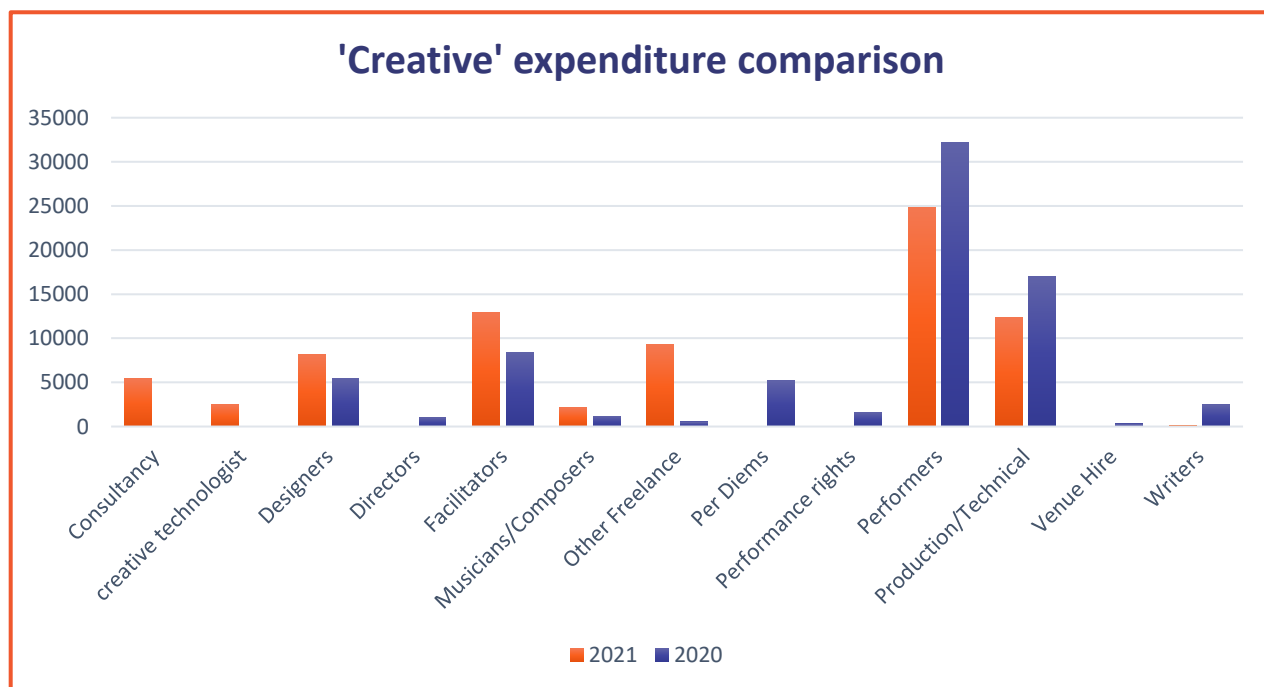
A development of our consultancies was Access Coordination and audio description provision. This increased over the year as more companies considered implementing different forms of access and started to consider this earlier in their creative process. Taking Flight worked with numerous organisations in this capacity including Light Ladd and Emberton, RCT (Rhondda Cynon Taf) theatres, Sherman Theatre (Cardiff) and Royal Welsh College of Music and Drama.

Workshops with young people fell, which was to be expected given the circumstances. Some provision moved online but there was a reduction in our workshop provision due to Covid.

Universities continued to seek training opportunities and placement opportunities, the bonds between universities continued to strengthen over the year despite the opportunities to direct productions being minimised.

Expenditure

Despite the curtailing of live artistic presentation work, our expenditure on Creatives (facilitators, performers, designers etc) was maintained at 29% of our gross income- meaning an uplift of £25k in actual expenditure.

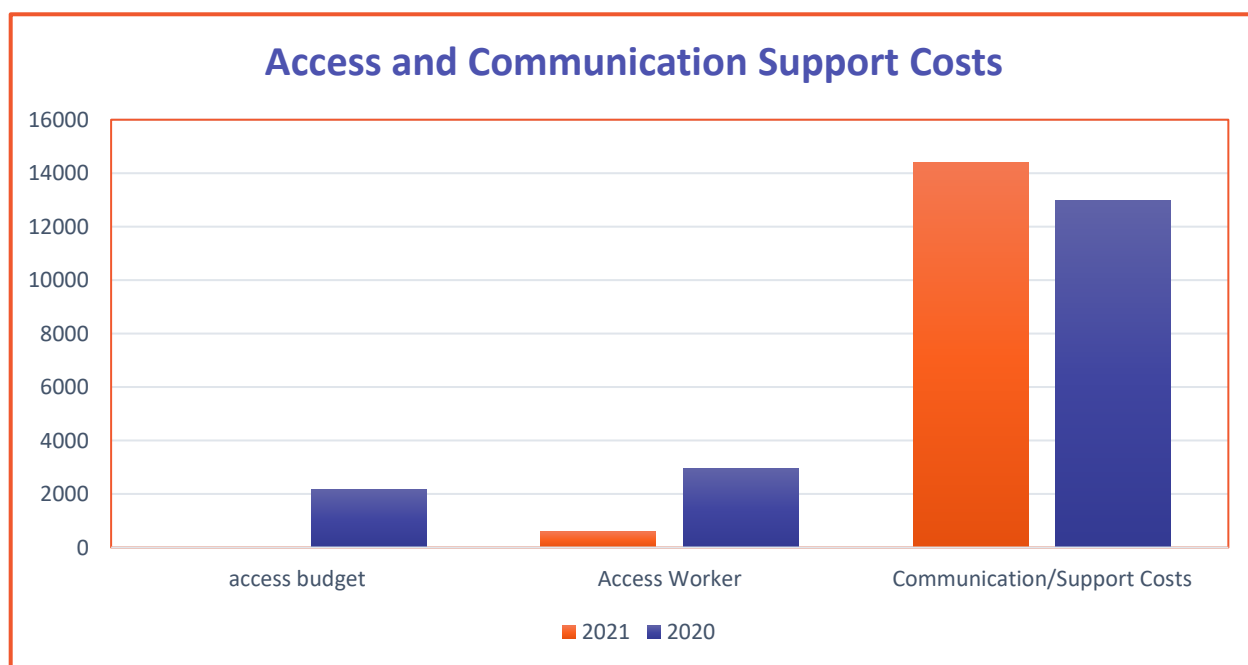


Access costs and communication support

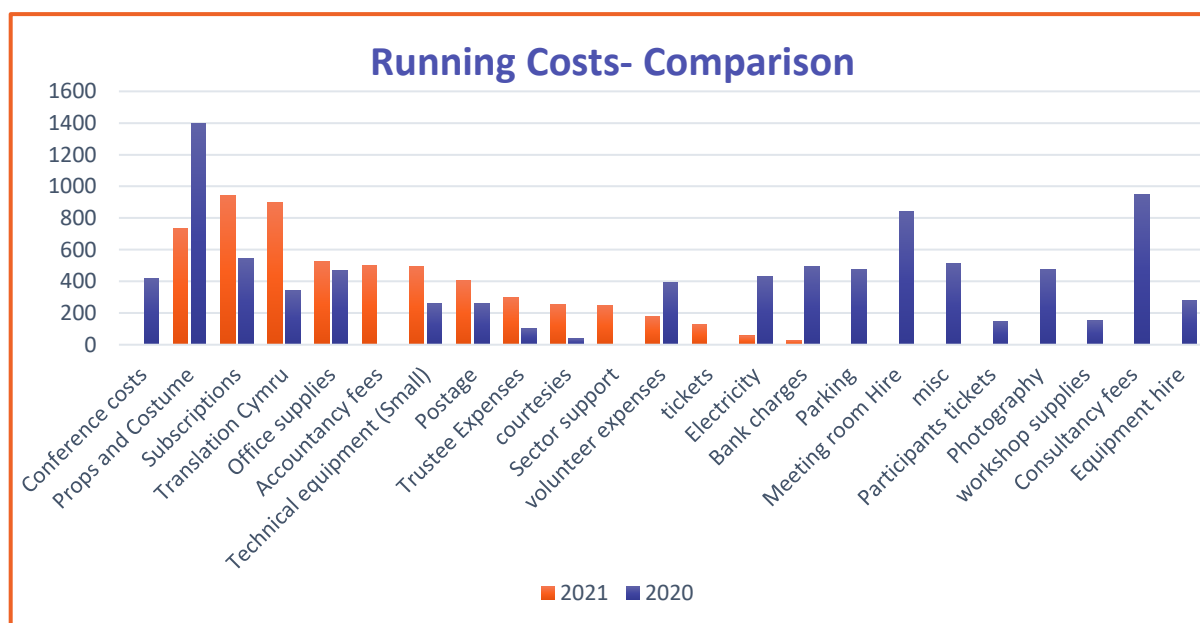
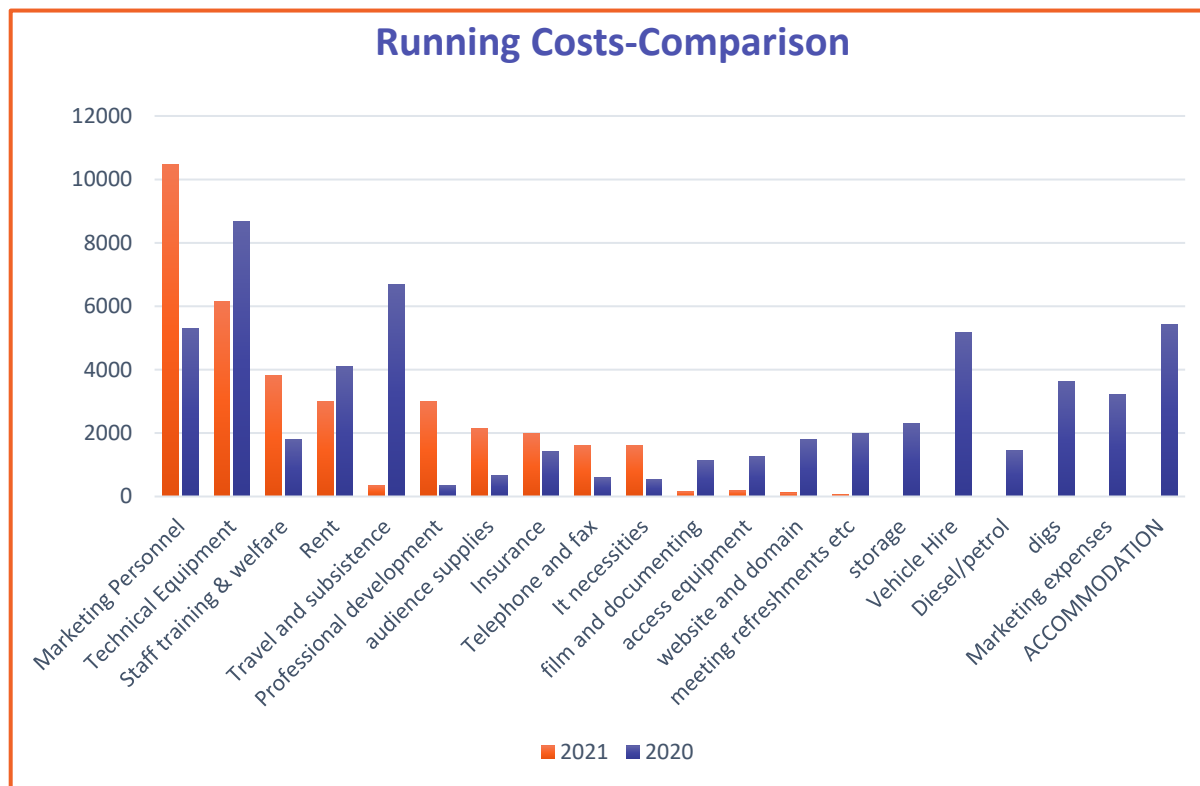
Our spending on access, including British Sign Language/English interpreters saw an increase in Interpreter costs, but a decrease in support worker fees.

This reflects the move to online resources and lack of face to face and in person support over the period.

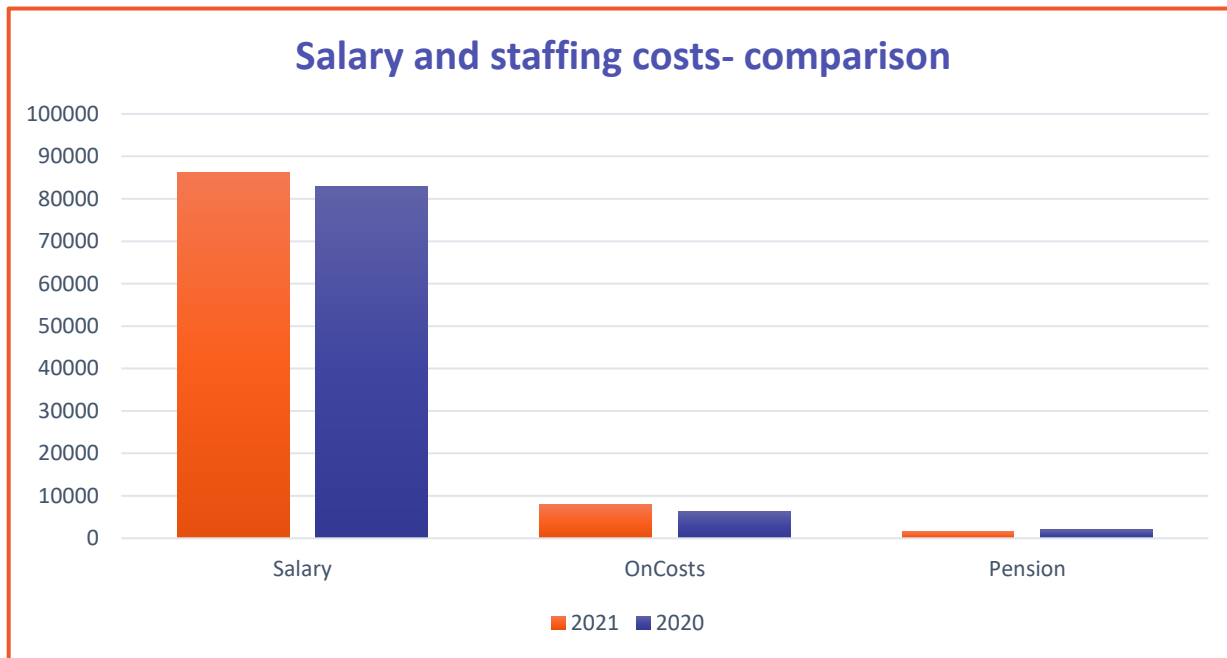
Expenditure on staffing, office and running costs were reduced by £28k, and represent 42% of our total income, compared to 76% of total income in 2019/20.



Non salary running costs



Salary Costs- Comparison



Reserves

As a project funded organisation, the ability to accrue reserves has been curtailed, but our policy is to incrementally increase our reserves to a sustainable level. Taking Flight's reserves have increased to £4628 reflecting our policy of incrementally increasing our reserves to ensure sustainability in the long term.

Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Covid pandemic was undoubtedly one of the most challenging period of Taking Flight's existence however it was also a time of growth and development, giving us time to look inwardly at our ways of working, creative projects, policies and staffing structures. In 2020 Taking Flight's board expanded to embrace a new cohort expanding the number of board members with lived experience of being Deaf or disabled. Taking Flight are proud to have disability lead board with 69% of our board identifying as Deaf or disabled. Taking Flight has become one of the leaders in terms of access and inclusion in the arts scene in Wales. By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.





T

aking Flight have always created productions with Deaf and disabled performers at the forefront and with creative access at the heart of every creation. In 2020 everyone experienced what it was like to not have physical access to the arts. Taking Flight have been considering our audience at home, a long before we all were forced to experience what it was like during the 'lock downs' with previous work exploring ways to improve access for our most vulnerable audiences. The majority of our theatrical work from 2020 to 2021 focused on developing and refining our online and digital offerings exploring new ways to provide an equality of experience online to be enjoyed how and when the audience required.

Our training programmes were refined in direct response to the sectors desire to become more inclusive and accessible. We delivered training and consultancy to organisations such as Public Health Wales, National Theatre Wales, CULT Cymru and Welsh College of Music and Drama. A large amount of time was spent during the early days of lockdown developing our online training and consultancy provision so that we could continue to deliver this work in an accessible format.

The company also began a large, pan Wales collaborative project with five partner organisations 'Breaking the Box' which is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.



This project will also focus on training early careers disabled creatives in backstage and off stage theatre roles.

In January 2020, Taking Flight opened its doors to Wales' first and only Deaf-led youth theatre for Deaf and Hard of Hearing young children, with the aim of increasing confidence, providing positive Deaf role models to increase positive perceptions of Deafness, improve communication and self-esteem. During 20-21 the youth theatre moved the provision online, we provided technical resources to enable this to continue. Despite activity and signposting restrictions, Taking Flight Youth theatre have engaged with 26 young people, some of whom wouldn't normally join us without online provision. We have provided 5 deaf professional actors as workshop leaders and role models, and the majority of parents/ carers have identified increased pride in their children's Deaf identities and confidence since starting with Youth Theatre.

Mission, Vision and Objectives

Our Mission

is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

Our Vision

is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

Our Objectives

- To create performances with the most talented & passionate disabled, D/deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of D/deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value D/deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

We do this by...

- Creating 1-3 professional performances per year (in light of covid these can be live or digital)
- Actively seeking on every project, to work with new D/deaf & disabled performers, especially those with connections to Wales
- Continuing to research & learn how we can best support D/deaf & disabled artists & audiences
- Access is the starting point for new creative projects.
- Running Wales's only Youth Theatre for D/deaf & Hard of
- Hearing young people.
- Organising & running training events for emerging & established D/deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions
- Sharing best practice and "bright spots" through annual symposia or sharing events.

Annual Report of Activities 2020–21

Business and Organisational Development

There has been a continued programme of work funded under Arts Council Wales Creative Steps Programme, enabling us to further focus on the sustainable functioning of the organisation. It has allowed us to overhaul the website, begin to implement our trilingual policy and build our digital offerings.

The Cultural Recovery Fund enabled the company to review its policies by engaging freelancers to dissect and reimagine our policies in line with our core values and in response to the pandemic.

We were able to explore digital touring, sustainability and to dive into hybrid options for producing work.

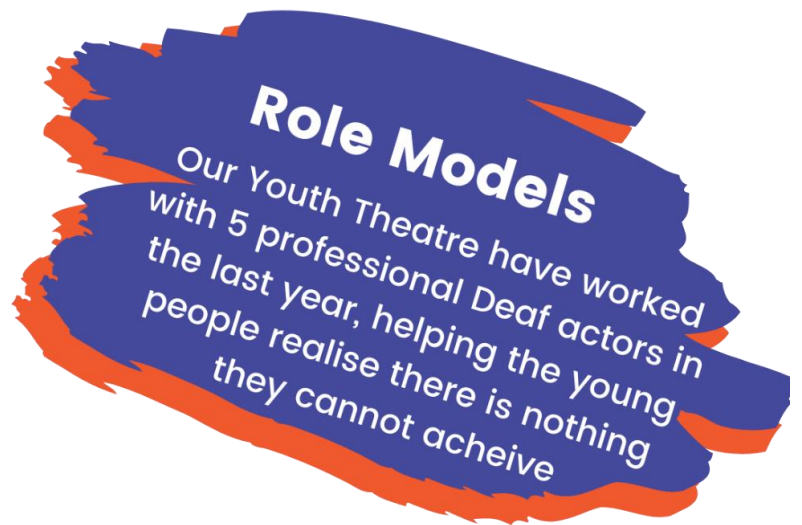


Artistic work

Lockdown landscapes

Taking Flight's Artistic Director/ Joint CEO was due to direct a production to be performed at The Egg Bath Theatre Royal in May 2020. In speedy response to the lockdown status we found ourselves in, working closely with Bath Spa University we pioneered a new way of working. Using Google meets for rehearsals, zoom for recording and software called Capture we created a digital version of the show which was re written for a covid locked down work, integrated animated captions and BRITISH SIGN LANGUAGE. It was fast paced and reactionary. A report from the director can be found [here](#)





Role Models

Our Youth Theatre have worked with 5 professional Deaf actors in the last year, helping the young people realise there is nothing they cannot achieve

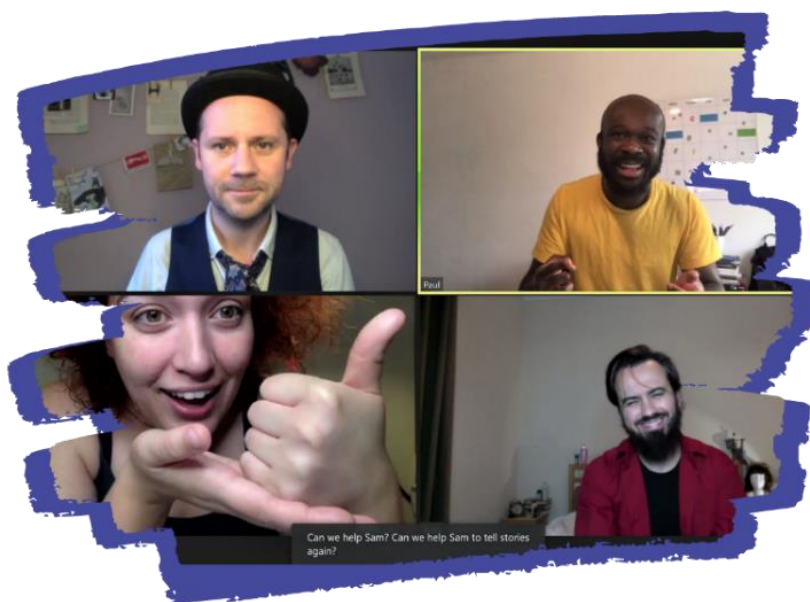
Neverthere Festival

In response to the climate emergency and Covid 19 the Neverthere Festival was created by Barra Collins. It was to provide a space to support artists to explore new technology or skills to allow them to develop their creative practice. LASTheatre were leading the project and asked Taking Flight to be involved as mentors at the artist residency in June 2020. In addition, we are asked to be access consultants and co-ordinators for the event. This collaboration has blossomed into a strong cross-country alliance to develop digital work which is exciting, challenging and accessible. The Arts council allowed us to repurpose a grant to explore the digital side of our work and training to enable us to develop and research reaching new audiences in this new online world. Neverthere was part of this development.

First Three Drops

Zooming into our audience's homes: In August 2020 Taking Flight co-produced a digital show with RCT Theatres which was written by Elise to be performed live on Zoom. An adaptation of the Taliesin story from the Mabinogion, the show was zoomed into people's homes accompanied by sustainable resource packs and preshow activities. Performed in English, British Sign Language with everyday Welsh it was also mapped to the 6 areas of learning in the National curriculum.

In the Autumn we launched a digital tour to venues across Wales where the actors performed to schools and families in a Covid safe way. At Christmas 2020 we received funding from Admiral to adapt it for the festive season and performed over the second UK lockdown between Christmas and New Year. The show was attended by people across the UK, Europe, USA and Canada. This production was also live streamed into a virtual arts centre where the audience were avatars free to roam around as part of our Clwstwr project.





Clwstwr – Meddwl Mawr

Working in an accessible Metaverse:

In Autumn 2021 Taking Flight received funding from Clwstwr to research and develop ways of providing an equality of experience for our 'at home' audience that was both easy to navigate and accessible. This consisted of many consultancy meeting with digital experts, we had many questions to answer; how to provide British Sign Language interpretation in avatar situations, latency issues, accessibility for blind and partially sighted audiences, wrap around access, live streaming into a virtual reality, digital poverty. The funds allowed us to explore rehearsing and staging a production in Mozilla hubs. Feedback and evaluation with Deaf and disabled performers and audience members will influence the next stages of this work. A full write up of this experience is available [here](#)

The Curious Case of Aberlliw

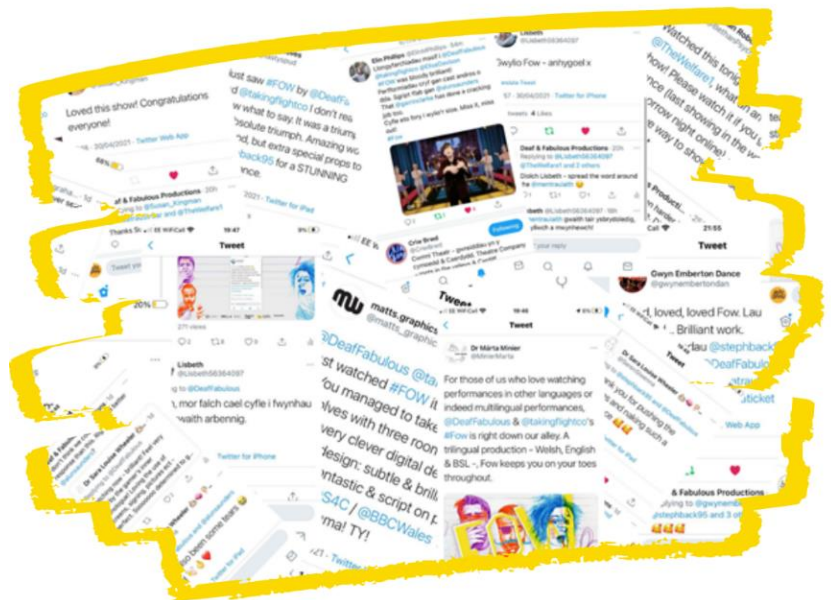
A project about hope: From the work we undertook in the Clwstwr research another LAs theatre/ Taking Flight collaboration was born. Born out of a desire to make something that could be flexible in these times of uncertainty; that could work in the strictest of lockdowns and as in a hybrid way when things were more relaxed. It was all about getting people outdoors and noticing nature. We were aware of more and more cases of poor mental health, especially in young people and we wanted to create something that increased wellbeing with an emphasis on achieving a shared goal and finding hope again. We co-produced this with Carmarthenshire theatres and Awen theatre trust. This was due to open in March 2021 but due to guidelines being very tight the opening was postponed to May.



Fow

A co-production with Deaf and Fabulous productions (previously titled *I said I love you*). This was scheduled to tour in Autumn 2020, the decision was made in Summer 2020 that it would need to be created in a digital incarnation. Rehearsed and filmed in March 2021 it was released later in 2021. A love story in BSL, Welsh and English, Fow used creative captioning, graphics and animated illustrations to transform the actors homes and transport audiences to different locations. Read more about Fow [here](#)

Toured virtually in April 2021 with audiences as far as Canada and Austria, as well as going on to be part of the Edinburgh Festival Fringe 2021 as part of Summerhall's digital fringe. The production garnered 4 & 5* reviews and very strong social media feedback. It was also nominated for an Offie award.





Road

A co-production with RCT theatres was due to be performed in September 2020 the decision to postpone to Autumn 2021 was made in May 2020. In Spring 2021 the decision was made to postpone again until 2021. There is a large community involvement in the run up to the piece which we didn't feel was possible given the Covid situation. There has also been research focusing on the live streaming option to future proof the production in case of further restrictions, and to provide access for our 'at home' audience.

Staff training and Other activity

Artistic Director and co-founder Elise Davison is continuing her BSL training, now undertaking level 6 (fluency).

Development Director and co – founder Beth House was supported by ACW to learn Welsh.





Youth Theatre

The move to online provision so soon after setting the project up, was key to how the youth theatre developed its online and real-life presence in the lives of our Youth theatre members.

We were able at times to offer park events for all ages which supported the bonds between the groups, the parents, carers, and facilitators. We also supported participants with devices to try and ameliorate digital poverty amongst our students.

The youth theatre were also able to take advantage of Project opportunities where the group could work creatively with Deaf actors and role models; specifically developing an online performance of *'Being Human'* - a project run by Theatre Centre. Stephen Collins came in as BSL consultant. The final piece was presented as a showcase to younger members of youth theatre and followed by a Deaf Actors Q&A with Emily Howlett, Nadeem Islam, and Alex Nowak.

The youth theatre had a visit from the Blue Peter team and some of the group were interviewed in BSL to encourage the presenter in her BSL studies. Everyone received the much-coveted Blue Peter badge.

Two of the groups devised and performed a performance of *"The Quarantined mermaid and the plastic vampire"*, and Art workshops with Shan, within the weekly zoom sessions and separate videos were created and packs sent out to those who weren't ready to join us on zoom.

We supported the online workshops with weekly videos sent out mid-week with various art/ theatre activities. and the Youth Theatre part in Leeway Productions *Sgwigls* project – where our young people created characters and wrote stories from them which were then turned into Signed poems/ songs. The groups also took part in Hefin Robinson's Superhero workshop from Mess up the Mess.



We also provided cultural opportunities including a Virtual theatre trip to see Derby theatre's *"The Little Mermaid"* followed by Q&A with the actors. Virtual theatre trip to watch Taking Flight theatre's First Three Drops and we supported a live Q+A session with one of the older Youth Theatre Members.

The youth theatre met socially for park events when allowed and online for Halloween and Festive quizzes and end of term zoom parties. Resource boxes were developed and sent out and the young people ran activities for each other.

We maintained a regular presence with weekly sessions throughout, no break during the summer to help combat feelings of isolation, and we supported a Deaf volunteer to get their silver youth award (now working on gold award)

Youth theatre Snapshot

Despite activity and signposting restrictions, Taking Flight Youth theatre have engaged with 26 young people, some of whom wouldn't normally join us without online provision. We have provided 5 deaf professional actors as workshop leaders and role models, and the majority of parents/ carers have identified increased pride in their children's Deaf identities and confidence since starting with Youth Theatre.

This report was developed by Dr Emily Garside (Chair of the Board of Trustees), Elise Davison (CEO/Artistic Director) and Louise Ralph (General Manager). This report was overseen by the board of trustees.

Company Registration No. 6690647
(England and Wales)

**TAKING FLIGHT THEATRE COMPANY ANNUAL
REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

**TAKING FLIGHT THEATRE COMPANY
COMPANY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021**

Directors	Dr Emily Garside Nigel Rees Hadley Taylor Damien Dickenson Tafsila Khan Dr Marta Minier Jenna Preece (Resigned Feb 2021) Andrew Tinley Sara McKay Tony McKay Ben Owen-Jones Dr Sara Rhys- Jones Matthew Bassett
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Company Number	6690647 (England and Wales)
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Registered Office	Unit 8 8 Market Road Cardiff CF5 1QE United Kingdom
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Accountants	Nigel Rees Accountancy Limited Cairnsmuir 6 Penyfai lane Llanelli SA15 4EN
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TAKING FLIGHT THEATRE COMPANY
(COMPANY NO: 6690647 ENGLAND AND WALES)
DIRECTORS' REPORT

The directors present their report and accounts for the year ended 31 March 2021.

Directors

The following directors held office during the whole of the period:

Dr Emily Garside

Nigel Rees

Dr Sara Rhys-Jones

Matthew Bassett

Sara McKay

Tony McKay

Statement of directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law, the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TAKING FLIGHT THEATRE COMPANY
(COMPANY NO: 6690647 ENGLAND AND WALES)
DIRECTORS' REPORT

Small company provisions

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Signed on behalf of the board of directors

.....

Dr Emily
Garside
Director

Approved by the board on: 20 January 2022

**TAKING FLIGHT THEATRE COMPANY
ACCOUNTANTS' REPORT**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30/03/2021.

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

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

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

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102). IER 2 October 2018

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.

Signed: Name: Frances Tyler (AAT)

Gripp Fawr
Trapp
Llandeilo
SA19 6RB

20th January 2022

TAKING FLIGHT THEATRE COMPANY
INCOME STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
	£	£
Turnover	174,061	289,435
Cost of sales	(92,957)	(75,623)
Gross profit	<u>81,104</u>	<u>153,417</u>
Administrative expenses	(125,114)	(152,785)
Other operating income	120,376	-
Operating profit	<u>76,366</u>	<u>632</u>
Interest payable and similar charges	-	(27)
Profit on ordinary activities before taxation	<u>76,366</u>	<u>605</u>
Tax on profit on ordinary activities	<u>-</u>	<u>-</u>
Profit for the financial year	<u>76,366</u>	<u>605</u>

TAKING FLIGHT THEATRE COMPANY
STATEMENT OF FINANCIAL POSITION AS AT
31 MARCH 2021

	Notes	2021 £	2020 £
Current assets			
Debtors	4	8,218	28,322
Cash at bank and in hand		105,571	5,040
		<u>113,789</u>	<u>33,362</u>
Creditors: amounts falling due within one year	5	(17,266)	(13,205)
Net current assets		<u>96,523</u>	<u>20,157</u>
Net assets		<u>96,523</u>	<u>20,157</u>
Capital and reserves			
Profit and loss account		96,523	20,157
Shareholders' funds		<u>96,523</u>	<u>20,157</u>

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A - Small Entities.

Approved by the Board on 20 January 2022.

Dr Emily Garside
Director

Company Registration No. 6690647

**TAKING FLIGHT THEATRE COMPANY NOTES
TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

1 Statutory information

Taking Flight Theatre Company is a private company, limited by shares, registered in England and Wales, registration number 6690647. The registered office is Unit 8, 8 Market Road, Cardiff, CF5 1QE, United Kingdom.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section 1A Small Entities. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Ireland. (FRS102)

Turnover

Turnover represents the income derived from charitable activities and is recognised on an accruals basis.

Expenditure

All expenditure incurred by the charity relates to charitable activities. The accrual basis has been adopted for the recognition of current assets and liabilities.

Fund Accounting

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

Presentation currency

The accounts are presented in £ sterling.

**TAKING FLIGHT THEATRE COMPANY NOTES
TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

4 Debtors	2021	2020
	£	£
Trade debtors	8,001	10,817
Accrued income and prepayments	217	217
Other debtors	-	17,288
	8,218	28,322
5 Creditors: amounts falling due within one year	2021	2020
	£	£
Trade creditors	13,464	9,403
Accruals	3,802	3,802
	17,266	13,205

6 Average number of employees

During the year the average number of employees was 4 (2020: 3).

	2021 £	2020 £
Turnover		
Sales	174,061	229,040
Cost of sales		
Purchases	92,802	75,323
Direct labour	-	-
Other direct costs	155	300
	92,957	75,623
Gross profit	81,104	153,417
Administrative expenses		
Wages and salaries	86,766	85,942
Pensions	5,376	4,929
Staff training and welfare	7,126	3,394
Travel and subsistence	656	19,002
Motor expenses	-	1,448
Rent	3,004	7,228
Light and heat	56	432
Telephone and fax	1,624	618
Internet	115	1,724
Postage	407	259
Stationery and printing	2,129	660
Information and publications	21	19
Subscriptions	945	546
Bank charges	28	549
Insurance	1,974	1,406
Equipment expensed	-	-
Equipment hire	-	5,451
Software	1,622	564
Repairs and maintenance	-	152
Sundry expenses	589	4,425
Consultancy fees	10,971	950
Advertising and PR	686	9,799
Other legal and professional	1,019	3,288
	125,114	152,785
Other operating income		
Other operating income	120,376	-
Operating profit	76,366	632
Interest Payable	-	27
Profit on ordinary activities after interest	76,366	605