

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

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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, hnt 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

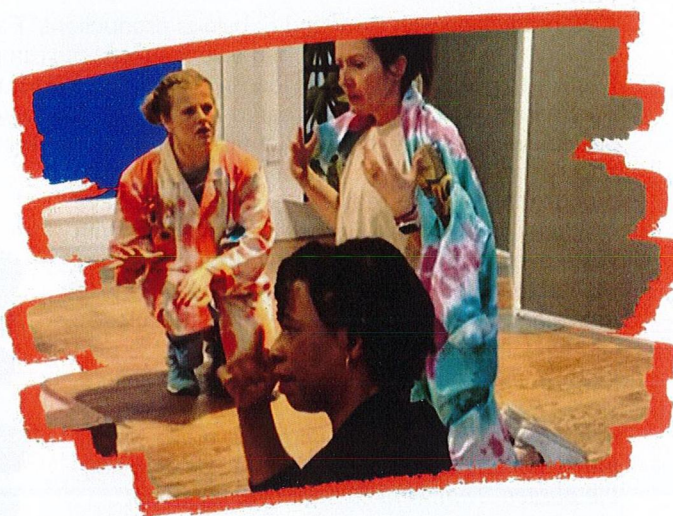
Achievements and performance *(continued)*

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)*

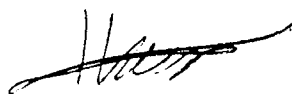
With a successful Creative Steps application, we were able to extend the remit and hours of the Access, Participation and Inclusion Manager post to full time, and could employ a full time Technical and Production Manager from September onwards. Both posts are supported by ACW funding but are also increasing 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 on1.3/2./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>

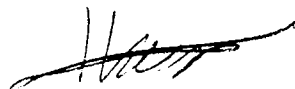
For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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