

**COUNTERPOINTS ARTS**

**TRUSTEES' REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

**COMPANY NUMBER      08062988**

**CHARITY NUMBER      1150079**

**COUNTERPOINTS ARTS**  
**CONTENTS**  
**For the year ended 31 March 2023**

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**COUNTERPOINTS ARTS**  
**TRUSTEES' REPORT**  
**For the year ended 31 March 2023**

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The Trustees of **Counterpoints Arts** are pleased to present their annual report with the financial statements of the charity for the year ended 31 March 2023.

The financial statements are prepared to meet the requirements for a directors' report and accounts for Companies Act purposes and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles, and the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102).

**Counterpoints Arts (CA)** was established in 2012 to bring together and integrate the complimentary work of Partnership for Arts and Refugees (PAR) and Forum on Migration and Communications (FOMACS). Both initiatives (PAR and FOMACS) have recognized track records of developing creative arts and collaborative projects with diverse partners from the arts and advocacy sectors.

In establishing this new organization we have accomplished the following:

Created a working environment which integrates a combination of in house skills including: digital and graphic design, arts curation and architecture, film production and programming, creative writing and research development and education, strategic policy and publishing.

**Mission**

Our mission is to support, produce and promote the arts by and about migrants and refugees, seeking to ensure that their cultural and artistic contributions are recognised and welcomed within British arts, history and culture.

We do this by developing and commissioning creative projects and approaches to represent the stories and experiences of refugees and migrants through talent development, collaborations with artists, arts/cultural and educational organisations and civil society activists working in the field of migrant and refugee rights.

**Vision**

Our vision is underpinned by a belief in the dynamic power of the creative arts to inspire social change and enhance inclusion and cultural integration of refugees and migrants.

**Counterpoints Arts'** Board of Trustees for the period between the 1 April 2022 and 31 March 2023 included: Chair, Tim Finch (Director, Sponsor Refugees); Donna Covey (Director, Against Violence and Abuse); Tim Catherall (Director of Finance and Operations, Institute of Development Studies), Alice Sachrajda (Freelance Researcher); Reem Charif (Co-Director, Febrik); Naima Khan (Coordinator, Act for Change Fund – Paul Hamlyn Foundation), Malu Ansaldo, (Producer, The Round House); Ali Ghaderi (Founder of Babylon Project & Actor); Huda Jawad (Co-Founder of the Faith & VAAWG Coalition).

**Objectives and Activities**

Counterpoints Arts (CA) objects, as per its Memorandum and Articles, are specifically restricted to the following:

To further such charitable purposes for the benefit of the public in particular but not limited to:

- a) the promotion of equality and diversity and
- b) the promotion of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations Conventions and Declarations) by the following means:
  - i. Researching into human rights issues
  - ii. Educating the public about human rights
  - iii. Raising awareness of human rights issues
  - iv. Promoting public support for human rights

- v. Promoting respect for human rights by individuals and corporations for the benefit of migrants and refugees and the wider public and through the following activities: promoting the arts, heritage and culture, through education and research (publishing the useful results of which) and by undertaking and promoting social justice advocacy.

The Trustees have had due regard to the guidance issued by the Charity Commission on public benefit when reviewing the charity's objectives and planning current and future activities.

### **Achievements and Performance during 2022-2023**

With Covid-19 restrictions fully lifted in March 2022, Counterpoints Arts team was able to return fully to in-person working from the middle of 2022, and naturally resumed the flexible model of working that was already in place prior to lockdown. One ongoing consideration coming out of the pandemic in 2022 was the uncertainty around people exiting the arts, at both existing and prospective partner organisations and institutions, and the potential effect on opportunities for collaboration. Another was the impact on the overall funding landscape and where CA would be impacted by any changes to new and existing funder strategy.

One feature of our Risk and Mitigation Strategy, created at the onset of the pandemic and which is now a permanent feature of our organisational culture, was to ensure the continued wellbeing of our team, and our core budget now includes a dedicated annual budget line for individual staff wellbeing and an increase in our yearly training budget, including on financial planning and mental health awareness.

With the complete removal of all Covid-19 restrictions by the government, it has been our priority to continue producing work as much as possible in-person with hybrid programming options where needed and to ensure we continue to monitor potential complications arising from cancellation/adjustments of our events with partner organisations and institutions, and how that might impact our work.

Our focus during 2022/23 was to continue to support our artists who remain in a precarious position, given the impact of increased living costs, and UK economic downturn, both of which have added to the residual difficulties of the pandemic on artists' livelihoods, particular for those already facing ongoing health inequalities and insecure salaries.

Our annual training and learning programme for 2022/23 included relevant topics that emerged from discussion with the team and wider network, including Neurodiversity, Accessibility, and Leadership training. These areas proved to be most relevant this year in building our team's understanding of neurodiversity and helped the team think through the organisational change taking place throughout the year. Additionally, we organised practical sessions including guidance and support on Financial Planning.

The following sections of this Trustee's Report outline Counterpoints Arts' main events and key achievements and outputs, as well as key risks and challenges over the last year.

For a fuller and more detailed insight into Counterpoints Arts' activities, outputs and events, please visit the website 2022/23 archive:

<https://counterpointsarts.org.uk/events/?cy=2022>

<https://counterpointsarts.org.uk/events/?cy=2023>

## 1. Main Events / Key Achievements & Outputs

This year's edition of **Refugee Week festival** featured more events than ever before despite the evolving post-covid landscape and global events of war, conflict, crises and associated effects around the world.

Organised around the theme of *Healing*, Refugee Week 2022 featured 1000+ events (up 25% from 2021) with 500+ schools participating (up 30% from 2021). The annual Refugee Week conference was held online with over 750 participants in attendance. [Month of Community](#) conducted a survey into all the events taking place in June in the UK (sample size 2,000 people): research found that **1.6 million** people took part in Refugee Week events in 2022.

Our public-facing events during Refugee Week included:

- [Celebrating Sanctuary: Lewisham Refugee Week Festival](#) at Horniman Museum — a day of fun and thought-provoking art, performance, food, music, workshops and discussion celebrating Lewisham's richly diverse communities. With a host of local community organisations.
- [Awate presents: About Us](#) Scratch Showcase, [Distanced Assemblage installation](#) and [No Direction Home](#) comedy gig at the Southbank Centre.
- V&A Friday Late, [On The Verge](#) — organised by BLM Fest as part of Great Exhibition road festival, featuring a series of workshops, screenings, installations, poetry, performance, and live music.
- [NHS funded arts education project](#) in Folkestone, Kent with the production of educational materials and creative workshops for men living at Napier Barracks.

Events overall were organised by NGOs, grassroots groups, arts organisations, faith groups, councils and universities, including film screenings, talks, sports, concerts, choirs, wellbeing workshops, plays and walking tours. Please find [here](#) a fuller snapshot of Refugee Week 2022.

Internationally, 5 new Refugee Week festivals were established around the world, including in [Greece](#), [Germany](#), [Malta](#), [Taiwan](#) and [Hong Kong](#). Highlights from these international festival programmes include:

- A series of events for Refugee Week Malta, produced by Dance Beyond Borders, a duo collective led by Julianne Schembri and Deborah Falzon, featuring events around the theme of Healing including photography, film screenings, poetry & spoken word, dance, and live music.
- Events organised in Hong Kong, co-organised by Grass Roots Future, including poetry, a photography competition, a virtual cook-along, art exhibition and film screening.
- Discussion and short screening with Wu Song, a Korean-Ukrainian advocate based in Taiwan, and Hong Kong human rights worker Tang Yan, supported by National Human Rights Museum.

### Other Highlights:

In May 2022 **we celebrated our 10-year anniversary** and held an event locally at Hoxton Hall, inviting artists, partners, funders and other collaborators from our networks to mark the milestone. We commissioned a new film which showcases highlights over the last decade: <https://counterpointsarts.org.uk/celebrating-10-years-of-creative-change/>

We held our **fifth Pop Culture and Social Change retreat** (October 2022) as part of our **PopChange** initiative work. The four-day Retreat was held in Dartington, Devon and gathered 53 people — artists, funders, speakers — for networking, project pitching and facilitation of cross-sector exchange around film/TV, comedy, and gaming. We followed the soft launch of our TV/film consultancy offer at this retreat with a screening of the film 'Swimmers' and full launch of the consultancy at Southbank Centre in December. Part of the consultancy includes mentoring, industry advocacy and support for our network of consultant's credits, contracting, training, sustained development within the industry, and opportunities beyond narrative consulting. In the coming year we will begin making connections and pitching out to the entertainment sector, as well as building a lived experience creative network.

Internationally, our **Across Borders programme** included the launch of [Sanctuary City](#) by artist Eirini Linardaki, the second in a three-part series of commissions in Greece. This was a socially engaged art project developed with the input of children and young people from established and more recently arrived communities in Athens. Supported by UNICEF Greece and a range of other local partners, the project was accompanied by a programme of public discussions around who has the right to use public spaces in Greece. Other highlights from our international programming during Refugee Week include [Agricultural Practices](#) in Berlin, a workshop led by Mojisola Adebayo, exploring climate justice and anti-racism through creativity.

As part of our **Platforma** project, we were commissioned for the first time by NHS England to run [a creative project around safeguarding](#) with residents at Napier Barracks in Kent. Lead creatives on the project included [Compass Collective](#), [Aida Silvestri](#), Josie Carter, [Matthew Hahn](#) and [Victor Rios](#). We also received funding from Hackney Council's Shoreditch and Hoxton Art Fund for [One Song by artist Kadir Karababa](#) — a new community archive and participatory video project. Platforma continues to be a powerful networking space, connecting artists and organisations from around the UK and providing space for vital learning and opportunities for connection.

We produced and collaborated on more work with **local councils**, with a new programme [Artists of Change](#) featuring arts residencies, developed in collaboration with **Lewisham Council during its tenure as Borough of Culture**. The project commissioned theatre company Teatro Vivo and artist Dima Karout, the aim being to start a dialogue between the council and wider communities within Lewisham and to amplify voices of residents and spark conversations around migration and climate justice. Dima's work culminated in an exhibition at the Horniman Museum and an art book recording the process of her residency.

Development of our place-based community **Neighbourhoods** work continued this year in Canalside, working closely with the Canalside Estate Residents Association to explore the next phase of our ongoing partnership. We invited the artist Dana Olasrescu to help explore the funding process for a co-commissioning project that looks at diversity of non-human and human life on the estate. Whilst Dana carries out this work that is being funded by GLA, we will continue to fundraise for the future, and this will fund creative workshops and research to complement some of the activities with the CRA including micro-financing for neighbours to run small-scale projects.

Our **Learning** strand of work saw several projects take shape simultaneously, with some as part of our Beyond The Now project:

- [Re-Framing Migrants in the Media](#) — (supported by European Cultural Foundation - EU Media Grant). Project Partners included Counterpoints Arts, co culture (Germany), Open University (UK) and Mozilla Festival (Amsterdam) in addition to ZEMOS (Spain), Here to Support (Holland), Ethicas (Italy) and Gazetta (Poland). This project changes current media narratives by assuring appropriate

media representation of migrant and refugee communities across Europe and showcases the Collaborative Incubator —bringing together socially engaged artists and investigative journalists alongside digital activists to facilitate experimentations for new collaborative alliances to be formed, with contributions from Ismail Einashe; Dana Olarescu; Hossein Derakshhan Khaled Barakeh (among others).

We held part 2 of the Collaborative Incubator (December 2022) online; and with Part 3 taking place in Berlin week of 23 January 2023 with co-culture, Wolf Kino and Atelier Berlin.

- [Socially Engaged Art in a \(Dis\)Connected World](#) — building on the work of [Create Syria](#), this partnership between Counterpoints Arts, Ettijihat, University of Plymouth and Mozilla Festival, and supported by British Council, aimed to create relationships between artists and communities, help artists network with peers of different nationalities, ages and backgrounds, and link the communities of displaced Syrians with those still in Syria. This will allow for more creative opportunities to respond to the challenges of reshaped geographies and redefined notions of exile.
- [Artist-to-artist Interdisciplinary Practice: Language/Displacement/Memory](#) — a collaboration between Fire Station Artists' Studio (Dublin) and Counterpoints Arts, associated with [Hip Hop Pedagogy and Power - Reclaim The Archive](#). A roundtable discussion about displacement and the boundaries of language, identity, history and memory.
- [Summer school on Cultural Diversity and Collaborative Practice](#), taking the form of a 5-day residency in Ireland involving creative workshops, critical and comparative case studies, a creative group challenge, mentoring and altogether with guest artists, including curators, policy-makers and activists.
- We held two **Learning Labs**: '[From the Neighbourhood to the Gallery: The Ill-fitting Gresham Wooden Horse](#)', focusing on the neighbourhood and socially engaged place-based practice of Isabel Lima and '[Catalysts for Change – Arts, Culture and Engagement in Local Governance](#)', bringing together several of the Mayor's London Borough of cultural programmes. Exploring how artist-led methodologies and cultural programmes in local government are helping to transform civic participation, service provision, policy making and governance.
- We published an anthology in July 2022, titled '[Art, Migration and the Production of Radical Citizenship](#)'. The book highlights the critical interventions by artists, many who have worked with Counterpoints Arts and who have experienced the everyday realities of displacement, focusing on how their diverse practices offer incisive challenges to existing regimes of citizenship and democracy.

The post-Brexit context presented a new challenge for our work funded by the EU, given that this was the first major collaboration between CA and EU-based partners/funders since the UK left the EU in 2020. Despite there being additional administration required, our Producer on the project, Daniela Nofal, navigated this programme methodically and with great attention, such that these potential difficulties had no impact on the overall project.

## 2. Organisational Developments

This year we published [Our Plan 2023-27](#), informed by strategic conversations and planning sessions held throughout 2022 with artists, advisors, partners, participants and the wider networks. The plan is also informed by and builds on a series of existing reports and strategic documents, including the independent, narrative-based evaluation of our work and practice, Our Story and Vision. In developing this business plan, we have been acutely aware of the dramatically changing external context — ridden with social, economic, climate and mental health crises — in which our work is taking place. This has required us to approach our planning with a great degree of flexibility, agility and a commitment to regular reviewing and updating.

One of our main fundraising achievements in 2022 was **the success of our application to Arts Council England** for renewed funding over the next 3 years. The total fund awarded to Counterpoints Arts by ACE was 30% more than in the previous years. Our Board provided us with valuable support in developing various aspects of this complex funding application.

We **expanded our team** to add two new members of staff with lived experiences of displacement, including a Digital Producer who will help us realise a more strategic and ambitious communications plan and showcasing highlights and the 'what, why, and how' of our work. We have also recruited a number of young producers from refugee and migrant backgrounds who are supporting our various projects while gaining new work experiences and skills.

**The Structure of our Board of Trustees changed** with the departure of our Chair Tim Finch and Trustee Donna Covey, both having contributed an enormous and invaluable wealth of knowledge and experience during their decade long tenures. Following this, we appointed two existing Trustees, Naima Khan and Alice Sachrajda, as Co-Chairs, creating a new collaborative chairing model. We also recruited two new advisors in 2022: Antonia Benfield (a barrister with Doughty Street Chambers) who offers us legal advice; and Clara Dublanc who advises us on various aspects of our creative productions.

2022/23 overall saw the connections between local and international events strengthen, in the face of a multitude of converging crises brought about by the pandemic, the economic downturn (presenting increased organisational financial risks, mitigated in turn by funders applying uplifts to some of our grants) and the increasing hostile environment. Despite all of these factors, we witnessed increased engagement with Refugee Week within the UK and around the world, in-person and online. We look forward to future plans, including developing our intersectional work, PopChange programme and work around mental health and the arts for 2023/24, as well as watching new Refugee Week festivals emerge around the world as part of this vital and important movement.

### **Financial Review**

The income for the period amounted to £581,575 (2022: £693,003) and the total expenditure amounted to £647,597 (2022: £534,226). This resulted in net expenditure of £66,022 (2022: net income of £158,777). At the year-end there were unrestricted funds of £362,783 (2022: £376,382) and restricted funds of £186,161 (2022: £238,584) carried forward.

### **Arrangement for setting pay and remuneration of Key Management Personnel**

Salaries are reviewed annually on 1st July and any recommendations for change must be agreed by the Board of Trustees. The Co-chairs of the Trustee Board are responsible for the annual review of the salaries of the Director.

### **3. Future Plans**

Our future plans include developing our work in the following key areas:

#### Developing our intersectional work:

- Programming new work and developing new partnerships at the intersection of climate justice and migration;



- Commissioning and supporting new work in the intersection of displacement, racial and climate justice and mental health awareness/research;
- Supporting work by Black artists by co-commissioning and co-producing and also providing mentoring and networking opportunities.

National Focus and Networks:

- Continue to build our reputation as the lead national agency for developing and supporting the arts by and about refugees and migrants;
- Continue growing Refugee Week as the largest UK festival and network celebrating the creativity, resilience and contributions of refugees;
- Continue delivering our Platforma biennial Festival in different parts of England, showcasing new work, sharing learning and developing networks.

Local Focus:

- Intensify our work on a range of locations with low levels of cultural investment and high levels of migration, prioritising parts of Kent, Yorkshire and the Southwest.

International Work:

- Supporting the growth of Refugee Week as an international festival, while building our inter/national portfolio, networks and reputation, and where appropriate, help support the development of new festivals around the world;
- As part of Across Borders, continue developing our programme, producing exciting and impactful public art commissions in Greece, Germany and the UK, creating longer term possibilities for international collaboration and exchange.

PopChange programme:

- Over the coming year we will continue programming a series of No Direction Home comedy gigs, increasing the number of gigs and approaching new high-profile venues to host these gigs;
- Continue with our high-impact consultancy work for TV/Film industries, expanding our network of partners across this sector;
- Planning public salon events that focus on comedy and commissioning approaches, hopefully in collaboration with Netflix;
- Deliver bi-annual retreats bringing together producers, funders, activists and cultural innovators from film/TV, comedy and other sectors.

Organisational Aspirations

- Continue to diversify our funding to build a stronger base for our next 4-year business plan aspirations;
- Continue to diversify our board, team and advisors in order to ensure that our work remains relevant and informed by a range of different perspectives and lived experiences;
- Develop our Impact and Evaluation work in order to influence our partners and the wider network, through sharing the impact of our work, values, and learnings, as well as form a strategy for sharing the wider story of our practice and approach;

**COUNTERPOINTS ARTS**  
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**For the year ended 31 March 2023**

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- Continue building knowledge and expertise in core areas via our annual training programme, such as Safeguarding, Diversity, Mental Health Awareness, Trauma-informed practice, Neurodiversity and Disability awareness, and areas relevant to our work and activities.

**Reference and Administrative Details**

<b>Company number</b>	08062988
<b>Charity number</b>	1150079
<b>Principal and Registered office</b>	Unit 2.3, 128 Hoxton Street, London N16SH; T:02070121761
<b>Bankers</b>	The Co-operative Bank 1 Balloon Street Manchester M60 4EP
<b>Independent Examiners</b>	MHA Business Park 910 The Crescent Colchester CO4 9YQ
<b>Accountants</b>	JS2 Limited One Crown Square Woking Surrey GU21 6HR

**Directors and trustees**

The directors of the charitable company (the charity) are its trustees for the purposes of charity law. The trustees, officers and staff serving during the year and since the year end were as follows:

Tim Finch	(Chair resigned 2 <sup>nd</sup> May 2022)
Naima Khan	(Co-Chair)
Alice Sachrajda	(Co-Chair)
Tim Catherall	(Treasurer)
Donna Covey	(Resigned 2 <sup>nd</sup> May 2022)
Reem Charif	(Resigned 8 <sup>th</sup> March 2023)
Malu Ansaldo	
Huda Jawad	(Appointed 29 <sup>th</sup> June 2022)
Ali Ghaderi	(Appointed 29 <sup>th</sup> June 2022)
Sahar Halaimzai	(Appointed 8 <sup>th</sup> June 2023)
Almir Koldzic	(Secretary)

## Structure, Governance and Management

**Counterpoints Arts** is a company limited by guarantee governed by its Memorandum and Articles of Association dated 9 May 2012 as amended by special resolution on 28 November 2012 and is a registered charity.

## Trustee recruitment, training and oversight

There can be no less than 3 trustees. New trustees are appointed by the board.

The trustees meet regularly to oversee the charity's affairs and advise on strategic decisions about the overall direction of the work of the organisation, to monitor finances and contribute towards various aspects of the work of the organisation. There are 9 employees – one full time and eight part time.

New trustees have an orientation programme which includes being given papers and briefings on their legal obligations under charity and company law, on the charity's decision making process and financial performance. Where appropriate, Trustees will be encouraged to attend appropriate external training.

## Related parties

Four of our Trustees received remuneration or other benefit from their work with the charity totalling £1240. Any connection between a trustee or employee of the charity and any individual or organisation which is paid to work with or for the charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related third party. Further details of Trustee remuneration can be found in Note 6 to the accounts.

## Risk management

The Trustees review the risks annually, which the charity may face and have been monitoring carefully the most significant risk identified i.e. that of building a firm financial base on which to build the operations of the charity. As agreed by the Board and as the charity grows, a formal bi-annual review process will be implemented to identify other risks and implement procedures to mitigate those risks identified. Some of the additional risks that have emerged are due to Covid-19. As stated previously, Counterpoints Arts produced a comprehensive Risk and Mitigation Strategy (2019/2020) at the onset of the pandemic, much of which will remain relevant for the next operational year and going forward. The general uncertainty facing the sector together with the changing circumstances related to work practices, infrastructures, public engagement and health and wellbeing of the CA team and associated producers has been assessed with a clear mitigation plan in place for implementation.

The principle risks, uncertainties and mitigation strategy for Counterpoints Arts Charity are as follows:

- Longer term Covid related economic pressures and their impact on our fundraising opportunities and prospects. **Mitigation plan:** continue to keep the lines of communication open with our existing funders and seek external advice on the future funding opportunities and developments;
- Risks associated with Brexit and how this affects us especially in terms of our overseas/international work - in Greece, Germany and Ireland. **Mitigation plan:** continue to check we meet requirements of working overseas at all stages of project work and continue to support our artists and partners overseas by anticipating potential delays to our work caused by Brexit related regulations;

- Risks associated with delayed or cancelled activities due to Covid, resulting in the build up of underspend and potential impact on our longer-term fundraising efforts and relationships. **Mitigation plan:** continue to monitor our financial position and Reserves level;
- Heightened risk of online hate from far-right group and increased hostility toward refugees. **Mitigation plan:** organise further training on countering hate online to equip ourselves as much as possible to be able to respond to any hostility;
- People exiting the arts and how this may affect the ecology of our organisation. **Mitigation plan:** work to strengthen our existing network and continue to share resources and learning;
- Impact of stress caused by the pandemic on the long-term health and wellbeing of the staff, our artists and wider network. **Mitigation plan:** continue to check-in with people, promote good levels of self-care (mental health and wellbeing) and offer our EAP those who require additional support as needed.

### Reserves policy

The Trustees have reviewed the charity's need for reserves in line with the guidance issued by the Charity Commission, and are committed to building reserves to increase financial security. We have produced and agreed a detailed Reserves Policy going forward, so as to ensure that Counterpoints Arts ongoing and future activities are protected to a reasonable degree from unexpected short-term variance in income and expenditure. Total reserves at 31st March 23 were £548,944 (2022: £614,966).

### Risks to consider

Counterpoints Arts is a small charity with a simple organisational structure and this policy has been written by taking into consideration the following types of potential operational and financial risks:

- Risk of unforeseen emergency or other unexpected need for funds, e.g. an unexpected large repair bill or finding 'seed-funding' for an urgent project;
- Covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sickness/absence;
- A source of income, e.g. a grant, not being renewed. Funds might be needed to give the Trustees time to take action if income falls below expectations;
- Unforeseen closure and insolvency and associated costs;
- Short and long-term risks associated with the outbreak of a global pandemic or similar events with the potential to impact the organisation's finances.

### Reserve level

The Board of Trustees for Counterpoints Arts agree that the minimum reserve level is set at £180,000 and maximum level set at £200,000 (minimum plus 15%), this being the estimated range required to ensure the work of the organisation can continue without disruption in adverse circumstances, and the maximum level considers the increase in inflation and any other external financial factors. The agreed levels relate to the unrestricted funds of the organisation.

### **Basis of calculation**

The minimum reserve level has been reached by calculating 6 months of CA's core operating costs, including:

- 6 months operating costs
- Restructuring provision resulting from project loss
- Statutory amounts related to staff redundancies
- 5% contingency amount (for example, legal costs)

### **Decision-making and lead roles by Governance and Staff**

The reserves level should be monitored by Counterpoints Arts on a monthly basis to check that it remains within 10% of the level set within this policy. If the reserves level varies significantly below or above 10%, then the Board of Trustees should be consulted. Any other significant changes to the budget or financial position of the organisation should be reported to the Board of Trustees.

### **Risk Assessment**

This policy will be referred to when carrying out financial risk assessments for CA.

### **Review of policy**

The reserves level set out in this policy will be reviewed annually by the Treasurer in conjunction with any overall organisational changes.

### **Small Company Exemptions**

This report is prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006. As a small company it is eligible for exemption from audit.

Signed on behalf of the Board of Directors and Trustees



Tim Catherall  
Trustee and Treasurer

**COUNTERPOINTS ARTS**  
**INDEPENDENT EXAMINER'S REPORT**  
**For the year ended 31 March 2023**

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**Independent Examiner's Report to the Trustees of Counterpoints Arts**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 13 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 company'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, 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 that 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 accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

Signed:

Dated:

Cara Miller ACCA

**MHA**

Chartered Accountants

Business Park

910 The Crescent

Colchester

CO4 9YQ

## STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

For the year ended 31 March 2023

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Total 2022 £
<b>Income:</b>					
Donations	2	120,570	392,243	<b>512,813</b>	659,045
Charitable activities	2	52,261	16,501	<b>68,762</b>	33,958
<b>Total income</b>		<b>172,831</b>	<b>408,744</b>	<b>581,575</b>	693,003
<b>Expenditure:</b>					
Charitable activities	3	186,429	461,168	<b>647,597</b>	534,226
<b>Total expenditure</b>		<b>186,429</b>	<b>461,168</b>	<b>647,597</b>	534,226
<b>Net income / (expenditure) for the year and net movement in funds</b>		<b>(13,598)</b>	<b>(52,424)</b>	<b>(66,022)</b>	158,777
Total funds brought forward		376,381	238,585	614,966	456,189
<b>Total funds carried forward</b>		<b>362,783</b>	<b>186,161</b>	<b>548,944</b>	614,966

All of the above results derive from continuing activities.

There are no recognised gains and losses for the year.

**COUNTERPOINTS ARTS (COMPANY NUMBER 08062988)****BALANCE SHEET****As at 31 March 2023**

	Note	2023 £	2022 £
<b>Current assets</b>			
Debtors	8	5,436	6,318
Cash at bank and in hand		557,222	635,992
<b>Creditors: Amounts falling due within one year</b>	9	(13,714)	(27,344)
<b>Net assets</b>		<b>548,944</b>	<b>614,966</b>
<b>Charity funds</b>			
<b>Unrestricted funds</b>	11	<b>362,783</b>	376,381
<i>General funds</i>		362,783	376,381
<b>Restricted funds</b>		<b>186,161</b>	238,585
<b>Total Charity funds</b>	11	<b>548,944</b>	<b>614,966</b>

For the year ending 31 March 2023 the company was entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Directors and authorised for issue on 5th October 2023 and signed on their behalf, by:



Tim Catherall  
Trustee and Treasurer

The notes on the following pages form part of these financial statements



**COUNTERPOINTS ARTS (COMPANY NUMBER 08062988)****STATEMENT OF CASH FLOWS****As at 31 March 2023**

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cash flow from operating activities</b>				
Net income / (expenditure)	(66,022)		158,777	
Adjustments for:				
Decrease / (increase) in debtors	882		(2,452)	
Increase / (decrease) in creditors	<u>(13,630)</u>		<u>(95,012)</u>	
<b>Net cash (used in) / provided by operating activities</b>		(78,770)		61,313
<b>Change in cash and cash equivalents in the year</b>		<u>(78,770)</u>		<u>61,313</u>
<b>Cash and cash equivalents at the beginning of the year</b>		635,992		574,679
<b>Cash and cash equivalents at the end of the year</b>		<u>557,222</u>		<u>635,992</u>

The notes on the following pages form part of these financial statements

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**1.1 General information and statement of compliance**

The Charity is a company limited by guarantee (registered number 08062988), which is incorporated and domiciled in England and Wales. The address of the registered office is Unit 2.3, 128 Hoxton Street, London N1 6SH.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

**1.2 Going concern**

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. This has been adopted as the Trustees consider the level of funds held and the expected level of income and expenditure for 12 months from authorisation of these financial statements. The financial statements are presented in sterling which is the functional currency of the Charity and rounded to the nearest pound.

**1.3 Financial instruments**

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – accrued income is a basic financial instruments and debt instruments measured at amortised cost are as detailed in Note 8. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 9. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

**1.4 Funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and have not been designated for other purposes. Restricted funds are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

**1.5 Income recognition**

All income is included in the Statement of Financial Activities (SoFA) when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of these is within the control of the Charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

The Charity receives government grants in respect of furthering its charitable objectives. Income from government and other grants are recognised at fair value when the Charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

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

**1.6 Expenditure recognition**

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Expenditure has been included in the following cost categories:

Charitable activity cost is the expenditure for meeting the Charity's objectives. Such costs include the direct costs of the charitable activities together with an allocation of the support costs that enable these activities to be undertaken.

**1.7 Employee Benefits**

The Charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

**1.8 Debtors and creditors receivable / payable within one year**

Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the Charity has a present legal or constructive obligation resulting from a past event and the settlement is expected to result in an outflow of economic benefits.

**1.9 Leases**

Rentals applicable to operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

**2. INCOME**

	<b>Unrestricted Funds 2023 £</b>	<b>Restricted Funds 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
<b>Grants and donations</b>				
Arts Council England	81,472	-	<b>81,472</b>	81,472
NHS England	35,800	-	<b>35,800</b>	-
Metropolitan Housing Trust	3,298	-	<b>3,298</b>	11,932
Unbound Philanthropy	-	95,000	<b>95,000</b>	90,000
International Comic Relief	-	82,250	<b>82,250</b>	132,500
Coculture E.V.	-	45,890	<b>45,890</b>	-
Paul Hamlyn Foundation	-	44,000	<b>44,000</b>	40,000
British Council	-	22,798	<b>22,798</b>	-
National Education Union	-	20,000	<b>20,000</b>	10,000
AB Charitable Trust	-	15,000	<b>15,000</b>	15,000
Migrant Helpline	-	12,500	<b>12,500</b>	10,000
British Red Cross	-	10,000	<b>10,000</b>	10,000
United Nations	-	9,000	<b>9,000</b>	5,000
Prism	-	7,000	<b>7,000</b>	-
British Refugee Council	-	6,000	<b>6,000</b>	6,000
Freedom From Torture	-	6,000	<b>6,000</b>	3,000
Baring Foundation	-	4,000	<b>4,000</b>	-
Refugee Action	-	3,375	<b>3,375</b>	1,500
Amnesty International UK	-	3,000	<b>3,000</b>	2,500
Kickstart	-	2,585	<b>2,585</b>	-
IRC	-	1,500	<b>1,500</b>	-
British Future	-	1,000	<b>1,000</b>	1,000
City of Sanctuary	-	625	<b>625</b>	500
IPOW	-	600	<b>600</b>	-
Protein Dance Ltd	-	120	<b>120</b>	-
Open Society Foundations	-	-	-	106,891
Esmee Fairbairn	-	-	-	98,000
Creative Scotland	-	-	-	17,250
International Organisation for Migration	-	-	-	10,000
Oxfam	-	-	-	4,000
Citizens UK	-	-	-	2,500
<b>Total grants and donations</b>	<b>120,570</b>	<b>392,243</b>	<b>512,813</b>	<b>659,045</b>
Events and consultancy	52,261	16,501	<b>68,762</b>	33,958
<b>Total charitable activities</b>	<b>52,261</b>	<b>16,501</b>	<b>68,762</b>	<b>33,958</b>

**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

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**2. INCOME FROM (continued)**

In 2023, £512,813 (2022: £659,045) was received from grants and donations, £120,570 (2022: £253,295) of which to unrestricted funds and the remaining £392,243 (2022: £450,750) to restricted funds.

£81,472 (2022: £81,472) of government grants were received from Arts Council England to fund Counterpoints Arts charitable activities. There were no other contingencies or unfulfilled conditions relating to this fund.

In 2023, £68,762 was received from charitable activities, £52,261 (2022: £33,958) of which to unrestricted funds and the remaining £16,501 (2022: £nil) to restricted funds).

**3. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES**

	<b>2023</b>	<b>2022</b>
	£	£
<b>Analysis of direct costs</b>		
Staff costs	254,484	260,605
Event costs	54,226	37,662
Printing and publications	14,815	24,785
Other direct costs	265,696	163,602
<b>Total direct costs</b>	<b>589,221</b>	<b>486,654</b>
<b>Analysis of support costs</b>		
Support staff	9,836	9,014
Property costs	21,548	10,394
Office costs	10,752	11,594
Professional fees	12,964	13,482
Governance costs – Independent Examiner’s fee	3,276	3,088
<b>Total support costs</b>	<b>58,376</b>	<b>47,572</b>
<b>Total costs</b>	<b>647,597</b>	<b>534,226</b>

In 2023, there was £647,597 of expenditure, of which £186,429 (2022: £73,014) was spent from unrestricted funds and the remaining £461,168 (2022: £461,212) spent from restricted funds.

#### 4. NET INCOME FOR THE YEAR

This is stated after charging:

	2023	2022
	£	£
Independent examination fees	<u>3,276</u>	<u>3,120</u>

#### 5. STAFF COSTS AND EMPLOYEE BENEFITS

##### Number of employees

The average monthly number of employees during the year was:

	2023	2022
Employees	<u>8</u>	<u>9</u>

##### Total staff costs and employee benefits were as follows:

	2023	2022
	£	£
Wages and salaries	234,687	239,070
Social security costs	18,832	18,211
Defined contribution pension costs	<u>10,801</u>	<u>12,338</u>
	<u>264,320</u>	<u>269,619</u>

One employee had total annual emoluments greater than £60,000, but less than £70,000 (2022: One).

The total employee benefits including pension contributions of the key management personnel were £72,535 (2022: £99,369). Key management personnel is defined as the trustees together with the two co-directors of the Charity (who are not directors for the purposes of Companies Act).

#### 6. DIRECTORS REMUNERATION AND RELATED PARTY TRANSACTIONS

Two Trustees (2022: One) received reimbursement for expenses in the year totalling £108 (2022: £147). Four Trustees were paid for services in the year totalling £1,240 (2022: None). There were no other related party transactions in the current year (2022: None).

There were 8 payments to Trustees in the current year, made in accordance with our Articles of Association:

**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

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Huda Jawad

- £120 for a presentation at the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

Naima Khan

- £400 for co-chairing at the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

- £54 for travel expenses relating to the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

- £250 for chairing a salon panel discussion relating to the Counterpoints Arts Pop Culture and Social Change initiative in May 2022

Alice Sachrajda

- £200 for co-chairing at the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

- £54 for travel expenses relating to the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

- £150 to host an event taking place during Refugee Week in June 2022

Ali Ghaderi

- £120 for a presentation at the Counterpoints Arts Pop Culture and Social Change retreat in October 2022

**7. PENSION AND OTHER POST-RETIREMENT BENEFITS**

The Charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £10,801 (2022: £12,338). The defined contribution liability allocated to restricted funds is £8,729 (2022: £10,924) and unrestricted funds £2,072 (2022: £1,414).

**8. DEBTORS**

	<b>2023</b>	<b>2022</b>
	£	£
Other Debtors	5,436	6,318
	<u><b>5,436</b></u>	<u><b>6,318</b></u>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2023</b>	<b>2022</b>
	£	£
Accruals	13,154	13,027
Deferred Income	-	3,298
Other Creditors	560	11,019
	<u><b>13,714</b></u>	<u><b>27,344</b></u>

**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

Opening deferred income	3,298	96,230
Released in the year	(3,298)	(96,230)
Income deferred in the current year	-	3,298
	<u>-</u>	<u>3,298</u>

Deferred income comprises receipts received in the year which relate to activities to be completed in future periods.

**10. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total 2023 £</b>
Assets	376,497	186,161	562,658
Liabilities	(13,714)	-	(13,714)
<b>Net current assets</b>	<b><u>362,783</u></b>	<b><u>186,161</u></b>	<b><u>548,944</u></b>

**10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total 2022 £</b>
Assets	403,725	238,585	642,310
Liabilities	(27,344)	-	(27,344)
<b>Net current assets</b>	<b><u>376,381</u></b>	<b><u>238,585</u></b>	<b><u>614,966</u></b>



**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

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**11. FUND RECONCILIATION**

<b>CURRENT YEAR</b>	<b>Balance at 1 April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Balance at 31 March 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted funds</b>				
Staff and Core Costs Fund	<b>37,111</b>	151,585	(175,111)	<b>13,585</b>
Refugee Week Fund	<b>24,349</b>	83,720	(63,873)	<b>44,196</b>
Learning Lab	<b>3,737</b>	81,754	(71,503)	<b>13,988</b>
Leadership & Comm	<b>5,267</b>	-	(250)	<b>5,017</b>
Pop Culture	<b>10,624</b>	435	(11,059)	-
Arts and Social Change Retreat	<b>24,400</b>	5,000	(29,400)	-
International Comic Relief	<b>133,097</b>	82,250	(107,272)	<b>108,075</b>
Baring Foundation	-	4,000	(2,700)	<b>1,300</b>
<b>Total Restricted funds</b>	<b>238,585</b>	<b>408,744</b>	<b>(461,168)</b>	<b>186,161</b>
<b>Unrestricted funds</b>	<b>376,381</b>	<b>172,831</b>	<b>(186,429)</b>	<b>362,783</b>
<b>Total funds</b>	<b>614,966</b>	<b>581,575</b>	<b>(647,597)</b>	<b>548,944</b>

**COUNTERPOINTS ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (Cont.)**  
**For the year ended 31 March 2023**

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**11. FUND RECONCILIATION (continued)**

<b>PRIOR YEAR</b>	<b>Balance at 1 April 2021 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Balance at 31 March 2022 £</b>
<b>Restricted funds</b>				
Staff and Core Costs Fund	<b>66,054</b>	165,000	(193,943)	<b>37,111</b>
Refugee Week Fund	<b>19,046</b>	66,000	(60,697)	<b>24,349</b>
Learning Lab	-	17,250	(13,513)	<b>3,737</b>
Leadership & Comm	<b>8,588</b>	-	(3,321)	<b>5,267</b>
Pop Culture	<b>76,949</b>	-	(66,325)	<b>10,624</b>
Arts and Social Change Retreat	<b>15,387</b>	25,000	(15,987)	<b>24,400</b>
International Comic Relief	<b>108,023</b>	132,500	(107,426)	<b>133,097</b>
<b>Total Restricted funds</b>	<b>294,047</b>	<b>405,750</b>	<b>(461,212)</b>	<b>238,585</b>
<b>Unrestricted funds</b>	<b>159,799</b>	<b>287,253</b>	<b>(70,671)</b>	<b>376,381</b>
Learning Lab	<b>2,343</b>	-	(2,343)	-
<b>Total Designated Funds</b>	<b>2,343</b>	-	<b>(2,343)</b>	-
<b>Total funds</b>	<b>456,189</b>	<b>693,003</b>	<b>(534,226)</b>	<b>614,966</b>

**11. FUND RECONCILIATION (continued)**

Staff and Core Costs Fund	Restricted funding for ongoing operational costs and for employers liabilities arising on transfer of employment contracts to Counterpoints Arts.
Refugee Week Fund	Restricted funding for an annual, UK wide festival of arts, cultural and educational events that promote the contribution of refugees to the UK.
Learning Lab	Restricted funding for a dedicated public learning programme focusing on the theme of arts and social change in relation to migration.
Leadership & Comms	A project to increase the capacity and visibility of grassroots arts and activism networks through training and networking, communications work and a leadership programme.
Pop Culture	Restricted Funding for a strand of work in the field of pop culture and social change, encompassing sport, fashion and gaming.
Arts and Social Change Retreat	Restricted funding based on a consortium partnership between arts organisation, Counterpoints Arts, and four University partners working with the Tate Exchange at the Tate Modern. Project title 'Who Are We?'
International Comic Relief	Restricted funding for a series of commissions, publicity networking and artist development in Greece, Germany & the UK.
Arts Council England	Restricted funding towards building our networks and programming across the UK, to support emerging talent and new projects, including commissions, showcasing and mainstreaming work by and about migrants and refugees.
Baring Foundation	Restricted funding to produce a research report on arts and mental health, looking at the provision for refugees and asylum seekers.

**12. OTHER FINANCIAL COMMITMENTS – LAND AND BUILDINGS**

	<b>2023</b>	<b>2022</b>
	£	£
Contracts ending;		
Not later than one year	16,800	9,329
Later than one and not later than five years	-	-
	<u><b>16,800</b></u>	<u><b>9,329</b></u>

Lease payments recognised as an expense in the year were £17,729 (2022: £7,594)

**13. SHARE CAPITAL**

As the company is limited by guarantee it has no share capital and no shareholders.