

FIO

England & Wales · Charity number 1166193

Details

Status Registered

Legal form CIO

Registered 2016-03-23

Register [View on the Charity Commission register](#)

Contact

Address 1st Floor
Wellington House
Canton
Cardiff

Phone 02922676716

Email admin@wearefio.org.uk

Website www.wearefio.org.uk

Activities

Objects: a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines. c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Activities: Fio creates work with people of all ages, religions and backgrounds, using performance techniques to help them tell stories that are as momentous and unique as they are themselves.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£308,736	£185,542	-	-
2024-03-31	£97,052	£165,038	-	-
2023-03-31	£286,295	£214,126	-	-
2022-03-31	£182,758	£159,308	-	-
2021-03-31	£155,035	£95,834	-	-

Trustees

Name	Role	Appointed
EDWARD WOOD	Chair	2016-03-23
Alison Lucy Woods		2020-04-14
Chantal Harrison-Lee		2019-07-09
Fiona Elizabeth Peet		2022-08-10
Ipadeola 'Samuel' Jolapamo		2023-07-20
JASON CAMILLERI		2015-12-17
Joseph Paul Redmond		2018-09-21
Rebecca Gould		2026-04-03

FIO

England & Wales - Charity number 1166193

Accounts

**FIO
Annual Report
2022-23**

**Charity No. 1166193
(Charitable Incorporated Organisation)**

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Objectives and Activities

Fio creates work with people of all ages, religions and backgrounds, using performance techniques to help them tell stories that are as momentous and unique as they are themselves.

- a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities
- b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.
- c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Our activities in support of the objects are described in the Trustees' report below.

During the period covered by this report, trustees have had regard to the Charity Commission's guidance on public benefit.

Organisational aims

In delivering our activities, we seek to achieve the following aims:

- To contribute to the development of and increase opportunities for Welsh Global Majority creatives.
- To provide opportunities for Global Majority people to participate in artistic activities.
- To diversify the stories being platformed and shared in the Welsh cultural sector.
- To attract and captivate new Global Majority audiences.
- To develop our financial and organisational resilience and sustainable business model.

Report of the Chair

Alison sadly stepped down as Chair of the Board in February 2024, but remained an active Trustee. We could not be more grateful for the utterly invaluable work and support that Alison invested in the company and staff throughout her time as Chair. I stepped in as Acting Chair, but we will recruit a new permanent Chair in 2025 once key vacancies on the staff have been filled.

Our Artistic Director, Sita Thomas, continued to make a huge contribution to the work of Fio and our mission of supporting Global Majority people of all ages to shape culture in Wales. Our artistic achievements are described in the Trustees' report below.

After working with Fio for the last year, our Executive Director Emily Carewe moved on to a new role as Executive Director at Theatre 503, a prestigious new writing venue in London. Unfortunately our recruitment to replace her was unsuccessful, placing a considerable burden on the rest of the team, not least Sita.

New joiners included producer, Tumi Williams, and Creative Administrator, Parisa Fouladi.

This year we secured a multi-year investment from Arts Council of Wales. This remarkable achievement signifies a pivotal moment in our journey, as we embark on a transformative path over the initial 3-year term, commencing in April 2024.

By making this award, ACW recognised our unwavering commitment to fostering creativity and inclusivity, and ensuring that people from the Global Majority are embedded and thriving in all aspects of theatre and arts in Wales.

We are deeply grateful to the Arts Council of Wales for their support, and we extend our heartfelt thanks to our Board, dedicated staff, talented freelancers, valued partners, existing funders, and all stakeholders who have been instrumental in our journey thus far. We are exceptionally excited about the next three years, and we will work diligently to realise ACW's investment principles. We are committed to working collaboratively across the sector: together, we will continue to make a positive and lasting impact on the arts, ensuring a brighter and more inclusive future for all.

Following the announcement of ACW's portfolio, Fio was mentioned and included in numerous articles, and **BBC Radio Wales Arts Show** produced a programme dedicated to the Investment Review, featuring a short interview with Sita about what the decision means for Fio.

Remembering our founder, Abdul Shayek

We were shocked and deeply saddened by the unexpected and untimely passing of Fio's founding Artistic Director Abdul Shayek. Abdul's work as a director and leader to further representation and support for Global Majority artists in theatre, both at Fio and at Tara Theatre, will continue to be felt for years to come and is a legacy to be proud of.

Abdul created Fio in 2016 to be a catalyst for change in response to the lack of diverse artists and repertoire in theatre in Cardiff. Fio's first home was in Butetown and our debut original work was *Swarm*, a site-specific production devised by Abdul and the cast, examining migration, identity, empathy and belonging with a professional and community cast. Fio produced a string of exceptional productions, including in 2016 *The Mountaintop* by Katori Hall, a fictional depiction of the Reverend Martin Luther King Junior's last night on earth before his assassination. Fio's production of Athol Fugard's *The Island*, set in Robben Island where Nelson Mandela was notoriously imprisoned, toured in 2018, Mandela's centenary year.

Report of the trustees for the year ending 31 March 2023

The trustees are pleased to present their annual report, together with the financial statements of the charity, for the year ended 31 March 2024.

Vision, Mission and Values

Vision

Our Vision is that Global Majority people are embedded and thriving in all aspects of theatre and arts in Wales.

Mission

We support Global Majority people of all ages to shape culture in Wales. We do this by providing pathways and opportunities to develop, create and experience exciting theatre and arts. We represent contemporary diverse Welsh culture and identity. We remove barriers and offer inclusive, intersectional visions for the future.

Values

- Committed: We work with drive and determination to create a seismic shift in the Welsh cultural landscape.
- Energetic: We make progress through passion, continual learning and hard work. We bring our best selves to our working hours and contribute our skill sets to making a difference for the company and sector.
- Transparent: We act with truth and accountability. We will be honest about our actions and decisions and share information to build trust.
- Optimistic: We problem-solve and find solutions with positivity, and always look for the best in people. We are hopeful for the future of theatre and arts in Wales, and we conduct ourselves with positivity and courage.
- Nurturing: We treat people with respect, recognising their achievements and potential. We listen to their aspirations and put resources in place to support their development holistically.

Artistic Activity

Our artistic activity is delivered through three interweaving strands: people, projects and productions, and also by advocacy and strategic partnership work within the cultural sector.

People

We invest in Global Majority people and offer pathways for progression in their involvement in the arts. We do this through our year-round offers of our Young Company, Artist Professional Development programme and Creative Associates. We take care of the wellbeing of our staff and encourage them to thrive. We also support creative freelancers to make the work they want to make.

Projects

We co-create projects with people in response to local social, cultural and political issues, needs and desires. Projects are often workshop-based in community settings and will be multidisciplinary. We work in partnership with arts and non-arts organisations, sharing resources and expertise.

Productions

We develop and co-create new work, and co-produce productions that tour across Wales and the UK. Our productions are led by Global Majority artists, and feature narratives centring diverse Welsh contemporary characters and experiences. We will contribute striking, fresh stories to the Welsh theatrical canon.

Artistic Activities 2023-2024

1) People

Creative Associates

We have supported Creative Associates with bursaries, equipment, mentorship, networking opportunities and work to develop their creative practices. Their personal and artistic growth has been significant and has led to them securing further work with other organisations in Wales.

Safyan Iqbal

We funded Safyan to complete an Introduction to Playwriting Short Course with the Royal Central School of Speech and Drama. He had fortnightly writing sessions with Sita working on his first play about his experience growing up in Cardiff and being South Asian, Muslim and deaf.

Tia Camilleri

Tia was appointed as Trainee Assistant Director on Beneatha's Place at the Young Vic in London. We signposted and supported her through the application and interview process. She had a fantastic time and learnt a huge amount, at a larger scale than her previous work with us.

Tia collaborated with Tumi Williams for a week in our Creative/Producer Lab to develop the concept for a new show. She successfully co-directed a new production R&D 'The Don't Teach Boys to Grieve in this Town' with Sita, as part of our partnership with Wales Millennium Centre. This was the largest role and responsibility Tia has had with Fio to date, from developing as a participant, to writer, trainee director, assistant director and now co-director.

Cara Walker

Cara has gone to University in Manchester to study BA Fine Art. We invited her to become an Ambassador Trustee of Fio as part of her ongoing development and work with our company.

Arise – Wales Creatives

Arise - Wales Creatives is our year-long, paid artist development programme. We carried out an evaluation of the pilot year of Arise – Wales Creatives, which ran throughout 2022, and began planning for Year 2 of the programme that will run in 2024/25.

Commissions

Danielle Fahiya

We commissioned Danielle Fahiya to write a new production. After developing a relationship with Danielle earlier this year on our Butetown Audio Drama project 'From May To Etta With Love', Sita supported Danielle to develop the concept for a new play about May, a black woman in living in 1920s Butetown, who dreams of making her way to Broadway, New York. The piece will feature live jazz music and documentary film footage. Danielle had recent success with 'Mattan: 4 Injustice of a Hanged Man', a true crime podcast series she wrote and produced for BBC.

Lauren Morais and Nia Ghandi

We commissioned Lauren Morais and Nia Ghandi to write a play about queer friendship and lesbian vampires. Following their fantastic work and writing chemistry together during our R&D of Landing Bolts, we felt that there was huge potential for a new play by the pair. They launched their process with an intensive writing week with dramaturgical support from Sita.

2) Projects

From May to Etta with Love

We partnered with Applied Stories to deliver a series of six short audio dramas inspired by an extraordinary photo collection held by Glamorgan Archives.

The scripts were recorded with a mixed cast of professional actors and contemporary young people from the Butetown area. The six plays were launched online with a free Zoom listening party at the end of November, before being printed and displayed in Glamorgan Archives foyer, and at other locations around Cardiff.

Creative/Producer Lab

Throughout October and November, we supported a collective of six creatives plus their own group collaborators with time, space and resource to explore their own creative ideas. Sita mentored them to develop their skills, ideas and confidence in creative producing and their own individual creative practices.

The groups included

- Tia Camilleri and Tumi Williams who developed the concept for a new piece of Hip-Hop theatre about fatherhood and cultural lineage;
- Mehdi Razi who worked with actors and a movement director to direct scenes from Persian novel 'The Blind Owl';
- Tony Cordoba who wrote, recorded and film a new Latin American song featuring bachata dancers;
- Tijesunimi Olakojo who wrote and performed a monologue from the perspective of a successful yet currently out of work black actor;
- Elicia Axon developed a multimedia immersive space exploring self-worth, resilience and healing with soundscapes and digital projection.

We filmed some of the process of the project as well as performance material for sharing online.

Junction/Cyffordd: Queer and Welsh Global Majority Short Film Collection

In 2023 we commissioned five Queer Welsh and Wales-based directors to write and direct their own short (2 min) spoken word poetry films. They were filmed in April and May 24 with production company RedBrck. The directors were all part of the Directing cohort of Arise-Wales Creatives, and one of Arise's producing cohort who has been working in TV/Film produced the project.

The films, which premiered in July 24, explored the intersections of Welsh, LGBT+, and Global Majority identities. They were not only a means of self-expression but also an important opportunity for the directors to develop and hone their filmmaking skills, build their portfolios, and contribute to diversifying the stories represented in the Welsh film industry.

To support these directors, we facilitated a range of creative and professional development activities, including personalised mentorship guiding the directors through concept development, dramaturgy sessions, and the refinement of scripts. We ran workshops focused on storyboarding, shot lists, and filmmaking techniques.

The directors attended a masterclass with RedBrck, providing practical insights to filmmaking and storyboarding. We collaborated with AM Cymru who platformed the films and supported the directors in building their own online digital channels to continue showcasing and sharing their portfolios.

We are particularly proud of the personal and professional growth demonstrated by the directors and their work and of the inclusive and diverse nature of the project itself.

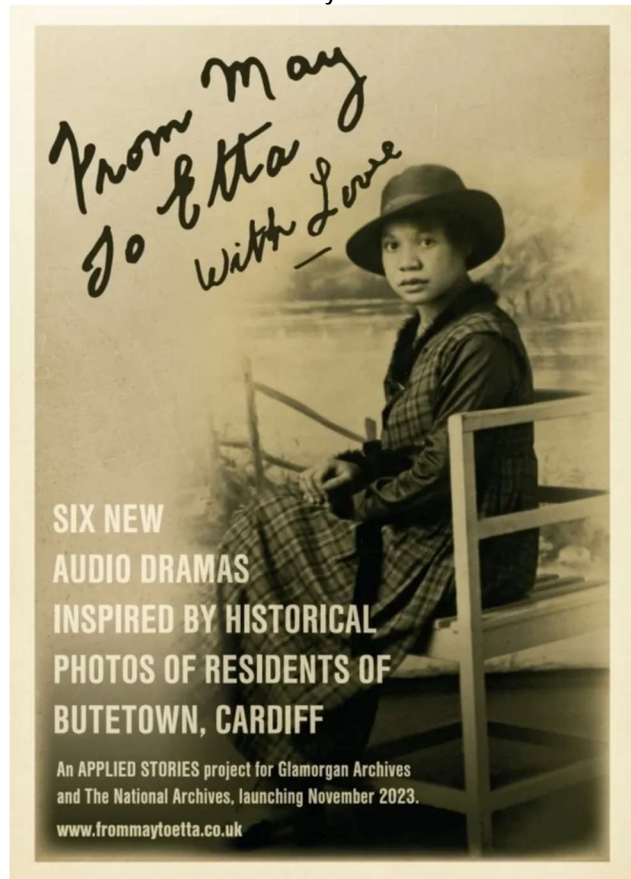
3) Productions

Dal Gafael/Hold On

Our partnership with National Youth Theatre of Wales and Theatr Genedlaethol deepened, as we announced plans for a production directed by Sita, to take place in the summer of 2024.

From May to Etta with Love: Background

The pictures which inspired our project *From May to Etta with Love* are from the studio of Fred Petersen, an early portrait photographer who had a business at 232 Bute Street, Cardiff from 1910-1920. Fred's beautifully intimate and intriguing pictures are notable for portraying black and mixed heritage children and families from Cardiff's historically diverse docks community.



The collection was donated to Glamorgan Archives in the 1970s with no contextual detail. Despite numerous public appeals over the years, almost all the subjects of the photos remain unidentified.

In 2023, The National Archives in London commissioned Applied Stories to visit Cardiff and meet with Glamorgan Archives specialists, to see what could be done to bring these images to life. Applied Stories, a company specialising in audio drama, worked with two professional writers with Butetown links, Danielle Fahiya and Kyle Lima, to script six imagined scenes from the moment the photo was taken.

From May to Etta with Love is the extraordinary result. Each play sends listeners back in time, to eavesdrop on the conversation between Fred Petersen and his subjects.

Academy: They Don't Teach Boys How To Grieve In This Town

Sita was invited to direct a pilot production for WMC's future Hip-Hop Academy. She decided to co-direct with Fio's Creative Associate Tia Camilleri. Weekly skills sessions were held from November – March 2024, followed by 7 days of intensive devising and rehearsals, a day of masterclasses and our showcase performance in Wales Millennium Centre's Weston Studio in April.



Show poster designed and created by participants

Advocacy and strategic partnership work

Some of the extensive advocacy and partnership work carried out by Sita is listed below:

- We joined the collective of Hijinx, Disability Arts Cymru and Learning Disability Wales on their Neurodiversity and Anti-racism in Welsh Arts (NAWA) project. Hijinx, Disability Arts Cymru and Learning Disability Wales are working together to identify the issues faced by learning disabled and neurodivergent people who are from communities that experience racism, when accessing or engaging in the arts. Supported by the Welsh Government Anti-racist Wales Culture, Heritage and Sport Fund. Sita and Tia Camilleri joined the Advisory Panel for the project.
- We attended Trustee Bernie Davies' inaugural Mastering Diversity Conference at City Hall. It was a superb and well-attended event, with a vast array of inspirational speakers sharing ideas and addressing a plethora of issues.
- We attended this year's Edinburgh Fringe Festival, connecting with companies, producers, and Global Majority creatives, as well as scoping out potential venues for future Fio productions.

- Sita delivered a talk about diverse leadership at Royal Welsh College of Music and Drama for MA Arts Management Students
- Sita continued to advocate on S4C's Diversity Panel.

Testimonies

Creative/Producer Lab: Feedback from Participants

- It was a wonderful experience, I felt I had the freedom to do what I wanted and when whilst also having the support of some amazing creatives - I was given the opportunity to try something new without fear of failing.
- The freedom to explore ideas in a safe, comfortable space.
- My favourite part of the process was seeing my vision come to life, it has been an idea in my head for months but having the opportunity to realise it was so rewarding.
- I have discovered that there's more I can offer in terms of my skills and abilities. I also believe more in myself now. My level of self confidence has definitely increased.
- It gives people a voice, it gives them an opportunity to feel seen and validated in their craft.
- It connects different people together, the final product gives a meaningful message to its audience through a very creative process and helps people connect more to their personal emotions/experiences.
- This is an incredible platform that has given me an opportunity to showcase my skills, talent and ability in a society that constantly overlooks us because of our race, gender, skin colour, immigration status, etc. I'm forever thankful.
- It is very difficult to get your foot on the door as an under-represented artist. Residencies like this gives us the chance to produce professional work that really represent us; our talent, our vision and our stories. It is not just inclusion, it also gives us the creative control that we need in an industry that sometimes overlooks or use our experiences as a creative token.

Testimony from Creative Associate Tia Camilleri



“

TIA CAMILLERI MY EXPERIENCE AT FIO

In actuality, I owe my entire theatre directing journey to Fio and the real tailored investment from Sita Thomas. Growing from Trainee Director to Assistant Director to, now, co-directing this production for Next Up, have allowed me to take the necessary steps to be able to hold my own as a director.

What has been so great about this Next Up production, as well as all the productions I have been involved with through Fio, is how the stories genuinely connect with me. There is a lack of diverse theatre in Wales so working on this hip-hop theatre production allowed me to fully harness my all my skills. Part of me carries when going into leadership roles as a young person due to the fear of not being taken seriously or being a secondary voice. However, I recognised a real commitment to ensuring my voice was just as important as any others in the space. I feel this was massively helped by the external work I did with Sita to not only work on the production, but to use this as a chance for me to learn about process. Creating a 'way of working' document was incredibly useful for my development as I understood my roles and responsibilities better as well as how to navigate a 'co-creation'. As with any production, 'They don't teach boys to grieve in this town' came with its various challenges and, at this stage in my career, I would've found it incredibly difficult to manage this alone so it was essential to have both Tumi Williams and Sita Thomas to support me. In the difficulties, however, I learnt a massive amount about stage management, production and more technical sides of things. It also gave me experience working with various groups of young people who aren't necessarily professionals or trained actors.

”

Structure, Governance and Management

Fio is a charitable incorporated organisation (CIO) controlled by its Trustees. Its governing document was registered on 23 Mar 2016 and amended on 12 Jul 2019.

Trustees during the period of this report

- Alison Woods (Chair, until February 2024)
- Edward Wood (Acting Chair, from February 2024)
- Chantal Harrison-Lee
- Bernie Davies
- Valerie Synmoie
- Joe Redmond
- Jason Camilleri
- Fiona Peet
- Samuel Jolapamo (from October 2023)

Potential new Trustees are generally identified through word of mouth and confirmed by a vote of the Trustees. Open recruitment was trialled previously but was not successful, but we are open to trying this again in the future.

To facilitate effective operations, the Artistic Director and Executive Director have delegated authority for operational matters including finance, employment and artistic performance related activity.

Thanks to the Arts Council of Wales' investment in Fio through the Creative Steps programme, Fio has been able to build upon its infrastructure and stability as an organisation, and therefore strengthen the offering we make to the people we work with. Throughout this year, we focused on enhancing internal systems, including HR, policy management and finance.

Staff

- **Sita Thomas** - Artistic Director
- **Emily Carewe** - Executive Director (April – September)
- **Ndidi John** – Wellbeing Associate
- **Tumi Williams** – Producer (December onwards)
- **Parisa Fouladi** – Creative Administrator (March onwards)
- **Jo West** - Social Media/Digital Communications
- **Wendy Hii** - Finance

Registered Address

W2, Wellington House
Wellington St
Cardiff CF11 9BE

Bank

The Co-operative Bank
PO Box 250
Skelmersdale WN8 6WT

Independent Examiners

Llewellyns Certified Chartered Accountants
1st Floor Brook House,
Brook Road, Cardiff CF14 1DU

Financial Review

ACW Portfolio

As noted in the Chair's report, we secured a multi-year investment of £220,000 per year from Arts Council of Wales over the next three years. This was a remarkable achievement, and using the award we will dedicate ourselves to transforming ourselves and making an even greater contribution to the cultural sector in Wales.

Other fundraising activities

Sita's application to Diverse Cymru was successful. We received £12,000 to be spent this financial year (predominantly on commissions).

Sita's first stage application to Esmée Fairbairn for continuation funding was selected after a highly competitive round to go through to a final round for consideration for a multi-year grant. At the time of writing, our application is on hold until key vacancies are filled.

Applications for a large grant for a final stage R&D for our production of Landing Bolts and a small grant for our Queer film project were unsuccessful.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink that reads "Edward Wood". The signature is written in a cursive, slightly slanted style.

Edward Wood
(Acting Chair)
24 January 2025

Independent Examiner's Report to the Trustees of FIO



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name FIO		
On accounts for the year ended	31 March 2024	Charity no (if any)	1166193
Set out on pages	1-2 (remember to include the page numbers of additional sheets)		
Responsibilities and basis of report	I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY. As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.		
Independent examiner's statement	I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect: • the accounting records were not kept in accordance with section 130 of the Charities Act; or • the accounts did not accord with the accounting records; or • the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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. 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. <i>* Please delete the words in the brackets if they do not apply.</i>		
Signed:	MIKE TANN	Date:	05/12/2024
Name:	MIKE TANN		
Relevant professional qualification(s) or body (if any):	ACCA		
Address:	Llewellyns Chartered Certified Accountants, Brook House, Brook Road, Cardiff CF14 1DU		

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Oct 2018

Profit and Loss Account

Income and Expenditure

	<u>Unrestricted Funds</u>	<u>Unrestricted Funds</u>	-	<u>Restricted Funds</u>	<u>Restricted Funds</u>
	<u>2024</u>	<u>2023</u>	-	<u>2024</u>	<u>2023</u>
ACW Lottery	£0	£0		£78,572	£162,343
Darkling Trust	£0	£0		£3,100	
Diverse Cymru	£0	£0		£12,600	
Esmée Fairbairn	£0	£0			£55,183
Austin & Hope Pilkington Trust	£0	£0			£1,000
Community Renewal Fund	£0	£0			£2,300
Moondance Foundation	£0	£0			
National Lottery Fund	£0	£0			
Postcode Community	£0	£0			£25,000
WMC	£2,700	£25,000			
Cardiff Third Sector Council	£0	£0			£5,000
Aritchoke Trust	£0	£0			£2,300
Other	£80	£0			£8,189
	£2,780	£25,000		£94,272	£261,295
Expenditure					
	<u>Unrestricted Funds</u>	<u>Unrestricted Funds</u>	-	<u>Restricted Funds</u>	<u>Restricted Funds</u>
	<u>2024</u>	<u>2023</u>	-	<u>2024</u>	<u>2023</u>
Sessional Workers	£0	£0			£0
Grant repaid	£0	£0			£0
Rent	£0	£99		£11,960	£10,448
Performers costs	£0	£10,450		£32,374	£68,558
Production/Project costs	£0	£11		£12,677	£9,923
Depreciation	£1,251	£1,134		£0	
Staff Salaries	£0	£0		£74,682	£73,892
Advertising/Publicity	£0	£0		£11,946	£13,554
Accountancy	£0	£0		£6,700	£5,296
Travel	£0	£1,190		£4,111	£6,185
Consultancy	£0	£0		£1,928	£4,872
Sundries	£0	£57		£7,409	£8,477
	£0	£0			
	£1,251	£12,942		£163,787	£201,184
Net income/(expenditure)	£1,529	£12,058		-£69,515	£60,111
Funds Brought Forward	£22,807	£10,749		£152,143	£92,032
Funds Carried Forward	£24,336	£22,807		£82,628	£152,143

Balance Sheet

Fio		
Balance sheet		
Year ended 31st March 2024		
	<u>2024</u>	<u>2023</u>
Fixed Assets	£3,048	£3,384
Current Assets		
Cash in hand	£105,837	£157,790
Debtor		£15,000
Accrued income		£9,175
Prepayments	£798	£3,079
	£106,435	£185,044
Current Liabilities		
Accounts payable	£93	£10,787
Other creditors	£1,726	£2,477
Accruals	£700	£214
	£2,519	£13,478
Net Current Assets	£103,916	£171,566
Total Assets Less Total Liabilities	£106,964	£174,950
Funds and Reserves		
Unrestricted Funds	£24,336	£22,807
Restricted Funds	£82,628	£152,143
	£106,964	£174,950

FIO

England & Wales - Charity number 1166193

Accounts



**FIO
Annual Report
2022-23**

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Legal and Administrative Information

Principal Aims & Objects

Fio creates work with people of all ages, religions and backgrounds, using performance techniques to help them tell stories that are as momentous and unique as they are themselves.

Objects:

- a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities
- b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.
- c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Status and Structure of the Organisation

The organisation is a charitable incorporated organisation and is controlled by the Trustees.

Trustees during the period of this report:

Alison Woods (Chair)
Chantal Harrison-Lee
Edward Wood
Joe Redmond
Jason Camilleri
Tafsila Khan (resigned 09/01/23)
Valerie Synmoie (from 10/8/22)
Fiona Peet (from 10/8/22)
Bernie Davies (from 10/8/22)

Registered Address:

W2, Wellington House
Wellington St
Cardiff
CF11 9BE

Bankers:

The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Independent Examiners:

Llewellyns Certified Chartered
Accountants 1st Floor
Brook House
Brook Road
Whitchurch
Cardiff
CF14 1DU

Report of the Chair

I am delighted to present the annual report and financial statements for Fio for the year ending 31 March 2023.

This year Fio took great strides forward under the leadership of Artistic Director Dr Sita Thomas who was joined in December 2022 by Executive Director Emily Carewe. Together they led an ambitious programme, delivering across Wales with productions such as The Jollof House Party Opera, a hip-hopera working with composer Tumi Williams. They also delivered Landing Bolts created by early-career Welsh Global Majority creatives across the summer of 2022. Fio's commitment to provide career pathways and opportunities for Global Majority creatives continued with initiatives such as our Creative Associates programme, and the Arise - Wales Creatives programme focused on supporting the next generation of early-career creatives of all ages from or based across Wales. Thanks to the calibre of the programme and dedicated work of the team, the company's reputation and profile throughout Wales has grown, and we have seen Fio solidifying its position within the sector in Wales.

As a board we gave thanks to Tafsila Khan for her time and commitment to Fio over the years and we welcome Bernie Davies, Valerie Synmoie and Fi Tudur to the board. Together with the new leadership team we continued to work on our mission and aims, focusing on how best to steer the organisation to its next phase, securing its future.

For many, the years during the height of the pandemic brought a time of reflection; what would our new normal be in the future? What were our values and priorities, and how would we ensure our lives aligned with these as we moved out of lockdown? For as reflective as those years were for many, 2022 was a year of action, to realise these new ways of living we had imagined. Fio joined this swell, making bold steps to achieve the shared vision that people from the Global Majority are embedded and thriving in all aspects of theatre and arts in Wales. The Board would like to thank our incredible team at Fio, our partners, and the artists, stakeholders, funders, participants and peers who have contributed to the success and impact that Fio has been able to achieve over this past year. It has as ever been an honour to contribute to the journey and work of Fio and my thanks to my dedicated fellow trustees for their continued commitment, enthusiasm and guidance throughout the year.

A handwritten signature in black ink, appearing to read 'Chantal Harrison-Lee'.

Chantal Harrison-Lee
Acting Chair

Report of the trustees for the year ending 31 March 2023

The trustees are pleased to present their annual report, together with the financial statements of the charity, for the year ended 31 March 2023. Fio is a Charitable Incorporated Organisation, Registered in England and Wales (Charity Registration No. 1166193) and Incorporated on the 23rd of March 2016.

Vision, Mission and Values

Vision

Global Majority people are embedded and thriving in all aspects of theatre and arts in Wales.

Mission

We support Global Majority people of all ages to shape culture in Wales. We do this by providing pathways and opportunities to develop, create and experience exciting theatre and arts. We represent contemporary diverse Welsh culture and identity. We remove barriers and offer inclusive, intersectional visions for the future.

Values

- Committed: We work with drive and determination to create a seismic shift in the Welsh cultural landscape.
- Energetic: We make progress through passion, continual learning and hard work. We bring our best selves to our working hours and contribute our skill sets to making a difference for the company and sector.
- Transparent: We act with truth and accountability. We will be honest about our actions and decisions and share information to build trust.
- Optimistic: We problem-solve and find solutions with positivity, and always look for the best in people. We are hopeful for the future of theatre and arts in Wales, and we conduct ourselves with positivity and courage.
- Nurturing: We treat people with respect, recognising their achievements and potential. We listen to their aspirations and put resources in place to support their development holistically.

Artistic Activity

People

We invest in Global Majority people and offer pathways for progression in their involvement in the arts. We do this through our year-round offers of our Young Company, Artist Professional Development programme and Creative Associates. We take care of the wellbeing of our staff and encourage them to thrive. We also support creative freelancers to make the work they want to make.

Projects

We co-create projects with people in response to local social, cultural and political issues, needs and desires. Projects are often workshop-based in community settings and will be multidisciplinary. We work in partnership with arts and non-arts organisations, sharing resources and expertise.

Productions

We develop and co-create new work, and co-produce productions that tour across Wales and the UK. Our productions are led by Global Majority artists, and feature narratives centring diverse Welsh contemporary characters and experiences. We will contribute striking, fresh stories to the Welsh theatrical canon.

Organisational aims

- To contribute to the development of and increase opportunities for Welsh Global Majority creatives.
- To provide opportunities for Global Majority people to participate in artistic activities.
- To diversify the stories being platformed and shared in the Welsh cultural sector.
- To attract and captivate new Global Majority audiences.
- To develop our financial and organisational resilience and sustainable business model.

Artistic Activities 2022-2023

People:

Arise - Wales Creatives

Arise - Wales Creatives our year-long, paid artist development programme that we launched in 2022 ran through the year, focussed on supporting the next generation of early-career creatives from or based across Wales. We partnered with Wales Millennium Centre, with support from Stage Directors UK, Stage One, Royal Welsh College of Music & Drama, and Buzz Culture, to deliver this programme. With a current lack of diverse workforce in theatre and arts, the programme aimed to create change. We paid 10 directors and 7 producers to take the next steps in their careers, with monthly sessions, masterclasses, mentorship and peer-learning and development. They carried out practical work, including collaborating with performance design students at Royal Welsh College of Music & Drama. All of the participants have gone on to further education, secured new full-time employment in the arts sector, or have secured freelance creative work in Wales.

Fio Associates

We have supported multiple Creative Associates with bursaries, equipment, mentorship, networking opportunities and work to develop their creative practices. Their personal and artistic growth has been significant and has led to them securing further work with other organisations in Wales. Please see testimonies below for further information.

Projects

Cardiff School of Art & Design:

We partnered with this school at Cardiff Metropolitan University where their BA Graphic Communication students spent an entire module focusing on Fio's work and creating new branding for both the company and for *Arise - Wales Creatives*. Artistic Director Sita Thomas worked with Tia Camilleri and Joshua Robertson, two of our Creative Associates and the students, and we came away with a wealth of ideas and resources that will contribute to our company's upcoming rebrand.

Scene/Change in partnership with Jafar Iqbal at The Other Room theatre

We partnered successfully with Jafar Iqbal to deliver this week-long R&D supporting South Asian writers and creatives in Wales to develop their work. Sita co-directed with Tafsila Khan. New connections and ideas and potential future commissions emerged.

Artichoke:

We secured a partnership with Artichoke (an NPO based in London creating art in public spaces) as part of their project *The Gallery*, billed as the UK's largest ever outdoor art exhibition. We delivered a series of workshops with young people responding to the theme 'The State We're In'. Creative Associate Cara Walker facilitated the workshops with support and mentorship from Sita Thomas. The work created by participants was featured in Artichoke's online gallery.

Productions:

Landing Bolts 2.0, funded by Arts Council of Wales

This four-week rehearsal process followed our first stage research and development process in 2021, where we supported ten Global Majority creatives to develop their work and explore contemporary issues of race, culture and skate, and engaged young people in the creative process. Nurturing the seeds that were sown in 2021, we worked with a larger company of early-career Global Majority creatives, writers and actors to develop the first draft of a full-scale production. We performed this draft to audiences and held post-show discussions to gain feedback to inform the production.

Feedback from audience and company members:

- “**Such strong, committed work** delivered with clarity, passion and truth. It had care and authenticity written through it.”
- “It demonstrated that **high quality work** that genuinely connects with an audience is achievable if the right people, time and investment is there to support it.”
- “The process has been a **release of all my creativity as if it was a breath**. We have all made each other better creatives”
- “This was an utterly unforgettable experience. I've never been in a room where **creativity has been nourished** so well.”
- “This process has been so **healing and beautiful and needed**. I have never felt this comfortable in a space before. I'm forever grateful.”
- “This process has truly been **so joyous** for me. Each day I've felt excitement about coming into the space and sharing in everyone's energy and talent. This has been such a **safe space** and one that has **set the bar for the rest of my career**”



Image: Production shot from *Landing Bolts 2.0*

The Shoemaker

We secured a partnership with Welsh National Opera and Oasis Cardiff for this production. Artistic Director Sita Thomas directed the opera, which was created by people who are refugees and asylum seekers living in Wales. Sita engaged Global Majority creative team members, including Fio's Creative Associates Tia Camilleri and Joshua Robertson who worked as Trainee Director and Assistant Director respectively. Members of *Arise - Wales Creatives* observed some rehearsals. Here are some snippets of reviews and audience feedback:

- "It was the story of me and my friends. Thank you for speaking up for us."
- 'Director Sita Thomas has turned the Weston Studio into a **charged space**: I was made to feel very welcome and I know work like this will get new, multicultural audiences in. Recent events in Iran loom over things as the show progresses, with screenings of actual footage from protests both there and in the UK – The Shoemaker's intention to **stir us up already in flow** by this moment.'
- ★★★★ buzz magazine
- 'Director Sita Thomas has pulled together a **moving and relevant** musical and dance ensemble to explore the story of refugees and how they are received in their new country. What really enhances this scene is the dancers portraying the flames devouring her work. Also flashed up on a large screen behind the action are scenes from Iran to give a contemporary flavour to this ensemble piece about **freedom, equality and justice**.'
- ★★★★★ Morning Star



Image: Production shot from The Shoemaker (2022)

The Jollof House Party Opera:

We partnered with Music Theatre Wales to co-produce a 15-minute hip-hop opera with food. We secured funding from Arts Council of Wales for a first R&D that took place in October. The focus was on supporting composer Tumi Williams to write the libretto and the score for the piece, and to develop his approach to creating a hip-hop opera. We grew our partnership to include Span Arts (based in Pembrokeshire) and Ty Pawb (Wrexham). We partnered with these organisations to deliver workshops and performances in community venues in their local areas, as well as at The Tramshed in Riverside in February 2023.

Synopsis: ‘Chef Adeola is feeling the heat, and we’re not talking pepper soup! With the pressures of a new business, a lockdown baby and an upcoming food safety inspection, how is our budding foodie entrepreneur going to cope? The Jollof House Party Opera is a live pop-up experience serving a Nigerian delicacy (100% vegan) in places of communal gathering across Wales, accompanied by a 15-minute hip-hop influenced operatic story. Take a journey in taste, aroma and rhythms in this one-of-a-kind show.’

Audience feedback:

“I loved the mixing of styles, the light and shade, the fact that it was an experience rather than a performance, and the food was great!”

“This made my week. I had no idea what to expect and was so pleasantly surprised. Really lifted my heart - thank you”

“The most exciting/original piece of work I have ever seen”

“I am Nigerian so could relate to this performance. Was absolutely amazing”

“Ingenious, the way that opera combined seamlessly with the hip-hop's musical elements - And great to have an opportunity to try some of the lovely food”

“The music, especially in the kitchen, the fact you got jollof at the end 😊 interactive with the audience”

“Very innovative and funny. Great idea to combine hip-hop, opera and food”

“Good energy. Fusion of hip-hop and opera was fresh and fun. It had a warmth to it - funny and human. It wasn't too long. Loved the kitchen & using props as music. Jollof was banging, great accompaniment.”

“The interaction from the performers was great and the food was a great addition to a very modern take on an opera.”

“Loved every minute, please come again & I need this rice recipe!!”



Image: Production shot of The Jollof House Party Opera at Ty Pawb in Wrexham

Advocacy

- Sita Thomas developed a relationship with Llinos Griffin-Williams, Chief Content Officer at S4C. S4C will become a partner on Arise Wales Creatives offering placements to our cohort. Sita joined a Diversity Advisory Board at S4C.
- Sita Thomas delivered an opening keynote at the Creu Cymru Annual Conference 2022 bringing together professionals working across the performing arts in Wales, showcasing Fio's work. Fio's Producer Jasmine Okai chaired one of the conference's panel discussions.
- Creative Associates Cara Walker and Tia Camilleri spoke at Hijinx's panel discussion about race and disability in Wales.

- Jasmine Okai hosted a What Next? Cymru session.
- Sita was interviewed on ITV Wales's new programme Backstage showcasing the arts in Wales, discussing Fio's work:
- <https://www.itv.com/walesprogrammes/articles/backstage-episode-4>
- Sita Thomas became a Fellow of the RSA (Royal Society for Arts, Manufactures and Commerce) "in recognition of your outstanding commitment to diversity and inclusion in Welsh theatre, exemplified in your leadership of Fio. Your work is exactly aligned with the RSA's ethos of positive social impact, so we would love to welcome you into our community of like minded changemakers."
- The presentation Sita delivered at the Outdoor Arts Gathering has been shared online by Wales Arts International: <https://wai.org.uk/news-jobs/opportunities/outdoor-arts-gathering-2022>
- Sita Thomas delivered a session for Literature Wales' on their Scriptwriting Skills Retreat Course invited by Branwen Davies from Sherman Theatre.
- Creative Associate Cara Walker represented Fio on a 'Diversity and Inclusion in the Arts' panel at The Temple of Peace hosted by Women's Equality Network
- Sita Thomas featured in a BBC Wales news report about The Shoemaker
- Creative Associates Tia Camilleri and Joshua Roberston featured in an interview on Radio Platform and social media talking about their experience with Fio and working on The Shoemaker
- Sita Thomas took part in a panel discussion for Opera Forum Wales (Aberystwyth Arts Centre) discussing the change that is needed to make opera more diverse and relevant
- Sita Thomas spoke on a panel for Glynn Vivian Art Gallery (Swansea) with On Your Face, a queer platform aiming to bring the queer creatives of Wales to the forefront.
- Sita Thomas was invited to attend S4C's 40th birthday celebrations at the Senedd.
- Students at Royal Welsh College of Music and Drama interviewed Sita and presented about the company as part of their course.
- Sita Thomas delivered a lecture for MA Arts Management students at Royal Welsh College of Music & Drama.
- Sita Thomas was invited to be part of the prestigious National Theatre Director's Course.

Organisational Development

Fio continues to be a client under Arts Council of Wales' (ACW) Creative Steps programme that focuses on a handful of key organisations in Wales that ACW know to be doing crucial work around diversity and inclusion in the arts. As such, Fio receives bespoke, project-based support purely for core costs and organisational development. We have continued to prioritise this work this year, alongside meaningful partnership projects and productions that align deeply with our ethos. We joined CitrusHR, strengthening our HR management; we secured consultation and support in finance from Evan Williams through Arts & Business Cymru, and in

fundraising from Silverdale Associates. Our new Finance Manager Wendy Hii worked with our Executive Director to strengthen our financial management processes. Our staff carried out training and professional development opportunities. Our multi-year funding from Esmée Fairbairn Foundation continued to provide a significant contribution to our organisational financial health and resilience, and grants from smaller trusts and foundations enabled us to deliver our impactful artistic activities. We engaged branding company 'burningred' to support us with the next stage of our company rebrand which we aim to launch in 2024. A significant portion of time this financial year was dedicated to working on the investment review application to the Arts Council of Wales for multi-year funding. Led by our Artistic Director and Executive Director, and fuelled by our staff, stakeholders, and Trustees, we submitted our business plan for 2024-2027 and application at the end of this financial year.

Testimonies

Tia Camilleri reflecting on one year as Fio's Creative Associate

"Since joining the team at Fio as a creative associate, my career development has skyrocketed. It's been over a year since my first project with Fio: Landing Bolts RnD in August 2021. I initially joined the project as a young participant, and by the end of the 2 weeks, I had made my first professional step in the creative industry (by being brought on in more of a facilitators role). This to me was a revelation as I only ever saw my passions in poetry and writing as a hobby, and never imagined pursuing it as my main career. At 17 with no official experience, flustered over exams, Fio recognised the talent in me and other young creatives from the seedling stage, which has blossomed into all the work I have achieved today. Even by just isolating Landing Bolts (LB) as a project, you can evidently see the progression in my craft; I went from writing just one poem with the help of established creatives in LB 2021 to acting, writing multiple pieces of poetry/music and contributing to the script in the second Landing Bolts RnD (August 2022). The experience was amazing, especially to be in a cast with all people from the global majority, but what it really did for me was open up doors; Off the back of LB, I discovered a real passion for directing. As someone usually on the other side of the 'camera', I never thought I would be interested in directing. However, during the process, through observing Sita and Josh (AD), I gained a love for concepts and storytelling in unusual ways. To aid me on this journey, and as part of my associateship, I was given the opportunity to shadow Sita Thomas in directing Welsh National Opera's 'The Shoemaker'. This was my first official exposure to directing and it taught me priceless knowledge about the process of directing a piece, not to mention introducing me to the whole new world of opera, which I wouldn't have likely encountered otherwise. I learnt so much; from how to run a rehearsal room, to how to thoroughly annotate a score to what a libretto was! I enjoyed working in a team with Josh and was able to, not just sit *under* Sita, but *with* her too, and was blessed to have an artistic say throughout. I feel that not many people in my position (age/experience) would have as much faith invested into them as Fio has invested into me. And to me, this dedicates Fio's integrity and dedication towards supporting early-career creatives and succession planning. My time as a creative associate has also allowed for much more of my days to be dedicated to free writing and expanding my familiarity with contemporary playwrights. I have also spent much of my time planning for future aspirations; this includes a professional poetry visual, which I can release to demonstrate my talents, a showreel, a website and ideally writing and directing a spoken-word-led play of my own. Much of my work with Fio has prepared me for my external projects too. Off the back of shadowing Sita for the 'Shoemaker', I was offered to Assistant Direct a series of poetry visuals called 'Inner monologues' with Ndidi John. Evidently, from

just one project my pursuits have spiralled into so much. I also work closely with the Wales Millennium Centre, sitting on their Youth Advisory panel, leading the 'Makerspace' project and hosting various events for them. I'm also currently compiling an exhibition with Cara Walker (another Fio Creative Associate) about Welsh slate and its connection to slavery, at the Wales Millennium Centre. Fio has encouraged me to create projects of my own as well; And, the space Fio gave me to develop my poetry and this encouragement catalysed the beginning of my 'locumentary'. This is a documentary/short film exploring my loc journey through poetry, dance and interviews with other people with locs, of which I will write and direct. All these things have been nurtured and made accessible by Fio and much more is on the horizon. Watch this space!"

Cara Walker reflecting on one year as Fio's Creative Associate

"As a young emerging artist in Cardiff it has been a challenge to navigate my way through the creative scene. However, with the help of Fio from 2020 until now I have been able to find my footing and have gained confidence in emerging myself more creatively. Now, 19, pursuing a Foundation Art and Design course at the Arts Academy Cardiff, being a Youth Advisory Board Member and a Creative Associate of Fio, the journey is only just beginning.

However, starting where it all truly began for me, 2021, the Landing Bolts first RnD. A life changing experience to say the least, as it exposed me to the potential of creativity for global majority people like myself in Cardiff. This was amplified after being promoted to a more advisory role in the RnD where I was able and I opened my eyes to what I was able to create: my first piece of commissioned art, being valued as an artist and contributing to discussions in the space. After this experience I continued to work with Fio as the team helped navigate the next steps in my creative career: leading to me becoming a Creative Associate in 2021.

2022 was the personification of the discussions around steps forward for me. From participating on a panel discussion for the theatre company Hijinx, which oriented around inclusivity. To also being one of 10 creatives on the second RnD for Landing Bolts in the summer, creating set pieces and murals for the performance. To also partake in a panel discussion with the Women's Equality Network about diversity and inclusion in the arts. As well as, most recently completing a mural for The Fio Office. Achieving these initial aims only motivated me to think about what more I could accomplish.

This led me to think outside of my work with Fio and how I could elevate my craft. Resulting in my work being featured at the "Black Joy" exhibition with Welsh Gifted and Black and the "Art Comes to Life" and "Taste of Africa" exhibitions with the Alienated Magazine.

This push expanded to me contributing to community projects around Cardiff. For example, I am now a part of the "Heritage Project" with the Sub-Saharan advisory Panels Youth leadership Network. I have also worked closely with the Wales Millennium Centre (WMC) for a number of years; most notably since 2020 as a member of the Maker-space project which concluded in 2022. Along with my work with the Youth Collective: a collective of young people who help advise the centre on the needs and wants of young people. In addition I am currently an artist in residence at WMC until the 15th of December in which she will explore themes inspired by the book "Sugar and Slate".

If it wasn't for my experiences with Fio I would never have thought I had a place in this creative scene and wouldn't have been able to achieve what I have in the recent years. I am excited for future projects with Fio and how I can further develop as an artist. Watch this space!"

Structure, Governance and Management

Fio is a Charitable Incorporated Organisation governed by its Constitution dated the 25th of February 2016. It is registered as a charity with the Charity Commission.

Trustees

The trustees are for the purpose of charity law. The trustees serving during the year were as follows;

Chair: Alison Woods

Chantal Harrison-Lee

Joe Redmond

Jason Camilleri

Edward Wood

Tafsila Khan (resigned 09/01/23)

Valerie Synmoie (appointed 10/8/22)

Fiona Peet (appointed 10/8/22)

Bernie Davies (appointed 10/8/22)

Tafsila Khan resigned from the board in this period having contributed significantly to the company's development during her time. Three new trustees were appointed to the Board, bringing a new wealth of experience and insight to the company in areas including business development, finance and contract law. As set out in the Constitution, new trustees are voted in and serve for a period of three years. All trustees can serve a maximum of 3 terms, after which they must stand down for at least one full year before being re-elected. Trustees are recruited using advertising or word of mouth.

Charitable Purposes

Fio's charitable purposes are as follows;

a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities

b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.

c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Organisation

The board of trustees, which can have up to 9 members, administers the charity. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and artistic performance related activity.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a production company, contracted actor, performer or exhibitor must be disclosed to

the full board of trustees in the same way as any other contractual relationship with a related party. In the current year, no such related party transactions were reported.

Financial Review

The charity had a total income for the year of £286,295.10 and the total expenditure was £214,126. Before the end of this financial year, we received income from both Esmée Fairbairn and Postcode Community Trust due to be spent in the following financial year.

Risk Management

The trustees have a risk management strategy which comprises an annual review of the risks the charity may face, the establishment of systems and procedures to mitigate those risks identified in the plan, and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise. Fio's Organisational Risk Register can be viewed upon request.

Responsibility of the Trustees

The charity's trustees have responsibilities to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity, as at the balance sheet date; and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with charity law. Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:



Chantal Harrison-Lee (Acting Chair)
Date 29th January 2024

Independent Examiner's Report to the Trustees of FIO

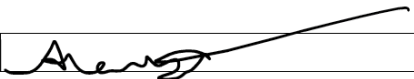


CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A		Independent Examiner's Report	
Report to the trustees/directors/members of	Charity Name FIO		
On accounts for the year ended	31 March 2023		
	Charity no.:	1166193	Company no.: CE007008
Set out on pages	1-2		
Responsibilities and basis of report	I report to the charity trustees on my examination of the accounts of the Company for the year ended 31/03/2023. As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).		
Independent examiner's statement	The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants. I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) which gives me cause to believe that: • accounting records were not kept in accordance with section 386 of the Companies Act 2006; or • the accounts do not accord with such records; or • the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or • the accounts have not been prepared in accordance with the Charities SORP (FRS102).		

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:		Date:	29/01/2024
Name:	Annabel Lambert		
Relevant professional qualification(s) or body (if any):	FCCA		
Address:	Llewellyns Chartered Certified Accountants, Brook House, Brook Road, Cardiff CF14 1DU		

Section B	Disclosure
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Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Income and Expenditure Account for the year ended 31 March 2023

Income and Expenditure

	<u>Unrestricted</u> <u>Funds</u>	<u>Unrestricted</u> <u>Funds</u>		<u>Restricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>
	<u>2023</u>	<u>2022</u>		<u>2023</u>	<u>2022</u>
Arts Council of Wales	0	£0		£162,343.00	£105,944
Ashley Family Foundation	0	£0			£9,920
Cardiff Council	0	£0			£5,000
Dearborn Consulting	0	£0			£900
Esmée Fairbairn	0	£0		£55,163.00	£45,969
Austin & Hope Pilkington Trust	0	£0		£1,000.00	£0
Community Renewal Fund	0	£0		£2,300.00	£0
Moondance Foundation	0	£0			£5,100
Arts Council of Wales National Lottery Fund	0	£0			£9,925
Postcode Community	0	£0		£25,000.00	£0
Wales Millennium Centre	25000	£0			£0
Cardiff Third Sector Council	0	£0		5000	
Artichoke Trust	0	£0		2300	
Other	0	£0		8189.1	
	25000	£0		£261,295.10	£182,758
Expenditure					
	<u>Unrestricted</u> <u>Funds</u>	<u>Unrestricted</u> <u>Funds</u>		<u>Restricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>
	<u>2023</u>	<u>2022</u>		<u>2023</u>	<u>2022</u>
Sessional Workers	£0	£0			£21,470
Grant repaid	£0	£0			£7,490
Rent	£99	£0		£10,448	£8,544
Performers costs	£10,450	£0		£68,558	£0
Production/Project costs	£11	£0		£9,923	£22,354
Depreciation	£1,134	£0			£1,095
Staff Salaries	£0	£39,381		£73,892	£42,692
Advertising/Publicity	£0	£0		£13,554	£650
Accountancy	£0	£0		£5,296	£504
Travel	£1,190	£0		£6,165	£0
Consultancy	£0	£0		£4,872	£7,490
Sundries	£57	£0		£8,477	£7,638
	£0				
	£12,942	£39,381		£201,184	£119,927
Net income/(expenditure)	£12,058	-£39,381		£60,111	£62,831.00
Funds Brought Forward	£10,749	£50,130		£92,032	£29,201
Funds Carried Forward	£22,807	£10,749		£152,143	£92,032.00

Balance Sheet as of 31 March 2023

Fio		
Balance sheet		
Year ended 31st March 2023		
	<u>2023</u>	<u>2022</u>
Fixed Assets	£3,384	£4,196
Current Assets		
Cash in hand	£157,790	£52,659
Debtor	£15,000	
Accrued income	£9,175	£52,692
Prepayments	£3,079	£720
	£185,044	106071
Current Liabilities		
Accounts payable	£10,787	£2,290
Other creditors	£2,477	5196
Accruals	£214	
	£13,478	7486
Net Current Assets	£171,566	98585
Total Assets Less Total Liabilities	£174,950	102781
Funds and Reserves		
Unrestricted Funds	£22,807	£10,749
Restricted Funds	£152,143	£92,032
	£174,950	102781

FIO

England & Wales - Charity number 1166193

Accounts



**FIO
Annual Report
2021-22**

**Charity No. 1166193
(Charitable Incorporated Organisation)**

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Legal and Administrative Information

Principal Aims & Objects

Fio creates work with people of all ages, religions and backgrounds, using performance techniques to help them tell stories that are as momentous and unique as they are themselves.

Objects:

- a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities
- b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.
- c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Status and Structure of the Organisation

The organisation is a voluntary charitable organisation and is controlled by the Trustees.

Trustees during the period of this report:

Alison Woods (Chair)
Chantal Harrison-Lee
Edward Wood
Joe Redmond
Jason Camilleri
Tafsila Khan
Phil Forder
Shavanah Taj

Registered Address:

W2, Wellington House
Wellington St
Cardiff
CF11 9BE

Bankers:

The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Independent Examiners:

Llewellyns Certified Chartered
Accountants 1st Floor
Brook House
Brook Road
Whitchurch
Cardiff
CF14 1DU

Report of the Chair

I am delighted to present the annual report and financial statements for Fio for the year ending 31 March 2022.

For Fio, this was a year of growth and renewal. We were delighted to welcome Sita Thomas to the company as the new Artistic Director. She was joined by Beth House as the company's first Executive Director and the new Executive Team immediately started work to review and renew the company's creative and cultural vision and strategy and build a new staff team around them.

This extraordinary period of reflection and creative energy began to bear fruit almost immediately; new and additional funding was secured, new partnerships were developed, and a new creative programme was imagined. The impact of this work can be seen in the extraordinary programme that was delivered over the following twelve months and the rise in the company's reputation and profile throughout Wales. During this year Fio became an essential part of our national cultural landscape and conversation.

Having laid the ground for a rich and dynamic future, Beth House left the company to continue her portfolio career, and we were delighted to welcome Emily Carew as the company's new Executive Director in 2022.

The Board would like to celebrate the inspirational leadership and compelling vision and programme that was developed over the course of the year and pay tribute to all staff, partners, artists, stakeholders, funders, participants and peers for their extraordinary contribution to this success.

2021-22 was a year when the entire world began to emerge from the pandemic. Our lives have been changed for ever by everything we have collectively experienced since spring 2022 – and we know that Fio's voice and cultural vision will become an ever more important part of our national story as we move forward together.

I am proud to have been part of that journey and would like to thank all my fellow trustees for their wisdom and guidance throughout the year.

Alison Woods
Chair

Report of the trustees for the year ending 31 March 2022

The trustees are pleased to present their annual report, together with the financial statements of the charity, for the year ended 31 March 2022. Fio is a Charitable Incorporated Organisation, Registered in England and Wales (Charity Registration No. 1166193) and Incorporated on the 23rd of March 2016.

Objectives and Activities

In 2021, Dr Sita Thomas was appointed as Artistic Director. Under Sita's leadership, the company refreshed their vision, mission and values in consultation with stakeholders, and embarked upon an exciting period of organisational development and artistic growth.

Vision

Global Majority people are embedded and thriving in all aspects of theatre and arts in Wales.

Mission

We support Global Majority people of all ages to shape culture in Wales. We do this by providing pathways and opportunities to develop, create and experience exciting theatre and arts. We represent contemporary diverse Welsh culture and identity. We remove barriers and offer inclusive, intersectional visions for the future.

Values

- Committed: We work with drive and determination to create a seismic shift in the Welsh cultural landscape.
- Energetic: We make progress through passion, continual learning and hard work. We bring our best selves to our working hours and contribute our skill sets to making a difference for the company and sector.
- Transparent: We act with truth and accountability. We will be honest about our actions and decisions, and share information to build trust.
- Optimistic: We problem-solve and find solutions with positivity, and always look for the best in people. We are hopeful for the future of theatre and arts in Wales, and we conduct ourselves with positivity and courage.

People

We invest in Global Majority people and offer pathways for progression in their involvement in the arts. We do this through our year-round offers of our Young Company, Artist Professional Development programme and Creative Associates. We take care of the wellbeing of our staff and encourage them to thrive. We also support creative freelancers to make the work they want to make.

Projects

We co-create projects with people in response to local social, cultural and political issues, needs and desires. Projects are often workshop-based in community settings and will be multidisciplinary. We work in partnership with arts and non-arts organisations, sharing resources and expertise.

Productions

We develop and co-create new work, and co-produce productions that tour across Wales and the UK. Our productions are led by Global Majority artists, and feature narratives centring diverse Welsh contemporary characters and experiences. We will contribute striking, fresh stories to the Welsh theatrical canon.

Organisational aims

- To contribute to the development of and increase opportunities for Welsh Global Majority creatives
- To provide opportunities for Global Majority people to participate in artistic activities
- To diversify the stories being platformed and shared in the Welsh cultural sector
- To attract and captivate new Global Majority audiences
- To create pathways for new Global Majority leaders
- To refresh company brand, raise profile and build reputation

Artistic Activities 2021-2022

Landing Bolts

In 2021 the company launched Landing Bolts, a site-specific multi-artform project in a skatepark co-created with young people. We carried out a research and development process at Spit & Sawdust skatepark funded by Genesis Foundation and Cardiff Council. We supported ten Global Majority creatives to develop their work and explore contemporary issues of race, culture and skate, and engaged young people in the creative process. The seeds were sown for the further development of a full-scale production.

Winter Sparks

Winter Sparks was a participatory arts project embedding Fio in our local communities in Riverside. We partnered with Women Connect First and Now In A Minute Media and delivered weekly sessions in Riverside Warehouse for a group of 11-16-year-old Muslim girls. We worked with a team of Wales-based Muslim artists who facilitated sessions sharing their unique skillsets including photography, illustration, journalism and zine-making. The project resulted in the production of 400 trilingual zines published in Welsh, English and Arabic called the 'Riverside Zine' featuring poetry, photography, interviews and artwork. We distributed the Zine

through letterboxes in our local community, celebrating local people and businesses, and sharing joy.



Participants of Winter Sparks with their published Zines

Arise - Wales Creatives

Arise - Wales Creatives is a year-long, paid artist development programme that we launched in 2022, focussed on supporting the next generation of early-career creatives from or based across Wales. We have partnered with Wales Millennium Centre, with support from Stage Directors UK, Stage One, Royal Welsh College of Music & Drama, and Buzz Culture, to deliver this programme. With a current lack of diverse workforce in theatre and arts, this programme is here to make change. We paid 10 directors and 7 producers to take the next steps in their careers, with monthly sessions, masterclasses, mentorship and peer-learning and development.

Fio Associates

We supported two Creative Associates with bursaries, equipment, mentorship, networking opportunities and work to develop their creative practices. Their personal and artistic growth has been significant and has led to them securing further work with other organisations in Wales.

Advocacy

At all the following events, Artistic Director Sita Thomas presented Fio's work:

- Outdoor Arts Gathering Wales where 60 delegates from Wales, UK and Europe's leading outdoor arts organisations came together to discuss the future of the sector

- Guest lecturer for performance designers at Royal Welsh College of Music and Drama
- Guest facilitator for National Youth Theatre of Great Britain Roadshow held at Royal Welsh College of Music and Drama, February 22
- Guest workshop leader for National Theatre Drama Teacher Conference, February 22
- Sita has been invited and has joined the Arts and Business Cymru Steering Panel
- Sita has been invited and joined the Artcry Panel (Artcry is a new fund supporting urgent artistic responses to current social and political events).
- Guest Panellist, National Youth Theatre of Wales auditions

Organisational Development

Fio continues to be a client under Arts Council Wales's (ACW) Creative Steps programme that focuses on a handful of key organisations in Wales that ACW know to be doing crucial work around diversity and inclusion in the arts. As such, Fio receives bespoke, project-based support purely for core costs and organisational development. We have continued to prioritise this work this year, alongside meaningful partnership projects and productions that align deeply with our ethos.



Participants of Landing Bolts at Spit & Sawdust skatepark

Structure, Governance and Management

Fio is a Charitable Incorporated Organisation governed by its Constitution dated the 25th of February 2016. It is registered as a charity with the Charity Commission.

Trustees

The trustees are for the purpose of charity law. The trustees serving during the year were as follows;

Chair: Alison Woods
Chantal Harrison-Lee
Joe Redmond
Jason Camilleri
Edward Wood
Tafsila Khan
Phil Forder
Shavanah Taj

Phil Forder and Shavanah Taj resigned from the board in this period having contributed significantly to the company's development during their time. As set out in the Constitution, new trustees are voted in and serve for a period of three years. All trustees can serve a maximum of 3 terms, after which they must stand down for at least one full year before being re-elected. Trustees are recruited using advertising or word of mouth.

Charitable Purposes

Fio's charitable purposes are as follows;

- a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities
- b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.
- c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Organisation

The board of trustees, which can have up to 9 members, administers the charity. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and artistic performance related activity.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a production company, contracted actor, performer or exhibitor must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year, no such related party transactions were reported.

Financial Review

The charity had a total income for the year of £182,758 and total expenditure was £159,308. Before the end of this financial year, we received income from Esmée Fairbairn foundation due for the following (2022-23) financial year which correlates with the higher seeming income versus expenditure. As such, at the close of the FY 2021- 22, Fio had unrestricted funds of £10,749.00 and restricted funds of £92,031.43.

Risk Management

The trustees have a risk management strategy which comprises an annual review of the risks the charity may face, the establishment of systems and procedures to mitigate those risks identified in the plan, and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise. Fio's Organisational Risk Register can be viewed upon request.

Responsibility of the Trustees

The charity's trustees have responsibilities to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity, as at the balance sheet date; and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with charity law. Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink, consisting of several overlapping loops and a final horizontal stroke extending to the right.

Alison Woods (Chair)

Date

Independent Examiner's Report to the Trustees of FIO



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
FIO

On accounts for the year
ended

31 March 2022

Charity no
(if any)

1166193

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

Responsibilities and
basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

** Please delete the words in the brackets if they do not apply.*

Signed: NEIL SMITH

Date: 20/01/2023

Name: NEIL SMITH

Relevant professional
qualification(s) or body
(if any):

FCCA

Address:

Llewellyns Chartered Certified Accountants, Brook House, Brook Road,
Cardiff CF14 1DU

IER

1

Oct 2018

Income and Expenditure Account for the year ended 31 March 2021

Fio Year ended 31st March 2022

Income

	<u>Unrestricted</u> <u>Funds</u> <u>2022</u>	<u>Unrestricted</u> <u>Funds</u> <u>2021</u>	<u>Restricted</u> <u>Funds</u> <u>2022</u>	<u>Restricted</u> <u>Funds</u> <u>2021</u>
ACW Lottery	£0	£0	£105,944	£82,200
Ashley Family Foundation	£0	£0	£9,920	£0
Cardiff Council	£0	£0	£5,000	£0
Community Foundation Wales	£0	£0	£0	£5,000
Dearborn Consulting	£0	£0	£900	£0
Donations	£0	£560	£0	£0
Esmee Fairbairn	£0	£45,969	£45,969	£0
Film Cymru	£0	£0	£0	£1,546
Recharge of expenditure	£0	£40	£0	£0
Moondance Foundation	£0	£0	£5,100	£0
National Lottery Fund	£0	£0	£9,925	£0
Wales Culture and Race Taskforce	£0	£0	£0	£9,100
Women Connect First	£0	£0	£0	£10,570
	<u>£0</u>	<u>£46,569</u>	<u>£182,758</u>	<u>£108,416</u>

Expenditure

	<u>Unrestricted</u> <u>Funds</u> <u>2022</u>	<u>Unrestricted</u> <u>Funds</u> <u>2021</u>	<u>Restricted</u> <u>Funds</u> <u>2022</u>	<u>Restricted</u> <u>Funds</u> <u>2021</u>
Sessional Workers	£0	£1,728	£21,470	£45,845
Grant repaid	£0	£0	£7,490	£0
Rent	£0	£0	£8,544	£1,550
Performers costs	£0	£0	£0	£750
Production/Project costs	£0	£0	£22,354	£8,251
Depreciation	£0	£184	£1,095	£0
Staff Salaries	£39,381	£0	£42,692	£24,940
Advertising/Publicity	£0	£768	£650	£0
Accountancy	£0	£492	£504	£0
Travel	£0	£0	£0	£0
Consultancy	£0	£0	£7,490	£2,050
Sundries	£0	£4,767	£7,638	£4,507
	<u>£39,381</u>	<u>£7,939</u>	<u>£119,927</u>	<u>£87,893</u>
Net income/(expenditure)	<u>-£39,381</u>	<u>£38,630</u>	<u>£62,831</u>	<u>£20,523</u>
Funds Brought Forward	£50,130	£11,500	£29,201	£8,678
Funds Carried Forward	<u>£10,749</u>	<u>£50,130</u>	<u>£92,032</u>	<u>£29,201</u>

Balance Sheet as at 31 March 2022

Fio Balance sheet

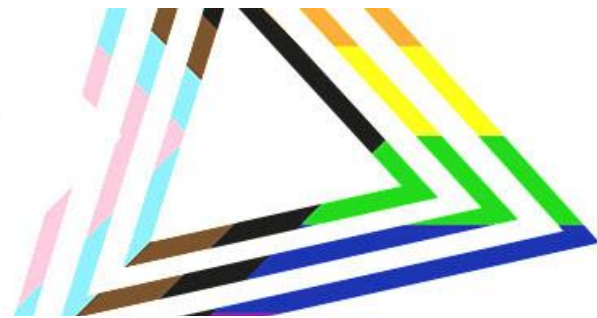
Year ended 31st March 2022

	<u>2022</u>	<u>2021</u>
Fixed Assets	£4,196	£734
Current Assets		
Cash in hand	£52,659	£76,809
Accrued income	£52,692	£5,285
Prepayments	£720	£1,344
	<u>£106,071</u>	<u>£83,438</u>
Current Liabilities		
Accounts payable	£2,290	£2,875
Other creditors	£5,196	£1,966
	<u>£7,486</u>	<u>£4,841</u>
Net Current Assets	£98,585	£78,597
Total Assets Less Total Liabilities	<u>£102,781</u>	<u>£79,331</u>
Funds and Reserves		
Unrestricted Funds	£10,749	£50,130
Restricted Funds	£92,032	£29,201
	<u>£102,781</u>	<u>£79,331</u>

FIO

England & Wales - Charity number 1166193

Accounts



**Belong.
Create.
Grow.**

wearefio.co.uk
[@wearefio](https://www.instagram.com/wearefio)

FIO
Annual Report
2020-21

Charity No. 1166193
(Charitable Incorporated Organisation)



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Statement of Assets and Liabilities	11
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Legal and Administrative Information

Principal Aims & Objects:

The main aims and objects of the organisation is to act as a resource for people of all abilities, by providing professionally led activities, programmes, advice and assistance in all aspects of theatre arts, with a focus on social justice and overcoming social exclusion.

Status and Structure of the Organisation

The organisation is a voluntary charitable organisation and controlled by the Trustees:

Trustees during the

period of this report:

Alison Woods (appointed as trustee & new Chair on 21st April 2020)
Chantal Harrison-Lee
Edward Wood (Chair until 21st April 2020)
Joe Redmond
Jason Camilleri
Nouran Al-Jandali (resigned by the board during this period due to non-attendance)
Phil Forder
Shavanah Taj
Tafsila Khan

Registered Address until April: 2020 Old Splott Library
Singleton Road
Splott
Cardiff
CF24 2ET

Registered Address from April: 2020 W2, Wellington House
Wellington St
Cardiff
CF11 9BE

Bankers: The Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Independent Examiners: Llewellyns Certified Chartered Accountants
1st Floor
Brook House
Brook Road
Whitchurch
Cardiff
CF14 1DU



Report of the trustees for the year ending 31 March 2021

The trustees are pleased to present their annual report, together with the financial statements of the charity, for the year ended 31 March 2021. Fio is a Charitable Incorporated Organisation, Registered in England and Wales (Charity Registration No. 1166193) and Incorporated on the 23rd of March 2016.

Changes of Governance

Recruitment of Trustees

Trustees are recruited using advertising or word of mouth. A new chair was appointed on 21st April 2020; Alison Woods, Executive Director of Nofitstate, one of Wales' most respected touring arts companies. Alison's decades of experience in leadership and management in performing arts organisations of a variety of scales will be an asset to Fio as we continue to navigate uncertain waters.

Nouran Al-Jandali was resigned from the board by the trustees during this period due to non-attendance and non-communication.

Charitable Purposes

Fio's charitable purposes which were previously developed and approved at a board away day in 2019 are as follows:

- a) To advance the arts, and to encourage and promote involvement in drama and related artistic and creative activities
- b) To act as a resource for people of all abilities and backgrounds, by providing professionally-led activities, programmes, advice and assistance in all aspects of theatre arts and related disciplines.
- c) To provide recreational and leisure time activity in the interests of social welfare for those who have need by reason of their youth, infirmity, disability, poverty or social exclusion with a view to improving the conditions of life of such persons.

Objectives and Activities during the Year

Organisational Development

Fio continues to be a client under Arts Council Wales's (ACW) Creative Steps programme which focusses on a handful of key organisations in Wales that ACW know to be doing crucial work around diversity and inclusion in the arts. As such, Fio receives bespoke, project-based support purely for core costs and organisational development. We have continued to prioritise this work over productions this year, particularly in light of the ongoing challenging times presented by Covid-19.



During 2020-21, Fio's founder and Artistic Director, Abdul Shayek, stood down to take on the AD role at Tara Arts in London. The board and remaining staff attempted numerous times to appoint a Global Majority Executive Director to lead the organisation during a period of application to Esmée Fairbairn foundation (to support a new AD) and onwards. However, despite the hard work that went into this aim, this was not possible and so Tom Hurley was appointed as interim ED in the Autumn of 2020.

Our Esmée Fairbairn application was returned successful in early 2021 which funds an Artistic Director's salary and a small amount of unrestricted funds for 3 years; a grant worth £45,696 a year over this period. A grant of this size and over this time will have a huge impact on Fio at this pivotal point, providing some much-needed continuity and stability allowing us to build towards a more resilient future, despite turbulent times. The support of a funder of the calibre of Esmée Fairbairn also demonstrates a deep commitment to and belief in our work beyond the four walls of our office. This has had a boosting impact.

Conversely, as prior to the EF outcome, and because of delays with ACW's Creative Steps decision making, the board were unable to guarantee work past the end of March 2021 to remaining staff (Assistant Producer, Marketing and Communications Officer and interim Exec Director). As a result, we lost the entire staff at the end of March 2021. At the end of the period of this report, we had secured ongoing ACW funds for a further year (2021-22) under Creative Steps and were mid-way through the recruitment process for our new Artistic and Executive Directors. In the interim, the business of the company was being continued by the Chair of the Board and the freelance Finance Officer engaged by Fio. The decision was taken to move the Fio offices to Riverside in Cardiff due to concerns around staff safety when lone working at Splott Library. The move happened at the start of April 2021. Riverside is one of the most ethnically diverse areas in Wales, close to Cardiff's city centre and with a host of local community groups, charities and organisations ripe for partnership working.

So, as we reach the end of Financial Year 2020-21, globally perhaps one of the most challenging years in living memory, certainly for the arts, the future actually looks strong for Fio and we look forward to seeing what a fresh leadership team will bring to our exciting and sector-leading organisation here in Wales.

Covid-19

At Fio, we continue to be hyper-aware of the risks presented by the ongoing pandemic, particularly in relation to activities in the arts sector. We are constantly monitoring the situation and using information and Welsh Government guidelines to plan and update our face-to-face activity, and when. Keeping office-based staff safe. This means monitoring home, office and hybrid working, evaluating safety procedures such as mask wearing and office hour limits and scenario planning for project delivery. Details of how projects were affected during the FY year 2020-21 are included in project updates below. Financially, Fio has been affected indirectly by the diversion of staff attention from core fundraising and onto project re-planning. We hope as 20-21 draws to a close, this situation will begin to ameliorate.



Regular Activities

During the first 2020 lockdown, Fio Futures (our Young Actors Company) activity moved online. A partnership was quickly pulled together with Ffilm Cymru and Cardiff Animation Festival, and a pan-Wales online animation residential was launched, resulting in animated shorts being made by young people facing barriers to participation. One young man was shortlisted for an animation award as a result of his work with Fio.

Between lockdowns, 22 young people attended various film and acting workshops led by Wales based Global Majority actors and creatives.



Later in the Spring, when it became clear that Covid wasn't going away immediately, our Fio Futures group decided to launch the #PenToPaperChallenge; a project which connected over 30 isolated people through letter writing.

Orchard of Lost Souls

Our long-term project to dramatise Nadifa Mohamed's acclaimed novel, the Orchard of Lost Souls, unfortunately had to be delayed due to Covid, and then cancelled due to the uncertainty at the time around staffing and the future. In line with the thinking around supporting freelancers during the pandemic, we honoured payments to all engaged staff and for all work which had already been carried out, including rehearsed readings, workshops and sharings in Cardiff, Manchester and

London. As a result of the underspend on this grant, we will have to repay approximately £7,400 to ACW in the next financial year. We anticipate that our new Artistic Director will be glad to have a clean artistic sheet with which to forge forwards with the company's new work.

Unheard Voices

During lockdown, a project was dreamt up with partners Women Connect First, with the aim of tackling the disproportionate isolation of older ethnically diverse women. 25 older women, many of whom faced additional barriers such as ill health or no spoken English. A team of Global Majority female professional writers led workshops in spoken word, poetry and creative writing. The 25 women plus the creative team developed a bilingual 'zine (English and Welsh) and a collection of films that can be viewed on [Youtube](#). This is a partnership we hope to develop and nurture in future months.

Key aims for 2021-22

- Improve evaluation; increasing collection of data and qualitative information and improving our impact presentation and reporting.
- Develop a 2-year Business Plan initial draft led by the new Executive Team, by the end of January 2022
- Develop a response to ACW's Cultural Contract Framework for Fio to work by, by end Jan 2022
- Assess, evaluate and decide on a potential name change for the charity
- Re-launch ongoing and uninterrupted, quality programs of work for young people and for Global Majority creative professionals
- Maintain ACW Creative Steps status for a 4th year of core support
- Increase income from a wider range of Trusts and Foundations with a view to increasing diversity of income streams more generally in 2022-23
- Recruit at least one new board member with a focus on HR skills/expertise



Trustees

The trustees are for the purpose of charity law. The trustees serving during the year were as follows:

Fio nominated Chair:	Edward Wood
	Chantal Harrison-Lee
	Joe Redmond
	Jason Camilleri
	Nouran Al-Jandali
	Phil Forder
	Shavanah Taj
	Tafsila Khan
	Alison Woods (from 21 st April 2020)

Structure, Governance and Management Governing Document

Fio is a Charitable Incorporated Organisation governed by its Constitution dated the 25th of February 2016. It is registered as a charity with the Charity Commission.

Appointment of Trustees

As set out in the Constitution, new trustees are voted in and serve for a period of three years. All trustees can serve a maximum of 3 terms, after which they must stand down for at least one full year before being re-elected.

Organisation

The board of trustees, which can have up to 9 members, administers the charity. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and artistic performance related activity.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a production company, contracted actor, performer or exhibitor must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year, no such related party transactions were reported.

Financial Review

The charity had a total income for the year of £155,034.60 and total expenditure was £95,832.69. On paper this appears to be an excess of £51, 201.91 however, this is because our Esmee Fairbairn year 1 grant was paid into our bank at the end of the 20-21 period but covers spend in the FY 21-22. In addition, in that income appears above also includes the full Orchard of Lost Souls grant, some of which will be returned, as explained above, due to the project being cancelled as a result of the Covid-19 pandemic. Finally, Fio were holding donations of £9,100 which had been collected by arts organisations across Wales in the wake of George Floyd's murder, which are to be used to address systemic issues of racism in the arts in Wales. These donations have been handed, since the end of March 2021, to National Dance Company Wales to administer; an organisation with a full finance department and capacity to handle affairs of such complexity. As such, at the close of the FY 2020-21, Fio had unrestricted funds of £50,178 and restricted funds of £29,201.

Risk Management

The trustees have a risk management strategy which comprises an annual review of the risks the charity may face, the establishment of systems and procedures to mitigate those risks identified in the plan, and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise. Fio's Organisational Risk Register can be found [here](#).

Responsibilities of the Trustees

The charity's trustees have responsibilities to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity, as at the balance sheet date; and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the company will continue on that basis.

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with charity law. Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

Alison Woods (Chair)

Date December 17th 2021

Independent Examiner's Report to the Trustees of FIO

Respective responsibilities of trustees and examiner

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

Examine the accounts under Section 145 of the 2011 Act to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and to state whether particular matters have come to my attention.

Basis of the independent examiner's report

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

Independent examiner's statement

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.
- 3.



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Llewellyns
Chartered Certified Accountants
1 Floor, Brook House, Brook Road
Whitchurch, Cardiff
CF14 1DU

Date 25th January 2022

Income and Expenditure Account for the year ended 31 March 2021

	Unrestricted	Unrestricted	Restricted	Restricted
	Funds	Funds	Funds	Funds
	2021	2020	2021	2020
Income				
ACW Lottery	£0	£0	£82,200	£96,901
Community Foundation Wales	£0	£0	£5,000	£0
Esmee Fairbairn	£45,969	£0	£0	£0
Donations	£610	£4,450	£0	£0
Expenditure recharge	£40	£0	£0	£0
Film Cymru	£0	£0	£1,546	£4,638
Royal Exchange Manchester	£0	£0	£0	£2,570
Theatre Tax Relief	£0	£15,151	£0	£0
Wales Culture Taskforce	£0	£0	£9,100	£0
Women Connect First	£0	£0	£10,570	0
Total Income	£46,619	£19,601	£108,416	£104,109
Expenditure				
Sessional Workers	1,728	£1,765	£45,845	£55,472
Rent	£0	£2,200	£1,550	£2,000
Performers costs	£0	£0	£750	£4,000
Production costs	£0	£0	£8,251	£31,995
Depreciation	£184	£0	£0	£0
Staff Salaries	£0	£0	£24,940	£0
Advertising/Publicity	£768	£652	£0	£0
Accountancy	£492	£582	£0	£0
Travel	£0	£187	£0	£0
Consultancy	£0	£0	£2,050	£11,306
Sundries	£4,770	£2,715	£4,507	£1,087
Total Expenditure	£7,941	£8,101	£87,893	£105,859
Net Income/(expenditure)	£38,678	£11,500	£20,523	(£1,750)

Balance Sheet as at 31 March 2021

	2021	2020
Fixed Assets	£734	£1,728
Current Assets		
Cash in hand	£76,857	£1,504
Accrued income	£5,285	£15,151
Prepayments	£1,344	£2,500
	£83,486	£19,155
Current Liabilities		
Amounts payable	£2,875	£705
Other Creditors	£1,966	£0
	£4,841	£705
Net Current Assets	£78,645	£18,450
Total Assets Less		
Total Liabilities	£79,379	£20,178
Funds and reserves		
Unrestricted Funds	£50,178	£11,500
Restricted Funds	£29,201	£8,678
	£79,379	£20,178

These financial statements were approved by the charity by:



Alison Woods (Chair)

Date: 11 January 2022