



**FIO
Annual Report
2021-22**

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

Contents

Legal and Administrative Information	2
Report of the Chair	3
Report of the trustees for the year ending 31 March 2022	4
Structure, Governance and Management	8
Independent Examiner's Report to the Trustees of FIO	11

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)

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

Responsibilities and
basis of report

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

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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>