



**FIO
Annual Report
2022-23**

**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 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



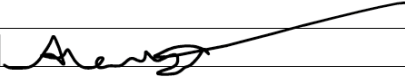
CHARITY COMMISSION
FOR ENGLAND AND WALES

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

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