



Trustees' Annual Report

For the period from 6th April 2022 to 31st December 2022

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Summary

JUSTICE IN MOTION is a professional Oxford-based physical theatre company, founded by Artistic Director Anja Meinhardt. It is dedicated to raising awareness about social injustice through a combination of captivating performances, workshops and talks, run in conjunction with partner organisations, and accessible, affordable classes for the local community.

Since 2013, we have been creating dynamic theatre about relevant social issues, such as human trafficking, poverty, migration, and sexual violence. Justice in Motion uses a combination of movement, theatre, music, parkour, aerial acrobatics, dance, spoken word and multimedia, to create spectacular performances that enrapture its audiences, and encourage debate and dialogue. We have found this approach to reaching communities and inspiring activism through performance, to be highly effective.

Justice in Motion is one of Oxford City's Cultural Partners, has been an Evolve Company at Oxford Playhouse, and has been supported by Arts Council England, Oxford City Council, The Chartered Institute of Building, Oxford Dance Forum, 101 Outdoor Arts Creation Space, and Out There Arts.

Vision and Values

OUR VISION

A standout physical theatre company powerfully changing lives

OUR MISSION

To inspire people through the performing arts, to impact the world for the better

To advance our mission:

1. WE CREATE HIGH QUALITY WORK ACROSS ARTFORMS

We investigate, explore, and tell hidden stories predominately through the performing arts, inspired by true accounts of social injustice. Our work is exciting, engaging, thought-provoking, and always packs a punch.

2. WE RAISE AWARENESS ABOUT HUMAN RIGHTS ISSUES

We shine a light on things kept in the dark. We bring hope to a broken world and give a voice to those unheard. We reveal the uncomfortable reality of issues that concern our society and highlight areas of inequality with great sensitivity.

3. WE ENGAGE, INSPIRE AND CONNECT

We excite and challenge you through our performances, to become an advocate for social change. We provide facts and access to information through our research. We signpost to ways you can take action and find opportunities for conversations to continue.

4. WE DEVELOP PERFORMING ARTS PRACTISE

We provide high quality training as well as sharing opportunities, for artists and participants of all levels. These aid you in developing knowledge, gaining skills, and enhancing technique within the performing arts.

Year in Summary

2022 saw us start work in earnest on a new production CODE. The piece has been prompted by the many cases of young people and vulnerable adults being exploited by criminal gangs to sell and distribute illegal drugs around the country. Referred to as County Lines, the gangs often target marginalised young people with false friendship and gifts as a lure. They are given mobile phones (burners) to receive coded messages of what drugs to deliver and where to go, often across the country.

In developing this new work the company is focused on the impact on young people, their families and friends. The performance style includes physical theatre, parkour and, newly introduced for this production, trials bikes and skateboarding. In October trials bikers and skateboarders were invited to a 'jam' at The Rock in Cheltenham to try out ideas and see what would work aesthetically and narratively for the show.

The event brought two new performers to work with us on the research and development phase of the project who are expert trials bike riders. Through a local music project a young rap artist worked with our composer to create a soundtrack and specially composed lyrics supporting the narrative.

The R&D showing was shared with a small in-person audience and live streamed to potential donors, funders and programmers ready for a tour in the summer of 2023. On social media channels creative team members and partners are being introduced to the public through short posts and video interviews.

Justice in Motion is also looking ahead to international and UK touring opportunities. Anja Meinhardt has pitched the company's work at festivals in the Netherlands, Catalonia (Spain) and at Great Yarmouth (UK) where programmers and festival directors come together to see new and developing productions as well as talk to artists and companies.

Our 2021-2022 production ON EDGE, that looked at exploitation in the construction industry, included a supporting educational Legacy Programme. In April of 2022 we worked with Esprit Concrete in delivering the last of these sessions on physical and mental wellbeing at the Tramshed Arts Centre through skills sharing using parkour. We also continued with our Dance Retreats in Wytham, which have been warmly welcomed by all participants.

We have been building and developing our education programme into a fully rounded offer of workshops, residencies, InSeT and corporate training. Using physical theatre, parkour, dance, choreography and other skills that we bring to our productions, we have been working in schools and with youth organisations in supporting the development of young people to become strong, confident, enquiring and engaged.

Our programme helps to develop skills, learn about issues, improve techniques and for young people includes offering Arts Awards at Explore and Discover level. Our Artistic Director and associated creative practitioners, who are skilled and passionate performers and tutors, work closely with participants building their self-confidence, increasing their skills and helping them to discover new perspectives and solutions through physical and mental strength.

As Artistic Director, Anja Meinhardt has been invited to talk at a number of events, on social justice and the work of Justice in Motion. In 2022, invitations came from the Oxfordshire Anti-Slavery Network (OxASN) and at the Gangmasters and Labour Abuse Authority Workers Liaison Group.

Spreading the word about Justice in Motion, its work and the social justice issues it raises awareness about, is another important aspect of the company's mission. Many opportunities to engage with the public take place at organised events outside the arts world. At these, Justice in Motion set up stalls, with displays, information leaflets, video trailers of shows, and mailing list sign up forms. The company attended the UK's biggest Christian festival, Big Church Festival, the Cotswold stage of the Women's Cycling Tour of Britain, local creative careers fairs, and an anti-slavery event held by OxASN. Justice in Motion is also present on the virtual exhibition careers platform, The 360 Expo.

Justice in Motion continually works to become more inclusive, diverse and representative of our community. Members of the company took part in anti-racism training with Inc Arts as part of our membership of the Oxford Cultural Anti-Racism Alliance. The training supports our equality and diversity policy as we develop our practice in communications, recruitment and governance.

Our Artistic Director Anja further had the opportunity to perform an excerpt of our show BOUND, at the International Day against Prostitution, in her hometown Schwäbisch Gmünd in Germany.

Anja throughout the year has also attended a 6 Day Trauma Training with Trauma specialist Betsy de Thierry, through the Oxford Adult Safeguarding Board, in order to strengthen our understanding, and ensure a trauma informed approach within all of our work at Justice in Motion, both the performances, as well as working with participants.

We also attended an in-depth Anti-Racism training, particularly with IncArts through the Oxford Anti-Racism Alliance whom we are part of, as well as focused training around diversity within board recruitment with Getting on Board.

Financial Review

Review of the charity's financial position at the end of the period.
6th April 2022 - 31st December 2022

Note 1: Income decreased from £211,584 to £71,766. This decrease was partially due to the change in our year end date meaning we only had a 9-month financial year, and partly due to their being no planned touring activity in 2022.

Note 2: Expenditure decreased from £196,642 to £98,944. This decrease was also partially due to the shortening of our financial year, but also reduced project expenditure as there were no major touring projects in this period.

Funds at the start of the year were £30,804 and decreased to £3,627 at the end of the year.

	Justice in Motion			Charity No	1166800		
				Company No			
	Annual accounts for the period						
	Period start date		06/04/2022	To	Period end date	31/12/2022	

Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity		Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
			£	£	£	£	£
Income (Note 1)			F01	F02	F03	F04	F05
Income and endowments from:							
Donations and grants			16,100	29,632	-	45,732	149,729
Fees for charitable services			10,732	-	-	10,732	-
Other trading activities			1,062		-	1,062	5,093
Other Income			13,664			13,664	12,706
Performance Fees			577		-	577	44,056
Total			42,134	29,632	-	71,766	211,584
Expenditure (Note 2)							
Expenditure on:							
Core Freelancers and Contractors			27,137	18,090	-	45,227	59,982
Insurance			1,007		-	1,007	447
Direct Project Costs			18,443	17,704		36,147	118,989
Office Expenditure			3,785			3,785	3,814
Marketing			1,886			1,886	972
Venue Hire			3,880			3,880	4,086
Production Costs			6,882			6,882	3,482
Professional Fees			130			130	4,870
Entertainment						-	-
Assets						-	-
Other					-	-	-
Total			63,150	35,794	-	98,944	196,642
Net income/(expenditure) before tax for the reporting period			(21,015)	(6,162)	0	(27,177)	14,942
Tax payable			0	0	0	0	0
Net income/(expenditure) after tax before investment gains/(losses)			(21,015)	(6,162)	0	(27,177)	14,942
Net gains/(losses) on investments			0	0	0	0	0
Net income/(expenditure)			(21,015)	(6,162)	0	(27,177)	14,942
Extraordinary items			0	0	0	0	
Transfers between funds			(6,162)	6,162	0	0	0
Other recognised gains/(losses):							
Gains and losses on revaluation of fixed assets for the charity's own use			0	0	0	0	0
Other gains/(losses)			0	0	0	0	0
Net movement in funds			(27,177)	0	0	(27,177)	14,942
Reconciliation of funds:							
Total funds brought forward			15,792	(850)	0	14,942	15,862
Total funds carried forward			(11,385)	(850)	0	(12,235)	30,804

As of 31 December 2022	Justice in Motion		Charity No	1166800		
			Company No			
Section B Balance sheet						
		Unrestricted funds	Restricted income funds	Endowment funds	Total to P9 - 31 Dec 2022	Total to P12 - 5 Apr 2021
		£	£	£	£	£
		F01	F02	F03	F04	F05
Fixed assets						
Intangible assets		-	-	-	-	-
Tangible assets		-	-	-	-	-
Heritage assets		-	-	-	-	-
Investments		-	-	-	-	-
Total fixed assets		-	-	-	-	-
Current assets						
Stocks		-	-	-	-	-
Debtors		4,316	2,695	-	7,011	4,861
Investments		-	-	-	-	-
Cash at bank and in hand		2,227	1,400	-	3,627	30,804
Total current assets		6,543	4,095	-	10,638	35,665
Creditors: amounts falling due within one year		-	1,400	-	1,400	2,400
Net current assets/(liabilities)		6,543	2,695	-	9,238	33,265
Total assets less current liabilities		6,543	2,695	-	9,238	33,265
						-
Creditors: amounts falling due after one year		-	-	-	-	-
Provisions for liabilities		-	-	-	-	-
Total net assets or liabilities		6,543	2,695	-	9,238	33,265
Funds of the Charity						\
Endowment funds		-			-	-
Restricted income funds			2,695		2,695	12,875
Unrestricted funds		6,543	-	-	6,543	20,389
Revaluation reserve					-	-
Fair value reserve						
Total funds		6,543	2,695	-	9,238	33,264

Additional information

Justice in Motion's principal sources of funds come from

Arts Council England

Trusts & Foundations

Private Donations

Corporate Social Responsibility

Earned income through classes, workshops, and performances

Commission Fees

Performance Fees / Box Office Splits

Structure, Governance and Management

Constitution

Charitable Incorporated Organisation – 27th April 2016

Organisational policy

The day-to-day administration is carried out by the Artistic Director of Justice in Motion, and appointed Producer, on freelance contracts. A Marketer and a Social Media Manager are also employed on a freelance contract, with increased engagement during project periods. The Producer, Marketer and Social Media Manager have been selected through an interview process.

Artists and Collaborators (designers, composers, production manager, stage manager and technicians) are also employed on freelance contracts based on Equity rates, during a specified project period. Performers are also employed on freelance contracts based on Equity rates, and mostly selected via a rigorous auditioning process. Dance teachers are

further employed on a freelance basis. All selection processes are based on an Equal Opportunities Policy.

The trustees meet four times a year, in February, May, August and November, to review all relevant aspects of the CIO's affairs. The main meeting is in August and generally this meeting will review the Business Plan and Strategies going forwards.

Appointment of Trustees

Trustees are nominated by the then existing trustees. Every charity trustee must be appointed for a term of two years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Trustee Induction & Training

The trustees deal appropriately as regards induction and training of any new trustees appointed. This includes awareness of a trustee's responsibilities, the governing document, administrative procedures, and the history and philosophical approach of the charity. New trustees receive access to the previous year's accounts and minutes of recent trustee meetings. Appropriate training is offered to current trustees as and when required.

Statement of Trustees Responsibilities

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the guidance issued by the Charity Commission on public benefit. In preparing these accounts, the trustees confirm that:

- suitable accounting policies have been consistently applied;
- appropriate methods and principles have been observed in the Charities SORP;
- judgments and estimates have been made that are reasonable and prudent;
- applicable accounting standards have been followed;
- accounts have been prepared on a going concern basis.

Related Parties Statement

Our constitution has provisions, agreed with the Charity Commission, to allow any charity trustee or connected person to enter into a contract for the supply of services or of goods that are supplied in connection with the provision of services, to the CIO, where that is permitted in accordance with, and subject to the conditions in, section 185 to 188 of the Charities Acts 2011.

Under this provision, our founding trustee Anja Meinhardt provides services to the Charity as Artistic Director.

Reserves policy

The charity has a written reserves policy that guides its financial management and planning in this area. In summary, given the nature of the scale of the organisation, and our funding structure, which often relies on project-based grant funding and experiences regular financial uncertainty, the target level of reserves for Justice in Motion is £14,000, approximately two months' core operating costs.

Throughout the year the Trustees have chosen to deploy this reserve in line with the policy, and are actively seeking ways to maintain the stated reserve level more consistently in the long term.

The beneficiaries of the CIO are the following:

THEATRE AUDIENCES – those interested in dance, physical theatre, parkour, and contemporary circus that appreciate seeing high quality theatre.

SOCIAL SECTOR & INDUSTRIES - those interested in or working within social justice (churches, students, societies, think tanks, organisations, policy makers, researchers), as well as industries related to the productions themselves.

EDUCATIONAL SECTOR – schools, universities, and educational institutions, those

Justice in Motion

Charity Registration Number 1166800



interested in aspects of social injustice, but also those interested in learning new skills intrinsic to our work i.e., dance, aerial acrobatics, physical theatre, parkour etc.

AFFECTED COMMUNITIES - such as vulnerable women, survivors of sexual abuse, forced labour and trafficking, communities in countries of origin, those experiencing loneliness and struggles with their mental health first hand.

Reference and Administrative details

Charity name:

Justice in Motion

Registered charity number:

1166800

Charity's principal address:

Unit 8, The Gallery

54 Marston Street

Oxford. OX4 1LF

Charities principal Bankers:

Reliance Bank Limited / Faith House, 23-24 Lovat Lane, London EC3R 8EB

Names of the charity trustees who manage the charity:

Name	Role	Date of Appointment
Anja Christina Meinhardt	Founder / Trustee	26 April 2016
Matthew James Francis	Chair	30 November 2020
Brian Wilkinson	Trustee	26 April 2016
Anna Louise Barker	Trustee	11 February 2019

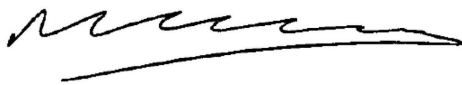
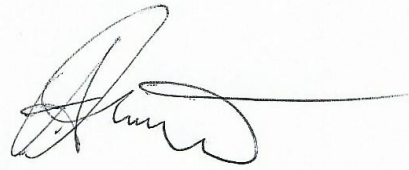
Names of the charity trustees who retired during the financial year.

Name	Role	Date of Retirement
Hannah Hartley	Trustee	30 November 2020 - November 2022

Declarations:

The trustees present their report and declare that they have approved the Trustees' Report and accounts for the year ended 31 December 2022 above.

Signed on behalf of the charity's trustees:

Signature(s)		
Full Name(s)	Matthew James Francis	Anja Christina Meinhardt
Position	Chair	Secretary

Date	30th October 2023
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Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Justice in Motion

On accounts for the period
ended

31st December 2022

Charity no
(if any)

1166800

Set out on pages

(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 period ended **31 / 12 / 2022**.

Responsibilities and
basis of report

As the charity trustees of the Trust, 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 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn 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:

Robert Couser

Date:

27/10/2023

Name:

Robert Couser

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

ICAEW - ACA

Address:

162 Kingsquarter

Maidenhead

SL6 1AW

Only complete if the examiner needs to highlight 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.