

ACCESS ALL AREAS

UNAUDITED TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Charity Registration No. 1172706

ACCESS ALL AREAS

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ACCESS ALL AREAS

LEGAL AND ADMINISTRATIVE INFORMATION

Access All Areas previously operated as an unincorporated association registered as a charity no.1120588. On 24 April 2017 a new charitable incorporated organisation (CIO), with the same name and with substantially the same objects as the old charity, was registered by the Charity Commission (registered no.1172706).

On 1 June 2017 the activities, assets and liabilities of the Charity were transferred to the new CIO and the old charity has been removed from the register of charities. As explained in Note 1.1 to the accounts, merger accounting has been adopted so that the comparatives cover income and expenditure for the full year ended 31 March 2023.

		Date of appointment
Trustees	Sarah Pickthall (Co-Chair)	2-Feb-2019
	Charlene Salter (Co-Chair)	27-Nov-2019
	Frederick Way (Co-Deputy Chair)	13-Nov-2015
	Paul Christian (Deputy Co-Chair)	18-Oct-2014
	Oludayo Koleosho	15-Jun-2009
	Sheila Bates	26-Apr-2016
	Charlotte Bennett	30-Oct-2019
	Michaela Butter	30-Oct-2019
	Himanshu Acharya	13-Oct-2020
Independent Examiner	Frank Lachman FCA 16b North End Road London NW11 7PH	
Sponsors	Arts Council England City Bridge Trust Esmée Fairbairn Foundation Sky Studios	
Bankers	The Co-operative Bank P.O. Box 250, Delf House Southway Skelmersdale WN8 6WT	
Charity number	1172706	
Registered charity address and principal address	Access All Areas Bradbury Studios 138 Kingsland Road London E2 8DY	
Key Management Personnel (other than Trustees)	Patrick Collier Nick Llewellyn	Executive Director and Joint CEO Artistic Director and Joint CEO

Trustee Report 2022-23

For the year ended 31 March 2023

The Trustees submit their annual report and the financial statements of Access All Areas for the year ended 31 March 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and Activities

In setting our Objectives and Activities the Trustees have given careful consideration to the Charity Commission's guidance on public benefit.

The Trustees sum up Access All Areas' charitable purposes, as defined in our Constitution, as:

For the public benefit to advance the education of learning disabled and autistic people and of the general public about the lives of learning disabled and autistic people in particular, but not exclusively, through the promotion of the arts of drama, performing arts and related activities, and by working with learning disabled and autistic people to develop their life skills, improve their quality of life and enlighten audiences.

About our work:

Access All Areas makes award-winning, disruptive performance by learning disabled and autistic artists.

Our productions create intimate moments of interaction between performers and public, occupying unexpected spaces in venues, on the streets, online, and in public buildings.

As well as making shows, our company of Associate Artists works to make our culture more inclusive for learning disabled and autistic talent. We engage communities, train artists of the future, and work closely with TV, film, and theatre companies to make their work and workplaces more accessible.

We've developed a programme of work that challenges exclusion at every level of our culture. All our work, from productions, to consultancy, to creative workshops, is co-led by Access All Areas' learning disabled and autistic artists, ensuring lived experience drives everything we do.

Summary of 2022-23

Arts Council England have announced their new round of funding for National Portfolio Organisations, to start in April 2023. Access All Areas have been delighted and humbled to receive an uplift in funding from them from April 2023, in part to recognise the impact that we've had on access in the cultural sectors, and to recognise that our outputs and turnover have roughly tripled since we applied for the first round of funding.

To get ready for this new 3 year funding round, this year we organised our work into 11 activities, all of which sit under 4 new focuses – "Create", "Change", "Train", Engage".

Trustee Report 2022-23

For the year ended 31 March 2023

We spent much of this year preparing our new programme of work, restructuring our digital presence, and developing new productions.

This year we researched and developed 5 different productions, ran 16 performances or sharings, reached 1,154 live audiences, created 4 new training films for NHS England, ran 1,579 creative workshops, trained 1,346 arts and media staff, generated 849 days of work for 21 learning disabled or autistic artists, engaged 217 learning disabled or autistic participants, and trained 15 learning disabled or autistic students.

Here are some of the highlights, across our 4 focus areas.

Create

We make shows. Live, digital, onstage, offstage, backstage, virtual reality, TV, film, in our public buildings and in your streets.

First and foremost, we're a company of artists with stories to tell. All our work is cocreated from the lived experience of learning disabled and autistic artists.

This year, we toured the critically acclaimed show "Not F**kin' Sorry", a coproduction with Not Your Circus Dogs and The Hale, to five venues, including an almost completely sold-out run on Soho Theatre's mainstage. Audiences danced in the aisles, gave standing ovations every night, and many came back to see the show several times. The Guardian said "the show is a riotous upending of audiences' preconceptions of disability and neurodivergence. ... [It] blends the silly and the serious, the crowd sucked in by the cheekiness of its actors, before being slapped with the harrowing facts".

In February, our Black Cab Company of community artists performed "Sanctuary", a promenade performance about safe spaces and refuge around Sutton House – London's oldest house and refugee sanctuary. As with every Black Cab Company production, the show was packed out, with people from across East London coming to engage in what sanctuary means for learning disabled and autistic people.

As well as performances, we've continued work on three more shows for stage and TV, including a coproduction with the Royal Court for Autumn 2023.

Trustee Report 2022-23

For the year ended 31 March 2023

Change

Our society is ableist. We want to change it.

Through our consultancy programme, we train, support, and cocreate with TV, film, and theatre.

We run access training, offer bespoke creative support to learning disabled and autistic talent, and cocreate scripts. We're ready to work with any production team, broadcaster, theatre, casting director, or company that wants to make their work and workplaces more accessible.

This year, we continued to expand our Consultancy programme, focusing on partnership building and long-term impact, and directly training 1,346 arts and media staff.

We were again commissioned by NHS England to create 4 training films for use in the Oliver McGowan Mandatory Training Programme, which will train health and social care staff on issues relevant to learning disabled and autistic people. These films are expected to be viewed by all NHS and social care staff as part of this mandatory training in the coming years.

We continued our partnership with Netflix, offering training, support, and consultancy to their UK teams, and across their UK productions, including on "I Used to be Famous" and "The Witcher".

We also ran training or consultancy for Arts Council England, National Theatre, ITV, Runaway Entertainment, The Hale, Inclusion London, Sync Leadership, Kiln Theatre, Impact Theatre, the Royal College of Nursing, Studio Hamburg, Clore Leadership, NHS England, the Casting Director's Guild, Sky Studios, Orpheus Centre, Step Up Symposium, Camden Arts Centre, Trafalgar Theatre, Unlimited, The Old Vic, The Barbican, The Curve, SLiDE Dance, New Adventures, Royal Court Theatre, South London and Maudsley NHS Trust, Kudos, Battersea Arts Centre, The Hub at St Mary's, House 337, Company 3, Theatre Royal Stratford East, The Lowry, Birmingham Repertory Theatre, Nottingham Playhouse, Revelland, Exeter University, Disability Arts Online, Regional theatre Young Director's Scheme, Prism Arts, Hubbub Theatre, Unanima, Mind-The-Gap, Square Peg Arts, DIY Theatre, Blue Apple Theatre, Theatre-By-The-Lake, Leeds Playhouse, Derby Theatre, and The Gulbenkian.

As well as supporting other companies, we supported Access All Areas Associate Artists to audition for roles across theatre, TV, and film, and provided 1:1 support for them whenever they secured external work. The most high-profile of these was in the continuing tour of National Theatre's production of "Faith, Hope, and Charity", the Headlong Theatre / Old Vic production of "Jitney", and the Kiln's "The Darkest Part of the Night". All received high-profile positive press coverage, with several mentions in national press for Access All Areas artists:

Trustee Report 2022-23

For the year ended 31 March 2023

"Exceptional performances. Lee Phillips is disarmingly intense; he flits from euphoria to distress in an instant." – The Times

"An extraordinary performance from actor Lee Phillips, who is autistic, as Dwight" – The Evening Standard

"Dayo Koleosho as Philmore delights throughout and tugs on the heartstrings in the final moments of the production". – London Theatre Reviews

Train

Traditional routes to professional careers in the arts are usually closed to learning disabled and autistic creatives.

Through our Diploma, our Associate Artists programme, and our ground-breaking Transforming Leadership work, we work with artists to develop the skills they need in an accessible way.

We train, develop, and mentor some of the world's leading learning disabled and autistic artists and leaders at every stage of their careers, and support them into the sustainable work in the arts.

This year, we continued our partnership with Sky Studios to deliver our **Performance Making Diploma** at the Royal Central School of Speech and Drama. 15 students graduated from the Diploma this year, after completing a holistic training programme that included devising, acting for stage, acting for camera, voice, movement, script writing, performing with scripts, audition techniques, developing TV pitches, live art, site-specific production, professional development, and two pitches of ideas for TV content to senior executives from Sky Studios. Students also performed to invited audiences as part of the Exit Festival, showcasing their talents to the industry.

In our **Associate Artists programme**, we continued working with 17 learning disabled and autistic artists through masterclasses and R&D to develop their skills, build new ideas for shows, update their access plans for professional work, audition, rehearse, perform, and manage their wellbeing throughout.

Our **Transforming Leadership** programme went national this year. Supported primarily by Arts Council England, we launched a new programme of upskilling for 7 disability arts companies, 7 associated venues, Clore Leadership, Regional Theatre Young Directors Scheme, and 14 learning disabled or autistic trainee leaders from around the UK. The programme seeks to share learning from our co-leadership work, increase opportunity for learning disabled and autistic people to take up paid work, improve accessibility in venues and companies in directing and governance work, and improve understanding of Access to Work, 1:1 support, and the benefits system among other disability arts companies.

Trustee Report 2022-23

For the year ended 31 March 2023

Engage

No one should be left out of the arts because of access needs.

Our Take Part programme of sensory and creative workshops improves wellbeing, fosters community inclusion, and supports learning disabled and autistic people in our communities to make great art.

This year, we continued to work with a diverse range of learning disabled and autistic participants with intersectional identities, from a range of backgrounds. We ran 276 workshops as part of our regular Take Part projects, as part of a total programme of 1,579 creative workshops, engaging 217 learning disabled and autistic participants. Our Take Part programme also trained and worked with 47 volunteers. Our Black Cab Company worked over a year to create their new production "Sanctuary", exploring themes of refuge and safe spaces.

Financial Review

Our turnover in 2022/23 was £885,129, an increase of 10% on the previous year.

We spent £884,206 on charitable activities, leaving a small surplus of £923 in unrestricted general funds which will be added to our reserves.

Access All Areas has a strict system of financial controls in place which ensures that budgets are carefully monitored and updated throughout the year. This includes two-person authorisation of all payments, and oversight by our Treasurer of payments and budgeting. We have a policy to aim to increase our reserves until our reserves target is met. Due to rigorous budget forecasts, we are able to adapt in advance should income levels be different than budgeted, and can adjust our outputs and expenditure accordingly.

Public and Private Grants:

2022/23 was our 5th year as an Arts Council England National Portfolio Organisation. Under this agreement we received £127,300 this year.

We also received a "nationally significant project grant" from Arts Council England to fund our Transforming Leadership national programme, in partnership with 19 organisations around the UK. £65,986 of this project grant was used in this financial year.

We act as Trustee Grantholders for AAA Associate Artists to support them to manage their own grants from Arts Council England, contributing another £15,310 this year.

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For the year ended 31 March 2023

Esmée Fairbairn Foundation continued to support our work in a considerable way. An unrestricted "Reinvent Performing Arts Fund" grant finished this year, contributing £27,725 to the charity. We also received the first payment of a 2 year unrestricted grant of £190,000, contributing £95,000 to our work this year. We received an additional unrestricted £19,000 from Esmée Fairbairn to help with the cost of living crisis.

We received the final payment of a 5 year grant from City Bridge Trust, towards the cost of our Take Part programme. City Bridge Trust increased this year's grant by 10% to help with the cost of living crisis, to £32,120.

Sky Studios continued their support of our Performance Making Diploma, donating £85,000 to the charity.

Trustee Report 2022-23

For the year ended 31 March 2023

Earned income:

Consultancy Programme:

Income from our consultancy programme significantly increased this year to £210,314. This includes a commission from Netflix UK to train their staff, consult on accessible workplaces, and provide 1:1 support for learning disabled and autistic artists in their productions. The high level of consultancy income this year is partly due to a large commission from NHS England to create a new series of training films as part of the Oliver McGowan Mandatory Training Programme. As this commission is not annual, it is likely that our consultancy income will decrease again next year.

Agency Fees:

We took £2,562 in agency fees for our work to secure performance roles for AAA's Associate Artists in external companies, and to support them in these roles.

Creative Support Programme:

As part of our grant from Esmée Fairbairn, we received seed funding to make our Creative Support Programme self-sustaining, to ensure that we can continue to recruit, train and develop Creative Support Workers to provide appropriate support for learning disabled and autistic artists in work. The earned income from our Creative Support Programme is primarily funded by individuals' Access to Work grants, with those grants being spent on support for that individual. We're currently on target to increase this earned income over a 4 year development period. We aim for the Creative Support programme to become self-sustaining, with most of our Creative Support costs covered without additional input from trusts and foundations. This year, we grew this earned income source to £147,968.

Other Earned Income:

We received £37,824 in other earned income, including from partner fees, fees for Co-Creation work with TV companies, and a small amount of miscellaneous earned income.

Summary of income:

While our surplus was low this year, the general development of income sources points to a continued growth for the company. We're on track to grow by 10-20% again in the coming financial year, with a notable diversity of income types giving us a financial security as we grow.

Trustee Report 2022-23

For the year ended 31 March 2023

Reserves Policy

Access All Areas' reserves have been gradually built up over time from annual budget surpluses. This ongoing year on year surplus is partly due to the tight budgeting controls that we have in place, which include continual reforecasting to ensure Access All Areas spends within its means across all projects.

As a minimum the level of these reserves should allow us to fund all staff salaries for the duration of their notice periods, settle all outstanding invoices for goods and services provided, and return any funding and income where the outcome will not be completed.

Beyond this, Access All Areas aim to hold reserves that would fund all staff salaries, and rent on our office premises, for 6 months. This allows the charity time to recover from any unsuccessful fundraising or earned income generating activity. As a result of increased staff and increased turnover in 2022-23, our reserves target level has increased beyond our current reserves level. With the cost of living crisis, we have not grown our reserves as much as planned this year. However, we continue to record a surplus, and will continue to aim for budget surpluses to realise our target reserve level.

Our reserves target is £220,421.

The reserves figure at year-end was £179,668.

Risk Management

The Senior Management Team reports on risks to the board and Arts Council England each quarter through a risk register in our Director's Report. These risk registers include proposals to mitigate any risk. Internal risks are mitigated via robust policies and procedures covering all areas of management, human resources, financial probity, health and safety, environmental sustainability, and diversity targets. Where relevant, the board discuss any material risks to the charity in quarterly board meetings, or additional meetings if more urgent action is needed.

Structure, Governance, and Management

Trustee Report 2022-23

For the year ended 31 March 2023

Access All Areas was established under a constitution on 24th April 2017, which established the objects and powers of the Charitable Incorporated Organisation. It has the same name and substantially the same objects as the former charity (registered no 1120588). On 1 June 2017 the activities, assets and liabilities of the former charity were transferred to the new CIO. The old association has since been removed from the register of charities.

The predecessor of both the charity and CIO was Rainbow Drama Group (Hackney), established 1976 and registered as a charity on 13 June 2007.

As set out in the Constitution, the Co-Chairpersons and new Trustees are nominated and elected by members of the Charity. The Co-Chairpersons stand down for re-election after every three-year term and, set on rotation according to election dates.

New Trustees meet with the Chair of the Board and receive an induction pack that outlines their legal obligations under charity law. They are also updated on the current situation of the Charity's finances and activities. They are invited to observe at least one meeting before formal election.

Access All Areas operates a co-leadership model, where one of the Co-Chairpersons and one of the Co-Deputy Chairpersons must identify as learning disabled or autistic, to ensure appropriate learning disabled and autistic representation at leadership level.

Access All Areas' Senior Management Team is made up of 2 Co-CEOs (our Artistic Director Nick Llewellyn, and our Executive Director Patrick Collier), and our Director of Take Part and Train Helen Bryer. Our Director of Take Part and Train also acts as the safeguarding lead in the company, with any considerable concerns escalated to the Executive Director and the board when deemed necessary.

This report was approved and authorised for issue by the Trustees on 16/01/2024 and signed on their behalf by:



Himanshu Acharya, Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

ACCESS ALL AREAS

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2023 which are set out on pages 12 to 19 .

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your 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 report

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Frank Lachman FCA
Member Institute of Chartered Accountants in England and Wales
Chartered Accountant
Independent Examiner

16b North End Road
London
NW11 7PH
Dated:

ACCESS ALL AREAS

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023			2022
		Unrestricted funds	Restricted funds	Total	Total
		£	£	£	£
<u>Income from:</u>					
Donations		850	0	850	314
Charitable activities	3,10	685,863	198,416	884,279	811,117
Investments		-	-	-	-
Other	4	-	-	-	-
Total		686,713	198,416	885,129	811,431
<u>Expenditure on:</u>					
Charitable activities	5, 10	685,790	198,416	884,206	807,536
Total		685,790	198,416	884,206	807,536
Net income/(expenditure)		923	-	923	3,895
Transfers between funds	10	-	-	-	
Net movement in funds		923	-	923	3,895
Opening fund balances		178,745	-	178,745	174,850
Closing fund balances		179,668	-	179,668	178,745

The statement of financial activities for the year ended 31 March 2022 is shown in note 15.

The annexed notes form part of these accounts.

ACCESS ALL AREAS

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Tangible Fixed Assets	6		<u>5,992</u>		<u>8,335</u>
Current Assets					
Debtors	7	239,554		215,930	
Cash at bank and in hand	8	<u>152,866</u>		<u>77,979</u>	
		392,420		293,909	
Current Liabilities					
Creditors: amounts falling wit one year	9	218,744		123,499	
Net Current Assets			<u>173,676</u>		<u>170,410</u>
Net Assets			<u>179,668</u>		<u>178,745</u>
Funds					
Restricted funds	10		-		-
Unrestricted funds	10		179,668		178,745
			<u>179,668</u>		<u>178,745</u>

The accounts were approved by the Board on 16/01/2024
and signed on its behalf by:



Himanshu Acharya, **Treasurer and Trustee**

Access All Areas

Statement of Cash Flows

April 2022 - March 2023

	Total
OPERATING ACTIVITIES	
Net Income	£923
Adjustments to reconcile Net Income to Net Cash provided by operations:	
1100 Debtors Active	-£2,009
1220 Deposit Paid	£250
1201 DWP Control Account	-£1,490
1305 Accrued income	£63,105
1300 Prepaid expenses	-£47,200
1400 Deferred Income	£61,253
Client monies holding account	-£35,634
2000 Accounts Payable	£1,111
2410 HMRC Suspense	£0
2420 Other Payroll Deductions	-£644
2440 Tax and National Insurance	£34,912
2600 Accrued Costs	-£1,825
Payroll Liabilities:HMRC	£0
Payroll Liabilities:Pension	-£205
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	£71,623
Net cash provided by operating activities	£72,546
INVESTING ACTIVITIES	
1500 Furniture and Fixtures	£2,343
1600 IT Equipment	
Net cash provided by investing activities	£2,343
Net cash increase for period	£74,889
Cash at beginning of period	£77,978
Cash at end of period	£152,866

1 Accounting policies

1.1 General information and basis of preparation of accounts

The charity constitutes a public benefit entity as defined by the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, as updated on 2 February 2016 (SORP 2016), FRS 102, the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. FRS 102 should be effective 01/01/2019.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2016 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

The accounts are prepared on a going concern basis under the historical cost convention.

The significant accounting policies applied in the preparation of these accounts are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably.

1.3 Expenditure

ACCESS ALL AREAS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Liabilities are recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure includes attributable VAT which cannot be recovered. Payments to partner organisations and other expenditure on operational programmes are accordingly recognised in the period they are incurred.

1.4 Reserves policy

As an organisation with fluctuating revenue streams, Access All Areas needs to safeguard its future. Cash reserves are retained to ensure the organisation can operate as a going concern in the instance of reduced income, or to ensure fulfilment of all contracts as part of a solvent liquidation should funding cease entirely.

Access All Areas cash reserves have been gradually built up over time from annual budget surpluses. This ongoing year on year surplus is as a result of the tight budgeting controls in place, which involve continual reforecasting to ensure Access All Areas spends within its means across all projects.

The level of this reserve as a minimum should be sufficient to

- a) Fulfil all staff members' contracts for the duration of their notice periods;
- b) Settle all outstanding invoices for goods and services provided;
- c) Return any funding and income where the outcome will not be completed.

Access All Areas future budgets are planned with the aim to achieve and surpass that target.

For Access All Areas the target reserve level should cover 6 months of all staff wages on payroll and rent of the premises. This will allow as much time as possible to recover from any unsuccessful funding.

Review

ACCESS ALL AREAS

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

To assess reserve levels a review should be carried out periodically. As the end of year accounts are produced, the financial position will be reviewed alongside an assessment of all payroll costs. This assessment will determine the target surplus for the following year.

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the accounts.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the

1.6 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life of 4 years.

1.7 Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1.8 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

1.9 Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

2 Trustees

None of the trustees (or any persons connected with them) received any remuneration or expenses in their role as trustees. The following trustees received fees for creative work in the year:

Oludayo	£560 (2022 - £3,000)
Koleosho	

Paul	£2,728 (2022 - £3,600)
Christian	

Charlene	£6,290 (2022 - £5,506)
Salter	

3 Incoming resources from charitable activities

	2023			2022
	Unrestricted funds	Restricted funds	Total	
	£	£	£	£
Theatre Tax Relief	(1,373)		(1,373)	12,872
Grants	269,025	198,416	467,441	503,401
Programme income	418,211		418,211	294,844
Total incoming resources	685,863	198,416	884,279	811,117

Grants	2023	2022
	£	£
Grants received in and for use in, current year		
Arts Council- NPO	127,300	127,300
Arts Council - Transforming Leadership strategic grant (2019-22)	-	129,512
The Esmée Fairbairn Foundation	141,725	40,645
Arts Council England - Project grants (including a project grant for AAA's Transforming Leadership national programme)	81,296	86,215
Arts Council England - Placement grant	-	6,300
City Bridge Trust	32,120	21,900
Sky Studios	85,000	85,750
Misc income	-	5,779
	467,441	503,401

Programme Income	2023 £	2022 £
Programme income received in and for use in, current year		
Box Office income & venue fees	531	6,897
Consultancy	160,314	51,358
Other participant fees	19,012	4,879
Agency fees	2,562	1,514
Creative Support Income	147,967	102,982
Netflix UK	50,000	50,000
Other earned income	37,824	77,214
	418,211	294,844

Incoming resources from charitable activities

	2022	
	Unrestricted funds	Restricted funds
	£	£
Theatre Tax Relief	12,872	
Grants	19,251	484,150
Programme income	294,844	
Total incoming resources	326,967	484,150
	811,117	

		2023			2022
		Unrestricted funds	Restricted funds	Total	Total
		£	£	£	£
4	Other Income				
	Shared office rental	-	-	-	-
	Other Income	-	-	-	-
		-	-	-	-

		2022		
		Unrestricted funds	Restricted funds	Total
		£	£	£
	Other Income			
	Shared office rental	-	-	-
	Other Income	-	-	-
		-	-	-

		2023			2022
		Unrestricted funds	Restricted funds	Total	Total
		£	£	£	£
5	Cost of charitable activities				
	Programmes expenditure	299,804	46,020	345,824	359,310
	Support costs (see Note 14)	92,804	20,237	113,041	93,499
	Staff costs	293,182	132,159	425,342	354,727
		685,790	198,416	884,206	807,536

Support costs include Governance costs, comprising the fees payable to the independent examiner (all in respect of the independent examination) of £2,375 (2022 £1,750).

		2022			2021
		Unrestricted funds	Restricted funds	Total	Total
		£	£	£	£
	Cost of charitable activities				
	Programmes expenditure	133,527	225,783	359,310	248,140
	Support costs (see Note 14)	51,730	41,769	93,499	81,063
	Staff costs	138,129	216,598	354,727	328,067
		323,386	484,150	807,536	657,270

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

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FOR THE YEAR ENDED 31 MARCH 2023

6 Tangible Fixed Assets - Furniture and equipment

Cost	£
At 1 April 2022	30,679
Additions	2,425
Disposals	-
At 31 March 2023	<u>33,104</u>
Depreciation	
At 1 April 2022	22,344
Charge for the year	4,768
On disposals	-
At 31 March 2023	<u>27,112</u>
Net book value	
At 31 March 2023	<u>5,992</u>
At 31 March 2022	<u>8,335</u>

	2023	2022
7 Debtors	£	£
Trade debtors	106,743	104,733
DWP control account		(1,490)
VAT Claim	-	(644)
Deposit paid	1,350	1,600
Client monies held	38,991	3,358
Prepaid expenses	47,200	
Accrued income	<u>45,269</u>	<u>108,373</u>
	<u>239,554</u>	<u>215,930</u>

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	Total	Total
	£	£
8 Cash at bank and in hand		
Current Account - Nat West	-	-
Current Account - Co-operative Bank	152,584	77,979
Savings 1	-	-
Savings 2	-	-
Petty Cash	282	-
	152,866	77,979
9 Creditors		
Trade creditors	61,418	60,308
Taxation and social security	44,023	9,111
Pensions & other payroll	-	205
Deferred income - see below	108,978	47,725
Accrued costs	4,325	6,150
	218,744	123,499
<u>Deferred grant income</u>		
	-	-
Arts Council England	93,978	27,725
Sky	15,000	20,000
Total grants	108,978	47,725
Participants Fees	-	-
Total deferred income	108,978	47,725

10	Net movement in funds 2022/23	At start of the year	Incoming Resources	Outgoing Resources	Transfer to (from) gen. reserves	At end of the year
		£	£	£	£	£
	Restricted funds					-
	Core Restricted	-	-	-	-	-
	Transforming Leadership	-	-	-	-	-
	Transforming Leadership national programme	-	65,986	65,986	-	-
	Associate Artists	-	1,810	1,810	-	-
	Production - "Not F**kin' Sorry"	-	13,500	13,500	-	-
	Production - "Lifecycle of Locusts"	-	-	-	-	-
	Production - "Imposter 22"	-	-	-	-	-
	Production - working title	-	-	-	-	-
	Consultancy	-	-	-	-	-
	Agency	-	-	-	-	-
	Other projects	-	-	-	-	-
	Diploma	-	85,000	85,000	-	-
	Take Part	-	32,120	32,120	-	-
	Total restricted funds	-	198,416	198,416	-	-
	Unrestricted funds					
	Core funds / general reserves	178,745	261,085	158,339	101,822	179,669
	Transforming Leadership	-	13,672	74,000	(60,328)	0.1
	Transforming Leadership national programme	-	800	1,336	(536)	0
	Associate Artists	-	27,440	88,088	(60,648)	-0.4
	Production - "Not F**kin' Sorry"	-	18,104	20,102	(1,998)	-0.4
	Production - "Lifecycle of Locusts"	-	2,662	9,471	(6,809)	-0.4
	Production - "Imposter 22"	-	-	22,801	(22,801)	0
	Production - working title	-	33,906	21,570	12,336	0
	Consultancy	-	99,187	61,897	37,290	0
	Agency	-	65,175	50,952	14,223	-
	Other projects	-	114,073	54,707	59,366	0
	Diploma	-	8,700	17,143	(8,443)	0
	Take Part	-	41,908	105,382	(63,474)	0
	Total unrestricted funds	178,745	686,713	685,790	-	179,668
	Total Funds	178,745	885,129	884,206	-	179,668

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Net movement in funds 2021/22	At start of the year	Incoming Resources	Outgoing Resources	Transfer to (from) gen. reserves	At end of the year
	£	£	£	£	£
Restricted funds					
Core Restricted	-	31,296	31,296		-
Transforming Leadership	-	180,136	180,136		-
Transforming Leadership national programme	-	-	-	-	-
Associate Artists	-	30,880	30,880		-
Production - "Not F**kin' Sorry"	-				-
Production - "Imposter 22"	-	-	-	-	-
Production - "The Interrogation"	-	73,610	73,610		-
Production - "unReal City"	-	13,395	13,395		-
Consultancy	-	9,608	9,608		-
Agency	-	28,496	28,496		-
Other Projects	-	21,680	21,680		-
Diploma	-	86,299	86,299		-
Take Part	-	8,750	8,750		-
Total restricted funds	-	484,150	484,150	-	-
					-
Unrestricted funds					
Core funds / general reserves	174,850	126,565	65,137	57,533	178,745
Transforming Leadership		873	11,568	(10,695)	-
Transforming Leadership national programme	-	-	-	-	-
Associate Artists		-	26,837	(26,837)	-
Production - "Not F**kin' Sorry"				-	-
Production - "Imposter 22"				-	-
Production - "The Interrogation"		20,427	25,398	(4,971)	-
Production - "unReal City"		24,174	54,807	(30,633)	-
Consultancy		100,217	37,499	62,718	-
Agency		2,482	15,009	(12,527)	-
Other Projects		41,835	27,882	13,953	-
Diploma		2,228	3,563	(1,335)	-
Take Part		8,480	55,686	(47,206)	-
					-
Total restricted funds	174,850	327,281	323,386	-	178,745
Total Funds	174,850	811,431	807,536	-	178,745

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

10 Net movement in funds (continued)

Access All Areas' projects are arranged under our 4 focuses. They include:

CREATE

Production - "Not Fkin' Sorry"**

A touring cabaret show, coproduced with Not Your Circus Dogs and The Hale. This production was developed by a group of learning disabled and autistic students during AAA's Performance Making Diploma, and has gone on to critically acclaimed, sell-out shows around the UK. The highlight this year was a sold-out run on Soho Theatre's main stage.

About the production

The cracks, the scars.
We are sick of being your circus dogs.
Everything you think we can't do,
We can.

And we are not f**king sorry.

Join the Not Your Circus Dog collective in an evening of shameless sexy punk crip cabaret. With luscious lip syncs, sweaty dances and verbatim stories, have your preconceptions rattled as we take you to the edge.

Welcome to our space. You are a guest, and we are not f**king sorry.

Production - "Imposter 22"

Access All Areas' first co-production with the Royal Court Theatre has been co-created with eight Access All Areas associate artists.

7 friends are in the frame for murder and the police are closing in. They must clear their name and in order to do so, they've enlisted the most unlikely of help. As the pressure mounts, friends become suspects and the experience changes them all.

This funny, dark whodunnit will take you on an unexpected journey; with jokes, sex, songs, crimes, plot twists and a comeuppance.

All eight associate artists also perform in the piece. In 2023, they'll be taking over the Royal Court's famous downstairs stage, in a landmark moment for learning disabled and autistic led theatre.

Production - "The Lifecycle of Locusts"

A new immersive stage production featuring 360 video projection.

Inspired by the lives of two famous black autistic people – 17th century polymath Benjamin Banneker and modern-day visual artist, Stephen Wiltshire. The production explores what success truly means in neurodivergent lives.

The Lifecycle of Locusts is created and devised by autistic and learning disabled artists from Access All Areas.

It is expected to be staged in 2025.

Production - working title

Work has begun on a script for television, which was originally developed as part of our Performance Making Diploma. This production is externally funded, and is not yet greenlit.

CHANGE

Consultancy

Our company of learning disabled and autistic Associate Artists co-lead a programme of work that promotes accessibility and inclusion at every stage of production in theatre, TV, and film.

This is focused across 3 strands of work:

1) Consultancy packages:

We offer bespoke training and consultancies to production teams, casting teams, commissioners, writers, and anyone who wants to make their work and workplaces more accessible.

2) 1:1 Creative Support

Our toolkit of person-centred creative support techniques is based on years of experience working with disabled and neurodivergent creatives, consulting on shows such as Holby City and Hollyoaks, and is backed up by thorough academic research.

Our creative support methodologies help to remove access obstacles for neurodivergent talent throughout the filming process.

3) Co-Creation:

We facilitate accessible Writers' Rooms and development processes to ensure learning disabled and autistic talent can work effectively with experienced writers. This often leads to coproductions with major producers, as happened with the Royal Court and "Imposter 22".

Agency

Run in partnership with Simon & How, we support Access All Areas' learning disabled and autistic artists to find, audition for, and secure work with other theatre, TV, and film companies, and support them during these roles, creating sustainable employment opportunities for learning disabled and autistic performers, and increasing the representation of learning disabled and autistic talent on our stages and screens.

Other projects

Other projects this year have included:

Training films for NHS England:

as part of the Oliver McGowan Mandatory Training Programme.

We created 4 new training films for use by NHS England. These will be used to support training in accessible practice for medical and social care staff.

Revelland:

We consulted on a project working with 8 bands across Europe, to explore how to create accessible immersive musical experiences for learning disabled and autistic audiences. Work will continue into 2024.

TRAIN

Performance Making Diploma

This highly acclaimed course, run in collaboration with Sky Studios and the Royal Central School of Speech and Drama, has become known as one of the world's leading creative courses for and by learning disabled and autistic artists.

Our students work with celebrated arts professionals to learn performance skills, create performances in different styles, and prepare for different career options in the arts. All classes are co-led by professional learning disabled and/or autistic artists.

Associate Artists

Access All Areas' Performance Company is made up of seventeen Associate Artists who identify as learning disabled, autistic, or neurodiverse. These artists are the backbone of all the work we make, all the consultancy we run, and all the training and outreach programmes we deliver.

Our Associate Artists upskill through regular masterclasses, and trial their own individual creative ideas through our Performance Company, with Launchpad (Research & Development) periods and co-productions enabling ideas to flourish. In recent years we've commissioned and coproduced "The Interrogation", "Not F**kin' Sorry", and "The Misfit Analysis".

Transforming Leadership

A leadership mentoring and culture change programme to develop new learning disabled and autistic cultural leaders, and create space in our culture for these leaders to make change.

Transforming Leadership national programme

This programme will create a new way for venues and disability arts organisations to share knowledge on leadership and employment skills for learning disabled and autistic creatives.

We've teamed up with 7 other disability arts companies, 8 UK venues, and some of the UK's best leadership development organisations, to make real and practical change and shake up the landscape of arts leadership.

Over the next 2 years, we'll also share resources, tips, and stories about this work, including advice on Access to Work, Creative Support, co-leadership, and navigating the benefits system.

ENGAGE

Take Part

Our Take Part programme works with participants across East London and beyond, building creative skills, increasing confidence and making performance.

Our projects are co-designed and co-led by learning disabled professionals, and tailor-made to the access needs of all participants, so everyone who takes part can express their own creative voice.

Projects take place in arts venues, day centres, care homes, community centres and colleges.

Our community of participants ranges from age 16 to 83 and includes people of all genders, ethnicities and backgrounds.

From one-off workshops to long-term programmes, we work hard to ensure everyone feels welcome and valued.

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FOR THE YEAR ENDED 31 MARCH 2023

11 Reserve target

For Access All Areas the target reserve level should cover 6 months of all staff salaries, NI and pension costs (£210,171), and 6 months of rent (£10,250). The total of the reserve target is £220,421.

12 Staff costs	2023 £	2022 £
Salaries and wages	365,029	310,433
Social security costs	34,243	30,299
Staff training	0	850
Pensions	26,071	17,145
Other staff costs	0	0
Total	425,342	358,727

The average number of employees during the year was 13 (2022:11.2) with all employee time involved in providing either support to the governance of the charity or support services to charitable activities. No employee received emoluments of more than £60,000.

The total amount of employee benefits received by key management personnel is £96,720 (2022 £79,232), including pension contributions of £3,720 (2022 £1,902). The charity considers its key management personnel comprise the trustees, the Artistic Director and the Executive Director.

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FOR THE YEAR ENDED 31 MARCH 2023

14	Support Costs	22/23 £	21/22 £
	Rents & Rates	20,500	15,750
	Depreciation	5,067	4,218
	Insurance	4,243	2,993
	Governance costs- fee payable to independent examiner		
	Independent examination fee	2,375	1,750
	Accountancy support	-	-
	Stationery	896	4,056
	Accountancy Fees	15,315	12,250
	Admin Support	-	1,015
	PR Officer	1,800	5,250
	Office Equipment & Refurbishment	1,020	1,887
	Travel & Subsistence	17,671	21,640
	Venue/space hire	23,835	12,148
	Storage	2,398	4,392
	Others	17,921	6,150
		113,041	93,499

15 Statement of financial activities for the year ended 31 March 2023

	Unrestricted funds £	Restricted funds £	Total funds £
<u>Income from:</u>			
Donations	850	0	850
Charitable activities	685,863	198,416	884,279
Total	686,713	198,416	885,129
<u>Expenditure on:</u>			
Raising funds	-	-	-
Charitable activities	685,790	198,416	884,206
Total	685,790	198,416	884,206
Net movement in funds	923	0	923
Fund balances at 1 April 2022	178,745	0	178,745
Fund balances at 31 March 2023	179,668	0	179,668

16 Analysis of net assets between funds

CURRENT YEAR	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	5,992	-	5,992
Net current assets	173,676	-	173,676
	179,668	-	179,668
PRIOR YEAR	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	8,335	-	8,335
Net current assets	170,410	-	170,410
	178,745	-	178,745