

BASHIR PRODUCTIONS

England & Wales · Charity number 1176952

Details

Status Registered

Legal form CIO

Registered 2018-02-02

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

Contact

Address 21 Nemoure Road
London
W3 6NZ

Phone 07804470882

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Website <https://bashirproductions.wixsite.com/bashirproductions>

Activities

Objects: TO ADVANCE, IMPROVE, DEVELOP AND MAINTAIN PUBLIC EDUCATION IN, AND APPRECIATION OF INTERDISCIPLINARY ARTS IN ALL ASPECTS, INCLUDING BUT NOT LIMITED TO MUSIC, FILM, VISUAL ARTS, THEATRE, PERFORMANCE ART AND DANCE. THE CHARITY WILL DELIVER THIS BY ANY MEANS THE TRUSTEES SEE FIT INCLUDING BUT NOT LIMITED TO THE PRESENTATION OF PUBLIC AND PERFORMANCES.

Activities: The charity produces events and performances to give actors, directors, writers, casting directors, stage managers, technicians & other creative's experience & exposure within the entertainment industry. These activities include showcases, plays, scratch nights & educational workshops.

Classification

- **How:** Provides Services
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-10-31		£0	£0	-
2023-10-31		£0	£0	-
2022-10-31		£0	£0	-
2021-10-31		£0	£413	-
2020-10-31		£0	£122	-

Trustees

Name	Role	Appointed
MIMI MALAZ BASHIR	Chair	2018-02-02
BASHIR AHMED		2018-02-02
Nagla Ahmed		2019-02-02

BASHIR PRODUCTIONS

England & Wales - Charity number 1176952

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bashir Productions

Annual Reports and Accounts
Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, was temporarily inactive between 22 July 2021 and 1 January 2025. This period of inactivity was due to the challenges posed by the COVID-19 pandemic and to allow our Chair, Mimi Malaz Bashir, to focus on completing a first-class honours degree in Global Trade and Business, ensuring the continued development of leadership and strategic skills for the charity's future.

During this time, in compliance with Charity Commission regulations, our accounts have remained unchanged since January 2023. We ensured that all financial records were maintained accurately, and no new transactions or activities were recorded during this period of inactivity.

As we now gradually reopen, Bashir Productions will begin with applications for funding and the launch of educational workshops in collaboration with industry professionals. We remain committed to supporting underrepresented talent in the performing arts and continue to operate transparently within the framework of the Charity Commission's guidelines.



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Registered Address:
21A Nemoure Road,
London, W3 6NZ

Contact Details:
Phone: 07804 470 882
Email: mimimalazbashir@hotmail.com

Trustees:

- Mimi Malaz Bashir (Chair)
- Bashir Ahmed
- Nagla Ahmed

Report of Trustees:

The trustees are pleased to present this annual report and accounts in compliance with the requirements of the Charity Commission.

Chair's Report:

The COVID-19 pandemic has had a profound impact on the arts sector, and Bashir Productions was not exempt from its far-reaching consequences. The closure of theatres across the UK and nationwide restrictions created unprecedented challenges, particularly with regard to producing showcases and securing necessary funding. As a result, the arts sector, including our charity, faced severe setbacks.

Lockdowns, social distancing, and health regulations led to a dramatic decline in revenue for many arts organisations. Bashir Productions was no exception, and our capacity to deliver projects was substantially limited due to funding constraints and logistical obstacles.

Despite these challenges, we are committed to gradually rebuilding and refocusing our efforts. We have strategically chosen to begin with educational workshops, which will form the basis for future projects. Our immediate priority is securing funding for these workshops, which will provide a solid foundation for upcoming initiatives.

In the next year, we plan to launch a mentorship program alongside skill-building workshops aimed at empowering emerging artists from diverse backgrounds. These initiatives will provide crucial support, fostering professional development and creating opportunities for community engagement.

Additionally, our outreach efforts will be designed to strengthen relationships with underrepresented communities, ensuring equal access to the arts for all. Despite the ongoing effects of the pandemic, Bashir Productions remains dedicated to its mission of supporting and promoting the performing arts.

Board of Trustees Changes:

During the reporting period, there were changes to the Board of Trustees. We would like to express our gratitude to Joy Waldron and Patrick Mizinski for their valuable contributions. Their guidance and support have been instrumental to the charity.

Mimi Malaz Bashir and Bashir Ahmed continue to serve as trustees, while we are pleased to welcome Nagla Ahmed to the Board. Her experience and insights will be invaluable as we move forward in our



efforts to achieve our mission.

Introduction:

Bashir Productions is a Charitable Incorporated Organisation (CIO) dedicated to advancing, improving, and developing public education and appreciation for interdisciplinary arts, including music, film, visual arts, theatre, performance art, and dance. Since our inception, we have worked tirelessly to promote these diverse art forms through performances, educational programs, and collaborations that embody our core values.

Aims & Activities:

The charity produces events and performances to provide experience and exposure for actors, directors, writers, casting directors, stage managers, technicians, and other creatives within the entertainment industry. Our activities include showcases, plays, scratch nights, and educational workshops, with a particular focus on supporting individuals from underrepresented groups such as BAME communities, the working class, disabled individuals, and women.

Charitable Objects:

The promotion of equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation, or religion within the performing arts;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities that foster understanding among people from diverse backgrounds;
- (d) Cultivating a sentiment in favor of equality and diversity.

Conflicts of Interest and Loyalty:

All trustees:

- (1) Declare the nature and extent of any interest, direct or indirect, in any proposed transaction or arrangement with the CIO, or in any transaction entered into by the CIO that has not been previously declared; and
- (2) Absence themselves from any discussions where a conflict of interest could arise between their duty to act solely in the interests of the CIO and any personal interest, including financial.

Governing Document:

CIO - Foundation, registered 2 February 2018

Organisation Type: Charitable Incorporated Organisation

Policies:

Risk Management, Investment, Safeguarding Vulnerable Beneficiaries, Conflicts of Interest, Volunteer Management, Complaints Handling. We currently hold public liability insurance with Policy Bee, covering injury to the public, property damage, legal costs, and other less common covers.

Patrons:

1. Sir Mark Rylance, Academy Award, BAFTA, Laurence Olivier Award, and Tony Award-winning Actor, Theatre Director, and Playwright
2. Lauren Socha, BAFTA Award-winning Actress (Misfits, The Unloved)
3. Helen Tennison, Theatre Director (Oxford Playhouse, Old Vic Theatre, Southwark



Playhouse, Shakespeare's Globe)

4. Kandace Caine, Actor, Producer, and Mentor,
Artistic Director of Next Up Talent

5. Samuel Benta, Award-winning Actor, Producer, Writer, and Director

Bank Account:

Opened: 11th April 2018 – Present

Account Number: 65851139

Sort Code: 08-92-99

Bashir Productions: Enabling Creativity and Inclusivity in the Performing Arts

Bashir Productions is a registered charity and theatre company dedicated to providing a platform for creatives from disadvantaged and underrepresented backgrounds, including Black, Asian, and Minority Ethnic (BAME) communities, working-class artists, women, and individuals with disabilities. Despite the rich cultural fabric of London's performing arts scene, entry into this industry remains challenging for many. Artists from marginalized communities often face significant barriers to visibility and recognition, and at Bashir Productions, we are committed to dismantling these obstacles and empowering diverse voices.

Our work centers on promoting the performing arts through cultural diversity, community engagement, and supporting emerging artists. We strive to create opportunities that not only advance individual careers but also contribute to the wider arts landscape, offering the kind of inclusive and accessible creative platforms that are all too often lacking.

Key Activities

1. **Theatrical Productions:** Bashir Productions produces high-quality theatrical performances that reflect diverse narratives and experiences, enriching the cultural landscape and offering audiences thought-provoking content that sparks meaningful conversations.

2. **Educational Workshops:** We offer specialized workshops in acting, directing, and production, empowering emerging artists with the essential skills they need to succeed in the performing arts industry.

3. **Mentorship Programs:** Our mentorship initiatives connect aspiring artists with seasoned professionals, providing invaluable guidance and networking opportunities to bridge the gap between emerging talent and established industry figures.

4. **Community Engagement:** Bashir Productions actively reaches out to underrepresented communities to ensure that the arts remain accessible to all. Our outreach efforts foster stronger relationships within these communities, ensuring a broader participation in the arts.

Alignment with Charity Commission Governance

Bashir Productions operates in strict adherence to the Charity Commission's principles of governance, ensuring transparency, accountability, and effective management of our operations:

- **Charitable Purpose:** Our mission to promote the performing arts and support emerging artists aligns with charitable objectives recognized by the Charity Commission, including advancing education and promoting the arts.

- **Public Benefit:** Through accessible workshops and productions, we create tangible benefits for the public, enriching the cultural fabric of our communities.



- **Effective Management:** We follow best practices in governance, maintaining a diverse and skilled board of trustees that oversees our operations, ensuring compliance and promoting effective decision-making.
- **Financial Accountability:** Bashir Productions is committed to responsible financial management, ensuring funds are used efficiently to support our charitable activities. We strive to secure funding that supports our mission.
- **Inclusivity and Diversity:** Our programs and initiatives embody the Charity Commission's emphasis on equality and diversity, fostering a rich and inclusive environment for all participants.

Funding and Financial Status

Currently, Bashir Productions has faced challenges in receiving funding due to inactivity during the COVID-19 disruption. In the past year, our limited funds have been primarily directed toward maintaining our domain name, but we are now focused on rebuilding and securing new funding to support our future initiatives.

Our Volunteers

Our volunteer team, composed of a diverse group of professionals, plays an essential role in Bashir Productions' operations. From actors to photographers, directors to stage managers, each volunteer contributes their expertise in various areas:

- **Arts Administration:** Volunteers assist with administrative tasks supporting our productions, workshops, and artist development initiatives.
- **Education and Outreach:** Volunteers help develop and implement educational and outreach programs, working with schools and community groups to ensure broad participation.
- **Funding:** Our volunteers are instrumental in securing funding through relationships with donors, organizing fundraising events, and applying for grants and sponsorships.
- **Press and Marketing:** Volunteers assist with marketing and communications, ensuring that our productions reach the widest audience possible and that our work is showcased effectively.

While our team remains entirely volunteer-based due to financial limitations, each volunteer is professionally credited for their contributions, which helps them gain valuable experience, industry recognition, and future employment opportunities.

Future Plans

Looking ahead, Bashir Productions aims to enhance its impact by launching a comprehensive mentorship program and offering skill-building workshops for emerging artists. These initiatives will provide industry professionals' guidance, empowering diverse talent to reach their full potential.

We plan to conduct workshops that cover essential skills such as acting, directing, and production techniques. Additionally, we will continue our outreach efforts to broaden participation from underrepresented communities, ensuring sustained access to the arts.

Our future plans also include the establishment of a residency at a prominent London theatre, creating a dedicated space to support artists, especially those from marginalized communities.

Celebrating Diversity and Inclusion

Bashir Productions is committed to fostering an environment where everyone feels welcome and valued. We believe that every person brings a unique perspective that enriches our work. By creating an



inclusive creative space, we aim to produce exceptional theatre that challenges, inspires, and reflects the diverse voices within our community.

Our outreach extends across various social media platforms, including Twitter, Instagram, Facebook, LinkedIn, Mandy, and Star Now, ensuring that our opportunities reach a broad and diverse audience. We strive to provide a safe and rewarding environment where participants can build confidence and regularly showcase their talents.

Outreach and Engagement

Through partnerships with community organizations, Bashir Productions has been able to engage underserved audiences, providing over 100 free tickets to individuals who might not typically attend theatre. These efforts have helped foster a rich, diverse audience base that benefits from engaging with socially conscious performances that tackle pressing social issues.

Impact

Before the COVID-19 pandemic, Bashir Productions was committed to supporting underrepresented talent in the arts by providing numerous opportunities for both emerging and established artists, particularly those from marginalized communities. Through a variety of projects, the charity focused on fostering diversity and inclusion within the theatre industry by offering valuable opportunities to individuals from different backgrounds. Below is a comprehensive overview of the opportunities provided, along with initiatives to ensure accessibility to the arts for those who could not afford to attend performances:

Opportunities for Emerging Talent:

Bashir Productions created multiple platforms for underrepresented writers, performers, and creatives, with a focus on nurturing new talent:

- **Emerging Talent Program:** 41 individuals benefited from the program, which gave writers and performers the opportunity to showcase their work and hone their craft.
- **Creative Collision:** 27 writers and 23 actors were given the chance to develop their skills and collaborate, leading to a wider range of voices and perspectives in the productions.
- **Horror Horror:** 13 writers and 16 actors were involved in creating and performing, offering a space for new and diverse voices to engage with genre theatre.
- **The Falcons Bridge School for Girls :** 5 writers and 12 actors were provided with opportunities to create and perform, contributing to a more inclusive representation of talent.
- **Rendezvous:** 14 writers and 16 actors took part in this project, further expanding the pool of diverse and underrepresented talent showcased in theatre.
- **Here She Is:** 17 actors, 2 stage managers, 1 casting director, 16 writers, and directors benefited from this project, which promoted gender equality and inclusivity in the industry.

Community Accessibility:

Bashir Productions has remained steadfast in its commitment to making theatre accessible to all, with particular attention to individuals who face financial barriers. The charity has been proactive in ensuring



that those who would otherwise be unable to attend performances are able to engage with and enjoy the arts.

- **Doe Project:** 100 free tickets were distributed to individuals facing financial challenges, ensuring that theatre remained accessible to all members of the community.
- **Creative Collision:** 100 free tickets were offered to those in need, providing an opportunity for individuals to experience and appreciate the work presented, regardless of their financial circumstances.
- **Horror Horror:** 30 free tickets were made available to individuals who may not have had the means to attend, reinforcing the charity's commitment to inclusivity and broadening access to the arts.
- **The Falcon's Bridge School For Girls:** 20 free tickets were provided to community members experiencing financial hardship, allowing them to experience theatre without the barrier of cost.
- **Rendezvous:** 20 free tickets were offered to individuals who could not afford to attend, ensuring that financial limitations did not prevent access to cultural experiences.
- **Here She Is:** 150 free tickets were distributed to individuals in the community who faced financial barriers, reinforcing the charity's dedication to ensuring theatre remains accessible to all.

Through these initiatives, Bashir Productions has played a crucial role in making theatre more inclusive by amplifying underrepresented voices and offering opportunities for both artists and audience members. The charity has worked to democratize access to the arts, providing opportunities for those from marginalized communities to engage with theatre, while also supporting the growth of emerging talent. This holistic approach has helped break down financial barriers, allowing theatre to be accessible to a wider, more diverse audience.

Complaints Policy

We view complaints as an opportunity for growth and improvement. Our complaints policy includes the following commitments:

- **Fair Complaints Procedure:** We maintain a clear and accessible process for individuals to voice their concerns.
- **Awareness and Accessibility:** We actively promote our complaints procedure to ensure people know how to reach us.
- **Training for Staff:** All staff are trained to handle complaints effectively.
- **Timely and Fair Investigations:** Every complaint will be addressed promptly and impartially.
- **Resolution and Relationship Repair:** We aim to resolve complaints in a way that restores positive relationships.
- **Continuous Improvement:** We seek feedback to improve our services and practices, making necessary adjustments based on insights gathered.

At Bashir Productions, we remain committed to providing a platform for diverse voices, ensuring that artists from underrepresented communities have the opportunity to thrive. By celebrating creativity, fostering inclusivity, and championing equality, we are working toward a future where the performing arts can truly reflect the diversity of the world around us.

Bashir Productions Safeguarding Policy

1. Introduction

Bashir Productions is committed to creating a safe and inclusive environment for all participants, volunteers, and staff involved in our creative programs. We recognize that safeguarding is about protecting



the well-being of everyone involved in our activities, especially those who may be vulnerable, such as adults at risk of harm. This policy outlines our commitment to safeguarding and sets out the principles, procedures, and responsibilities to ensure the protection of all individuals involved with our charity.

2. Purpose of the Safeguarding Policy

The purpose of this policy is to:

- Ensure that Bashir Productions has clear procedures for safeguarding adults at risk and responding to concerns.
- Establish a culture of vigilance where safeguarding is everyone's responsibility.
- Define the roles and responsibilities of staff, volunteers, and trustees in safeguarding.
- Demonstrate our compliance with the Charity Commission's safeguarding requirements and relevant safeguarding legislation.

3. Definitions

Safeguarding refers to the proactive steps taken to prevent the abuse, neglect, and exploitation of individuals, particularly vulnerable adults, and ensure their well-being and human rights are respected. Adults at risk are individuals who, because of their age, disability, or any other factor, may be unable to take care of themselves or protect themselves from significant harm.

4. Scope of the Policy

This policy applies to:

- All staff, volunteers, trustees, and anyone working on behalf of Bashir Productions.
- Any person participating in Bashir Productions activities, whether in person or virtually.
- All programs and services provided by the charity, including workshops, performances, and outreach activities.

5. Safeguarding Officer

Bashir Productions will appoint a dedicated Safeguarding Officer who will be responsible for:

- Ensuring that safeguarding procedures are followed.
- Providing support and guidance to staff and volunteers.
- Acting as the primary point of contact for safeguarding concerns.
- Overseeing training and education on safeguarding issues.

6. Safeguarding Procedures

Bashir Productions has established procedures to respond to safeguarding concerns. These procedures include:

- **Reporting Concerns:** Any staff member, volunteer, or participant who suspects abuse or neglect must report it immediately to the Safeguarding Officer.
- **Assessment and Action:** The Safeguarding Officer will assess the concern, determine the next steps, and, if necessary, make referrals to appropriate authorities (e.g., local safeguarding boards or the police).
- **Confidentiality:** Safeguarding information will be treated confidentially, and only those directly involved in the concern will have access to the details.
- **Whistleblowing:** Staff and volunteers are encouraged to report any concerns about safeguarding practices to the Safeguarding Officer or another senior leader within the organization.

7. Recruitment and Training

Bashir Productions is committed to ensuring that everyone who works with adults at risk is suitable for the role and understands their safeguarding responsibilities. This includes:

- **Recruitment:** All staff and volunteers will undergo a thorough recruitment process,



including background checks (e.g., DBS checks or equivalent) to ensure suitability.

- Training: All staff and volunteers will receive safeguarding training, including recognizing signs of abuse, how to report concerns, and how to create a safe and inclusive environment.

8. Code of Conduct

Bashir Productions expects all staff, volunteers, and participants to adhere to a strict code of conduct that promotes respect, inclusivity, and the well-being of everyone involved. This includes:

- Treating all individuals with dignity and respect.
- Avoiding any behavior that may be seen as inappropriate, coercive, or abusive.
- Ensuring that physical contact is always consensual and respectful.
- Maintaining professional boundaries and avoiding any behavior that may lead to a conflict of interest or exploitation.

9. Protection from Abuse

Bashir Productions will take all necessary steps to prevent abuse from occurring, including:

- Ensuring a safe physical environment for all activities, with appropriate supervision ratios.
- Encouraging open communication where concerns about safety can be raised.
- Regularly reviewing safeguarding practices and policies to ensure their effectiveness.

10. Reporting Safeguarding Concerns

If any participant, staff member, or volunteer has a safeguarding concern about an adult at risk involved in any of our programs, the following steps should be taken:

1. Immediately report the concern to the Safeguarding Officer or, if unavailable, a senior member of staff.
2. Do not attempt to investigate the concern or address the situation on your own.
3. The Safeguarding Officer will review the information and, if necessary, make a referral to the appropriate authorities, such as the local Adult Safeguarding Board or the police.

11. Confidentiality and Data Protection

We respect the confidentiality of all individuals involved with Bashir Productions. Information regarding safeguarding concerns will only be shared on a need-to-know basis and in compliance with the law. Personal data will be handled in line with our Data Protection Policy.

12. Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and relevance. Any updates to the policy will be communicated to all staff, volunteers, and trustees. The Safeguarding Officer will also monitor the implementation of the policy and ensure that it is being adhered to across all areas of Bashir Productions' work.

13. Acknowledgment

All staff and volunteers must sign a declaration to confirm that they have read and understood this Safeguarding Policy and agree to abide by its guidelines.

Declaration of Commitment to Safeguarding

I, Mimi Malaz Bashir, confirm that I have read, understood, and agree to adhere to the safeguarding policies and procedures of Bashir Productions. I understand that my role involves ensuring the safety and well-being of all participants, particularly those at risk, and I will take all necessary steps to ensure their



protection.

Signed: *Mimi Malaz Bashir*

Date: **06.01.2025**

14. Contact Information

If you have any questions regarding safeguarding, or if you need to report a concern, please contact:

Safeguarding Officer

Name: Mimi Malaz Bashir

Phone: 07804470882

Email: Mimimalazbashir@hotmail.com

Conclusion

Bashir Productions is committed to fostering a culture of safety and well-being. We believe that a safe environment is essential for creativity and collaboration, and we will continuously strive to uphold the highest safety standards in all our activities. This Safety Policy has been approved by the Board of Trustees of Bashir Productions. We aim to create an environment where all individuals feel safe, respected, and empowered to engage in creative expression.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bashir Productions

Annual Accounts
Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, has been temporarily inactive from 22 July 2021 to 1 January 2025 due to the significant challenges posed by the COVID-19 pandemic and related operational constraints. The pandemic severely impacted our ability to conduct activities safely and effectively, leading to a suspension of all programs and workshops.

Additionally, this period allowed our Chair, Mimi Malaz Bashir, to focus on completing her first-class honours degree in Global Trade and Business, further enhancing her leadership and strategic capabilities to strengthen the charity's future direction.

In accordance with Charity Commission regulations, Bashir Productions' financial accounts have remained consistent and unchanged since January 2023. No new transactions or activities were recorded during this period of inactivity, ensuring transparency and compliance with financial management standards.

As we transition out of this period, Bashir Productions is now preparing to relaunch its operations with a renewed focus. We aim to apply for funding to support our upcoming initiatives, including educational workshops and creative programs designed in collaboration with industry professionals.

Our commitment to supporting underrepresented talent in the performing arts remains steadfast. Moving forward, we are dedicated to rebuilding our presence and delivering impactful programs, operating with full transparency and accountability within the framework of the Charity Commission's guidelines.

Bashir Productions

Account QuickReport

All Dates

ACCOUNT	DATE	TRANSACTION TYPE	NAME	ACCOUNT FULL NAME	AMOUNT	BALANCE
Bashir Productions						
Bashir Productions	29/05/2018	Deposit	Waldron Donation	Bashir Productions	£500.00	£500.00
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£135.66	£635.66
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£239.40	£875.06
Bashir Productions	11/06/2018	Deposit	Andrew Lloyd Webber	Bashir Productions	£750.00	£1,625.06
Bashir Productions	13/06/2018	Deposit	Blell R	Bashir Productions	£5.00	£1,630.06
Bashir Productions	13/06/2018	Deposit	Eleanor Gill	Bashir Productions	£5.00	£1,635.06
Bashir Productions	14/06/2018	Deposit	TFR	Bashir Productions	£10.00	£1,645.06
Bashir Productions	14/06/2018	Deposit	T Taggart	Bashir Productions	£5.00	£1,650.06
Bashir Productions	14/06/2018	Deposit	Kyrimi	Bashir Productions	£5.00	£1,655.06
Bashir Productions	15/06/2018	Deposit	Norman L	Bashir Productions	£5.00	£1,660.06
Bashir Productions	25/06/2018	Deposit	Bentley JK	Bashir Productions	£5.00	£1,665.06
Bashir Productions	05/07/2018	Deposit	Etcetera Theatre	Bashir Productions	£194.50	£1,859.56
Bashir Productions	10/07/2018	Expense	Hello Print	Bashir Productions	-£17.99	£1,841.57
Bashir Productions	10/07/2018	Expense	Astound	Bashir Productions	-£173.99	£1,667.58
Bashir Productions	10/08/2018	Expense	Hello Print	Bashir Productions	-£34.95	£1,632.63
Bashir Productions	14/08/2018	Expense	Ealing Green Church	Bashir Productions	-£74.00	£1,558.63
Bashir Productions	22/08/2018	Expense	Ealing Green Church	Bashir Productions	-£54.00	£1,504.63
Bashir Productions	03/09/2018	Deposit	FBSFG Fringe	Bashir Productions	£29.14	£1,533.77
Bashir Productions	14/09/2018	Deposit	Camden Fringe	Bashir Productions	£294.50	£1,828.27
Bashir Productions	18/09/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£100.00	£1,728.27
Bashir Productions	19/09/2018	Expense	Cockpit Theatre	Bashir Productions	-£200.00	£1,528.27
Bashir Productions	02/10/2018	Expense	Cockpit Theatre	Bashir Productions	-£36.00	£1,492.27
Bashir Productions	15/10/2018	Deposit	02 GO THINK BIG	Bashir Productions	£500.00	£1,992.27
Bashir Productions	16/10/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£220.00	£1,772.27
Bashir Productions	12/11/2018	Expense	Ealing Green Church	Bashir Productions	-£222.00	£1,550.27
Bashir Productions	23/11/2018	Expense	digitalpr	Bashir Productions	-£95.29	£1,454.98
Bashir Productions	29/11/2018	Deposit	digitalpr	Bashir Productions	£19.95	£1,474.93
Bashir Productions	03/12/2018	Expense	Hello Print	Bashir Productions	-£32.90	£1,442.03
Bashir Productions	11/12/2018	Expense	Cockpit Theatre	Bashir Productions	-£129.15	£1,312.88
Bashir Productions	14/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£151.00	£1,463.88
Bashir Productions	17/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£213.00	£1,676.88
Bashir Productions	11/04/2019	Expense	Cooperative Bank	Bashir Productions	-£22.50	£1,654.38
Bashir Productions	25/05/2019	Expense	Ealing Green Church	Bashir Productions	-£37.00	£1,617.38
Bashir Productions	03/07/2019	Expense	Ealing Green Church	Bashir Productions	-£62.00	£1,555.38
Bashir Productions	20/08/2019	Expense	Ealing Green Church	Bashir Productions	-£185.00	£1,370.38
Bashir Productions	20/08/2019	Expense	Tristian Bates Theatre	Bashir Productions	-£614.50	£755.88
Bashir Productions	17/09/2019	Expense	Hello Print	Bashir Productions	-£64.95	£690.93
Bashir Productions	20/09/2019	Expense	WIX	Bashir Productions	-£122.40	£568.53
Bashir Productions	31/10/2019	Deposit	TRistian Bates	Bashir Productions	£110.72	£679.25
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£0.31	£678.94
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£1.25	£677.69
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£11.62	£666.07
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£45.58	£620.49
Bashir Productions	12/09/2020	Expense	WIX	Bashir Productions	-£122.40	£498.09
Bashir Productions	25/07/2021	Expense	WIX	Bashir Productions	-£66.24	£431.85
Bashir Productions	26/09/2021	Expense	WIX	Bashir Productions	-£122.40	£309.45
Bashir Productions	25/06/2022	Expense	WIX	Bashir Productions	-£66.24	£243.21
Bashir Productions	12/09/2022	Expense	WIX	Bashir Productions	-£158.40	£84.81
Total for Bashir Productions					£84.81	
					£84.81	

Bashir Productions

Financial Activities

1 May, 2018 - 7 January, 2025

	TOTAL
Income	
Donations and legacies	2,488.70
Refund	19.95
Tickets	669.22
Total Income	£3,177.87
Expenditures	
Advertising/Promotional	95.29
Website	58.76
Total Advertising/Promotional	154.05
Bank Charge	22.50
Email	0.00
Subscription	132.48
Total Email	132.48
Printing, Postage and Stationery	150.79
Renting Expense	235.99
meeting	37.00
Rehearsals	535.00
Show	1,299.65
Total Renting Expense	2,107.64
Website	0.00
Subscription	525.60
Total Website	525.60
Total Expenditures	£3,093.06
NET INCOME/(EXPENDITURE)	£84.81

BASHIR PRODUCTIONS

England & Wales - Charity number 1176952

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bashir Productions

Annual Reports and Accounts
Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, was temporarily inactive between 22 July 2021 and 1 January 2025. This period of inactivity was due to the challenges posed by the COVID-19 pandemic and to allow our Chair, Mimi Malaz Bashir, to focus on completing a first-class honours degree in Global Trade and Business, ensuring the continued development of leadership and strategic skills for the charity's future.

During this time, in compliance with Charity Commission regulations, our accounts have remained unchanged since January 2023. We ensured that all financial records were maintained accurately, and no new transactions or activities were recorded during this period of inactivity.

As we now gradually reopen, Bashir Productions will begin with applications for funding and the launch of educational workshops in collaboration with industry professionals. We remain committed to supporting underrepresented talent in the performing arts and continue to operate transparently within the framework of the Charity Commission's guidelines.



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Registered Address:
21A Nemoure Road,
London, W3 6NZ

Contact Details:
Phone: 07804 470 882
Email: mimimalazbashir@hotmail.com

Trustees:

- Mimi Malaz Bashir (Chair)
- Bashir Ahmed
- Nagla Ahmed

Report of Trustees:

The trustees are pleased to present this annual report and accounts in compliance with the requirements of the Charity Commission.

Chair's Report:

The COVID-19 pandemic has had a profound impact on the arts sector, and Bashir Productions was not exempt from its far-reaching consequences. The closure of theatres across the UK and nationwide restrictions created unprecedented challenges, particularly with regard to producing showcases and securing necessary funding. As a result, the arts sector, including our charity, faced severe setbacks.

Lockdowns, social distancing, and health regulations led to a dramatic decline in revenue for many arts organisations. Bashir Productions was no exception, and our capacity to deliver projects was substantially limited due to funding constraints and logistical obstacles.

Despite these challenges, we are committed to gradually rebuilding and refocusing our efforts. We have strategically chosen to begin with educational workshops, which will form the basis for future projects. Our immediate priority is securing funding for these workshops, which will provide a solid foundation for upcoming initiatives.

In the next year, we plan to launch a mentorship program alongside skill-building workshops aimed at empowering emerging artists from diverse backgrounds. These initiatives will provide crucial support, fostering professional development and creating opportunities for community engagement.

Additionally, our outreach efforts will be designed to strengthen relationships with underrepresented communities, ensuring equal access to the arts for all. Despite the ongoing effects of the pandemic, Bashir Productions remains dedicated to its mission of supporting and promoting the performing arts.

Board of Trustees Changes:

During the reporting period, there were changes to the Board of Trustees. We would like to express our gratitude to Joy Waldron and Patrick Mizinski for their valuable contributions. Their guidance and support have been instrumental to the charity.

Mimi Malaz Bashir and Bashir Ahmed continue to serve as trustees, while we are pleased to welcome Nagla Ahmed to the Board. Her experience and insights will be invaluable as we move forward in our



efforts to achieve our mission.

Introduction:

Bashir Productions is a Charitable Incorporated Organisation (CIO) dedicated to advancing, improving, and developing public education and appreciation for interdisciplinary arts, including music, film, visual arts, theatre, performance art, and dance. Since our inception, we have worked tirelessly to promote these diverse art forms through performances, educational programs, and collaborations that embody our core values.

Aims & Activities:

The charity produces events and performances to provide experience and exposure for actors, directors, writers, casting directors, stage managers, technicians, and other creatives within the entertainment industry. Our activities include showcases, plays, scratch nights, and educational workshops, with a particular focus on supporting individuals from underrepresented groups such as BAME communities, the working class, disabled individuals, and women.

Charitable Objects:

The promotion of equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation, or religion within the performing arts;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities that foster understanding among people from diverse backgrounds;
- (d) Cultivating a sentiment in favor of equality and diversity.

Conflicts of Interest and Loyalty:

All trustees:

- (1) Declare the nature and extent of any interest, direct or indirect, in any proposed transaction or arrangement with the CIO, or in any transaction entered into by the CIO that has not been previously declared; and
- (2) Absence themselves from any discussions where a conflict of interest could arise between their duty to act solely in the interests of the CIO and any personal interest, including financial.

Governing Document:

CIO - Foundation, registered 2 February 2018

Organisation Type: Charitable Incorporated Organisation

Policies:

Risk Management, Investment, Safeguarding Vulnerable Beneficiaries, Conflicts of Interest, Volunteer Management, Complaints Handling. We currently hold public liability insurance with Policy Bee, covering injury to the public, property damage, legal costs, and other less common covers.

Patrons:

1. Sir Mark Rylance, Academy Award, BAFTA, Laurence Olivier Award, and Tony Award-winning Actor, Theatre Director, and Playwright
2. Lauren Socha, BAFTA Award-winning Actress (Misfits, The Unloved)
3. Helen Tennison, Theatre Director (Oxford Playhouse, Old Vic Theatre, Southwark



Playhouse, Shakespeare's Globe)

4. Kandace Caine, Actor, Producer, and Mentor,
Artistic Director of Next Up Talent

5. Samuel Benta, Award-winning Actor, Producer, Writer, and Director

Bank Account:

Opened: 11th April 2018 – Present

Account Number: 65851139

Sort Code: 08-92-99

Bashir Productions: Enabling Creativity and Inclusivity in the Performing Arts

Bashir Productions is a registered charity and theatre company dedicated to providing a platform for creatives from disadvantaged and underrepresented backgrounds, including Black, Asian, and Minority Ethnic (BAME) communities, working-class artists, women, and individuals with disabilities. Despite the rich cultural fabric of London's performing arts scene, entry into this industry remains challenging for many. Artists from marginalized communities often face significant barriers to visibility and recognition, and at Bashir Productions, we are committed to dismantling these obstacles and empowering diverse voices.

Our work centers on promoting the performing arts through cultural diversity, community engagement, and supporting emerging artists. We strive to create opportunities that not only advance individual careers but also contribute to the wider arts landscape, offering the kind of inclusive and accessible creative platforms that are all too often lacking.

Key Activities

1. **Theatrical Productions:** Bashir Productions produces high-quality theatrical performances that reflect diverse narratives and experiences, enriching the cultural landscape and offering audiences thought-provoking content that sparks meaningful conversations.

2. **Educational Workshops:** We offer specialized workshops in acting, directing, and production, empowering emerging artists with the essential skills they need to succeed in the performing arts industry.

3. **Mentorship Programs:** Our mentorship initiatives connect aspiring artists with seasoned professionals, providing invaluable guidance and networking opportunities to bridge the gap between emerging talent and established industry figures.

4. **Community Engagement:** Bashir Productions actively reaches out to underrepresented communities to ensure that the arts remain accessible to all. Our outreach efforts foster stronger relationships within these communities, ensuring a broader participation in the arts.

Alignment with Charity Commission Governance

Bashir Productions operates in strict adherence to the Charity Commission's principles of governance, ensuring transparency, accountability, and effective management of our operations:

- **Charitable Purpose:** Our mission to promote the performing arts and support emerging artists aligns with charitable objectives recognized by the Charity Commission, including advancing education and promoting the arts.

- **Public Benefit:** Through accessible workshops and productions, we create tangible benefits for the public, enriching the cultural fabric of our communities.



- **Effective Management:** We follow best practices in governance, maintaining a diverse and skilled board of trustees that oversees our operations, ensuring compliance and promoting effective decision-making.
- **Financial Accountability:** Bashir Productions is committed to responsible financial management, ensuring funds are used efficiently to support our charitable activities. We strive to secure funding that supports our mission.
- **Inclusivity and Diversity:** Our programs and initiatives embody the Charity Commission's emphasis on equality and diversity, fostering a rich and inclusive environment for all participants.

Funding and Financial Status

Currently, Bashir Productions has faced challenges in receiving funding due to inactivity during the COVID-19 disruption. In the past year, our limited funds have been primarily directed toward maintaining our domain name, but we are now focused on rebuilding and securing new funding to support our future initiatives.

Our Volunteers

Our volunteer team, composed of a diverse group of professionals, plays an essential role in Bashir Productions' operations. From actors to photographers, directors to stage managers, each volunteer contributes their expertise in various areas:

- **Arts Administration:** Volunteers assist with administrative tasks supporting our productions, workshops, and artist development initiatives.
- **Education and Outreach:** Volunteers help develop and implement educational and outreach programs, working with schools and community groups to ensure broad participation.
- **Funding:** Our volunteers are instrumental in securing funding through relationships with donors, organizing fundraising events, and applying for grants and sponsorships.
- **Press and Marketing:** Volunteers assist with marketing and communications, ensuring that our productions reach the widest audience possible and that our work is showcased effectively.

While our team remains entirely volunteer-based due to financial limitations, each volunteer is professionally credited for their contributions, which helps them gain valuable experience, industry recognition, and future employment opportunities.

Future Plans

Looking ahead, Bashir Productions aims to enhance its impact by launching a comprehensive mentorship program and offering skill-building workshops for emerging artists. These initiatives will provide industry professionals' guidance, empowering diverse talent to reach their full potential.

We plan to conduct workshops that cover essential skills such as acting, directing, and production techniques. Additionally, we will continue our outreach efforts to broaden participation from underrepresented communities, ensuring sustained access to the arts.

Our future plans also include the establishment of a residency at a prominent London theatre, creating a dedicated space to support artists, especially those from marginalized communities.

Celebrating Diversity and Inclusion

Bashir Productions is committed to fostering an environment where everyone feels welcome and valued. We believe that every person brings a unique perspective that enriches our work. By creating an



inclusive creative space, we aim to produce exceptional theatre that challenges, inspires, and reflects the diverse voices within our community.

Our outreach extends across various social media platforms, including Twitter, Instagram, Facebook, LinkedIn, Mandy, and Star Now, ensuring that our opportunities reach a broad and diverse audience. We strive to provide a safe and rewarding environment where participants can build confidence and regularly showcase their talents.

Outreach and Engagement

Through partnerships with community organizations, Bashir Productions has been able to engage underserved audiences, providing over 100 free tickets to individuals who might not typically attend theatre. These efforts have helped foster a rich, diverse audience base that benefits from engaging with socially conscious performances that tackle pressing social issues.

Impact

Before the COVID-19 pandemic, Bashir Productions was committed to supporting underrepresented talent in the arts by providing numerous opportunities for both emerging and established artists, particularly those from marginalized communities. Through a variety of projects, the charity focused on fostering diversity and inclusion within the theatre industry by offering valuable opportunities to individuals from different backgrounds. Below is a comprehensive overview of the opportunities provided, along with initiatives to ensure accessibility to the arts for those who could not afford to attend performances:

Opportunities for Emerging Talent:

Bashir Productions created multiple platforms for underrepresented writers, performers, and creatives, with a focus on nurturing new talent:

- **Emerging Talent Program:** 41 individuals benefited from the program, which gave writers and performers the opportunity to showcase their work and hone their craft.
- **Creative Collision:** 27 writers and 23 actors were given the chance to develop their skills and collaborate, leading to a wider range of voices and perspectives in the productions.
- **Horror Horror:** 13 writers and 16 actors were involved in creating and performing, offering a space for new and diverse voices to engage with genre theatre.
- **The Falcons Bridge School for Girls :** 5 writers and 12 actors were provided with opportunities to create and perform, contributing to a more inclusive representation of talent.
- **Rendezvous:** 14 writers and 16 actors took part in this project, further expanding the pool of diverse and underrepresented talent showcased in theatre.
- **Here She Is:** 17 actors, 2 stage managers, 1 casting director, 16 writers, and directors benefited from this project, which promoted gender equality and inclusivity in the industry.

Community Accessibility:

Bashir Productions has remained steadfast in its commitment to making theatre accessible to all, with particular attention to individuals who face financial barriers. The charity has been proactive in ensuring



that those who would otherwise be unable to attend performances are able to engage with and enjoy the arts.

- **Doe Project:** 100 free tickets were distributed to individuals facing financial challenges, ensuring that theatre remained accessible to all members of the community.
- **Creative Collision:** 100 free tickets were offered to those in need, providing an opportunity for individuals to experience and appreciate the work presented, regardless of their financial circumstances.
- **Horror Horror:** 30 free tickets were made available to individuals who may not have had the means to attend, reinforcing the charity's commitment to inclusivity and broadening access to the arts.
- **The Falcon's Bridge School For Girls:** 20 free tickets were provided to community members experiencing financial hardship, allowing them to experience theatre without the barrier of cost.
- **Rendezvous:** 20 free tickets were offered to individuals who could not afford to attend, ensuring that financial limitations did not prevent access to cultural experiences.
- **Here She Is:** 150 free tickets were distributed to individuals in the community who faced financial barriers, reinforcing the charity's dedication to ensuring theatre remains accessible to all.

Through these initiatives, Bashir Productions has played a crucial role in making theatre more inclusive by amplifying underrepresented voices and offering opportunities for both artists and audience members. The charity has worked to democratize access to the arts, providing opportunities for those from marginalized communities to engage with theatre, while also supporting the growth of emerging talent. This holistic approach has helped break down financial barriers, allowing theatre to be accessible to a wider, more diverse audience.

Complaints Policy

We view complaints as an opportunity for growth and improvement. Our complaints policy includes the following commitments:

- **Fair Complaints Procedure:** We maintain a clear and accessible process for individuals to voice their concerns.
- **Awareness and Accessibility:** We actively promote our complaints procedure to ensure people know how to reach us.
- **Training for Staff:** All staff are trained to handle complaints effectively.
- **Timely and Fair Investigations:** Every complaint will be addressed promptly and impartially.
- **Resolution and Relationship Repair:** We aim to resolve complaints in a way that restores positive relationships.
- **Continuous Improvement:** We seek feedback to improve our services and practices, making necessary adjustments based on insights gathered.

At Bashir Productions, we remain committed to providing a platform for diverse voices, ensuring that artists from underrepresented communities have the opportunity to thrive. By celebrating creativity, fostering inclusivity, and championing equality, we are working toward a future where the performing arts can truly reflect the diversity of the world around us.

Bashir Productions Safeguarding Policy

1. Introduction

Bashir Productions is committed to creating a safe and inclusive environment for all participants, volunteers, and staff involved in our creative programs. We recognize that safeguarding is about protecting



the well-being of everyone involved in our activities, especially those who may be vulnerable, such as adults at risk of harm. This policy outlines our commitment to safeguarding and sets out the principles, procedures, and responsibilities to ensure the protection of all individuals involved with our charity.

2. Purpose of the Safeguarding Policy

The purpose of this policy is to:

- Ensure that Bashir Productions has clear procedures for safeguarding adults at risk and responding to concerns.
- Establish a culture of vigilance where safeguarding is everyone's responsibility.
- Define the roles and responsibilities of staff, volunteers, and trustees in safeguarding.
- Demonstrate our compliance with the Charity Commission's safeguarding requirements and relevant safeguarding legislation.

3. Definitions

Safeguarding refers to the proactive steps taken to prevent the abuse, neglect, and exploitation of individuals, particularly vulnerable adults, and ensure their well-being and human rights are respected. Adults at risk are individuals who, because of their age, disability, or any other factor, may be unable to take care of themselves or protect themselves from significant harm.

4. Scope of the Policy

This policy applies to:

- All staff, volunteers, trustees, and anyone working on behalf of Bashir Productions.
- Any person participating in Bashir Productions activities, whether in person or virtually.
- All programs and services provided by the charity, including workshops, performances, and outreach activities.

5. Safeguarding Officer

Bashir Productions will appoint a dedicated Safeguarding Officer who will be responsible for:

- Ensuring that safeguarding procedures are followed.
- Providing support and guidance to staff and volunteers.
- Acting as the primary point of contact for safeguarding concerns.
- Overseeing training and education on safeguarding issues.

6. Safeguarding Procedures

Bashir Productions has established procedures to respond to safeguarding concerns. These procedures include:

- **Reporting Concerns:** Any staff member, volunteer, or participant who suspects abuse or neglect must report it immediately to the Safeguarding Officer.
- **Assessment and Action:** The Safeguarding Officer will assess the concern, determine the next steps, and, if necessary, make referrals to appropriate authorities (e.g., local safeguarding boards or the police).
- **Confidentiality:** Safeguarding information will be treated confidentially, and only those directly involved in the concern will have access to the details.
- **Whistleblowing:** Staff and volunteers are encouraged to report any concerns about safeguarding practices to the Safeguarding Officer or another senior leader within the organization.

7. Recruitment and Training

Bashir Productions is committed to ensuring that everyone who works with adults at risk is suitable for the role and understands their safeguarding responsibilities. This includes:

- **Recruitment:** All staff and volunteers will undergo a thorough recruitment process,



including background checks (e.g., DBS checks or equivalent) to ensure suitability.

- Training: All staff and volunteers will receive safeguarding training, including recognizing signs of abuse, how to report concerns, and how to create a safe and inclusive environment.

8. Code of Conduct

Bashir Productions expects all staff, volunteers, and participants to adhere to a strict code of conduct that promotes respect, inclusivity, and the well-being of everyone involved. This includes:

- Treating all individuals with dignity and respect.
- Avoiding any behavior that may be seen as inappropriate, coercive, or abusive.
- Ensuring that physical contact is always consensual and respectful.
- Maintaining professional boundaries and avoiding any behavior that may lead to a conflict of interest or exploitation.

9. Protection from Abuse

Bashir Productions will take all necessary steps to prevent abuse from occurring, including:

- Ensuring a safe physical environment for all activities, with appropriate supervision ratios.
- Encouraging open communication where concerns about safety can be raised.
- Regularly reviewing safeguarding practices and policies to ensure their effectiveness.

10. Reporting Safeguarding Concerns

If any participant, staff member, or volunteer has a safeguarding concern about an adult at risk involved in any of our programs, the following steps should be taken:

1. Immediately report the concern to the Safeguarding Officer or, if unavailable, a senior member of staff.
2. Do not attempt to investigate the concern or address the situation on your own.
3. The Safeguarding Officer will review the information and, if necessary, make a referral to the appropriate authorities, such as the local Adult Safeguarding Board or the police.

11. Confidentiality and Data Protection

We respect the confidentiality of all individuals involved with Bashir Productions. Information regarding safeguarding concerns will only be shared on a need-to-know basis and in compliance with the law. Personal data will be handled in line with our Data Protection Policy.

12. Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and relevance. Any updates to the policy will be communicated to all staff, volunteers, and trustees. The Safeguarding Officer will also monitor the implementation of the policy and ensure that it is being adhered to across all areas of Bashir Productions' work.

13. Acknowledgment

All staff and volunteers must sign a declaration to confirm that they have read and understood this Safeguarding Policy and agree to abide by its guidelines.

Declaration of Commitment to Safeguarding

I, Mimi Malaz Bashir, confirm that I have read, understood, and agree to adhere to the safeguarding policies and procedures of Bashir Productions. I understand that my role involves ensuring the safety and well-being of all participants, particularly those at risk, and I will take all necessary steps to ensure their



protection.

Signed: *Mimi Malaz Bashir*

Date: **06.01.2025**

14. Contact Information

If you have any questions regarding safeguarding, or if you need to report a concern, please contact:

Safeguarding Officer

Name: Mimi Malaz Bashir

Phone: 07804470882

Email: Mimimalazbashir@hotmail.com

Conclusion

Bashir Productions is committed to fostering a culture of safety and well-being. We believe that a safe environment is essential for creativity and collaboration, and we will continuously strive to uphold the highest safety standards in all our activities. This Safety Policy has been approved by the Board of Trustees of Bashir Productions. We aim to create an environment where all individuals feel safe, respected, and empowered to engage in creative expression.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bashir Productions

Annual Accounts
Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, has been temporarily inactive from 22 July 2021 to 1 January 2025 due to the significant challenges posed by the COVID-19 pandemic and related operational constraints. The pandemic severely impacted our ability to conduct activities safely and effectively, leading to a suspension of all programs and workshops.

Additionally, this period allowed our Chair, Mimi Malaz Bashir, to focus on completing her first-class honours degree in Global Trade and Business, further enhancing her leadership and strategic capabilities to strengthen the charity's future direction.

In accordance with Charity Commission regulations, Bashir Productions' financial accounts have remained consistent and unchanged since January 2023. No new transactions or activities were recorded during this period of inactivity, ensuring transparency and compliance with financial management standards.

As we transition out of this period, Bashir Productions is now preparing to relaunch its operations with a renewed focus. We aim to apply for funding to support our upcoming initiatives, including educational workshops and creative programs designed in collaboration with industry professionals.

Our commitment to supporting underrepresented talent in the performing arts remains steadfast. Moving forward, we are dedicated to rebuilding our presence and delivering impactful programs, operating with full transparency and accountability within the framework of the Charity Commission's guidelines.

Bashir Productions

Account QuickReport

All Dates

ACCOUNT	DATE	TRANSACTION TYPE	NAME	ACCOUNT FULL NAME	AMOUNT	BALANCE
Bashir Productions						
Bashir Productions	29/05/2018	Deposit	Waldron Donation	Bashir Productions	£500.00	£500.00
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£135.66	£635.66
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£239.40	£875.06
Bashir Productions	11/06/2018	Deposit	Andrew Lloyd Webber	Bashir Productions	£750.00	£1,625.06
Bashir Productions	13/06/2018	Deposit	Blell R	Bashir Productions	£5.00	£1,630.06
Bashir Productions	13/06/2018	Deposit	Eleanor Gill	Bashir Productions	£5.00	£1,635.06
Bashir Productions	14/06/2018	Deposit	TFR	Bashir Productions	£10.00	£1,645.06
Bashir Productions	14/06/2018	Deposit	T Taggart	Bashir Productions	£5.00	£1,650.06
Bashir Productions	14/06/2018	Deposit	Kyrimi	Bashir Productions	£5.00	£1,655.06
Bashir Productions	15/06/2018	Deposit	Norman L	Bashir Productions	£5.00	£1,660.06
Bashir Productions	25/06/2018	Deposit	Bentley JK	Bashir Productions	£5.00	£1,665.06
Bashir Productions	05/07/2018	Deposit	Etcetera Theatre	Bashir Productions	£194.50	£1,859.56
Bashir Productions	10/07/2018	Expense	Hello Print	Bashir Productions	-£17.99	£1,841.57
Bashir Productions	10/07/2018	Expense	Astound	Bashir Productions	-£173.99	£1,667.58
Bashir Productions	10/08/2018	Expense	Hello Print	Bashir Productions	-£34.95	£1,632.63
Bashir Productions	14/08/2018	Expense	Ealing Green Church	Bashir Productions	-£74.00	£1,558.63
Bashir Productions	22/08/2018	Expense	Ealing Green Church	Bashir Productions	-£54.00	£1,504.63
Bashir Productions	03/09/2018	Deposit	FBSFG Fringe	Bashir Productions	£29.14	£1,533.77
Bashir Productions	14/09/2018	Deposit	Camden Fringe	Bashir Productions	£294.50	£1,828.27
Bashir Productions	18/09/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£100.00	£1,728.27
Bashir Productions	19/09/2018	Expense	Cockpit Theatre	Bashir Productions	-£200.00	£1,528.27
Bashir Productions	02/10/2018	Expense	Cockpit Theatre	Bashir Productions	-£36.00	£1,492.27
Bashir Productions	15/10/2018	Deposit	02 GO THINK BIG	Bashir Productions	£500.00	£1,992.27
Bashir Productions	16/10/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£220.00	£1,772.27
Bashir Productions	12/11/2018	Expense	Ealing Green Church	Bashir Productions	-£222.00	£1,550.27
Bashir Productions	23/11/2018	Expense	digitalpr	Bashir Productions	-£95.29	£1,454.98
Bashir Productions	29/11/2018	Deposit	digitalpr	Bashir Productions	£19.95	£1,474.93
Bashir Productions	03/12/2018	Expense	Hello Print	Bashir Productions	-£32.90	£1,442.03
Bashir Productions	11/12/2018	Expense	Cockpit Theatre	Bashir Productions	-£129.15	£1,312.88
Bashir Productions	14/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£151.00	£1,463.88
Bashir Productions	17/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£213.00	£1,676.88
Bashir Productions	11/04/2019	Expense	Cooperative Bank	Bashir Productions	-£22.50	£1,654.38
Bashir Productions	25/05/2019	Expense	Ealing Green Church	Bashir Productions	-£37.00	£1,617.38
Bashir Productions	03/07/2019	Expense	Ealing Green Church	Bashir Productions	-£62.00	£1,555.38
Bashir Productions	20/08/2019	Expense	Ealing Green Church	Bashir Productions	-£185.00	£1,370.38
Bashir Productions	20/08/2019	Expense	Tristian Bates Theatre	Bashir Productions	-£614.50	£755.88
Bashir Productions	17/09/2019	Expense	Hello Print	Bashir Productions	-£64.95	£690.93
Bashir Productions	20/09/2019	Expense	WIX	Bashir Productions	-£122.40	£568.53
Bashir Productions	31/10/2019	Deposit	TRistian Bates	Bashir Productions	£110.72	£679.25
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£0.31	£678.94
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£1.25	£677.69
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£11.62	£666.07
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£45.58	£620.49
Bashir Productions	12/09/2020	Expense	WIX	Bashir Productions	-£122.40	£498.09
Bashir Productions	25/07/2021	Expense	WIX	Bashir Productions	-£66.24	£431.85
Bashir Productions	26/09/2021	Expense	WIX	Bashir Productions	-£122.40	£309.45
Bashir Productions	25/06/2022	Expense	WIX	Bashir Productions	-£66.24	£243.21
Bashir Productions	12/09/2022	Expense	WIX	Bashir Productions	-£158.40	£84.81
Total for Bashir Productions					£84.81	
					£84.81	

Bashir Productions

Financial Activities

1 May, 2018 - 7 January, 2025

	TOTAL
Income	
Donations and legacies	2,488.70
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Tickets	669.22
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Expenditures	
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BASHIR PRODUCTIONS

England & Wales - Charity number 1176952

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Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, was temporarily inactive between 22 July 2021 and 1 January 2025. This period of inactivity was due to the challenges posed by the COVID-19 pandemic and to allow our Chair, Mimi Malaz Bashir, to focus on completing a first-class honours degree in Global Trade and Business, ensuring the continued development of leadership and strategic skills for the charity's future.

During this time, in compliance with Charity Commission regulations, our accounts have remained unchanged since January 2023. We ensured that all financial records were maintained accurately, and no new transactions or activities were recorded during this period of inactivity.

As we now gradually reopen, Bashir Productions will begin with applications for funding and the launch of educational workshops in collaboration with industry professionals. We remain committed to supporting underrepresented talent in the performing arts and continue to operate transparently within the framework of the Charity Commission's guidelines.



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Contact Details:
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Trustees:

- Mimi Malaz Bashir (Chair)
- Bashir Ahmed
- Nagla Ahmed

Report of Trustees:

The trustees are pleased to present this annual report and accounts in compliance with the requirements of the Charity Commission.

Chair's Report:

The COVID-19 pandemic has had a profound impact on the arts sector, and Bashir Productions was not exempt from its far-reaching consequences. The closure of theatres across the UK and nationwide restrictions created unprecedented challenges, particularly with regard to producing showcases and securing necessary funding. As a result, the arts sector, including our charity, faced severe setbacks.

Lockdowns, social distancing, and health regulations led to a dramatic decline in revenue for many arts organisations. Bashir Productions was no exception, and our capacity to deliver projects was substantially limited due to funding constraints and logistical obstacles.

Despite these challenges, we are committed to gradually rebuilding and refocusing our efforts. We have strategically chosen to begin with educational workshops, which will form the basis for future projects. Our immediate priority is securing funding for these workshops, which will provide a solid foundation for upcoming initiatives.

In the next year, we plan to launch a mentorship program alongside skill-building workshops aimed at empowering emerging artists from diverse backgrounds. These initiatives will provide crucial support, fostering professional development and creating opportunities for community engagement.

Additionally, our outreach efforts will be designed to strengthen relationships with underrepresented communities, ensuring equal access to the arts for all. Despite the ongoing effects of the pandemic, Bashir Productions remains dedicated to its mission of supporting and promoting the performing arts.

Board of Trustees Changes:

During the reporting period, there were changes to the Board of Trustees. We would like to express our gratitude to Joy Waldron and Patrick Mizinski for their valuable contributions. Their guidance and support have been instrumental to the charity.

Mimi Malaz Bashir and Bashir Ahmed continue to serve as trustees, while we are pleased to welcome Nagla Ahmed to the Board. Her experience and insights will be invaluable as we move forward in our



efforts to achieve our mission.

Introduction:

Bashir Productions is a Charitable Incorporated Organisation (CIO) dedicated to advancing, improving, and developing public education and appreciation for interdisciplinary arts, including music, film, visual arts, theatre, performance art, and dance. Since our inception, we have worked tirelessly to promote these diverse art forms through performances, educational programs, and collaborations that embody our core values.

Aims & Activities:

The charity produces events and performances to provide experience and exposure for actors, directors, writers, casting directors, stage managers, technicians, and other creatives within the entertainment industry. Our activities include showcases, plays, scratch nights, and educational workshops, with a particular focus on supporting individuals from underrepresented groups such as BAME communities, the working class, disabled individuals, and women.

Charitable Objects:

The promotion of equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation, or religion within the performing arts;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities that foster understanding among people from diverse backgrounds;
- (d) Cultivating a sentiment in favor of equality and diversity.

Conflicts of Interest and Loyalty:

All trustees:

- (1) Declare the nature and extent of any interest, direct or indirect, in any proposed transaction or arrangement with the CIO, or in any transaction entered into by the CIO that has not been previously declared; and
- (2) Absence themselves from any discussions where a conflict of interest could arise between their duty to act solely in the interests of the CIO and any personal interest, including financial.

Governing Document:

CIO - Foundation, registered 2 February 2018

Organisation Type: Charitable Incorporated Organisation

Policies:

Risk Management, Investment, Safeguarding Vulnerable Beneficiaries, Conflicts of Interest, Volunteer Management, Complaints Handling. We currently hold public liability insurance with Policy Bee, covering injury to the public, property damage, legal costs, and other less common covers.

Patrons:

1. Sir Mark Rylance, Academy Award, BAFTA, Laurence Olivier Award, and Tony Award-winning Actor, Theatre Director, and Playwright
2. Lauren Socha, BAFTA Award-winning Actress (Misfits, The Unloved)
3. Helen Tennison, Theatre Director (Oxford Playhouse, Old Vic Theatre, Southwark



Playhouse, Shakespeare's Globe)

4. Kandace Caine, Actor, Producer, and Mentor,
Artistic Director of Next Up Talent

5. Samuel Benta, Award-winning Actor, Producer, Writer, and Director

Bank Account:

Opened: 11th April 2018 – Present

Account Number: 65851139

Sort Code: 08-92-99

Bashir Productions: Enabling Creativity and Inclusivity in the Performing Arts

Bashir Productions is a registered charity and theatre company dedicated to providing a platform for creatives from disadvantaged and underrepresented backgrounds, including Black, Asian, and Minority Ethnic (BAME) communities, working-class artists, women, and individuals with disabilities. Despite the rich cultural fabric of London's performing arts scene, entry into this industry remains challenging for many. Artists from marginalized communities often face significant barriers to visibility and recognition, and at Bashir Productions, we are committed to dismantling these obstacles and empowering diverse voices.

Our work centers on promoting the performing arts through cultural diversity, community engagement, and supporting emerging artists. We strive to create opportunities that not only advance individual careers but also contribute to the wider arts landscape, offering the kind of inclusive and accessible creative platforms that are all too often lacking.

Key Activities

1. **Theatrical Productions:** Bashir Productions produces high-quality theatrical performances that reflect diverse narratives and experiences, enriching the cultural landscape and offering audiences thought-provoking content that sparks meaningful conversations.

2. **Educational Workshops:** We offer specialized workshops in acting, directing, and production, empowering emerging artists with the essential skills they need to succeed in the performing arts industry.

3. **Mentorship Programs:** Our mentorship initiatives connect aspiring artists with seasoned professionals, providing invaluable guidance and networking opportunities to bridge the gap between emerging talent and established industry figures.

4. **Community Engagement:** Bashir Productions actively reaches out to underrepresented communities to ensure that the arts remain accessible to all. Our outreach efforts foster stronger relationships within these communities, ensuring a broader participation in the arts.

Alignment with Charity Commission Governance

Bashir Productions operates in strict adherence to the Charity Commission's principles of governance, ensuring transparency, accountability, and effective management of our operations:

- **Charitable Purpose:** Our mission to promote the performing arts and support emerging artists aligns with charitable objectives recognized by the Charity Commission, including advancing education and promoting the arts.

- **Public Benefit:** Through accessible workshops and productions, we create tangible benefits for the public, enriching the cultural fabric of our communities.



- **Effective Management:** We follow best practices in governance, maintaining a diverse and skilled board of trustees that oversees our operations, ensuring compliance and promoting effective decision-making.
- **Financial Accountability:** Bashir Productions is committed to responsible financial management, ensuring funds are used efficiently to support our charitable activities. We strive to secure funding that supports our mission.
- **Inclusivity and Diversity:** Our programs and initiatives embody the Charity Commission's emphasis on equality and diversity, fostering a rich and inclusive environment for all participants.

Funding and Financial Status

Currently, Bashir Productions has faced challenges in receiving funding due to inactivity during the COVID-19 disruption. In the past year, our limited funds have been primarily directed toward maintaining our domain name, but we are now focused on rebuilding and securing new funding to support our future initiatives.

Our Volunteers

Our volunteer team, composed of a diverse group of professionals, plays an essential role in Bashir Productions' operations. From actors to photographers, directors to stage managers, each volunteer contributes their expertise in various areas:

- **Arts Administration:** Volunteers assist with administrative tasks supporting our productions, workshops, and artist development initiatives.
- **Education and Outreach:** Volunteers help develop and implement educational and outreach programs, working with schools and community groups to ensure broad participation.
- **Funding:** Our volunteers are instrumental in securing funding through relationships with donors, organizing fundraising events, and applying for grants and sponsorships.
- **Press and Marketing:** Volunteers assist with marketing and communications, ensuring that our productions reach the widest audience possible and that our work is showcased effectively.

While our team remains entirely volunteer-based due to financial limitations, each volunteer is professionally credited for their contributions, which helps them gain valuable experience, industry recognition, and future employment opportunities.

Future Plans

Looking ahead, Bashir Productions aims to enhance its impact by launching a comprehensive mentorship program and offering skill-building workshops for emerging artists. These initiatives will provide industry professionals' guidance, empowering diverse talent to reach their full potential.

We plan to conduct workshops that cover essential skills such as acting, directing, and production techniques. Additionally, we will continue our outreach efforts to broaden participation from underrepresented communities, ensuring sustained access to the arts.

Our future plans also include the establishment of a residency at a prominent London theatre, creating a dedicated space to support artists, especially those from marginalized communities.

Celebrating Diversity and Inclusion

Bashir Productions is committed to fostering an environment where everyone feels welcome and valued. We believe that every person brings a unique perspective that enriches our work. By creating an



inclusive creative space, we aim to produce exceptional theatre that challenges, inspires, and reflects the diverse voices within our community.

Our outreach extends across various social media platforms, including Twitter, Instagram, Facebook, LinkedIn, Mandy, and Star Now, ensuring that our opportunities reach a broad and diverse audience. We strive to provide a safe and rewarding environment where participants can build confidence and regularly showcase their talents.

Outreach and Engagement

Through partnerships with community organizations, Bashir Productions has been able to engage underserved audiences, providing over 100 free tickets to individuals who might not typically attend theatre. These efforts have helped foster a rich, diverse audience base that benefits from engaging with socially conscious performances that tackle pressing social issues.

Impact

Before the COVID-19 pandemic, Bashir Productions was committed to supporting underrepresented talent in the arts by providing numerous opportunities for both emerging and established artists, particularly those from marginalized communities. Through a variety of projects, the charity focused on fostering diversity and inclusion within the theatre industry by offering valuable opportunities to individuals from different backgrounds. Below is a comprehensive overview of the opportunities provided, along with initiatives to ensure accessibility to the arts for those who could not afford to attend performances:

Opportunities for Emerging Talent:

Bashir Productions created multiple platforms for underrepresented writers, performers, and creatives, with a focus on nurturing new talent:

- **Emerging Talent Program:** 41 individuals benefited from the program, which gave writers and performers the opportunity to showcase their work and hone their craft.
- **Creative Collision:** 27 writers and 23 actors were given the chance to develop their skills and collaborate, leading to a wider range of voices and perspectives in the productions.
- **Horror Horror:** 13 writers and 16 actors were involved in creating and performing, offering a space for new and diverse voices to engage with genre theatre.
- **The Falcons Bridge School for Girls :** 5 writers and 12 actors were provided with opportunities to create and perform, contributing to a more inclusive representation of talent.
- **Rendezvous:** 14 writers and 16 actors took part in this project, further expanding the pool of diverse and underrepresented talent showcased in theatre.
- **Here She Is:** 17 actors, 2 stage managers, 1 casting director, 16 writers, and directors benefited from this project, which promoted gender equality and inclusivity in the industry.

Community Accessibility:

Bashir Productions has remained steadfast in its commitment to making theatre accessible to all, with particular attention to individuals who face financial barriers. The charity has been proactive in ensuring



that those who would otherwise be unable to attend performances are able to engage with and enjoy the arts.

- **Doe Project:** 100 free tickets were distributed to individuals facing financial challenges, ensuring that theatre remained accessible to all members of the community.
- **Creative Collision:** 100 free tickets were offered to those in need, providing an opportunity for individuals to experience and appreciate the work presented, regardless of their financial circumstances.
- **Horror Horror:** 30 free tickets were made available to individuals who may not have had the means to attend, reinforcing the charity's commitment to inclusivity and broadening access to the arts.
- **The Falcon's Bridge School For Girls:** 20 free tickets were provided to community members experiencing financial hardship, allowing them to experience theatre without the barrier of cost.
- **Rendezvous:** 20 free tickets were offered to individuals who could not afford to attend, ensuring that financial limitations did not prevent access to cultural experiences.
- **Here She Is:** 150 free tickets were distributed to individuals in the community who faced financial barriers, reinforcing the charity's dedication to ensuring theatre remains accessible to all.

Through these initiatives, Bashir Productions has played a crucial role in making theatre more inclusive by amplifying underrepresented voices and offering opportunities for both artists and audience members. The charity has worked to democratize access to the arts, providing opportunities for those from marginalized communities to engage with theatre, while also supporting the growth of emerging talent. This holistic approach has helped break down financial barriers, allowing theatre to be accessible to a wider, more diverse audience.

Complaints Policy

We view complaints as an opportunity for growth and improvement. Our complaints policy includes the following commitments:

- **Fair Complaints Procedure:** We maintain a clear and accessible process for individuals to voice their concerns.
- **Awareness and Accessibility:** We actively promote our complaints procedure to ensure people know how to reach us.
- **Training for Staff:** All staff are trained to handle complaints effectively.
- **Timely and Fair Investigations:** Every complaint will be addressed promptly and impartially.
- **Resolution and Relationship Repair:** We aim to resolve complaints in a way that restores positive relationships.
- **Continuous Improvement:** We seek feedback to improve our services and practices, making necessary adjustments based on insights gathered.

At Bashir Productions, we remain committed to providing a platform for diverse voices, ensuring that artists from underrepresented communities have the opportunity to thrive. By celebrating creativity, fostering inclusivity, and championing equality, we are working toward a future where the performing arts can truly reflect the diversity of the world around us.

Bashir Productions Safeguarding Policy

1. Introduction

Bashir Productions is committed to creating a safe and inclusive environment for all participants, volunteers, and staff involved in our creative programs. We recognize that safeguarding is about protecting



the well-being of everyone involved in our activities, especially those who may be vulnerable, such as adults at risk of harm. This policy outlines our commitment to safeguarding and sets out the principles, procedures, and responsibilities to ensure the protection of all individuals involved with our charity.

2. Purpose of the Safeguarding Policy

The purpose of this policy is to:

- Ensure that Bashir Productions has clear procedures for safeguarding adults at risk and responding to concerns.
- Establish a culture of vigilance where safeguarding is everyone's responsibility.
- Define the roles and responsibilities of staff, volunteers, and trustees in safeguarding.
- Demonstrate our compliance with the Charity Commission's safeguarding requirements and relevant safeguarding legislation.

3. Definitions

Safeguarding refers to the proactive steps taken to prevent the abuse, neglect, and exploitation of individuals, particularly vulnerable adults, and ensure their well-being and human rights are respected. Adults at risk are individuals who, because of their age, disability, or any other factor, may be unable to take care of themselves or protect themselves from significant harm.

4. Scope of the Policy

This policy applies to:

- All staff, volunteers, trustees, and anyone working on behalf of Bashir Productions.
- Any person participating in Bashir Productions activities, whether in person or virtually.
- All programs and services provided by the charity, including workshops, performances, and outreach activities.

5. Safeguarding Officer

Bashir Productions will appoint a dedicated Safeguarding Officer who will be responsible for:

- Ensuring that safeguarding procedures are followed.
- Providing support and guidance to staff and volunteers.
- Acting as the primary point of contact for safeguarding concerns.
- Overseeing training and education on safeguarding issues.

6. Safeguarding Procedures

Bashir Productions has established procedures to respond to safeguarding concerns. These procedures include:

- **Reporting Concerns:** Any staff member, volunteer, or participant who suspects abuse or neglect must report it immediately to the Safeguarding Officer.
- **Assessment and Action:** The Safeguarding Officer will assess the concern, determine the next steps, and, if necessary, make referrals to appropriate authorities (e.g., local safeguarding boards or the police).
- **Confidentiality:** Safeguarding information will be treated confidentially, and only those directly involved in the concern will have access to the details.
- **Whistleblowing:** Staff and volunteers are encouraged to report any concerns about safeguarding practices to the Safeguarding Officer or another senior leader within the organization.

7. Recruitment and Training

Bashir Productions is committed to ensuring that everyone who works with adults at risk is suitable for the role and understands their safeguarding responsibilities. This includes:

- **Recruitment:** All staff and volunteers will undergo a thorough recruitment process,



including background checks (e.g., DBS checks or equivalent) to ensure suitability.

- Training: All staff and volunteers will receive safeguarding training, including recognizing signs of abuse, how to report concerns, and how to create a safe and inclusive environment.

8. Code of Conduct

Bashir Productions expects all staff, volunteers, and participants to adhere to a strict code of conduct that promotes respect, inclusivity, and the well-being of everyone involved. This includes:

- Treating all individuals with dignity and respect.
- Avoiding any behavior that may be seen as inappropriate, coercive, or abusive.
- Ensuring that physical contact is always consensual and respectful.
- Maintaining professional boundaries and avoiding any behavior that may lead to a conflict of interest or exploitation.

9. Protection from Abuse

Bashir Productions will take all necessary steps to prevent abuse from occurring, including:

- Ensuring a safe physical environment for all activities, with appropriate supervision ratios.
- Encouraging open communication where concerns about safety can be raised.
- Regularly reviewing safeguarding practices and policies to ensure their effectiveness.

10. Reporting Safeguarding Concerns

If any participant, staff member, or volunteer has a safeguarding concern about an adult at risk involved in any of our programs, the following steps should be taken:

1. Immediately report the concern to the Safeguarding Officer or, if unavailable, a senior member of staff.
2. Do not attempt to investigate the concern or address the situation on your own.
3. The Safeguarding Officer will review the information and, if necessary, make a referral to the appropriate authorities, such as the local Adult Safeguarding Board or the police.

11. Confidentiality and Data Protection

We respect the confidentiality of all individuals involved with Bashir Productions. Information regarding safeguarding concerns will only be shared on a need-to-know basis and in compliance with the law. Personal data will be handled in line with our Data Protection Policy.

12. Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and relevance. Any updates to the policy will be communicated to all staff, volunteers, and trustees. The Safeguarding Officer will also monitor the implementation of the policy and ensure that it is being adhered to across all areas of Bashir Productions' work.

13. Acknowledgment

All staff and volunteers must sign a declaration to confirm that they have read and understood this Safeguarding Policy and agree to abide by its guidelines.

Declaration of Commitment to Safeguarding

I, Mimi Malaz Bashir, confirm that I have read, understood, and agree to adhere to the safeguarding policies and procedures of Bashir Productions. I understand that my role involves ensuring the safety and well-being of all participants, particularly those at risk, and I will take all necessary steps to ensure their



protection.

Signed: *Mimi Malaz Bashir*

Date: **06.01.2025**

14. Contact Information

If you have any questions regarding safeguarding, or if you need to report a concern, please contact:

Safeguarding Officer

Name: Mimi Malaz Bashir

Phone: 07804470882

Email: Mimimalazbashir@hotmail.com

Conclusion

Bashir Productions is committed to fostering a culture of safety and well-being. We believe that a safe environment is essential for creativity and collaboration, and we will continuously strive to uphold the highest safety standards in all our activities. This Safety Policy has been approved by the Board of Trustees of Bashir Productions. We aim to create an environment where all individuals feel safe, respected, and empowered to engage in creative expression.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Bashir Productions

Annual Accounts
Period Covered: 18 February 2018 – 1 January 2025



Disclosure of Temporary Inactivity

Bashir Productions, a registered charity, has been temporarily inactive from 22 July 2021 to 1 January 2025 due to the significant challenges posed by the COVID-19 pandemic and related operational constraints. The pandemic severely impacted our ability to conduct activities safely and effectively, leading to a suspension of all programs and workshops.

Additionally, this period allowed our Chair, Mimi Malaz Bashir, to focus on completing her first-class honours degree in Global Trade and Business, further enhancing her leadership and strategic capabilities to strengthen the charity's future direction.

In accordance with Charity Commission regulations, Bashir Productions' financial accounts have remained consistent and unchanged since January 2023. No new transactions or activities were recorded during this period of inactivity, ensuring transparency and compliance with financial management standards.

As we transition out of this period, Bashir Productions is now preparing to relaunch its operations with a renewed focus. We aim to apply for funding to support our upcoming initiatives, including educational workshops and creative programs designed in collaboration with industry professionals.

Our commitment to supporting underrepresented talent in the performing arts remains steadfast. Moving forward, we are dedicated to rebuilding our presence and delivering impactful programs, operating with full transparency and accountability within the framework of the Charity Commission's guidelines.

Bashir Productions

Account QuickReport

All Dates

ACCOUNT	DATE	TRANSACTION TYPE	NAME	ACCOUNT FULL NAME	AMOUNT	BALANCE
Bashir Productions						
Bashir Productions	29/05/2018	Deposit	Waldron Donation	Bashir Productions	£500.00	£500.00
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£135.66	£635.66
Bashir Productions	08/06/2018	Deposit	Eventbrite	Bashir Productions	£239.40	£875.06
Bashir Productions	11/06/2018	Deposit	Andrew Lloyd Webber	Bashir Productions	£750.00	£1,625.06
Bashir Productions	13/06/2018	Deposit	Blell R	Bashir Productions	£5.00	£1,630.06
Bashir Productions	13/06/2018	Deposit	Eleanor Gill	Bashir Productions	£5.00	£1,635.06
Bashir Productions	14/06/2018	Deposit	TFR	Bashir Productions	£10.00	£1,645.06
Bashir Productions	14/06/2018	Deposit	T Taggart	Bashir Productions	£5.00	£1,650.06
Bashir Productions	14/06/2018	Deposit	Kyrimi	Bashir Productions	£5.00	£1,655.06
Bashir Productions	15/06/2018	Deposit	Norman L	Bashir Productions	£5.00	£1,660.06
Bashir Productions	25/06/2018	Deposit	Bentley JK	Bashir Productions	£5.00	£1,665.06
Bashir Productions	05/07/2018	Deposit	Etcetera Theatre	Bashir Productions	£194.50	£1,859.56
Bashir Productions	10/07/2018	Expense	Hello Print	Bashir Productions	-£17.99	£1,841.57
Bashir Productions	10/07/2018	Expense	Astound	Bashir Productions	-£173.99	£1,667.58
Bashir Productions	10/08/2018	Expense	Hello Print	Bashir Productions	-£34.95	£1,632.63
Bashir Productions	14/08/2018	Expense	Ealing Green Church	Bashir Productions	-£74.00	£1,558.63
Bashir Productions	22/08/2018	Expense	Ealing Green Church	Bashir Productions	-£54.00	£1,504.63
Bashir Productions	03/09/2018	Deposit	FBSFG Fringe	Bashir Productions	£29.14	£1,533.77
Bashir Productions	14/09/2018	Deposit	Camden Fringe	Bashir Productions	£294.50	£1,828.27
Bashir Productions	18/09/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£100.00	£1,728.27
Bashir Productions	19/09/2018	Expense	Cockpit Theatre	Bashir Productions	-£200.00	£1,528.27
Bashir Productions	02/10/2018	Expense	Cockpit Theatre	Bashir Productions	-£36.00	£1,492.27
Bashir Productions	15/10/2018	Deposit	02 GO THINK BIG	Bashir Productions	£500.00	£1,992.27
Bashir Productions	16/10/2018	Expense	Etcetera Theatre (Rent)	Bashir Productions	-£220.00	£1,772.27
Bashir Productions	12/11/2018	Expense	Ealing Green Church	Bashir Productions	-£222.00	£1,550.27
Bashir Productions	23/11/2018	Expense	digitalpr	Bashir Productions	-£95.29	£1,454.98
Bashir Productions	29/11/2018	Deposit	digitalpr	Bashir Productions	£19.95	£1,474.93
Bashir Productions	03/12/2018	Expense	Hello Print	Bashir Productions	-£32.90	£1,442.03
Bashir Productions	11/12/2018	Expense	Cockpit Theatre	Bashir Productions	-£129.15	£1,312.88
Bashir Productions	14/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£151.00	£1,463.88
Bashir Productions	17/01/2019	Deposit	Etcetera Theatre	Bashir Productions	£213.00	£1,676.88
Bashir Productions	11/04/2019	Expense	Cooperative Bank	Bashir Productions	-£22.50	£1,654.38
Bashir Productions	25/05/2019	Expense	Ealing Green Church	Bashir Productions	-£37.00	£1,617.38
Bashir Productions	03/07/2019	Expense	Ealing Green Church	Bashir Productions	-£62.00	£1,555.38
Bashir Productions	20/08/2019	Expense	Ealing Green Church	Bashir Productions	-£185.00	£1,370.38
Bashir Productions	20/08/2019	Expense	Tristian Bates Theatre	Bashir Productions	-£614.50	£755.88
Bashir Productions	17/09/2019	Expense	Hello Print	Bashir Productions	-£64.95	£690.93
Bashir Productions	20/09/2019	Expense	WIX	Bashir Productions	-£122.40	£568.53
Bashir Productions	31/10/2019	Deposit	TRistian Bates	Bashir Productions	£110.72	£679.25
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£0.31	£678.94
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£1.25	£677.69
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£11.62	£666.07
Bashir Productions	17/08/2020	Expense	Name-Cheap	Bashir Productions	-£45.58	£620.49
Bashir Productions	12/09/2020	Expense	WIX	Bashir Productions	-£122.40	£498.09
Bashir Productions	25/07/2021	Expense	WIX	Bashir Productions	-£66.24	£431.85
Bashir Productions	26/09/2021	Expense	WIX	Bashir Productions	-£122.40	£309.45
Bashir Productions	25/06/2022	Expense	WIX	Bashir Productions	-£66.24	£243.21
Bashir Productions	12/09/2022	Expense	WIX	Bashir Productions	-£158.40	£84.81
Total for Bashir Productions					£84.81	
					£84.81	

Bashir Productions

Financial Activities

1 May, 2018 - 7 January, 2025

	TOTAL
Income	
Donations and legacies	2,488.70
Refund	19.95
Tickets	669.22
Total Income	£3,177.87
Expenditures	
Advertising/Promotional	95.29
Website	58.76
Total Advertising/Promotional	154.05
Bank Charge	22.50
Email	0.00
Subscription	132.48
Total Email	132.48
Printing, Postage and Stationery	150.79
Renting Expense	235.99
meeting	37.00
Rehearsals	535.00
Show	1,299.65
Total Renting Expense	2,107.64
Website	0.00
Subscription	525.60
Total Website	525.60
Total Expenditures	£3,093.06
NET INCOME/(EXPENDITURE)	£84.81

BASHIR PRODUCTIONS

England & Wales - Charity number 1176952

Accounts

Date: 21/01/2022 to 2023

Bashir Productions

Bashir Productions Registration number: 1176952

Address: 21A Nemoure Road, W36NZ London

Contact: 07804470882

Email: Bashirproductions@hotmail.com

Bashirtheatre@gmail.com

bashirproductionscharity@gmail.com

Trustees

Mimi Malaz Bashir (CHAIR)

Bashir Ahmed

Patryk Konrad Mizinski

Nagla Ahmed

Joy Waldron

Report Of Trustees: The trustees are pleased to present their annual report and accounts prepared to meet the requirements of the charity commission.

Chairs Report:

In March 2020, theatres across the UK had to close as the coronavirus bought the nation to its knees. The industry was severely impacted by the spread of the virus. Unfortunately this was the same for Bashir Productions. Theatres across the UK closed from March 16 2020 following the government's advice for people to avoid gathering in public buildings.

Due to repeated lockdowns, social distancing, disease control restrictions and other guidance since March 2020 introduced a series of paradoxes and challenges in the arts and cultural sector. This also effected the running and opening of all projects that Bashir Productions had been working on.

The pandemic led to a major drop in revenue for the arts and cultural sector, with evidence suggesting that it was one of the sectors worst hit. Bashir productions observed that the practice of theatre management was faced with myriad of problems, but that the most prominent are the problems of funding and lack of adequate facilities for Bashir productions to use and apply.

We are now applying for funding and are slowly opening up for new projects to help support our mission.

visit www.bashirproductions.org - Mimi Malaz Bashir

Aims & Activities:

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Charitable Objects:

The promotion of equality and diversity for the public benefit by:

- (a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion in the field of the performing arts;
- (b) Advancing education and raising awareness in equality and diversity;
- (c) Promoting activities to foster understanding between people from diverse backgrounds;
- (d) Cultivating a sentiment in favour of equality and diversity.

Conflicts of interest and conflicts of loyalty:

The charities trustee all:

- (1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
- (2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Governing Document: CIO - FOUNDATION Registered 02 Feb 2018

Organisation Type: Charitable Incorporated Organisation

Policies: Risk management, Investment, Safeguarding vulnerable beneficiaries, Conflicts of interest, Volunteer management, Complaints handling. We currently hold public liability with Policy Bee. In which covers the following: injury to the public, property damage, legal costs & less common covers

List of Regions: Throughout England and Wales

Patrons:

- 1. Sir Mark Rylance, Academy Award, BAFTA, Laurence Olivier Award and Tony Award-winning Actor, Theatre Director and Playwright
- 2. Lauren Socha, BAFTA Award-winning Actress, Credits include: Misfits and The Unloved
- 3. Helen Tennison ,Theatre Director, Experience includes work for Oxford Playhouse, Old Vic Theatre, Southwark Playhouse and Shakespeare's Globe
- 4. Kandace Caine Actor, Producer and Mentor, Artistic Director of Next Up Talent
- 5. Samuell Benta, Award-winning Actor, Producer, Writer and Director

Bank Account Opened 11th April 2018 – Present

Cooperative Charity Account: Account name: Bashir Productions
Account number: 65851139 Sort code: 08-92-99

About Bashir Productions Work:

Bashir Productions is a charity and theatre company that aims to give a platform to creatives from disadvantaged backgrounds and underrepresented groups such as Black Asian and Minority Ethnic - (BAME), working-class, female and disabled artists. Performing arts is an immensely important part of London's culture and history, but is a notoriously difficult industry to break into. Although there is a growing need to hear their voices, artists from these groups find it more difficult than others to be seen and heard. Our charity strives to give them the opportunities they need, not only to help individuals develop their careers but to enrich the arts. The charity produces events and performances to give actors, directors, writers, casting directors, stage managers, technicians and other creatives experience exposure in their chosen fields. These have included showcases, plays, scratch nights and educational workshops. We organised a demonstration in Trafalgar Square called Creative Movement Day. This was day of great strength as creatives stood together in support of diversity and equality in the arts. When not putting on shows, the charity's volunteers work tirelessly to spread our message and get people on board with their goals. As well as maintaining an active presence on social media and regularly contacting people who could benefit from our projects, our team have gained the support of several established patrons in the industry, including Sir Mark Rylance, Lauren Socha, Helen Tennison, Kandace Caine and Samuell Benta. The charity has managed to secure funding from the Andrew Lloyd Weber foundation to support the female-led Here She Is showcase. Our hope is that as the charity grows and develops more connections within the industry, we will have the resources to put on larger productions and provide a more effective platform for the people we aim to help.

Since our last annual report we have only produced one project due to very limited amount of funds and the coronavirus pandemic.

Where Bashir Productions Funds Comes From:

Currently for this financial year Bashir Productions have not received any funding.

How Bashir Productions Spent Funds In The Past Year:

Due to the global pandemic the only funds that have been used is for the domain name.

Our Volunteers:

We have volunteers that range from actors, writers, directors, casting directors, stage managers, photographers etc. Most of our volunteers from each project support the following:

Arts Administration – handling a range of administrative tasks, supporting our work in productions, showcases and artist development, using all programs within the Microsoft office suite and handling enquiries via phone and email.

- Education/Outreach – supporting BP to develop and deliver their education and outreach aims, liaising with schools and colleges, developing workshops, communicating information between schools and colleges and relevant members of the team, assisting with events, completing research, developing ties within the community, and handling enquiries via phone and email.

- Funding – helping BP to raise crucial funds by building relationships with donors, holding fundraising galas, seeking corporate sponsorship and applying to trusts and foundations. Being a theatre company without subsidy, this work is vital to achieving our ambitious plans.
- Press and Marketing – supporting the planning and implementation of marketing strategy for BP's productions and projects; handling a range of administrative tasks including organising photo-shoots; submitting listings; researching advertising opportunities, updating social media; liaising with a variety of external agencies and organisations and handling general enquiries via e-mail and phone.

Due to the lack of funding we receive at this point in time, our team is entirely based on volunteers. Each project develops a new set of volunteer. Volunteers are credited professionally which supports with future gaining experience, representation with an agency and future work. Each volunteer is required to sign a voluntary agreement form upon starting a project with us.

Future Plans For The Charity: We celebrate the creative potential of our financial limitations whilst maintaining a high standard of artistic innovation, professionalism and production values. We actively seek to provide an environment that gives talented artists (be they writers, actors, directors, or designers) the opportunity to develop their skills, whilst also providing them with an opportunity to showcase their ideas in order to aid them to the next level of their profession. Our future plans are to continue our mission in supporting and improving the arts. We are now focusing on the funding in order to make more projects and create more opportunities. Creative activities and self-expression can so often seem off-limits to many people – and this includes within the world of theatre. We want to break down the barriers between people, and create a world without labels and where differences no longer divide. At Bashir Production, support is given to those who need it, and given by those who can – and we recognise that everyone will both give and require support. We are aiming to claim residency at an established theatre in London to have a premises in order to continue our mission in supporting our artist especially those from challenging groups.

At Bashir Productions everyone is welcome; everyone is valued, because everyone is included. We strongly believe together we can create something remarkable. Our aim is that if you come into our workshops, a scratch night or watch one of our large-scale performances, then you will feel welcome, and recognise someone just like you in the room or on the stage. This sense of the power of inclusion is behind everything we do at Bashir Productions. By creating our own unique and inclusive environment, and incredible theatre that challenges and inspires, we aim to help create a more inclusive society.

Celebrating Diversity: We believe that every person who joins our company positively changes the way that we work. We work to every individual's strengths, finding the creative environment that will enable them to flourish. We post all our opportunities via social media platforms such as twitter, Instagram, Facebook, linked in, Mandy, Star Now and over 50 Facebook groups to reach out for more diversity. We provide our clients with a safe and rewarding environment where they can gain a new-found confidence and have the chance to regularly perform in our projects. Our search still continues in finding more BAME artists and artists from challenged groups.

Outreach Audiences: Bashir productions have established a network of partners that enables us effectively to target audience from challenged groups. These networks have supported us in providing free tickets to non-regular theatre goers to watch our shows. We have given over more than 100 tickets so far. Our work engages and educates a vast range of people about relevant social

issues through the power of performance and new writing. This has enabled us to have a high number of diverse audiences.

Complaints Policy: The charity views complaints as an opportunity to learn and improve for the future, as well as a chance to put things right for the person or organisation that has made the complaint.

Our policy is:

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- Making changes as necessary

Harassment & Grievance: Harassment and bullying both involve behaviour which harms, intimidates, threatens, victimises, offends, degrades, humiliates or undermines dignity at work. It's important to us that our charity demonstrates the intolerance of harassment and bullying in the workplace, and therefore we are developing the policy for this as well as a grievance policy.

21/01/2023

Bashir Productions

Bashir Productions
 Registration number: 1176952
 Address: 21A Nemoure Road, W36NZ London
 Contact: 07804470882
 Email: Bashirproductions@hotmail.com
 Email: Bashirtheatre@gmail.com
 Email: bashirproductionscharity@gmail.com

Trustees

Mimi Malaz Bashir (CHAIR)
 Bashir Ahmed
 Patryk Konrad Mizinski
 Nagla Ahmed
 Joy Waldron

Starting Balance £498.09

Date	Name/Reference	Money In	Money Out
25/07/2021	WIX (email)		£66.24
26/09/2021	WIX (website)		£122.40
25/06/2022	WIX (email)		£66.24
12/09/2022	WX (website)		£158.40

Bashir Productions Expenditure:

Money In since September 2020 – January 2023	Money Out since September 2020 to January 2023
£0	£ 413.28

**Closing Balance of the year September 2020 to January 2023
for Bashir Productions:**

£84.81

BASHIR PRODUCTIONS

England & Wales - Charity number 1176952

Accounts

Date: 22/07/2021

Bashir Productions

Bashir Productions Registration number: 1176952

Address: 11B Shirley Gardens W73PT London

Contact: 07804470882

Email: Bashirproductions@hotmail.com

Bashirtheatre@gmail.com

bashirproductionscharity@gmail.com

Trustees

Mimi Malaz Bashir (CHAIR)

Bashir Ahmed

Patryk Konrad Mizinski

Nagla Ahmed

Joy Waldron

Report Of Trustees: The trustees are pleased to present their annual report and accounts prepared to meet the requirements of the charity commission.

Chairs Report:

It has been a privilege and honour to work and dedicate time to such a great cause as Bashir Productions. Unfortunately due to the COVID 19 global pandemic we have had to stop our projects in accordance to government legislation and requirements. The charity will be focusing on raising funds to continue our work in supporting underrepresented talent within the performing arts industry. We will be focusing more on educational workshops, showcases, scratch nights, online showcases and many more exciting projects. To know more please visit www.bashirproductions.org - Mimi Malaz Bashir

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29/07/2021

Bashir Productions

Bashir Productions
 Registration number: 1176952
 Address: 11B Shirley Gardens W73PT London
 Contact: 07804470882
 Email: Bashirproductions@hotmail.com
 Email: Bashirtheatre@gmail.com
 Email: bashirproductionscharity@gmail.com

Trustees

Mimi Malaz Bashir (CHAIR)
 Bashir Ahmed
 Patryk Konrad Mizinski
 Nagla Ahmed
 Joy Waldron

Starting Balance £620.47

Date	Name/Reference	Money In	Money Out
12/09/2020	WIX (website)		£122.40

Bashir Productions Expenditure:

Money In since September 2020 – July 2021	Money Out since September 2020 – July 2021
£0	£ 122.40

**Closing Balance of the year September 2020 to July 2021 for
Bashir Productions:**

£498.07