

DISABILITY ARTS ONLINE

England & Wales · Charity number 1180274

Details

Other names	DAO
Status	Registered
Legal form	Charitable company
Company number	05788574
Registered	2018-10-11
Register	View on the Charity Commission register

Contact

Address	Disability Arts Online c/o Lighthouse 28 Kensington Street Brighton BN1 4AJ
Phone	07751175389
Email	admin@disabilityarts.online
Website	http://disabilityarts.online

Activities

Objects: 1)THE ADVANCEMENT OF EDUCATION FOR THE PUBLIC BENEFIT IN THE ARTS THROUGH THE PROVISION OF DIGITALLY BASED AND OFFLINE SERVICES AND BY RAISING AWARENESS AND ENABLING ACCESS TO PARTICIPATION IN THE ARTS AND CULTURAL ACTIVITIES2)THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BYA)THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF DISABILITY; ANDB)CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY

Activities: Disability Arts Online (DAO) is a disability-led arts organisation that occupies a unique global position with its UK-based website, social media network, commissioning and artist development programmes, partnership work, and vibrant community of disabled creatives.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Arts/culture/heritage/science
- **Who:** People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£489,966	£390,731	-	-
2024-03-31	£383,909	£335,676	-	-
2023-03-31	£381,664	£339,299	-	-
2022-03-31	£343,980	£299,823	-	-
2021-03-31	£252,249	£229,702	-	-

Trustees

Name	Role	Appointed
Ailis Ni Riain		2021-07-23
Dennis Queen		2018-10-21
Elinor Morgan		2021-10-21
Heloise Kate Beaton		2023-09-15
Jonathan Harris		2023-09-15
Mike Layward		2023-09-15
Rebecca Ellanor Ann Murphy		2025-11-28
Rebecca Louise Grzegorzec		2025-11-28
Simon Dell		2018-10-21
Stephanie Jane Fuller		2021-07-23

DISABILITY ARTS ONLINE

England & Wales - Charity number 1180274

Accounts

Charity number: 1180274
Company number: 05788574
(England and Wales)

DAO (DisabilityArtsOnline) Limited
Report of the Trustees and Unaudited Financial Statements
For the year ended 31 March 2025

DAO (DisabilityArtsOnline) Limited
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For the year ended 31 March 2025

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DAO (DisabilityArtsOnline) Limited
Report of the Trustees
For the year ended 31 March 2025

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2025. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Objects

Founding Editor, Colin Hambrook formed Disability Arts Online (DAO) as an independent organisation in April 2004. A Company Limited by Guarantee, Disability Arts Online has since grown into a well-respected and valuable arts organisation led by disabled people with an online platform that resources a wide range of people including disabled artists, audiences, arts professionals, students and researchers. In October 2018 Disability Arts Online became a registered charity with the following charitable objects:

- The advancement of education for the public benefit in the arts through the provision of digitally based and offline services and by raising awareness and enabling access to participation in the arts and cultural activities.
- The promotion of equality and diversity for the public benefit by:
 - the elimination of discrimination on the grounds of disability; and
 - cultivating a sentiment in favour of equality and diversity.

Our Vision

Widespread appreciation for the richness and diversity of disability arts and culture.

Our Mission

To champion disability arts and culture by nurturing creativity, connection and critique.

Our Aims

The aims for the charity are:

1. Creating space for critique and debate that shifts perceptions of quality, access and disability aesthetics whilst centring intersectional lived experience.
2. Developing sustainable working practices for DAO as an organisation and for freelance disabled creatives.
3. Increasing the profile of disability arts and culture, ensuring it is celebrated for its richness and diversity.
4. Opening up access to arts and culture, cultivating connection and belonging in the safe spaces we create.

Statement on public benefit

The trustees give due regard to the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)', when reviewing the charity's aims, exercising relevant powers and planning future activity.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2025

ACHIEVEMENTS AND PERFORMANCE

Significant activities

The 2024-25 period marked a defining phase for Disability Arts Online's development, most notably through the successful launch of our new brand identity and fully redeveloped website. This work has significantly strengthened our presence within the arts and cultural sector. The new site was met with widespread praise from our community and was shortlisted for the Digital Culture Network Award for Digital Inclusion.

This year, as we prioritised laying the foundations for long-term digital growth, we strategically reduced other outputs while continuing to deliver a wide-reaching and ambitious programme spanning digital content, events, talent development, and sector support.

Creative Programme - Digital Content:

Across the Creative Programme our priorities were intersectional stories, environmental justice and sector change in the visual arts. In total, we delivered 115 pieces of content: 10 podcast episodes, 66 pieces of thought-leadership, including interviews, opinion pieces, showcases and reviews (both written and multimedia), 24 pieces of video content produced by Content Creator/Digital Influencer Deen Hallissey, 1 fortnight-long takeover of DAO's website and 4 Instagram takeovers.

Highlights included Richard Butchins' fortnight-long takeover, 'Vanitas for the Modern Age', creating four behind-the-scenes films of his photography practice which echoes Baroque Vanitas paintings, using allegory and symbolism to tackle modern themes. The podcast had some stellar guests: Jamie Hale, Artistic Director of CRIPtic Arts, Arthur Hughes, star of Disney+ show *Shardlake*, and Tony Heaton discussing the landmark Disability Arts Movement in Venice exhibition were some of the standout episodes. Revell Dixon, DAO Associate launched *Journey Into Arts*, a new filmed interview series with leading disabled creatives which delves into artistic practice, motivation and changemaking. DAO's Digital Influencer/Content Creator created *Project Gemini*, a series with two sides: creative videos and video journalism pieces. Other highlights included Spectroscope's Cathy Mager talking about a new installation investigating the climate crisis from a deaf perspective and Curator Rachel Boyd talking about a show reinterpreting the work of painter, Nerys Johnson, through a disability lens.

Some of the top reviews from this year covered Zoo Co's *Perfect Show* for Rachel, *Shape's Disability Arts Movement in Venice*, MIMA's *Towards New Worlds* exhibition and Kyla Harris's BBC Sitcom, *We Might Regret This*. Opinion included pieces highlighting the importance of the Scottish Queer International Film Festival and Edinburgh Deaf Festival, respectively.

A new resources section was published, aimed at collecting useful guides, toolkits and webinar recordings, as well as sources of information for research and learning. We produced in-house resources on Accessible Internal Communications, Accessible Recruitment and Disability Arts History and the current state of Disability representation in the Visual Arts. Alongside our own resources, we started to collect, categorise and link out to other useful information produced by peer organisations.

Our new curator, Nathalie Boobis worked closely with MIMA on a digital representation of their exhibition *Towards New Worlds*, which forms the pilot exhibition for our new virtual gallery, *displace* (launched May 2025).

Creative Programme - Events:

An annual events programme with three digital or hybrid live events including panel discussions.

We held an online event on 26 June 2024 in partnership with the British Council called, 'Reframed: Disability Aesthetics and Institutional Change in the Visual Arts' that reached 345 attendees from the UK and internationally. Our final Disability In British Art research group event, within the British Art Network funded programme, was a hybrid event at John Hansard Gallery, Southampton. Held on 18 November 2024 this explored how disabled and neurodivergent arts leadership is breaking new ground in the understanding of art through non-traditional multi-sensory methods of interpretation. We also delivered a hybrid event about the Telepresence stage project in partnership with Brighton University at DaDaFest on 19 March 2025, which went well with 98 attendees online and in person.

Talent Development:

Our talent development programme continued to support disabled creatives with strategic support via webinars, letters of support, one-to-one advice sessions, and our associateships.

Artist Development Sessions - 35 sessions were delivered to disabled creatives. One commented: I feel I received very structured advice and support on my queries. I now have more insight into how to frame my work and my approach to receiving funding.

We supported 3 associates - Louise Page created a large-scale tapestry project which explores trauma, with gallery spaces

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2025

approached to exhibit. Revell Dixon produced a series of engaging video interviews with leading disabled creatives. Elspeth Wilson experimented with a new facet to her practice making a moving-image poetry work for the first time. Thank you so much for supporting and believing in me. It really means a lot and has helped me be more confident, inventive and experimental. - Elspeth Wilson.

Webinars - We delivered 4 webinars for disabled creatives on: Arts Journalism in partnership with The Skinny; how to apply to Access to Work; self publishing; and self employment tax returns.

Diverse Critics Programme - We delivered 4 workshops to six emerging disabled and/or BPOC writers in Scotland.

Blogging - Blog hosting for 17 people / projects and delivered 4 peer discussion sessions.

Letters of support - We wrote 10 letters of support and references for disabled artists, two more than last year.

Access to Work - We assisted 142 individuals to obtain support through Access to Work. I have been so impressed by the service that Decode provided. The service has been life changing for me. Disabled artist receiving support to apply to Access to Work through Decode.

Producing/promoting support - 6 disabled creatives were given producing and/or promoting support for their projects. This included supporting events, successful funding applications, exposure across DAO's channels and project blogs.

Sector Development:

Our sector development spanned small to large scale organisations to help create a more accessible and inclusive arts and culture sector. 17 organisations were supported through paid consultancy work and supported many other organisations with free advice. The Disability in British Art Research Group concluded its third year funded by the British Art Network, cementing our place leading change in the visual arts sector.

We continued to deliver sector consultancy and partnerships. DAO was a key partner in Brighton University's AHRC-funded Telepresence Stage Project, alongside CRIptic Arts and Birds of Paradise Theatre Company. Through our operational alliance with the British Council we continued to deliver Disability Arts International, and work towards decommissioning the site, due to internal changes at the British Council. We also produced a major resource taking the temperature of the UK's visual arts sector from a disability perspective and a related event for European arts professionals. We delivered training on Access to Work to a range of clients in the Arts and Cultural sector, updated our own guide, and completed a commission from Creative Diversity Network to create a Guide to Access to Work for the TV industry.

Organisational Development:

DAO's own organisational development was supported through a comprehensive policy review process and achieving new three-year funding from Lloyds Bank Foundation, which sees a package of support for further development available throughout that period. £120,000-worth of funding was secured from Trust for London's Disability Justice Fund for a three-year project to create resources, training, workshops and commissions which use the radical history of the disability arts movement to advance disability justice here, now and in the future. We recruited Nathalie Boobis into the role of curator. Nathalie will programme Displace, our new digital gallery (launched May 2025) and will also participate in the Future Curators Programme with a partnership residency with Arts Catalyst in 2026.

We launched a new listings platform with the website, intended to create a smoother workflow and easier customer experience, leading to increased revenue and efficiency savings in the years ahead. We also implemented Stripe, a new system for receiving payments for listings on the website, this increased efficiency and capacity in the administration team.

Revenue streams continued to be developed through Decode, our service delivered in partnership with Cathy Waller Company, which supports people in the arts and cultural sector to make use of Access to Work. The two newly trained relationship managers started to take on casework.

We published and promoted a resource on accessible internal communications, which grew out of our own internal comms review and wellbeing policy development. We delivered talks on this topic at the Arts Marketing Association conference and to recipients of the Trust for London Disability Justice Fund. We continued a partnership with Wellbeing in the Arts to enable staff access to free-to-low-cost counselling.

We largely maintained diverse representation across the workforce and governance of the organisation. Ethnic diversity slightly reduced within the board because of one member leaving. We aim to rebalance this by attracting more BPOC applicants in future recruitment. Our intersectional-led work has received excellent responses from the community.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2025

The website launch in May 2024 marked just the beginning of our digital infrastructure development. In addition to meticulous solving of snags, we turned to developing the events platform and directory, with Salesforce CRM integrations. The second phase included the development of Displace, a new digital gallery space that was ready for launch at the year-end.

Succession planning sessions with the whole staff team, SMT and board took place. Emergency staff protocols were written and scenario planning and a new organisation chart was completed.

The Finance and Admin Assistant established a timetable for policy updates and collaborated with key team members to completely review - and in some cases rewrite - the Financial Control Procedure, Safeguarding Policy and Procedures, Complaints procedure, Equality Policy, Editorial Policy, Disciplinary Procedure, Data Protection Policy, Privacy Notice, and Recruitment and Selection Procedure.

Environmental Responsibility

Environmental responsibility remains a core consideration in our operations and strategic planning. The development of our new website included green hosting and a methodology for tracking Scope 3 emissions, reflecting a deliberate expansion in scope to enhance engagement and impact.

This year, we embedded carbon offsetting into our core budget, combining an internal carbon pricing mechanism with the purchase of certified carbon credits. Funds are directed to initiatives advancing environmental sustainability and climate justice through advocacy, education, and legal reform. This allows us to support meaningful, systemic change that resonates with our audiences, staff, and partners. This enables us to contribute both to measurable emissions reductions and to transformative work that is harder to quantify but equally critical to addressing the climate crisis.

We also implemented a centralised system for monitoring emissions from travel and accommodation, fully integrated with our expense claim procedures. Emissions data is now reviewed quarterly and submitted via Julie's Bicycle Creative Climate Tools, aligning environmental reporting with our organisational reporting cycle and enabling more effective oversight by trustees.

FINANCIAL REVIEW

During the year, the total income received was £489,966 (2024: £383,909) and total expenditure was £390,731 (2024: £335,676).

At the end of the year unrestricted funds were £198,307 (2024: £164,737) and restricted funds were £124,761 (2024: £59,096).

Performance Overview

We ended the year to March 2025 with a modest surplus. Our income increased by 28% compared to the previous year due to success with grants for restricted projects and the additional unrestricted funding from Lloyds Bank Foundation. Our expenditure was up by 16% compared to the previous year, primarily as a result of strategic investment in DAO's internal capacity, which expanded the salaried staff team from six to nine roles. This growth has enabled us to deliver a greater volume and quality of activities for our beneficiaries, strengthen financial oversight, and allow senior staff to dedicate more time to fundraising and strategic development. It has also improved cost-efficiency by reducing reliance on freelance contractors, shifting more delivery in-house.

Over the past year, we have undertaken a comprehensive review and enhancement of our financial systems and controls, which have strengthened DAO's operational resilience, reduced risk, improved accountability, and supported more effective financial decision-making.

Financial Strategy

Through careful financial management, we are confident in our ability to continue meeting the needs of our community while maintaining long-term financial viability.

We are fortunate to have the backing of funders who provide multi-year unrestricted support and we will continue to pursue grant funding that enables us to advance our mission.

Our long-term financial strategy seeks to maximise the earning potential across the organisation, including building on the success of our paid-for listings service and increasing the breadth and depth of our training packages. This work is crucial to our long-term financial sustainability and resilience.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2025

Reserves

The trustees set and regularly review Disability Arts Online's reserves policy as an integral part of our financial management and strategic planning. Our goal is to maintain unrestricted reserves equivalent to between three and six months of average operating costs. This range is determined through a risk-based assessment of secured income and expenditure, the extent to which our costs are fixed or variable, and the wider economic environment.

Maintaining appropriate reserves provides a vital financial safeguard, enabling us to manage economic or regulatory changes, cover unexpected costs, and bridge working capital needs or delays in the receipt of funds.

As of 31st March 2025, the actual level of unrestricted reserves was £198,307, which is at the upper end of the target range. The trustees have further agreed that, where necessary, free reserves may be utilised to mitigate any reasonable shortfall in income or fundraising during 2025 / 26, ensuring that planned charitable activities can continue without disruption.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Governing Document

The organisation was incorporated on 20 April 2006 as a Company Limited by Guarantee, as defined by the Companies Act 2016, without a Share Capital and was registered as a charity on 11 October 2018. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £1 towards the liabilities of the charitable Company in the event of it being wound up whilst they are Members or within one year of their ceasing to be Members.

Organisation Structure

The Trustees operate through a Board comprising of themselves, and with no voting rights, the Chief Executive. The Board is responsible for the overall governance of the charitable Company and guiding its strategic direction. Day-to-day operations are delegated to the Chief Executive within a framework set out in approved policies and operational plans.

Risk Management

The Board recognises its responsibility for managing risk and has established systems to identify, assess, and mitigate the major risks to which Disability Arts Online may be exposed. These systems include the development and maintenance of a strategic risk register, which is regularly reviewed by staff and discussed at Board meetings.

Recruitment and appointment of trustees

Appointment of Trustees

In line with Disability Arts Online's Articles of Association, as a disability-led organisation, at least 80% of the Trustees appointed to the Board must identify as disabled. This requirement ensures that the leadership of the organisation remains rooted in lived experience, supporting governance that is representative, inclusive, and aligned with the charity's mission and values.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	DAO (DisabilityArtsOnline) Limited
Charity registration number	1180274
Company registration number	05788574
Principal address	28 C/O Lighthouse 28 Kensington Street Brighton BN1 4AJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Heloise Beaton
Simon Dell
Stephanie Fuller
Amy Glass
Jonathan Harris
Mike Layward
Eleanor Lisney

**DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2025**

(Resigned: 13 September 2024)

Elinor Morgan - Co-Chair

Dennis Queen - Co-Chair

Ailis Ni Riain

Independent examiner

Andrew M Wells FMAAT

Counterculture Partnership LLP

23 St Leonards Road

Bexhill

East Sussex

TN40 1HH

Approved by the Board of Trustees and signed on its behalf by



.....
Dennis Queen - Co-Chair

20 October 2025

DAO (DisabilityArtsOnline) Limited
Independent Examiners Report to the Trustees
For the year ended 31 March 2025

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of Association of Accounting Technicians, which is one of the listed bodies.

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

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

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



.....
Andrew M Wells FMAAT
Counterculture Partnership LLP
23 St Leonards Road
Bexhill
East Sussex
TN40 1HH

22 October 2025

DAO (DisabilityArtsOnline) Limited
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 £	2024 £
Income and endowments from:					
Donations and legacies	2	227,142	134,674	361,816	283,203
Charitable activities	3	99,767	28,383	128,150	100,706
Total		326,909	163,057	489,966	383,909
Expenditure on:					
Charitable activities	4/5	(289,644)	(101,087)	(390,731)	(335,676)
Total		(289,644)	(101,087)	(390,731)	(335,676)
Transfers between funds		(3,695)	3,695	-	-
Net movement in funds		33,570	65,665	99,235	48,233
Reconciliation of funds					
Total funds brought forward		164,737	59,096	223,833	175,600
Total funds carried forward		198,307	124,761	323,068	223,833

DAO (DisabilityArtsOnline) Limited
Statement of Financial Position
As at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	11	75,691	53,017
		75,691	53,017
Current assets			
Debtors	12	59,013	91,870
Cash at bank and in hand		228,210	124,856
		287,223	216,726
Creditors: amounts falling due within one year	13	(39,846)	(45,910)
Net current assets		247,377	170,816
Total assets less current liabilities		323,068	223,833
Net assets		323,068	223,833
The funds of the charity			
Restricted income funds	14	124,761	59,096
Unrestricted income funds	14	198,307	164,737
Total funds		323,068	223,833

For the year ended 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:



Dennis Queen - Co-Chair
Trustee

20 October 2025

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements
For the year ended 31 March 2025

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

DAO (DisabilityArtsOnline) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The financial statements are prepared, on a going concern basis, under the historical cost convention.

Statement of cash flows

The Trustees have taken advantage of the exemption in SORP FRS 102 from including a cash flow statement in the financial statements on the grounds that the charitable company is small.

Funds

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Transfer of funds from restricted to unrestricted are to reimburse all or some of the full economic cost of running the project to Disability Arts Online including staffing and overheads.

Incoming resources

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Tangible fixed assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer equipment	25% Straight line
Fixtures and fittings	25% Reducing balance

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

2. Income from donations and legacies

	Unrestricted funds	Restricted funds	2025	2024
	£	£	£	£
Donations received	650	-	650	367
Grants received	226,492	134,674	361,166	282,836
	227,142	134,674	361,816	283,203

Analysis of grants received

	2025	2024
	£	£
Arts Council	179,851	224,336
British Council	5,000	-
Creative Scotland	36,660	-
Lloyds Bank Foundation	25,000	-
Paul Hamlyn Foundation	75,000	55,000
Tate Gallery	1,750	3,500
The National Lottery Community Fund	18,905	-
Trust for London	19,000	-
	361,166	282,836

3. Income from charitable activities

	Unrestricted funds	Restricted funds	2025	2024
	£	£	£	£
<i>Championing Disability Arts & Culture</i>				
Income from charitable activities	99,767	28,383	128,150	100,706

4. Costs of charitable activities by fund type

	Unrestricted funds	Restricted funds	2025	2024
	£	£	£	£
Championing Disability Arts & Culture	233,725	101,087	334,812	287,517
Support costs	55,919	-	55,919	48,159
	289,644	101,087	390,731	335,676

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

5. Costs of charitable activities by activity type

	Activities undertaken directly £	Support costs £	2025 £	2024 £
Support costs				
Championing Disability Arts & Culture	334,812	55,919	390,731	335,676

6. Analysis of support costs

	2025 £	2024 £
Championing Disability Arts & Culture		
Office Costs	9,843	7,176
Advertising and Website Costs	5,479	1,766
Consulting	19,770	25,195
Staff Costs	16,916	12,072
Governance costs	3,911	1,950
	<u>55,919</u>	<u>48,159</u>

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of owned fixed assets	23,006	11,744
Accountancy fees	1,890	1,800
Staff pension contributions	4,791	3,963
	<u> </u>	<u> </u>

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

8. Staff costs and emoluments

Total staff costs for the year ended 31 March 2025 were:

	2025	2024
	£	£
Salaries and wages	215,789	192,873
Social security costs	14,537	13,003
Pension costs	4,791	3,963
	235,117	209,839
	235,117	209,839

No employee earned more than £60,000 during the year (2024: nil).

The total employee benefits including pension contributions of the key management personnel were £90,814 (2024:£86,565). Key management personnel include the CEO and Editor.

	2025	2024
Management and Editorial	6	9
	6	9
	6	9

9. Trustee remuneration and related party transactions

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024:£nil).

No trustees received payment for services in the year. (2024 :£100).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £574 (2024:£nil).

There are no donations from related parties which are outside the normal course of the Charity's business and no restricted donations from related parties.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

10. Comparative for the Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	2024 £
Income and endowments from:			
Donations and legacies	201,859	81,344	283,203
Charitable activities	86,813	13,893	100,706
Total	288,672	95,237	383,909
Expenditure on:			
Charitable activities	(297,608)	(38,068)	(335,676)
Total	(297,608)	(38,068)	(335,676)
Transfers between funds	39,947	(39,947)	-
Net movement in funds	31,011	17,222	48,233
Reconciliation of funds			
Total funds brought forward	133,726	41,874	175,600
Total funds carried forward	164,737	59,096	223,833

11. Tangible fixed assets

Cost or valuation	Fixtures and fittings £	Computer equipment £	Total £
At 01 April 2024	285	74,859	75,144
Additions	-	45,679	45,679
At 31 March 2025	285	120,538	120,823
Depreciation			
At 01 April 2024	148	21,979	22,127
Charge for year	25	22,980	23,005
At 31 March 2025	173	44,959	45,132
Net book values			
At 31 March 2025	112	75,579	75,691
At 31 March 2024	137	52,880	53,017

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

12. Debtors

	2025	2024
	£	£
Amounts due within one year:		
Trade debtors	54,545	91,850
Prepayments and accrued income	4,468	-
Other debtors	-	20
	59,013	91,870
	59,013	91,870

13. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	14,934	19,695
Other creditors	942	5,398
Accruals and deferred income	23,970	20,817
	39,846	45,910
	39,846	45,910

14. Movement in funds

Unrestricted Funds

	Balance at 01/04/2024	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2025
	£	£	£	£	£
<i>Designated</i>					
Designated	12,000	-	-	(12,000)	-
<i>General</i>					
General	152,737	326,909	(289,644)	8,305	198,307
	164,737	326,909	(289,644)	(3,695)	198,307
	164,737	326,909	(289,644)	(3,695)	198,307

Unrestricted Funds - Previous year

	Balance at 01/04/2023	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2024
	£	£	£	£	£
<i>Designated</i>					
Designated	12,000	-	-	-	12,000
<i>General</i>					
General	121,726	288,672	(297,608)	39,947	152,737
	133,726	288,672	(297,608)	39,947	164,737
	133,726	288,672	(297,608)	39,947	164,737

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

Purpose of unrestricted Funds

Designated

General

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Restricted Funds

	Balance at 01/04/2024	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2025
	£	£	£	£	£
British Council	7,922	33,383	(34,880)	-	6,425
Diverse Critics	-	36,660	(32,696)	-	3,964
ACE Capital Fund	49,204	33,359	(22,387)	3,695	63,871
Disability in British Art	1,970	1,750	(3,720)	-	-
Disability Justice Fund	-	19,000	(4,079)	-	14,921
Our Right to Thrive	-	18,905	-	-	18,905
UpRoute	-	20,000	(3,325)	-	16,675
	59,096	163,057	(101,087)	3,695	124,761

Restricted Funds - Previous year

	Balance at 01/04/2023	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2024
	£	£	£	£	£
British Council	2,777	13,143	(1,206)	(6,792)	7,922
Diverse Critics	23,359	750	(14,607)	(9,502)	-
ACE Capital Fund	-	67,141	(10,759)	(7,178)	49,204
ACE Investment Principles Resources	13,988	4,500	(8,216)	(10,272)	-
Disability in British Art	1,750	3,500	(3,280)	-	1,970
Onyx	-	6,203	-	(6,203)	-
	41,874	95,237	(38,068)	(39,947)	59,096

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

Purpose of restricted funds

Restricted

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

British Council

Collaboration to deliver Disability Arts International - Promoting the work of disabled artists and industry best practice to arts professionals internationally

Disability in British Art

A British Art Network funded research group that investigates different ways in which disability is treated as a subject in British Art, and how to create an accessible curatorial language for understanding and interpreting disability representation in visual art, galleries and collections.

Diverse Critics

A Creative Scotland funded project to train and support a cohort of new critics from disabled and/or BPOC backgrounds.

Onyx

An Arts Council England funded pilot project to create a new creative collective of disabled artists who experience racism.

ACE Investment Principles Resources

A project to develop resources for our community about the Arts Council's Investment Principles.

ACE Capital Fund

An Arts Council Capital Fund project to renew DAO's digital infrastructure, including a new website, online gallery, events platform and livestreaming equipment.

Our Right to Thrive

A National Lottery Community Fund poetry and film project providing the opportunity for disabled writers to explore their personal and disabled community's experiences of ableism, attitudinal barriers and discrimination.

Disability Justice Fund

A three-year programme to develop and deliver resources, training and workshops inspired by the Disability Arts Movement with the aim to strengthen and embolden our collective fight for disability justice.

UpRoute

A Paul Hamlyn Foundation research project that seeks to understand why the majority of artists receiving major art prizes awarded by UK arts bodies tend to be non-disabled and based in metropolitan regions of the UK, primarily London

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2025

15. Analysis of net assets between funds

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	11,820	186,487	198,307
<i>Designated</i>			
Restricted funds			
British Council	-	6,425	6,425
Diverse Critics	-	3,964	3,964
ACE Capital Fund	63,871	-	63,871
Disability Justice Fund	-	14,921	14,921
Our Right to Thrive	-	18,905	18,905
UpRoute	-	16,675	16,675
	75,691	247,377	323,068
Previous year			
	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	3,842	148,924	152,766
<i>Designated</i>			
Designated	-	12,000	12,000
Restricted funds			
British Council	-	7,922	7,922
ACE Capital Fund	49,175	-	49,175
Disability in British Art	-	1,970	1,970
	53,017	170,816	223,833

DISABILITY ARTS ONLINE

England & Wales - Charity number 1180274

Accounts

Charity number: 1180274

Company number: 05788574

(England and Wales)

DAO (DisabilityArtsOnline) Limited

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 March 2024

DAO (DisabilityArtsOnline) Limited
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For the year ended 31 March 2024

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DAO (DisabilityArtsOnline) Limited
Report of the Trustees
For the year ended 31 March 2024

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Disability Arts Online is a Company Limited by Guarantee and was formed by Arts Council England in consultation with the Disability Arts Movement in 2002. Through its founding Editor, Colin Hambrook, Disability Arts Online became independent in April 2004. It has since grown into a well-respected and valuable arts organisation led by disabled people with an online platform that resources a wide range of people including disabled artists, audiences, arts professionals, students and researchers. In October 2018 Disability Arts Online became a registered charity with the following charitable objects:

- The advancement of education for the public benefit in the arts through the provision of digitally based and offline services and by raising awareness and enabling access to participation in the arts and cultural activities.
- The promotion of equality and diversity for the public benefit by:
 - the elimination of discrimination on the grounds of disability; and
 - cultivating a sentiment in favour of equality and diversity.

Our Vision

Widespread appreciation for the richness and diversity of disability arts and culture.

Our Mission

To champion disability arts and culture by nurturing creativity, connection and critique.

Our aims are:

1. Creating space for critique and debate that shifts perceptions of quality, access and disability aesthetics whilst centring intersectional lived experience.
2. Developing sustainable working practices for DAO as an organisation and for freelance disabled creatives.
3. Increasing the profile of disability arts and culture, ensuring it is celebrated for its richness and diversity.
4. Opening up access to arts and culture, cultivating connection and belonging in the safe spaces we create.

Statement on public benefit

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2024

ACHIEVEMENTS AND PERFORMANCE

Significant activities

Introduction:

The year 2023-24 saw Disability Arts Online grow and consolidate its place in the arts and cultural sector. This first year of the new Arts Council England National Portfolio period and multi-year funding from Paul Hamlyn Foundation marked a time of financial stability. It became possible to grow Disability Arts Online, bringing more communications expertise at manager and assistant levels into the team. This enabled us to develop improved systems for communicating our offer, and, importantly, better understand how our audiences and stakeholders engage with our work.

We delivered a year-round programme of work including digital content and events, talent and sector development, achieving over half a million page views of our website. This included a highly successful creative programme including 5 events and 144 pieces of digital content across artforms, genres and themes. Our total audience increased to 301,309 in 2023-24, a 4% increase from the previous year.

Our talent

development programme continued to support disabled creatives with strategic support via webinars, letters of support, one-to-one advice sessions, and our associateships. Our sector development spanned small to large scale organisations to help create a more accessible and inclusive arts and culture sector.

An exciting and timely investment in our digital infrastructure meant that by March 2024 we were in the final stages of testing before the new Disability Arts Online website launch (May 2024). We made significant improvements to the indexing for enhanced search functionality, a complete overhaul of the taxonomy for better filters by tagging, a new resources' section and a new content management system in Wordpress Gutenberg. This meant that considerable staff capacity had to be allocated to working on the website within the year.

Creative Programme:

Across the Creative Programme our priorities were intersectional stories, environmental justice and sector change in the visual arts. We delivered 144 pieces of content, either commissioned or produced in-house, including 12 podcast episodes, 12 digital showcases of existing work, 107 pieces of thought-leadership including interviews, opinion pieces and reviews (both written and multimedia), 2 fortnight-long takeovers of DAO's website, 6 Instagram takeovers, and 5 events.

Some of our top reviews this year reflect our pivot to multimedia, with Richard Butchins giving a critical disability perspective on ostensibly mainstream' shows by Anselm Kiefer and Yayoi Kusama. Interview highlights included comic and TV quiz master, Paul Sinha talking about intersectional experiences with Andrew Williams and Maya Edwards speaking to multiple artists from supported studio Project Ability about their working processes. We showcased a variety of different creative practices. Associate Artist, Sasha Saben Callaghan's 'Breath. Blood. Bone.' collages are a particularly arresting example. Top opinion pieces included Bel Pye's manifesto for chronically ill writers and Ashokkumar D Mistry's 'Sofa Surfing the Art World', which explored feeling out of place within different identity groups.

The Disability and...Podcast continues to be a big hit with audiences, achieving a 22% increase in listens compared to last year. Paul Wilshaw's conversation with James Leadbitter, aka the Vacuum Cleaner, about mental health and Colin Hambrook's discussion with Jamie Hale, founder of CRIPTic Arts, about innovative models for collaboration and support were standout episodes.

We hosted two website takeovers, firstly with Lauren La Rose who explored the history of colonialism through food. Secondly, AlanJames Burns looked at the intersections between climate and disability justice.

An audience member responding to our annual survey told us "The work that DAO does continues to be outstanding, so supportive of the arts sector and of disabled people, thank you so much for all you do."

Our events programme included two hybrid events, two digital events and an in-person event with Ellen Renton at Agitate Gallery in Edinburgh. Partners included Attenborough Arts Centre for Jas Singh's S A B O T A G E live performance event and Cathy Waller Company for an online film preview screening and panel discussion of their piece, 'You Are Also Us'. We hosted two DIBA events 'The Othered Other Stories', revealing disability narratives from the canon and 'Collecting, Curating and Interpretation - Benchmarking Best Practice'. One audience member said the latter was an "Excellent seminar... Very thought provoking and makes me want to improve our organisation to follow the best practice outlined today."

Talent development:

We continued to deliver a multi-faceted, responsive talent development aimed at supporting disabled creatives to develop their work and overcome barriers in the sector. We delivered 40 Artist Development Sessions to 33 creatives, 3 webinars for artists and the sector, 4 workshops and 5 one-to-one sessions for our 6 emerging writers in Scotland, blog hosting for 21

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2024

people/projects and 3 peer discussion sessions, and 8 letters of support for disabled artists. Twenty-seven individuals were assisted to obtain support through Access to Work and we updated our guide. Five disabled creatives were given producing/promoting support for their projects, which included supporting events, applications and project blogs.

We also supported 3 DAO associates over the course of the year: Ellen Renton, Priya Mistry and Sasha Saben Callaghan. Previous associate, Ashokkumar Mistry delivered the Edward Rushton Lecture in Liverpool, December 2023. We supported audience engagement with the event.

Sector development:

We deliver sector development through consultancy, partnerships, resources and targeted projects. Our achievements this year include 11 organisations supported through paid consultancy work, 8 organisational partnerships working on projects or programmes, 6 organisations supported with free advice, and updating the Access to Work guide. DAO was invited to become a partner in Brighton University's AHRC-funded Telepresence Stage Project alongside CRIPtic Arts and Birds of Paradise Theatre Company. Through a continued operational alliance with British Council, we published toolkits and case studies from Europe Beyond Access.

Complementing our consultancy work, further extending our influence to create an accessible and inclusive sector, we completed our work to deliver films and thought leadership responding to Arts Council England's Investment Principles.

Organisational development:

In addition to the construction of the new website detailed in the introduction, DAO underwent significant development in the areas of staff recruitment, internal and external communications, and environmental policy work.

Internal development focussed on implementing a more robust structure for supporting internal communications and staff wellbeing. All staff now have communications preference documents in addition to Survive and Thrive' plans and access riders where appropriate. Subsidised counselling is available to staff alongside monthly listening circles designed to help the team check in with each other. This work has been recognised as showing sector leadership through an invitation to speak at the Arts Marketing Association Conference in July 2024.

We recruited a dedicated communications team (Communications Manager, Sarah Marie Mooney and Content and Communications Assistant Kate Stephens) with responsibility for Ambition and Quality, including the improvement of monitoring and evaluation processes and instigating a new Communications Strategy. The recruitment of the Finance and Admin Assistant towards the end of the year strengthened the team and increased capacity to update policies on a regular basis.

Our updated Environmental Policy balances the access needs of our community with our environmental responsibilities. It now also includes a commitment to net zero. For the first time, we are now communicating our carbon footprint publicly on our website with a new environmental dashboard which includes an easy-to-read, graphical version of our new policy.

New consultancy revenue streams were opened up through the development of Decode, our service delivered in partnership with Cathy Waller Company, which supports people in the arts and cultural sector to make use of Access to Work. We trained two new relationship managers to increase capacity and respond to demand.

We largely maintained diverse representation across the workforce and governance of the organisation. Ethnic diversity slightly reduced within the staff team within the recruitment process, although representation in younger age brackets increased. We aim to increase the ethnic diversity of the team once again by attracting more applicants in future recruitment. Our intersectional-led work has received excellent responses from the community.

FINANCIAL REVIEW

During the year, the total income received was £383,909 (2023: £381,664) and total expenditure was £335,676 (2023:£339,299).

At the end of the year unrestricted funds were £164,737 (2023 £133,726) and restricted funds were £59,096 (2023 £41,874).

Reserves

Disability Arts Online performed well financially, further building reserves in the year. The Trustees reviewed the appropriate levels of free reserves to hold beyond the operational reserves policy and agreed free reserves could be used to meet any reasonable fundraising and income targets not met in 2024-25 to ensure that charitable activity can go ahead without interruption.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation was incorporated on 20 April 2006 as a Company Limited by Guarantee, as defined by the Companies Act 2016, without a Share Capital and was registered as a charity on 11 October 2018. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £1 towards the liabilities of the charitable Company in the event of it being wound up whilst they are Members or within one year of their ceasing to be Members.

Organisation Structure

The Trustees operate through a Board comprising of themselves, and with no voting rights the Executive Director. The Board is responsible for the overall governance of the charitable Company and guiding its strategic direction. Day-to-day operations are delegated to the Executive Director within a framework set out in approved policies and operational plans.

Risk Management

The major risks to which the charitable Company may be exposed, as identified by the Board, have been reviewed by staff and at meetings of the Board and systems have been established to mitigate those risks.

Recruitment and appointment of trustees

In accordance with the Articles of Association of the charitable Company, as a disability-led organisation 80% of the Trustees are required to identify as disabled.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	DAO (DisabilityArtsOnline) Limited
Charity registration number	1180274
Company registration number	05788574
Principal address	28 C/O Lighthouse 28 Kensington Street Brighton BN1 4AJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:


Dennis Queen
Amy Zamarripa Solis
Stephanie Fuller
Eleanor Lisney
Elinor Morgan - Chair
Ailis Ni Riain
Heloise Beaton
(Appointed: 15 September 2023)
Simon Dell
Jonathan Harris
(Appointed: 15 September 2023)
Mike Layward
(Appointed: 15 September 2023)
Erin Pritchard
(Appointed: 15 September 2023)

**DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2024**

Independent examiner

Andrew M Wells FMAAT
Counterculture Partnership LLP
Bank Chambers, Main Street
Hawes
North Yorkshire
DL8 3QL

Approved by the Board of Trustees and signed on its behalf by



.....
Elinor Morgan - Chair

1812/24

DAO (DisabilityArtsOnline) Limited
Independent Examiners Report to the Trustees
For the year ended 31 March 2024

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of Association of Accounting Technicians, which is one of the listed bodies.

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

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

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



.....
Andrew M Wells FMAAT
Counterculture Partnership LLP
Bank Chambers, Main Street
Hawes
North Yorkshire
DL8 3QL

19/12/24

DAO (DisabilityArtsOnline) Limited
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 £	2023 £
Income and endowments from:					
Donations and legacies	2	201,859	81,344	283,203	270,716
Charitable activities	3	86,813	13,893	100,706	110,948
Total		288,672	95,237	383,909	381,664
Expenditure on:					
Charitable activities	4/5	(297,608)	(38,068)	(335,676)	(339,299)
Total		(297,608)	(38,068)	(335,676)	(339,299)
Transfers between funds		39,947	(39,947)	-	-
Net movement in funds		31,011	17,222	48,233	42,365
Reconciliation of funds					
Total funds brought forward		133,726	41,874	175,600	133,235
Total funds carried forward		164,737	59,096	223,833	175,600

DAO (DisabilityArtsOnline) Limited
Statement of Financial Position
As at 31 March 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	11	53,017	19,392
		53,017	19,392
Current assets			
Debtors	12	91,870	31,169
Cash at bank and in hand		124,856	193,511
		216,726	224,680
Creditors: amounts falling due within one year	13	(45,910)	(68,472)
Net current assets		170,816	156,208
Total assets less current liabilities		223,833	175,600
Net assets		223,833	175,600
The funds of the charity			
Restricted income funds	14	59,096	41,874
Unrestricted income funds	14	164,737	133,726
Total funds		223,833	175,600

For the year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:



 Elinor Morgan - Chair
 Trustee
 18/12/24

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements
For the year ended 31 March 2024

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

DAO (DisabilityArtsOnline) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The financial statements are prepared, on a going concern basis, under the historical cost convention.

Statement of cash flows

The Trustees have taken advantage of the exemption in SORP FRS 102 from including a cash flow statement in the financial statements on the grounds that the charitable company is small.

Funds

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Transfer of funds from restricted to unrestricted are to reimburse all or some of the full economic cost of running the project to Disability Arts Online including staffing and overheads.

Incoming resources

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Tangible fixed assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer equipment	25% Straight line
Fixtures and fittings	25% Reducing balance

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

2. Income from donations and legacies

	Unrestricted funds	Restricted funds	2024	2023
	£	£	£	£
Donations received	367	-	367	303
Grants received	201,492	81,344	282,836	270,413
	201,859	81,344	283,203	270,716

Analysis of grants received

	2024	2023
	£	£
Arts Council	224,336	171,127
Creative Scotland	-	42,750
Edwin Morgan Trust	-	4,000
Esmee Fairbairn Foundation	-	27,500
Other Grants	-	25,036
Paul Hamlyn Foundation	55,000	-
Tate Gallery	3,500	-
	282,836	270,413

3. Income from charitable activities

	Unrestricted funds	Restricted funds	2024	2023
	£	£	£	£
<i>Championing Disability Arts & Culture</i>				
Income from charitable activities	86,813	13,893	100,706	110,948

4. Costs of charitable activities by fund type

	Unrestricted funds	Restricted funds	2024	2023
	£	£	£	£
Championing Disability Arts & Culture	262,556	24,961	287,517	290,904
Support costs	35,052	13,107	48,159	48,395
	297,608	38,068	335,676	339,299

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

5. Costs of charitable activities by activity type

	Activities undertaken directly £	Support costs £	2024 £	2023 £
Support costs				
Championing Disability Arts & Culture	287,517	48,159	335,676	339,299

6. Analysis of support costs

	2024 £	2023 £
Championing Disability Arts & Culture		
Office Costs	7,176	33,810
Advertising and Website Costs	1,766	6,114
Consulting	25,195	536
Staff Costs	12,072	6,135
Governance costs	1,950	1,800
	<u><u>48,159</u></u>	<u><u>48,395</u></u>

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of owned fixed assets	11,744	6,129
Accountancy fees	1,800	1,800
Staff pension contributions	3,963	3,408
	<u><u>17,507</u></u>	<u><u>11,337</u></u>

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

8. Staff costs and emoluments

Total staff costs for the year ended 31 March 2024 were:

	2024	2023
	£	£
Salaries and wages	192,873	157,798
Social security costs	13,003	9,408
Pension costs	3,963	3,408
	209,839	170,614
	209,839	170,614

No employee earned more than £60,000 during the year (2023: nil).

The total employee benefits including pension contributions of the key management personnel were £86,565 (2023:£80,521). Key management personnel include the CEO and Editor.

	2024	2023
Management and Editorial	9	7
	9	7
	9	7

9. Trustee remuneration and related party transactions

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023:£nil).

One trustee Eleanor Linsey was paid £100 for contribution to our podcast on 7 November 2023 (2023 :£170).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2023:£nil).

There are no donations from related parties which are outside the normal course of the Charity's business and no restricted donations from related parties.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

10. Comparative for the Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	2023 £
Income and endowments from:			
Donations and legacies	133,643	137,073	270,716
Charitable activities	102,955	7,993	110,948
Total	236,598	145,066	381,664
Expenditure on:			
Charitable activities	(258,601)	(80,698)	(339,299)
Total	(258,601)	(80,698)	(339,299)
Transfers between funds	33,215	(33,215)	-
Net movement in funds	11,212	31,153	42,365
Reconciliation of funds			
Total funds brought forward	122,514	10,721	133,235
Total funds carried forward	133,726	41,874	175,600

11. Tangible fixed assets

Cost or valuation	Fixtures and fittings £	Computer equipment £	Total £
At 01 April 2023	285	29,490	29,775
Additions	-	45,369	45,369
At 31 March 2024	285	74,859	75,144
Depreciation			
At 01 April 2023	129	10,254	10,383
Charge for year	19	11,725	11,744
At 31 March 2024	148	21,979	22,127
Net book values			
At 31 March 2024	137	52,880	53,017
At 31 March 2023	156	19,236	19,392

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

12. Debtors

	2024	2023
	£	£
Amounts due within one year:		
Trade debtors	91,850	30,449
Other debtors	20	720
	91,870	31,169

13. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	19,695	28,912
Other creditors	5,398	5,367
Accruals and deferred income	20,817	34,193
	45,910	68,472

14. Movement in funds

Unrestricted Funds

	Balance at 01/04/2023	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2024
	£	£	£	£	£
<i>Designated</i>					
Designated	12,000	-	-	-	12,000
<i>General</i>					
General	121,726	288,672	(297,608)	39,947	152,737
	133,726	288,672	(297,608)	39,947	164,737

Unrestricted Funds - Previous year

	Balance at 01/04/2022	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2023
	£	£	£	£	£
<i>Designated</i>					
Designated	-	-	-	12,000	12,000
<i>General</i>					
General	122,514	236,598	(258,601)	21,215	121,726
	122,514	236,598	(258,601)	33,215	133,726

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

Purpose of unrestricted Funds

Designated

General

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Restricted Funds

	Balance at 01/04/2023	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2024
	£	£	£	£	£
British Council	2,777	13,143	(1,206)	(6,792)	7,922
Diverse Critics	23,359	750	(14,607)	(9,502)	-
ACE Capital Fund	-	67,141	(10,759)	(7,178)	49,204
ACE Investment Principles Resources	13,988	4,500	(8,216)	(10,272)	-
Disability in British Art	1,750	3,500	(3,280)	-	1,970
Onyx	-	6,203	-	(6,203)	-
	41,874	95,237	(38,068)	(39,947)	59,096

Restricted Funds - Previous year

	Balance at 01/04/2022	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2023
	£	£	£	£	£
British Council	-	7,548	(771)	(4,000)	2,777
Diverse Critics	-	42,750	(16,991)	(2,400)	23,359
ACE Investment Principles Resources	-	31,821	(11,333)	(6,500)	13,988
Climate for (Ex)change	-	19,786	(13,115)	(6,671)	-
Disability in British Art	-	5,250	(2,619)	(881)	1,750
Onyx	-	37,911	(34,093)	(3,818)	-
Restricted	10,721	-	(1,776)	(8,945)	-
	10,721	145,066	(80,698)	(33,215)	41,874

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

Purpose of restricted funds

Restricted

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

British Council

Collaboration to deliver Disability Arts International - Promoting the work of disabled artists and industry best practice to arts professionals internationally

Climate for (Ex)change

A British Council funded cultural exchange project between DAO, a UK disabled artist and an inclusive young people's festival in the north of Norway, involving young disabled Norwegians and Ukrainian refugees.

Disability in British Art

A British Art Network funded research group that investigates different ways in which disability is treated as a subject in British Art, and how to create an accessible curatorial language for understanding and interpreting disability representation in visual art, galleries and collections.

Diverse Critics

A Creative Scotland funded project to train and support a cohort of new critics from disabled and/or BPOC backgrounds.

Onyx

An Arts Council England funded pilot project to create a new creative collective of disabled artists who experience racism.

ACE Investment Principles Resources

A project to develop resources for our community about the Arts Council's Investment Principles.

ACE Capital Fund

An Arts Council Capital Fund project to renew DAO's digital infrastructure, including a new website, online gallery, events platform and livestreaming equipment.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2024

15. Analysis of net assets between funds

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	3,842	148,924	152,766
<i>Designated</i>			
Designated	-	12,000	12,000
Restricted funds			
British Council	-	7,922	7,922
ACE Capital Fund	49,175	-	49,175
Disability in British Art	-	1,970	1,970
	53,017	170,816	223,833
Previous year			
	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	2,613	105,601	108,214
<i>Designated</i>			
Designated	-	12,000	12,000
Restricted funds			
British Council	-	2,777	2,777
Diverse Critics	-	23,359	23,359
ACE Investment Principles Resources	16,779	-	16,779
Disability in British Art	-	1,750	1,750
Restricted	-	10,721	10,721
	19,392	156,208	175,600

DISABILITY ARTS ONLINE

England & Wales - Charity number 1180274

Accounts

Charity number: 1180274
Company number: 05788574
(England and Wales)

DAO (DisabilityArtsOnline) Limited
Report of the Trustees and Unaudited Financial Statements
For the year ended 31 March 2023

DAO (DisabilityArtsOnline) Limited
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For the year ended 31 March 2023

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DAO (DisabilityArtsOnline) Limited
Report of the Trustees
For the year ended 31 March 2023

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Objects

Disability Arts Online is a Company Limited by Guarantee and was formed by Arts Council England in consultation with the Disability Arts Movement in 2002. Through its founding Editor, Colin Hambrook, Disability Arts Online became independent in April 2004 and has since grown into a well-respected and valuable online platform that resources a wide range of people including disabled artists, audiences, arts professionals, students and researchers. In October 2018 Disability Arts Online became a registered charity with the following charitable objects:

- The advancement of education for the public benefit in the arts through the provision of digitally based and offline services and by raising awareness and enabling access to participation in the arts and cultural activities
- The promotion of equality and diversity for the public benefit by:
 - the elimination of discrimination on the grounds of disability; and
 - cultivating a sentiment in favour of equality and diversity.

Our Vision

Widespread appreciation for the richness and diversity of disability arts and culture.

Our Mission

To transform and enrich arts and culture through nurturing creativity and discourse from a disability perspective.

Our aims current aims are:

- Raise the profile of disabled artists nationally and internationally.
- Deepen the engagement with disability arts from a diverse audience.
- Support disabled artists' development through critical dialogue, training, information services, commissioning and showcasing opportunities.
- Maintain resilience through good governance, partnerships and diverse income streams.

Statement on public benefit

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE

Significant activities

Introduction:

This year Disability Arts Online had planned a transitional year in which it continued to deliver its core activity, tie up some long-running projects and prepare a new four-year business plan. This marked the end of the current Esmee Fairbairn Foundation multi-year grant and the additional year of Arts Council England National Portfolio Organisation (NPO) funding brought about by the Covid-19 pandemic. Activity is arranged into four areas with corresponding objectives. This report summarises the progress and learning within each of those areas.

Critical Arts Writing:

A focus on visual arts curation within the context of disability has been prevalent throughout our written content this year. We published eight provocations and reflections on the events produced for our Disability In British Art Research Group. There was also a fascinating piece from Angela Edmonds on the place of the wheelchair in understanding disability representation. We published three pieces of content in sync with WAIWAV, a mass intervention of disabled artists on mainstream visual arts organisations.

We published reviews of ground-breaking disability arts events including the BBC sitcom *Ralph and Katie* and the year-long exhibition *Nothing About Us Without Us* celebrating the history of disability arts practice and activism at Manchester People's History Museum. Another landmark was a long-read interview with Extant CEO Maria Oshodi on the milestone of the organisation's 25th anniversary. We also covered *Images of Disability* - a 2-year project led by disabled artist and academic Simon McKeown, exploring an early 20th-century collection of over 3,500 images and objects representing impairment and disability held by The Jedlicka Institute in Prague.

A total of 162 pieces of content were commissioned and published. Content which explores the intersections of disability and other forms of marginalisation continued to be a priority, with 40 commissioned pieces of this nature. Highlights include an interview and a review of the Vital Xposure play *Quiet Rebels*, exploring inter-racial relationships in the Windrush generation; a review of Onyx artist and previous Guest Editor, Alexandrina Hemsley's dance-for-film piece *Fountain*; and Ollie Musson's Artist Presentation on how their work as a queer, disabled artist has changed due to the pandemic. Dolly Sen, a DAO blogger since 2008, summed up our progress during a webinar held in December 2022: "For the longest time DAO was quite a white, straight space. I'm so glad that it has changed and there is now an ongoing commitment to intersectional voices."

We published 10 pieces of content covering work which explored environmental issues, including several pieces documenting our partnership project *Climate for (Ex)change*. Other key pieces include reviews of Tracey Emin's exhibition at Jupiter Artland, Diana Terry's *Land Marks* and D-Fuse's *Respira-Trees*.

Guest Editorships/Takeovers:

The Onyx Takeover led by Ashok Mistry took place in Nov/Dec, commissioning a large amount of video content centred around the theme of *Araam* - rest as a radical act. The Onyx Content Takeover showcases the work of the Onyx Collective artists, linking them with other creatives who connect to the Onyx ethos and the theme of the takeover - all of the featured artists have lived experience of both racism and disability.

Artist, Lauren La Rose's Content Takeover exploring how food histories tell a story of power through their artistic collaboration with Rudy Kanhye - all through a decolonial lens - was due to take place in March 2023 but was delayed due to health reasons.

Artist Talks / Events:

We delivered a total of seven online or hybrid events over the year. Some highlights include:

Letty McHugh's launch of *Book of Hours* at Leeds Playhouse, was a significant achievement which was received very well by the live and online audiences alike. The depth and humour that underpins Letty's work and presentation style made this project particularly fruitful. Despite free tickets, numbers in the room were small due to Covid restrictions and transport strikes but we achieved 163 views online (live and subsequently) from a very engaged audience.

Unlimited Festival happened at the Southbank Centre for which we produced a panel event on the legacy of 2012 featuring Kaite O'Reilly, Deborah Williams, and Tarik Elmoutawakil, chaired by our own Colin Hambrook.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2023

An event celebrating the launch of Onyx Collective's debut publication, Practising Unapologetics took place at Autograph Gallery, London and was simultaneously livestreamed. It included film screenings of collective members' work, a panel discussion and live performances. The in-person event was sold out with 40 attendees (due to Covid restrictions) and the livestream reached an additional 116 viewers.

Podcast:

The beginning of the year saw a look back at the Graeae / DAO podcast episodes before handing over to Mind the Gap as the new Disability And ... Podcast partner. Episodes have covered a recording of the Unlimited 2012 legacy panel event, learning disabled actors who've been supported into TV roles by Mind the Gap, an interview with the Trussell Trust on food banks and much more. In all 12 episodes were produced garnering 4,293 listens.

Blogs:

Our blogs continue to be a lively space for discussion and development of artistic practice and project documentation. We published 274 blogs which collectively had over 45,000 page views. We added 14 new bloggers to our existing community.

Talent Development:

We delivered 60 one-to-one sessions with individual creatives, meeting our goal for the year. This was backed up by 13 letters of support for various applications for funding and opportunities. We delivered seven webinars, three were funded through the Onyx project led by Priya Mistry, and four core webinars covering topics such as how to apply to Access to Work. Decode, our pilot service to assist individuals to apply to Access to Work was strengthened with the training of an additional relationship manager to help meet demand. To date we've supported 40 artists to secure nearly £2.5m in multi-year awards, transforming their ability to work by having their access requirements met. We plan to make the service publicly available in late 2023.

The Creative Scotland-funded Diverse Critics programme began with seven enthusiastic participants receiving training and support in a series of sessions to develop their critical writing skills. The open call was the most highly contested to date, putting us in contact with many new writers in Scotland. The project continues into the next financial year.

Associate Artists:

The first part of the year was a crossover period in which we finalised the associateships of gobscure, Letty McHugh and Ashok Mistry. gobscure aka sean burn completed his associateship with applications to venues in Wales for the work 'Yu have already survived' which he further developed with funds and support from DAO. Ashok took on key roles with DAO as visual editor of the Onyx publication and co-lead for the Disability in British Art research group. Letty McHugh's associateship completed with the aforementioned event at Leeds Playhouse. We published excerpts and a review of her publication 'Book of Hours' which is available from <http://www.lettymchugh.co.uk/> In February 2023 we were thrilled to learn that Letty had won the Barbellion Prize for 'Book of Hours'.

The 2022-23 Associate Artists:

Priya Mistry has been key to the talent development aspect of Onyx, running three online webinars for artists. Priya's major piece of work this year, 'Empires Old Clothes' was facilitated by DAO and Onyx through part-funding and constructive feedback. We also supported Priya with the fallout of that work being cancelled by Southbank Centre following the death of the Queen. Sasha Saben Callaghan was commissioned by DAO to create the WAIWAV zine front cover, whilst also developing her project 'Breath. Blood. Bone.' which explores the family tree of Harry Place through collage. Ellen Renton carried out research and development with the Edwin Morgan archive to create a body of work called 'IF YOU'VE SEEN IT, YOU HAVEN'T SEEN IT'.

Sector Development:

We partnered with DASH on the WAIWAV (We Are Invisible We Are Visible) project, producing a zine and website for the 2 July day-long event, and also providing some production support. 31 artists created interventions in 30 galleries - a precedent in terms of a national takeover by disabled artists. 7000 copies of the WAIWAV zine were distributed to the galleries, partners and artists and the website went live in time for the event. In connection with the WAIWAV event, Colin gave a presentation to the National Society for Education in Art and Design's Special Interest Group for Advancing Anti-ableist Pedagogy and wrote an article for the associated AD Magazine, distributed in September 2022.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2023

Another significant partnership development with DASH was joining their Future Curators Programme as a full partner. The programme doesn't start in full until 2024. However, we have attended partner meetings and been involved in the communications working group, which will help to establish our place in documenting and promoting this important multi-year programme. We also began to explore the idea of a secondment for our curator to Arts Catalyst for a future hybrid project.

Access All Areas extended our partnership on the second part of their Transforming Leadership programme, which this time partners with leading learning-disability organisations and venues nationally. We will promote the programme as it progresses via a project blog, commissioned editorial and interviews with content creator Deen Hallissey, neatly linking both halves of this innovative programme to develop learning-disabled and autistic leaders.

The British Council-funded International Exchange project Climate for (Ex)change took place in Norway. Trish and Joe accompanied Aidan Moesby to Harstad to document and help deliver the project for NUK (New Young Artists) Festival. Trish spoke at an industry exchange event at the main Festspillene i Nord Norge (the Arctic Arts Festival). The project culminated in an international seminar to share the results, also marking the launch of the project website.

The staff team networked with many people at the Unlimited Festival in London. We hosted Tine Skjold, NUK Festival producer as an international delegate, further cementing our UK-Norway collaboration.

Return consultancy clients Creative Diversity Network approached us to develop a guide to Access to Work specifically for the TV, film and broadcast industry based on the strength of our existing guide for the arts and cultural sector. Sub-contracting Cathy Waller Company to deliver a large proportion of this work, this continued into summer 2023.

We continued to provide consultancy to major clients including the British Council and Arts Council England, both leaning on our expertise as sector specialists in access and disability arts.

Haste Theatre commissioned us to run workshops with their company on the Arts Council's Investment Principles and creative access to support them in creating an access policy and action plan. Writing Our Legacy also approached us for similar consultancy, whilst Serpentine Education received editorial advice on inclusive and accessible language for a publication.

Further repeat consultancy work increased DAO's profile in academic settings, led by Colin Hambrook. This included a presentation to social policy students at Northumbria University and a second presentation to the Anti-ableist Pedagogy Group at Liverpool Hope University. Colin also delivered a presentation to a network of producers to Without Walls and In the Mix sought support for their talent development programme, to be delivered in summer '23.

Free advice was provided to In With Forward, a Canadian organisation looking to develop online communities of disabled people. Surface Area received guidance on accessible recruitment, the All-Party Parliamentary Group for Creative Diversity talked with Trish about the barriers to informal education/career development and CVAN received advice from Colin and Jo on working with support workers.

Organisational Development:

Early in the year, we were excited to be awarded £100,500 from Arts Council England to improve DAO's capital infrastructure, vastly increasing the ambitions and scope of the website redevelopment. This multi-year programme will see us completely redesign the website, improve internal processes, and create an online gallery and accessible livestreaming platform. We ran competitive tender processes for a project manager and website developer, contracting Rowena Price and Surface Impression. Livestreaming equipment has been purchased, with development and practice sessions held in person. In Q4 the discovery phase began for the redevelopment of the main website.

We invested a significant amount of senior staff time towards completing the NPO 2023-26 application which included an 'additional ask' to employ a disabled curator and increase comms capacity. Success came with Arts Council England awarding an uplift worth a total of £146,492 per annum. Paul Hamlyn Foundation awarded Disability Arts Online £220,000 over 4 years, £60,000 more than the original grant request, in recognition of our impact in the sector. This was a huge boost and set the tone for fundraising in the year to come.

We identified internal communications as an area for improvement, becoming a focus in Q4 with sessions facilitated by Rowena Price. We instigated changes to help ease pressures on staff and improve the way we communicate with each

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2023

other. We have switched to Slack for internal communications, enabling staff to 'switch off' from DAO when not at work in a way they couldn't with WhatsApp.

We added to plans for supporting the mental health of the team. This includes securing Mental Health First Aid training at the request of several team members and considering a part-subsidised package of counselling and coaching available on an as-needed basis.

This transitional year has continued to see Disability Arts Online make positive impacts on artists and audiences, continuing to grow our reputation and reach. Internally, the staff team has benefitted from dedicated time to reflect and develop communication and support structures that enable our diverse team to respond to the challenges inherent within our vital sector-changing work. This puts us in a strong position to continue that delivery into the next year and beyond.

FINANCIAL REVIEW

During the year, the total income received was £381,664 (2022 : £343,980) and total expenditure was £339,299 (2022 : £299,823).

At the end of the year unrestricted funds were £133,726 (2022 : £122,514) and restricted funds were £41,874 (2022 : £10,721).

Reserves

Disability Arts Online performed well financially, further building reserves in the year. The Trustees discussed the appropriate levels of free reserves to hold beyond the operational reserves policy and agreed free reserves could be used to meet any reasonable fundraising and income targets not met in 2023-24 to ensure charitable activity could go ahead without interruption.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation was incorporated on 20 April 2006 as a Company Limited by Guarantee, as defined by the Companies Act 2016, without a Share Capital and was registered as a charity on 11 October 2018. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £1 towards the liabilities of the charitable Company in the event of it being wound up whilst they are Members or within one year of their ceasing to be Members.

Organisation Structure

The Trustees operate through a Board comprising of themselves, and with no voting rights the Executive Director. The Board is responsible for the overall governance of the charitable Company and guiding its strategic direction. Day-to-day operations are delegated to the Executive Director within a framework set out in approved policies and operational plans.

Risk Management

The major risks to which the charitable Company may be exposed, as identified by the Board, have been reviewed by staff and at meetings of the Board and systems have been established to mitigate those risks.

Recruitment and appointment of trustees

In accordance with the Articles of Association of the charitable Company, as a disability-led organisation 80% of the Trustees are required to identify as disabled.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	DAO (DisabilityArtsOnline) Limited
Charity registration number	1180274
Company registration number	05788574
Principal address	28 C/O Lighthouse 28 Kensington Street Brighton BN1 4AJ

**DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2023**

Trustees


The trustees and officers serving during the year and since the year end were as follows:

Melissa Hinkle Hill
(Resigned: 31 March 2023)
Michelle Kopczyk
(Resigned: 02 September 2022)
Dennis Queen
Paul Wilshaw
Amy Zamarripa Solis - Chair
Stephanie Fuller
Eleanor Lisney
Elinor Morgan
Ailis Ni Riain

Independent examiners

Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115 Ducie House
Ducie Street
Manchester
M1 2JW

Approved by the Board of Trustees and signed on its behalf by



..... 15th December 2023

Amy Zamarripa Solis - Chair

DAO (DisabilityArtsOnline) Limited
Independent Examiners Report to the Trustees
For the year ended 31 March 2023

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of Association of Accounting Technicians, which is one of the listed bodies.

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

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

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



15th December 2023

.....
Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115 Ducie House
Ducie Street
Manchester
M1 2JW

DAO (DisabilityArtsOnline) Limited
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Income and endowments from:					
Donations and legacies	2	133,643	137,073	270,716	172,275
Charitable activities	3	102,955	7,993	110,948	171,705
Total		236,598	145,066	381,664	343,980
Expenditure on:					
Charitable activities	4/5	(258,601)	(80,698)	(339,299)	(299,823)
Total		(258,601)	(80,698)	(339,299)	(299,823)
Transfers between funds		33,215	(33,215)	-	-
Net movement in funds		11,212	31,153	42,365	44,157
Reconciliation of funds					
Total funds brought forward		122,514	10,721	133,235	89,078
Total funds carried forward		133,726	41,874	175,600	133,235

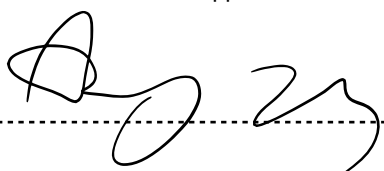
DAO (DisabilityArtsOnline) Limited
Statement of Financial Position
As at 31 March 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	11	19,392	2,484
		19,392	2,484
Current assets			
Debtors	12	31,169	18,930
Cash at bank and in hand		193,511	232,884
		224,680	251,814
Creditors: amounts falling due within one year	13	(68,472)	(121,063)
Net current assets		156,208	130,751
Total assets less current liabilities		175,600	133,235
Net assets		175,600	133,235
The funds of the charity			
Restricted income funds	14	41,874	10,721
Unrestricted income funds	14	133,726	122,514
Total funds		175,600	133,235

For the year ended 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:



Amy Zamarripa Solis - Chair

15th December 2023

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements
For the year ended 31 March 2023

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

DAO (DisabilityArtsOnline) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The financial statements are prepared, on a going concern basis, under the historical cost convention.

Statement of cash flows

The Trustees have taken advantage of the exemption in SORP FRS 102 from including a cash flow statement in the financial statements on the grounds that the charitable company is small.

Funds

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Transfer of funds from restricted to unrestricted are to reimburse all or some of the full economic cost of running the project to Disability Arts Online including staffing and overheads.

Incoming resources

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Tangible fixed assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer equipment	25% Straight line
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DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

2. Income from donations and legacies

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Donations received	303	-	303	9,893
Grants received	133,340	137,073	270,413	162,382
	133,643	137,073	270,716	172,275

Analysis of grants received

	2023	2022
	£	£
Arts Council	171,127	132,382
Creative Scotland	42,750	-
Edwin Morgan Trust	4,000	-
Esmee Fairbairn Foundation	27,500	30,000
Other Grants	25,036	-
	270,413	162,382

3. Income from charitable activities

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
<i>Championing Disability Arts & Culture</i>				
Income from charitable activities	102,955	7,993	110,948	171,705

4. Costs of charitable activities by fund type

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Championing Disability Arts & Culture	210,206	80,698	290,904	257,363
Support costs	48,395	-	48,395	42,460
	258,601	80,698	339,299	299,823

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

5. Costs of charitable activities by activity type

	Activities undertaken directly £	Support costs £	2023 £	2022 £
Support costs				
Championing Disability Arts & Culture	290,904	48,395	339,299	299,823

6. Analysis of support costs

	2023 £	2022 £
Championing Disability Arts & Culture		
Office Costs	33,810	23,738
Advertising and Website Costs	6,114	5,036
Consulting	536	8,536
Staff Costs	6,135	2,246
Governance costs	1,800	2,904
	<u>48,395</u>	<u>42,460</u>

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of owned fixed assets	6,129	1,368
Accountancy fees	1,800	1,500
Staff pension contributions	3,408	3,092
	<u>11,337</u>	<u>5,960</u>

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

8. Staff costs and emoluments

Total staff costs for the year ended 31 March 2023 were:

	2023	2022
	£	£
Salaries and wages	157,798	140,387
Social security costs	9,408	8,320
Pension costs	3,408	3,092
	170,614	151,799
	170,614	151,799

No employee earned more than £60,000 during the year (2022: nil).

	2023	2022
Management and Editorial	7	6
	7	6
	7	6

The total employee benefits including pension contributions of the key management personnel were £80,521 (2022:£74,625). Key management personnel include the CEO and Editor.

9. Trustee remuneration and related party transactions

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022:£nil).

Two trustees received payment for professional services in relation to social media totalling £170 (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2022:£871).

There are no donations from related parties which are outside the normal course of the Charity's business and no restricted donations from related parties.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

10. Comparative for the Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	2022 £
Income and endowments from:			
Donations and legacies	132,033	40,242	172,275
Charitable activities	55,367	116,338	171,705
Total	187,400	156,580	343,980
Expenditure on:			
Charitable activities	(207,600)	(92,223)	(299,823)
Total	(207,600)	(92,223)	(299,823)
Transfers between funds	55,115	(55,115)	-
Net movement in funds	34,915	9,242	44,157
Reconciliation of funds			
Total funds brought forward	87,599	1,479	89,078
Total funds carried forward	122,514	10,721	133,235

11. Tangible fixed assets

Cost or valuation	Fixtures and fittings £	Computer equipment £	Total £
At 01 April 2022	285	6,535	6,820
Additions	-	22,955	22,955
At 31 March 2023	285	29,490	29,775
Depreciation			
At 01 April 2022	115	4,221	4,336
Charge for year	14	6,033	6,047
At 31 March 2023	129	10,254	10,383
Net book values			
At 31 March 2023	156	19,236	19,392
At 31 March 2022	170	2,314	2,484

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

12. Debtors

	2023	2022
	£	£
Amounts due within one year:		
Trade debtors	30,449	18,245
Other debtors	720	685
	31,169	18,930
	31,169	18,930

13. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	28,912	5,909
Other creditors	5,367	2,474
Accruals and deferred income	34,193	112,680
	68,472	121,063
	68,472	121,063

14. Movement in funds

Unrestricted Funds

	Balance at 01/04/2022	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2023
	£	£	£	£	£
<i>Designated</i>					
Designated	-	-	-	12,000	12,000
<i>General</i>					
General	122,514	236,598	(258,601)	21,215	121,726
	122,514	236,598	(258,601)	33,215	133,726
	122,514	236,598	(258,601)	33,215	133,726

Unrestricted Funds - Previous year

	Balance at 01/04/2021	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2022
	£	£	£	£	£
<i>Designated</i>					
<i>General</i>					
General	87,599	187,400	(207,600)	55,115	122,514
	87,599	187,400	(207,600)	55,115	122,514
	87,599	187,400	(207,600)	55,115	122,514

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

Purpose of unrestricted Funds

Designated

General

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Restricted Funds

	Balance at 01/04/2022	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2023
	£	£	£	£	£
British Council	-	7,548	(771)	(4,000)	2,777
Diverse Critics	-	42,750	(16,991)	(2,400)	23,359
ACE Investment Principles Resources	-	31,821	(11,333)	(6,500)	13,988
Climate for (Ex)change	-	19,786	(13,115)	(6,671)	-
Disability in British Art	-	5,250	(2,619)	(881)	1,750
Onyx	-	37,911	(34,093)	(3,818)	-
Restricted	10,721	-	(1,776)	(8,945)	-
	10,721	145,066	(80,698)	(33,215)	41,874

Restricted Funds - Previous year

	Balance at 01/04/2021	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2022
	£	£	£	£	£
Restricted	1,479	156,580	(92,223)	(55,115)	10,721
	1,479	156,580	(92,223)	(55,115)	10,721

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

Purpose of restricted funds

Restricted

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

British Council

Collaboration to deliver Disability Arts International - Promoting the work of disabled artists and industry best practice to arts professionals internationally

Climate for (Ex)change

A British Council funded cultural exchange project between DAO, a UK disabled artist and an inclusive young people's festival in the north of Norway, involving young disabled Norwegians and Ukrainian refugees.

Disability in British Art

A British Art Network funded research group that investigates different ways in which disability is treated as a subject in British Art, and how to create an accessible curatorial language for understanding and interpreting disability representation in visual art, galleries and collections.

Diverse Critics

A Creative Scotland funded project to train and support a cohort of new critics from disabled and/or BPOC backgrounds.

Onyx

An Arts Council England funded pilot project to create a new creative collective of disabled artists who experience racism.

ACE Investment Principles Resources

A project to develop resources for our community about the Arts Council's Investment Principles.

15. Analysis of net assets between funds

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	2,613	105,601	108,214
<i>Designated</i>			
Designated	-	12,000	12,000
Restricted funds			
British Council	-	2,777	2,777
Diverse Critics	-	23,359	23,359
ACE Investment Principles Resources	16,779	-	16,779
Disability in British Art	-	1,750	1,750
Restricted	-	10,721	10,721
	19,392	156,208	175,600

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2023

Previous year

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	2,484	120,030	122,514
<i>Designated</i>			
Restricted funds			
Restricted	-	10,721	10,721
	2,484	130,751	133,235
	2,484	130,751	133,235

DISABILITY ARTS ONLINE

England & Wales - Charity number 1180274

Accounts

Charity number: 1180274
Company number: 05788574
(England and Wales)

DAO (DisabilityArtsOnline) Limited
Report of the Trustees and Unaudited Financial Statements
For the year ended 31 March 2022

DAO (DisabilityArtsOnline) Limited
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DAO (DisabilityArtsOnline) Limited
Report of the Trustees
For the year ended 31 March 2022

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2022. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Objects

Disability Arts Online is a Company Limited by Guarantee and was formed by Arts Council England in consultation with the Disability Arts Movement in 2002. Through its founding Editor, Colin Hambrook, Disability Arts Online became independent in April 2004 and has since grown into a well-respected and valuable online platform that resources a wide range of people including disabled artists, audiences, arts professionals, students and researchers. In October 2018 Disability Arts Online became a registered charity with the following charitable objects:

- The advancement of education for the public benefit in the arts through the provision of digitally based and offline services and by raising awareness and enabling access to participation in the arts and cultural activities
- The promotion of equality and diversity for the public benefit by
 - the elimination of discrimination on the grounds of disability; and
 - cultivating a sentiment in favour of equality and diversity.

Our Vision

Widespread appreciation for the richness and diversity of disability arts and culture.

Our Mission

To transform and enrich arts and culture through nurturing creativity and discourse from a disability perspective.

Our aims current aims are:

- Raise the profile of disabled artists nationally and internationally.
- Deepen the engagement with disability arts from a diverse audience.
- Support disabled artists' development through critical dialogue, training, information services, commissioning and showcasing opportunities.
- Maintain resilience through good governance, partnerships and diverse income streams.

Statement on public benefit

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2022

ACHIEVEMENTS AND PERFORMANCE

Significant activities

Activity during 2021/2022:

This report provides a summary of activity highlights and outcomes for the financial year 2021-2022.

Introduction

This year was another excellent year for Disability Arts Online, reaching more people than ever before, working with key partners to help deliver our objectives. Our total audience increased from 227,301 in 2020-21 to 279,809 in 2021-22. Our target of 5% was more than met, achieving a 23% increase by the end of the year. We also had a 21% rise in page views in 2021-22, compared to 2020-21 and 27% in website visits.

Summary of digital content and events delivery:

A wide range of content was delivered throughout the year. This included increased focus on learning disability and autism featuring OpenStorytellers and Heart n Soul, as well as representation within television dramas. Reviews continued to feature a range of disability representation within film and television. Unsurprisingly a discussion on the award-winning US documentary Crip Camp was amongst the highest pages receiving traffic in Q1, next to a social model interview with disabled producer Jo Verrent.

In Q2 our focus on concerns around the intersection between disability, race and a queer identity continued this quarter with an in-depth conversation between Abby and Uz of Rad Sec, London on radical self-care for artists from QTPOC communities and a review of a poetry anthology Apricot Toast. Another significant series this quarter produced in partnership with Attitude is Everything came from mainstream music producer Ben Price focussing on his research report on the devastating impact of the fear people have of identifying as disabled in the music industry. Ben wrote passionately from his own lived experience, which resonated with our readership, evidenced in the many comments left in response.

In Q3 one of the eagerly awaited projects for this quarter was the Guest Editorship with Zuleika Lebow. The theme was representations of disability and race in science fiction and fantasy, covering film, music, visual arts and literature. The content engaged people in new and exciting ways and we feel confident elements will become a point of referral on these issues. Zuleika brought us into contact with ten disabled artists with lived experience of racism, seven of whom were new to us, leading to a huge upsurge in the number of intersectional pieces.

We published an interview with Director of Visual Arts at Arts Council England, Peter Heslip following his personal journey with autism. He talked about the representation of autism in the visual arts and his hopes for the arts sector in opening up new conversations.

In Q4, our Transforming Leadership project with Access All Areas culminated in our Guest Editorship with autistic creative Deen Hallissey delivering a 4-week Takeover resulting in video interviews, showcases and creative media pieces.

Disabled curator Gill Crawshaw reported on the Not Going Anywhere exhibition and we also ran an interview with Emma Jones about her Nightstand Collective - an online project foregrounding the lives of people with chronic illness. Q4 also saw the presentation of the first two parts in a series commissioned from artist Louise Page titled Psyche Drawings in which they describe a process of art-making that gave the artist the tools and resilience to get through an extreme period of psychosis, resulting from abuse within the psychiatric system.

Benedict Phillips presented Here's Looking at You: Research and Development project with an interview and a short video summarising a day's workshop presentation at Yorkshire Sculpture Park.

A highlight in this quarter was the long-awaited BBC television drama Then Barbara Met Alan telling the story of two disabled activists who fought discrimination in the 1990s. We covered the drama with an interview with one of the actors and a piece from the perspective of an activist who took the part of an extra in the programme.

Disability And...Podcast:

This year the partnership with Graeae to deliver the podcast entered its third and final year with topics covering history, hidden stories in collections, directing, ensemble work, sci-fi, and the Paralympics. This culminated in DAO's founding editor Colin Hambrook and Nickie Miles-Wildin from Graeae looking back at the podcasts produced during the partnership.

Events:

The focus on accessible ways of presenting arts events online increased, recognising the numbers of disabled people shielding long-term.

Alongside Deen's DAO Takeover we worked with Access All Areas on the highly successful Transforming Leadership conference event at Battersea Arts Centre. Learning disabled voices took centre-stage to present their challenge to the cultural sector in excluding them from leadership opportunities. This hybrid event led to 537 views and a significant amount

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2022

of engagement with over 1000 comments on YouTube.

Partnering with Jennifer Lauren Gallery we hosted an artists' conversation with Sonia Boue? about her Neurophototherapy Project on World Autistic Pride Day. It was a stimulating talk, redefining ways in which art can be used to deepen a relationship with issues of identity.

DAO's self-published book *Electric Bodies: Travels in Life History* was launched, marking the culmination of the D4D project, documenting the life stories of a series of disabled artists.

'Mirrored to the Core' presented a video artwork with an operatic twist with a panel discussion hosted by Alys Skott-Hawkins with lead artist James Paddock, opera director Rosalind Parker, video artist Sarah Mace-Dennis and DAO editor Colin Hambrook. This broadcast is one of our highest viewed events.

New DAO Associate Artist Priya Mistry presented *Queered that Consent?* - a two-part Video Podcast inviting audience to drop in on intersectional conversations about queer practices in partnership with Cultural eXchanges Festival and Duckie.

Talent development:

The partnership with Attenborough Arts Centre to deliver five Artist Support Commissions was completed this year, with the artists completing the work they were commissioned to do. This was rounded off with a showcase event in September '21.

The 'community outreach' activities focussed on commissioning artists from the Facebook group to showcase their work on the DAO website. One such example was a poetry collection edited by Alan Morrison and Kate Jay-R, which received good traffic within the showcases section. Kate Rigby was commissioned to provide advice and information relating to her 40 year history of self-publishing. We also supported several new and many existing blogs and some crowdfunding campaigns.

Our plans for 35 Covid Commissions were made concrete with the selection process delivered and commissions confirmed as well as a project partnership with Together 2012 who gave the project some investment with the intention of syndicating a selection of the showcases. Nearly all 35 commissions were delivered within the year, with just a few outstanding at the end of the year. Although valuable for the artists involved, this programme put significant strain on capacity. There are no plans to repeat the scheme now that the situation caused by the pandemic has evolved.

Associate Artists:

gobscure

CEO, Trish supported gobscure on a fruitful research visit to Wales to further develop their 'you have already survived' project and to make connections with local organisations including Llantarnum Grange and Theatr Brycheiniog. They developed an info pack about the multi-format work to send out to venues and developed an exhibition proposal for Llantarnum Grange. gobscure completed their blog series of audio rants 'different battle same war' and delivered four articles and a successful event on the intersection of disability and homelessness in partnership with the Museum of Homelessness. There was a lot of powerful positive feedback on the discussion, describing it as thought-provoking especially in terms of holding space and supporting one another safely.

Ashokkumar Mistry

We worked closely with Ashok Mistry to successfully apply to the British Art Network for a Disability Research Group. The project will run over the course of the next two years and will support Ashok's career as a curator and researcher, lending him much-deserved credibility.

Letty McHugh

Letty developed her Book of Hours project. Originally planning to launch it at Keighley Creatives, the venue was forced to pull out due to undergoing refurbishment following a successful funding application. DAO facilitated an introduction to Leeds Playhouse who agreed to host the event (delivered in 2022-23 financial year).

We also confirmed the next cohort of Associates in multidisciplinary, Midlands-based Priya Mistry, Scottish poet Ellen Renton (supported with funding from Edwin Morgan trust), and collage-artist Sasha Saben-Callaghan.

70 one-to-one Artist Development Sessions were delivered. Demand for one-to-one Artist Development Sessions was higher than we had capacity to meet or had planned for. On average, survey respondents scored the sessions 93 out of 100 for helpfulness and level of impact. One respondent said: Best session I've ever had! Heard, encouraged, given ideas for development. Such a positive reflection I was amazed and astounded. The Onyx project also delivered one-to-one sessions aimed at disabled artists who experience racism. Two visual arts 'peer critique' sessions were piloted and found to be useful to those participating.

Sector development:

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2022

A significant amount of consultancy and partnership work was delivered this year. We undertook consultancy work for Arts Council England's Investment Principles team, providing feedback on access and curation of content for the forthcoming Investment Principles Hub. The British Council commissioned a series of training events including a webinar, and four workshops with groups of disabled writers and mainstream journalists in Indonesia. We continued our operational alliance with the British Council, working on Disability Arts International and Europe Beyond Access, extending our work to facilitate the delivery of online events as well as editorial support.

Abandon Normal Devices sought advice for access for their festival. Training was delivered to disabled artists for Disability Arts in Shropshire (DASH), Autograph Disability Arts in Surrey (DAiSY) and Mind the Gap. Of particular note in Q3 was a demonstration of our potential to secure international consultancy work, with Arts MidWest, USA asking us to write a guide to the arts from a social model perspective for their online Ideas Hub.

We took part in a hybrid, in-person and live-streamed event on 9 November set up by DAO Trustee Paul Wilshaw who is Agent for Change for Leeds Playhouse. Let's Talk: Turning Words into Actions was part of the Furnace Festival and included Colin Hambrook, Trish Wheatley and Associate Director Amy Leach discussing an action plan for putting inclusion on the agenda.

An exciting development in making connections with higher education institutions for the disability arts history course occurred when links were made with Liverpool Hope University. This new connection with Dr Claire Penketh, head of disability studies and leader of the anti-ableist pedagogy group has led to fantastic opportunities to speak at the group meeting and be published in AD, the journal of the National Society of Education in Art and Design.

Organisational development:

The Trustees increased the size of the board to add further diversity and expertise. Much work went into advertising and interviewing new board members based on strategically seeking expertise and diversity lacking on the board. Four new board members were voted onto the board in 2021-22. They are Elinor Lisney, Ailis Ni Riain, Steph Fuller and Elinor Morgan.

In summer 2021, eight 'Beyond 2023' development sessions were held aimed at long term strategic development. Associate artists (past and present), staff and trustees attended the sessions, helping DAO to embed the Arts Council's Investment Principles and prepare for the NPO application process. The process of appointing Investment Principle Champions was started. A board away day in November helped to cement the new board members into the team and look ahead at plans beyond 2023, specifically around how we articulate our offer and how we resource it.

Salesforce implementation progressed, with data migration and initial staff induction complete. This work intends to create more efficient and effective ways to communicate with our beneficiaries and stakeholders. It will also become a repository for 'organisational knowledge' recording the history of significant interactions, reducing reliance on the knowledge of individual staff members.

Support for individuals applying to the government's Access to Work scheme continued to be tested in its pilot phase in partnership with Cathy Waller Company. Having maintained a 100% success rate with applications throughout the pilot phase, it is intended that the support will continue through to a fully advertised service. Alongside this, an introductory webinar for disabled freelancers wanting to apply was delivered. For the first time, we asked participants to 'pay what you want' and received donations to the net value of £144 from 40 tickets sold.

Through the development sessions and internal discussions, some initial ideas about a brand and website refresh were mooted. This led to a successful application to Arts Council England's Capital Investment Fund for a complete redevelopment of our digital infrastructure. This included a much more detailed approach to the website and brand refresh than we had originally anticipated. This will be delivered in a phased approach across 2022-25.

Development of plans for paid educational content have progressed with Alison Wilde producing an initial report on likely partner institutions and an outline module structure. Work has begun to identify how the creation of this course might be funded. Conversations with web developers Surface Impression helped us to understand what web development would need to take place in order to provide a secure and accessible platform.

Policy development has been focused on developing a supportive structure for everyone who works with DAO as well as tightening up our approach to procurement. A new Procurement Policy has been adopted by the board. With associate artist gobscore, we developed the 'Mad Manual', a working document for helping people to stay well at work and find ways to cope when things aren't going well - to help people navigate living and working in a 'mad world'. Alongside the manual a 'survive and thrive' plan template has been developed for individuals to identify their access requirements, optimum working conditions and a plan of action if they become unwell. This pioneering work will undergo further operational testing before we share it with the sector.

DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2022

FINANCIAL REVIEW

During the year, the total income received was £343,980 (2021: £252,249) and total expenditure was £299,823 (2021: £229,701).

At the end of the year unrestricted funds were £122,514 (2021 £87,599) and restricted funds were £10,721 (2021 £1,479).

Reserves

Disability Arts Online performed well financially, further building reserves in the year. The Trustees discussed the appropriate levels of free reserves to hold beyond the operational reserves policy and agreed a deficit budget for the next year to inject the 2021-22 surplus back into the organisation to increase capacity and work towards its charitable objectives.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation was incorporated on 20 April 2006 as a Company Limited by Guarantee, as defined by the Companies Act 2016, without a Share Capital and was registered as a charity on 11 October 2018. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £1 towards the liabilities of the charitable Company in the event of it being wound up whilst they are Members or within one year of their ceasing to be Members.

Organisation Structure

The Trustees operate through a Board comprising of themselves, and with no voting rights the Executive Director. The Board is responsible for the overall governance of the charitable Company and guiding its strategic direction. Day-to-day operations are delegated to the Executive Director within a framework set out in approved policies and operational plans.

Risk Management

The major risks to which the charitable Company may be exposed, as identified by the Board, have been reviewed by staff and at meetings of the Board and systems have been established to mitigate those risks.

Recruitment and appointment of trustees

In accordance with the Articles of Association of the charitable Company, as a disability-led organisation 80% of the Trustees are required to identify as disabled.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	DAO (DisabilityArtsOnline) Limited
Charity registration number	1180274
Company registration number	05788574
Principal address	28 C/O Lighthouse 28 Kensington Street Brighton BN1 4AJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Simon Dell
Melissa Hinkle Hill
Michelle Kopczyk
Dennis Queen
Paul Wilshaw
Amy Zamarripa Solis - Chair
Stephanie Fuller
(Appointed: 23 July 2021)
Eleanor Lisney
(Appointed: 23 July 2021)
Elinor Morgan
(Appointed: 02 October 2021)
Ailis Ni Riain

**DAO (DisabilityArtsOnline) Limited
Report of the Trustees Continued
For the year ended 31 March 2022**

(Appointed: 23 July 2021)

Independent examiners

Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115 Ducie House
Ducie Street
Manchester
M1 2JW

Approved by the Board of Trustees and signed on its behalf by

.....
Melissa Hinkle Hill

DAO (DisabilityArtsOnline) Limited
Independent Examiners Report to the Trustees
For the year ended 31 March 2022

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of Association of Accounting Technicians, which is one of the listed bodies.

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

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

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

.....
Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115 Ducie House
Ducie Street
Manchester
M1 2JW

DAO (DisabilityArtsOnline) Limited
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Income and endowments from:					
Donations and legacies	2	132,033	40,242	172,275	128,957
Charitable activities	3	55,367	116,338	171,705	123,292
Total		187,400	156,580	343,980	252,249
Expenditure on:					
Raising funds	4	-	-	-	(1,161)
Charitable activities	5/6	(207,600)	(92,223)	(299,823)	(228,540)
Total		(207,600)	(92,223)	(299,823)	(229,701)
Transfers between funds		55,115	(55,115)	-	-
Net movement in funds		34,915	9,242	44,157	22,548
Reconciliation of funds					
Total funds brought forward		87,599	1,479	89,078	66,530
Total funds carried forward		122,514	10,721	133,235	89,078

DAO (DisabilityArtsOnline) Limited
Statement of Financial Position
As at 31 March 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	12	2,484	3,378
		2,484	3,378
Current assets			
Debtors	13	18,930	81,215
Cash at bank and in hand		232,884	132,324
		251,814	213,539
Creditors: amounts falling due within one year	14	(121,063)	(127,839)
Net current assets		130,751	85,700
Total assets less current liabilities		133,235	89,078
Net assets		133,235	89,078
The funds of the charity			
Restricted income funds	15	10,721	1,479
Unrestricted income funds	15	122,514	87,599
Total funds		133,235	89,078

For the year ended 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

Melissa Hinkle Hill
Trustee

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements
For the year ended 31 March 2022

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

DAO (DisabilityArtsOnline) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The financial statements are prepared, on a going concern basis, under the historical cost convention.

Statement of cash flows

The Trustees have taken advantage of the exemption in SORP FRS 102 from including a cash flow statement in the financial statements on the grounds that the charitable company is small.

Funds

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Transfer of funds from restricted to unrestricted are to reimburse all or some of the full economic cost of running the project to Disability Arts Online including staffing and overheads.

Incoming resources

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Tangible fixed assets

Tangible fixed assets, other than freehold land, are stated at cost or valuation less depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer Equipment	33% Reducing balance
Fixtures and Fittings	20% Reducing balance

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

2. Income from donations and legacies

	Unrestricted funds	Restricted funds	2022	2021
	£	£	£	£
Donations received	193	9,700	9,893	117
Grants received	131,840	30,542	162,382	128,840
	<u>132,033</u>	<u>40,242</u>	<u>172,275</u>	<u>128,957</u>

Analysis of grants received

	2022	2021
	£	£
Arts Council	132,382	101,840
Esmee Fairbairn Foundation	30,000	20,000
Other Grants	-	7,000
	<u>162,382</u>	<u>128,840</u>

3. Income from charitable activities

	Unrestricted funds	Restricted funds	2022	2021
	£	£	£	£
<i>Championing Disability Arts & Culture</i>				
Income from charitable activities	55,367	116,338	171,705	123,292

4. Expenditure on generating donations and legacies

	2022	2021
	£	£
Donations	-	1,161
	<u>-</u>	<u>1,161</u>

5. Costs of charitable activities by fund type

	Unrestricted funds	Restricted funds	2022	2021
	£	£	£	£
Championing Disability Arts & Culture	165,140	92,223	257,363	172,534
Support costs	42,460	-	42,460	56,006
	<u>207,600</u>	<u>92,223</u>	<u>299,823</u>	<u>228,540</u>

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

6. Costs of charitable activities by activity type

	Activities undertaken directly £	Support costs £	2022 £	2021 £
Support costs				
Championing Disability Arts & Culture	257,363	42,460	299,823	228,540

7. Analysis of support costs

	2022 £	2021 £
Championing Disability Arts & Culture		
Office Costs	23,738	21,576
Advertising and Website Costs	5,036	8,190
Consulting	8,536	21,175
Staff Costs	2,246	2,224
Governance costs	2,904	2,841
	42,460	56,006

8. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of owned fixed assets	1,368	1,167
Accountancy fees	1,500	2,160
Staff pension contributions	3,092	2,555

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

9. Staff costs and emoluments

Total staff costs for the year ended 31 March 2022 were:

	2022	2021
	£	£
Salaries and wages	140,387	118,029
Social security costs	8,320	6,345
Pension costs	3,092	2,555
	151,799	126,929
	151,799	126,929

No employee earned more than £60,000 during the year (2021: nil).

	2022	2021
Management and Editorial	6	6
	6	6
	6	6

The total employee benefits including pension contributions of the key management personnel were £74,625 (2021: £72,612). Key management personnel include the CEO and Editor.

10. Trustee remuneration and related party transactions

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil). Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £871 (2021:£668).

There are no donations from related parties which are outside the normal course of the Charity's business and no restricted donations from related parties.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

11. Comparative for the Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	2021 £
Income and endowments from:			
Donations and legacies	126,957	2,000	128,957
Charitable activities	35,001	88,291	123,292
Total	161,958	90,291	252,249
Expenditure on:			
Raising funds	(397)	(764)	(1,161)
Charitable activities	(184,643)	(43,897)	(228,540)
Total	(185,040)	(44,661)	(229,701)
Transfers between funds	45,840	(45,840)	-
Net movement in funds	22,758	(210)	22,548
Reconciliation of funds			
Total funds brought forward	64,841	1,689	66,530
Total funds carried forward	87,599	1,479	89,078

12. Tangible fixed assets

Cost or valuation	Fixtures and Fittings £	Computer Equipment £	Total £
At 01 April 2021	545	7,456	8,001
Additions	-	479	479
Disposals	(260)	(1,400)	(1,660)
At 31 March 2022	285	6,535	6,820
Depreciation			
At 01 April 2021	333	4,290	4,623
Disposals	(248)	(1,390)	(1,638)
Charge for year	30	1,321	1,351
At 31 March 2022	115	4,221	4,336
Net book values			
At 31 March 2022	170	2,314	2,484
At 31 March 2021	212	3,166	3,378

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

13. Debtors

	2022	2021
	£	£
Amounts due within one year:		
Trade debtors	18,245	81,215
Other debtors	685	-
	18,930	81,215
	18,930	81,215

14. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	5,909	-
Other creditors	2,474	2,166
Accruals and deferred income	112,680	125,673
	121,063	127,839
	121,063	127,839

15. Movement in funds

Unrestricted Funds

	Balance at 01/04/2021	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2022
	£	£	£	£	£
<i>General</i>					
General	87,599	187,400	(207,600)	55,115	122,514
	87,599	187,400	(207,600)	55,115	122,514
	87,599	187,400	(207,600)	55,115	122,514

Unrestricted Funds - Previous year

	Balance at 01/04/2020	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2021
	£	£	£	£	£
<i>General</i>					
General	64,841	161,958	(185,040)	45,840	87,599
	64,841	161,958	(185,040)	45,840	87,599
	64,841	161,958	(185,040)	45,840	87,599

Purpose of unrestricted Funds

General

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

Restricted Funds

	Balance at 01/04/2021	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2022
	£	£	£	£	£
Restricted	1,479	156,580	(92,223)	(55,115)	10,721
	1,479	156,580	(92,223)	(55,115)	10,721

Restricted Funds - Previous year

	Balance at 01/04/2020	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2021
	£	£	£	£	£
Restricted	1,689	90,291	(44,661)	(45,840)	1,479
	1,689	90,291	(44,661)	(45,840)	1,479

Purpose of restricted funds

Restricted

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

16. Analysis of net assets between funds

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	2,484	120,030	122,514
Restricted funds			
Restricted	-	10,721	10,721
	2,484	130,751	133,235

DAO (DisabilityArtsOnline) Limited
Notes to the Financial Statements Continued
For the year ended 31 March 2022

Previous year

	Tangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
<i>General</i>			
General	3,378	84,221	87,599
Restricted funds			
Restricted	-	1,479	1,479
	3,378	85,700	89,078
	3,378	85,700	89,078

DISABILITY ARTS ONLINE

England & Wales - Charity number 1180274

Accounts

REGISTERED COMPANY NUMBER: 05788574 (England and Wales)

REGISTERED CHARITY NUMBER: 1180274

Report of the Trustees and
Unaudited Financial Statements for the year ended 31 March 2021
for

DAO (Disabilityartsonline) Limited
(A Company Limited by Guarantee)

**Raedan
7 Henrietta Street
Covent Garden
London
WC2E 8PS**

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Annual Reports and Financial Statements for the year ended 31 March 2021

Contents:

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1	Company information
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8	Statement of Financial Activities
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10-13	Notes forming part of the Financial Statements

Directors and Trustees:

Simon Dell
Melissa Hinkle Hill
Michelle Kopczyk
Dennis Queen
Paul Wilshaw
Amy Zamarripa Solis
Stephanie Jane Fuller
Eleanor Lisney
Ailis Ni Riain

Registered Office:

28 C/O Lighthouse
28 Kensington Street
Brighton BN1 4AJ

Company number: 05788574 (England and Wales)

Charity number: 1180274

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Report of the Trustees for the year ended 31 March 2021

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees who served during the year were:

Simon Dell
Melissa Hinkle Hill
Michelle Kopczyk
Dennis Queen
Paul Wilshaw
Amy Zamarripa Solis

The Charitable Company is limited by guarantee and has no issued Share Capital therefore none of the Trustees hold any beneficial interest in the Charitable Company.

Independent Examiner :

Raedan Limited
7-8 Henrietta Street
Covent Garden
London
WC2E 8PS

Bankers:

Lloyds Bank
171-173 North St
Brighton
BN1 1GL

Structure, Governance and Management

Governing document

The organisation was incorporated on 20 April 2006 as a Company Limited by Guarantee, as defined by the Companies Act 2016, without a Share Capital and was registered as a charity on 11 October 2018. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £0 towards the liabilities of the charitable Company in the event of it being wound up whilst they are Members or within one year of their ceasing to be Members.

Appointment and Training of Trustees

In accordance with the Articles of Association of the charitable Company, as a disability-led organisation 80% of the Trustees are required to identify as disabled.

Organisation Structure

The Trustees operate through a Board comprising of themselves, and with no voting rights the Executive Director. The Board is responsible for the overall governance of the charitable Company and guiding its strategic direction. Day-to-day operations are delegated to the Executive Director within a framework set out in approved policies and operational plans.

Risk Management

The major risks to which the charitable Company may be exposed, as identified by the Board, have been reviewed by staff and at meetings of the Board and systems have been established to mitigate those risks.

Statement on Trustees' Responsibilities for the Year Ended 31 March 2021

The Trustees (who are also the directors of DAO (disabilityartsonline) Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Objectives and Activities

Disability Arts Online - Sharing Disability Arts and Culture with the World

Our Objects

Disability Arts Online is a Company Limited by Guarantee and was formed by Arts Council England in consultation with the Disability Arts Movement in 2002. Through its founding Editor, Colin Hambrook, Disability Arts Online became independent in April 2004 and has since grown into a well-respected and valuable online platform that resources a wide range of people including disabled artists, audiences, arts professionals, students and researchers. In October 2018 Disability Arts Online became a registered charity with the following charitable objects:

- The advancement of education for the public benefit in the arts through the provision of digitally based and offline services and by raising awareness and enabling access to participation in the arts and cultural activities
- The promotion of equality and diversity for the public benefit by
 - the elimination of discrimination on the grounds of disability; and
 - cultivating a sentiment in favour of equality and diversity.

Our Vision

Widespread appreciation for the richness and diversity of disability arts and culture.

Our Mission

To transform and enrich arts and culture through nurturing creativity and discourse from a disability perspective.

Our aims current aims are:

1. Raise the profile of disabled artists nationally and internationally.
2. Deepen the engagement with disability arts from a diverse audience.
3. Support disabled artists' development through critical dialogue, training, information services, commissioning and showcasing opportunities.
4. Maintain resilience through good governance, partnerships and diverse income streams.

Public Benefit

The Trustees confirm that they have complied with their duty under the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit.

People and Activities

We are an organisation led by disabled people, creating opportunities, commissioning new work and training people to maximise the potential that the digital world has to offer, to boost their practice. We also encompass a thriving online community of disabled creatives.

Activity during 2020/21:

This report provides a summary of the main outcomes in relation to the objectives described in the business plan for the financial year 2020-2021.

Introduction

Disability Arts Online achieved extraordinary things in an extraordinary year.

As an agile organisation with well-established and robust remote working practices, we were well-positioned to respond to the unique challenges of the national lockdowns, and the needs of long-term shielders during the Covid-19 pandemic. It became clear early on that the needs of our creative community were financial, social and cultural.

Demand for our services, particularly one-to-one artist development sessions, doubled as we made provision for extra sessions. We were approached by Arts Council England to offer access support for artists applying to their emergency funds, successfully supporting 26 disabled artists.

We moved quickly to create, launch and deliver our Covid Commissions programme resourced using £8,000 from our reserves. We funded 30 disabled artists with micro commissions, giving them work when they were losing income from all directions. This resulted in a diverse series of bold, innovative and high-quality pieces of work. It also presented the opportunity for us to develop, test and deliver a low-cost but accessible digital events programme reaching thousands of people. Our audience clearly appreciated our Covid response:

"I was impressed by how quick-off-the-bat Disability Arts Online were with their response to the situation, and their grasp of what would actually benefit their community at this time."

External recognition of DAO's vital support during this year was evident when CEO Trish Wheatley was awarded a BEM for 'services to disabled artists during Covid-19' in the 2021 New Year's Honours.

Summary of digital content and events delivery:

From 1 April 2020 to 31 March 2021 we published a total of 528 pieces of content including 199 commissioned pieces, far exceeding the original target of 350. This attracted 210,000 visits to the website, generating 372,000 pageviews, marking increases of 48% and 42%, respectively, compared to the previous year. We have grown our following by 20% across our social media channels over the last year, from 28,000 to 34,000.

The Guest Editor programme this year saw us deliver one editorship and complete the selection process for the proceeding three. Omikemi's guest editorship addressed the theme of healing and repair in relation to disability arts - a timely theme considering the pandemic. Omikemi did a great job of looking at the historical antipathy between disability arts and 'therapy'. A key concept within the guest editorship was taking ownership for self-care as an important context for disability arts to take on board as a source for empowerment.

Responding quickly to the pandemic, we transitioned our entire events programme online. This accelerated our development and experimentation in delivering accessible online events, even becoming a source of information on low-cost digital access solutions for the sector. We significantly over-delivered on our target of 10 events, hosting 19 this year, engaging 41 artists and 1,493 attendees.

Summary of projects, talent development and sector development work:

D4D is a multi-year AHRC funded research programme investigating the evolving ways in which we as disabled people express, perform, experience and practise 'community'. This year the Electric Bodies book was printed, with a book launch planned and digital assets prepared. With the main D4D project on hold and staff

furloughed, DAO concentrated on completing aspects of the Electric Bodies workstream. This included a responsive community conversation that was prompted by the increased debate on racism across all industries following the murder of George Floyd in the US. We paid ten disabled artists who experience racism to feedback on our work and talk about future opportunities for anti-racism activity. This led to the development of the Onyx Pilot Project which was yet to start at the year-end, but had been fully funded through a successful National Lottery Project Grant application to Arts Council England.

The Lead project was fully operational for the duration of this financial year, developing learning disabled and autistic leaders in partnership with Access All Areas Theatre Company. Deen Hallissey started work with us at the beginning of the year. Despite the disruptions of the pandemic and lack of in-person working, we were able to offer Deen an interesting and varied leadership development programme with an induction that was sensitive to his access needs and the general uncertainty caused by the pandemic. This included group learning and evaluation opportunities, one-to-one and group coaching, and specialist mentoring with brand and filmmaking specialists. Deen successfully completed two Instagram takeovers, several Zoom interviews, many video newsletter round ups, creative work and responses to DAO content.

We worked with three associate artists over the course of 2020-21, gobscore aka sean burn, Letty McHugh and Ashokkumar Mistry. The pandemic hit before they were even contracted and the disruption to the arts and cultural sector seemed to be significant. We decided early in the process that a 12-month associateship would be unfair on the artists because the opportunities to make connections and take full advantage of our support would be lacking. All three artists agreed that a two-year associateship would suit them better. This longer period of time also allows for breaks in work, more fundraising opportunities and a deeper level of engagement with DAO. Specific positive feedback included:

“DAO has supported me to expand my network, develop new skills and put in place ambitious plans for new work that will help elevate my career to the next level. DAO have played a pivotal role in supporting me to form new relationships that I believe will be transformational to my career trajectory.”

“DAO has been able to give me a voice in the arts and enable me to develop a profile in order to get my work noticed. I have been able to analyse my practice and writing around arts and disability to a place where I am now being noticed by other organisations. As a result of working with DAO my network is much bigger and I am more confident speaking about my work.”

We far exceeded the target for one-to-one sessions this year, completing a total of 102 sessions with 77 artists. We intentionally increased the number of sessions available as part our response to the Covid-19 pandemic, knowing that artists would need one-to-one support throughout the uncertain times. 95% of artists reported the sessions had a positive or very positive impact on them. Similarly, 95% rated the sessions helpful or very helpful. 95% also reported increased confidence as a result of the sessions. Encouragingly, every single respondent said they would recommend the Artist Development Sessions to other artists.

This year has seen a notable surge in approaches from organisations wanting to work with us for our expertise on a range of subjects. We have recorded interactions with 27 organisations who have either received one-off advice, paid us to deliver training or developed a longer programme of work with our support. They included the British Council, Arts Development Company, Creative Scotland, Arts Council England, Explore York, Ditchling Museum of Art + Craft, Daryl Beaton Productions, and gal-dem.

We have been successful in supporting the creation of 14 paid opportunities for artistic commissions and consultancy work for disabled artists. This included 5 co-commissions with Attenborough Arts Centre, 4 films with DaDaFest, and a selection of chairing, speaking and consultancy opportunities.

Organisational development:

A significant piece of work to archive and transfer the old DAO website to Wordpress was completed this year, ensuring historic content can be accessed for research and education purposes. We have reviewed the sector-

facing sections of the website and created extra capacity to update and maintain the directory section through employing an administrator one day per week for this task. We have started a collection of content that could be developed into a resource section. This objective will be extended and expanded over the next two-years and is reflected in the 2021-22 business plan.

An updated, more robust operational reserves policy was approved in July 2020. More than three months core running costs have been retained in the financial year 2020-21, meeting the requirements of the policy. Disability Arts Online was fortunate in that revenue sources did not dry up during the pandemic. The accounts show a surplus of £22,547 for the year. The Trustees are committed to using available organisational funds to further DAO's charitable objects and support beneficiaries in the best way possible.

Approved by order **of the board** of Trustees on 17 December 2021 and signed on its behalf by:

.....
Amy Zamarripa Solis - Chair

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Independent Examiner's Report to the Trustees of DAO (disabilityartsonline) Limited

Independent Examiner's Report to the Trustees of DAO (disabilityartsonline) Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

Responsibilities and basis of report

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

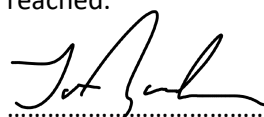
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charities accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 act.

Independent examiner's statement

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

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

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



.....

J Bareham FCA

17 December 2021

.....

For and on behalf of Raedan Limited
7 Henrietta Street, Covent Garden, London WC2E 8PS

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Statement of Financial Activities (incorporating an Income and Expenditure Account)
for the year ended 31 March 2021

	Notes	Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
		£	£	£	£
Income from:					
Donations and grants	2	126,957	2,000	128,957	185,125
Charitable activities – fees and sales		35,001	88,291	123,292	102,682
Total income		<u>161,958</u>	<u>90,291</u>	<u>252,249</u>	<u>287,807</u>
Expenditure on:					
Charitable activities:	3				
Core activities/development		179,644	43,897	223,541	246,737
Events		397	764	1,161	6,507
Total expenditure		<u>180,041</u>	<u>44,661</u>	<u>229,702</u>	<u>253,244</u>
Net income before transfers	7	(18,083)	45,630	27,547	34,563
Transfers between funds		<u>40,840</u>	<u>(45,840)</u>	<u>(5,000)</u>	<u>-</u>
Net income after Transfers		22,757	(210)	22,547	34,563
Total funds brought forward		<u>64,841</u>	<u>1,689</u>	<u>66,530</u>	<u>31,967</u>
Total funds carried forward	11	<u><u>87,598</u></u>	<u><u>1,479</u></u>	<u><u>89,077</u></u>	<u><u>66,530</u></u>

The notes on pages 10 to 13 form part of these financial statements.

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed Assets			
Tangible assets	8	3,378	1,598
Current Assets			
Debtors	9	81,215	36,883
Cash and bank balances		132,324	101,734
		<u>213,539</u>	<u>138,617</u>
Creditors: amounts falling due within one year	10	(127,840)	(73,685)
Net Current Assets		<u>85,699</u>	<u>64,932</u>
Total Assets less Current Liabilities		<u>89,077</u>	<u>66,530</u>
Funds			
Unrestricted Funds:		87,598	64,841
Restricted Funds:		1,479	1,689
Total Funds		<u>89,077</u>	<u>66,530</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 17 December 2021 and were signed on its behalf by:

.....
Amy Zamarripa Solis - Chair

The notes on pages 10 to 13 form part of these financial statements.

DAO (DISABILITYARTSONLINE) LIMITED
(A Company Limited by Guarantee)

Notes forming part of the financial statements for the year ended 31 March 2021

1 Accounting policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities, preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the Charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where cost cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible Fixed Assets

Tangible fixed assets are included at cost. Depreciation is provided to write off the cost less estimated residual values, evenly over the assets expected useful lives. It is calculated at the following rates:

Plant and equipment	33% & 20% - reducing balance basis
---------------------	------------------------------------

Taxation

The Charity is exempt from Corporation Tax on its charitable activities.

2 Income from Donations and grants:

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Arts Council England	101,840	-	101,840	183,125
Donations	117	-	117	-
Esmee Fairbairn Foundation	20,000	-	20,000	-
Sussex	-	2,000	2,000	-
The Grocers Charity	5,000	-	5,000	-
	<u>126,957</u>	<u>2,000</u>	<u>128,957</u>	<u>185,125</u>

3 Expenditure on Charitable Activities

	Direct Costs £	Support Costs (Note 4) £	2021 Total £	2020 Total £
Core activities/development	172,535	56,006	228,541	246,737
Events	1,161	-	1,161	6,507
	<u>173,696</u>	<u>56,006</u>	<u>229,702</u>	<u>253,244</u>

4 Expenditure on Support Costs

	General Office £	Premises & Equip £	2021 Total £	2020 Total £
Core Activities/development	33,259	22,747	56,006	78,106

5 Staff Costs

	2021 £	2020 £
Wages and salaries	118,030	113,791
Social security costs	6,345	8,383
Pension costs	2,555	2,523
	<u>126,930</u>	<u>124,697</u>

No employee earned more than £60,000 per annum (2020 – nil)

6 Trustee Remuneration and Related Party Transactions

None of the Trustees received any remuneration during this or the previous year.

Trustees received reimbursed expenses during the year totalling £668 (2020 - £1,693).

No Trustee or any other person related to the charitable Company had any personal interest in any contract or transaction entered into by the charitable Company during this or the previous year.

7 Net Income

	2021	2020
	£	£
Net income is stated after charging:		
Depreciation of tangible fixed assets	1,169	652
Accountancy and Independent Examiners fees	1,500	1,500
	<u> </u>	<u> </u>

8 Tangible Fixed assets

	Plant & Equipment £
Cost	
At 1 April 2020	5,052
Disposals	-
Additions	2,949
	<u> </u>
At 31 March 2021	8,001
	<u> </u>
Depreciation	
At 1 April 2020	3,454
Provision for the year	1,169
Disposals	-
	<u> </u>
At 31 March 2021	4,623
	<u> </u>
Net book value	
At 31 March 2021	3,378
	<u> </u>
At 31 March 2020	1,598
	<u> </u>

9 Debtors & Prepayments

	2021	2020
	£	£
Trade debtors	81,215	36,883
	<u>81,215</u>	<u>36,883</u>
	81,215	36,883

10 Creditors and accruals: amounts falling due within one year

	2021	2020
	£	£
Trade Creditors	-	5,009
Other Creditors	127,840	68,676
	<u>127,840</u>	<u>73,685</u>
	127,840	73,685

11 Financial Commitments and Contingent Liabilities

At the end of this and the previous year, there were no capital commitments or contingent liabilities for which a full provision has not been made in these financial statements.

12 Related Party Disclosures

There were no related party transactions for the year ended 31 March 2021