

OPEN DOOR PEOPLE

England & Wales · Charity number 1182458

Details

Other names	OPEN DOOR
Status	Registered
Legal form	CIO
Registered	2019-03-14
Register	View on the Charity Commission register

Contact

Address	62 Barrett Road London E17 9ET
Phone	07491922622
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Website	www.opendoor.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT TO ADVANCE THE EDUCATION OF PEOPLE AGED BETWEEN 18 AND 25 FROM LOW INCOME BACKGROUNDS IN THE THEATRICAL ARTS BY PROVIDING TRAINING AND PREPARATION TO GAIN A PLACE AT THE UK'S LEADING DRAMA SCHOOLS.

Activities: Open Door People trains, supports and mentors young people who are interested in pursuing a career in the arts. Free workshops, private tutoring, theatre trips and travel are all offered to young people.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Arts/culture/heritage/science
- **Who:** Children/young People

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£97,037	£187,676	-	-
2023-08-31	£265,405	£167,097	-	-
2022-08-31	£143,692	£164,994	-	-
2021-03-31	£121,361	£90,950	-	-
2020-03-31	£186,607	£137,414	-	-

Trustees

Name	Role	Appointed
ALEXANDER GEOFFREY FERRIS	Chair	2016-12-01
AMY ELIZABETH Chambers		2016-12-01
Andrew Neil Cornforth		2020-04-02
Dylan Malyn		2022-08-25
Joanna Marie Mason		2022-08-25
Kris Milovsorov		2020-04-02
Lindsay Michelle Taggart		2020-04-02
SHAHEEN BAIG		2016-12-01
William James Wood		2020-04-02

OPEN DOOR PEOPLE

England & Wales - Charity number 1182458

Accounts

OPEN DOOR PEOPLE CIO

Charity No. 1182458

Report and financial statements

For the year ended

31 August 2024

Open Door People CIO

Report and financial statements

For the year ended 31 August 2024

Contents

	Page
Reference and administrative information	1
Trustees' annual report	2 - 13
Independent examiner's report	14
Statement of financial activities	15
Balance sheet	16
Notes to the financial statements	17 - 22

Open Door People CIO

Reference and administrative information

For the year ended 31 August 2024

Trustees: Alexander Ferris – Co-Chair (Appointed on 01/12/2016)
Lindsay Taggart – Co-Chair (Appointed on 02/04/2020)
Shaheen Baig - Vice Chair (Appointed on 01/12/2016)
Amy Chambers - Vice Chair (Appointed on 01/12/2016)
Kris Milovsorov – Treasurer (Appointed on 02/04/2020)
Dylan Malyn (Appointed on 25/08/2022)
Andrew Cornforth (Appointed on 02/04/2020)
Joanna Marie Mason (Appointed on 25/08/2022)
Will Wood (Appointed on 02/04/2020)

Chief Executive: David Mumeni

Charity number: 1182548

Registered office: 74 Beresford Road, London E17 4LW

Accountants: Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP
www.accountabilityeu.co.uk

Bankers Barclays Bank Plc

The trustees present their report and financial statements for the year ended 31 August 2024.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The object for which Open Door People is established (as outlined in the Articles of Association) is to advance the education of people aged 18 and above (17+ for Behind the Scenes programme) from low income backgrounds in the theatrical arts by providing them training and preparation to gain a place at the UK's leading drama schools.

The main activities undertaken in relation to these aims are:

1. Removing financial barriers to participants accessing the application and audition process for leading drama schools. This includes but is not limited to audition and interview fees for leading drama schools, travel expenses, costs of materials, and technical equipment required for the application and audition/interview process.
2. Redressing existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place. This includes but is not limited to one to one tutoring sessions, free theatre tickets, creative workshops, pastoral support, mental health support (including one to one counselling when required) and an allocated industry buddy.
3. Raising awareness of issues of unequal access to career level training in the areas of performing and backstage arts. This includes but is not limited to raising public awareness of the issues and working with and challenging partner schools to reduce barriers such as expensive audition fees, excess audition recall dates, and emphasis on classical text during the audition process.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Improving diversity and representation in the UK drama school intake and therefore the future performing arts workforce.

Despite some awareness beginning to develop in recent years, inequality in regard to access to a career in the arts, as a result of a person's socio-economic backgrounds remain under-researched.

This is in part due to the delay in adding socio-economic background to the formal list of Protected Characteristics which would allow more data and information to be collected.

However, with audition fees at the UK's leading drama schools always increasing, the practical barriers to someone living in poverty accessing an audition are clear. In regard to the less obvious barriers, the Arts Council England 'Every Child' report (2016) states that "The reduction in arts subjects being taught in schools was felt by interviewees to impact on those who are not encouraged or cannot afford to engage outside of school." The same report also recognises that "Parents from higher socio-economic groups are significantly more likely to take their children to arts events and to encourage them to participate in arts activities, as compared with parents from lower socio-economic groups" and that barriers to participation in the arts include "costs of access and transport; digital poverty; and perceptions of culture."

Open Door People recognises these issues as barriers to young people from low-income backgrounds obtaining equal access to a career-level training in the performing arts and seeks to redress that imbalance through our work.

The impact of this problem on the representation within the industry is highlighted in research by 'Panic 2018' led by sociologists from the Universities of Edinburgh and Sheffield. Their research shows that despite 35% of the population identifying as 'Working Class', only 12.4% of those working in the area of film, TV and radio are working class and just 18.3% in music, performing and visual arts.

In the UK (according to the UK Government's Income Distribution Report published September 2020) people from Black or other Ethnic Minority backgrounds are disproportionately represented in the bottom two income quintiles. For example, within the UK, 57% of people identifying as Black and 73% of people identifying as Pakistani are within the bottom two household income quintiles, compared with just 38% of White British people. There remains a clear link in the UK between income and racial identity. It is therefore relevant for us as a charity to recognise that just 12% of the total NPO workforce are people from Black or Ethnic Minority backgrounds, as stated by the Art Council England's most recent diversity report.

Open Door People's work redresses these imbalances and as a result, over extended periods of time, there is a significant impact on the diversity of each school's intake. As this change starts to become recognised by potential students from minority backgrounds, there will be a knock-on effect of them feeling less alienated from these institutions as a result. We believe this will encourage more applications from people from minority groups. As such, the long-term result of this work is UK drama schools with a more diverse intake and institutions ready and equipped to welcome and support students that more closely reflect the UK population. These outcomes are of clear public benefit.

As Open Door People's work significantly diversifies the intake of these leading schools it will in turn have a direct impact on the future workforce of the creative arts industry. This will, in the long term, offer the public a more representative performance industry and creative output.

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

Improving inclusion within the UK's leading drama schools.

As well as focusing on issues of access, Open Door People's work is also improving the experience of those from under-represented groups while studying at drama schools.

Open Door People has been working to make recommendations of reform at drama schools within the areas of inclusion, anti-discrimination and student well-being. The charity also spends time evaluating our drama school partners' practices in regard to these issues and the quality of training being provided.

Significant numbers of students from marginalised groups are entering these institutions via Open Door People and do so with the continued support of the charity. This allows us to identify barriers within the training itself, and challenge and address these issues with each school appropriately.

The work Open Door People does to challenge drama schools on these issues, and support the development of better practice, allows for the positive development of these institutions and is of significant public benefit.

Volunteers

The contribution of volunteers to Open Door People's practice is predominantly contained in two areas of our work - Guest speakers for QnA's and workshop leaders. This allows us to help our participants generate industry connections and exposure, as well as insight into the industry they wish to join. Volunteers must adhere to the Open Door People safeguarding policy at all times.

Open Door People are occasionally approached by those who wish to volunteer their skills or to gain experience in a volunteer role within our office. In order to ensure equal access to any volunteer opportunities and to protect the right to fair pay we do not offer volunteer opportunities for more than one week per person. In order to increase access further, the week of volunteering can be spread over a period of 3 months allowing potential volunteers to maintain paid employment simultaneously. A volunteer offering their time in this regard would similarly be limited to a total of one week's volunteering per year. This restriction does not apply to our 'Industry Buddies' volunteers.

Activity and Performance August 2023 - August 2024

Activities Overview August 2023 - August 2024

- Graduating Group 2023/2024
- Elevate Group 2023/2024
- Acting Access Group + Behind the Scenes programme - 2023/2024
- Open Days - August 2023

Beneficiaries:

1. Graduating Group 2023/2024

Participant Criteria (at point of entry into Open Door):

- Age 18-26 years (acting) or 17-26 years (technical theatre/production arts)
- Based in London
- Annual household income of less than £30k
- Not a university graduate
- Commitment to acting or technical theatre/production arts as a career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD, Drama Centre and RCSSD

Graduating Group participants are participants who started drama school via our initial Acting or Behind the Scenes Access Programme and are in their final year of studying. Our 2023/24 Graduating Group were students at Bristol Old Vic Theatre School, Guildhall School of Music & Drama, Royal Welsh College of Music & Drama & Royal Central School for Speech and Drama.

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor & trustee Ronke Adekoluejo, tutor Annie Tyson, director Sean Linnen & actor-director Ashley Zhangaza. The original Acting Programme audition process saw us audition over 300 eligible applicants.

2. Elevate Group 2023/2024

Participant Criteria:

- Be a final year student on the BA Acting course at a drama school which is part of the Federation of Drama Schools
- Come from a household with a combined family income of £30k per year or under

Trustees' annual report

For the year ended 31 August 2024

- Be nominated by their drama school and audition and interview with the Open Door industry panel

Open Door gave each drama school in the Federation of Drama Schools the opportunity to make two nominations for the programme. Participants were nominated by Drama Schools such as Bristol Old Vic Theatre School, Italia Conti, Liverpool Institute for Performing arts & Rose Bruford.

Shortlisted nominees attended a short interview and submitted self-tapes which were reviewed by an industry-leading panel. The panel was made up of: Casting Directors Shaheen Baig & Amy Ball, Talent Agents Will Hollinshead at Independent Talent & Kat Oliver Talent Agent at Conway Van Gelder Grant and Open Door Artistic Director David Mumeni.

3. Acting Access Group + Behind the Scenes programme 2023/2024

Participant Criteria (at point of entry into Open Door):

- Age 18+ years (acting) or 17+ years (technical theatre/production arts)
- Acting - based in London and the South East and the North West
- Behind the Scenes - England, Scotland & Wales
- Annual household income of less than £43k
- Have access to three years of student finance
- Commitment to acting or technical theatre/production arts as a career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, LAMDA, Guildhall and RWCMD

Auditions were held in London, Manchester, Liverpool and Leeds. 254 people auditioned for this programme.

4. Open Days as part of the recruitment for the 23/24 acting programme

- 4 Open Days across Leeds, Liverpool, London and Manchester
 - Free workshops to get a taste of the Open Door programme
 - A Q& A with Open Door alumni about drama school and the programme
 - Held in partner venues LAMDA, Leeds Playhouse, Liverpool Everyman, Royal Exchange Manchester, and The Royal Court London.
-

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

July 2023 - May 2024

During this period, we were working with a total of 50 participants:

- Acting Programme 23/24: 22 participants
- *Behind the SCENES* 23/24: 3 participants
- Graduate Group 23/24 programme: 7 participants
- Elevate Group 23/24 programme: 4 participants

Our 2023/2024 Acting participants were provided with:

- Free auditions at our four partner schools: Guildhall School of Music and Drama, Royal Welsh College of Music, LAMDA and The Royal Conservatoire of Scotland
- One-to-one in-person tutoring
- 16 full-day workshops with leading industry professionals
- Bespoke workshops from our partner schools
- Access to mental health support where required
- Access to our hardship fund to assist with the technical needs of online work and emergency space where and when needed
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Our 2023/2024 Behind the scenes participant was provided with:

- Free interviews at our four partner schools: Guildhall School of Music and Drama, Royal Welsh College of Music, LAMDA and The Royal Conservatoire of Scotland
- One-to-one online mentoring
- Bespoke workshops from our partner schools
- Access to mental health support where required
- Access to our hardship fund to assist with technical needs of online work and emergency space where and when needed
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Our 2023/2024 Graduating and Elevate Groups were provided with:

- 11 Professional preparation workshops
- Mentoring by Open Door Artistic Director David Mumeni

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

- Access to mental health support where required
- Access to our hardship fund to cover any expenses relating to being part of Open Door
- Free theatre tickets from theatres such as the National Theatre, the Royal Court, the Donmar Warehouse, Orange Tree Theatre, ATG, etc. throughout the programme
- Pastoral support and mentoring from the Open Door team

Elevate applications opened in October 2023.

Between early September and mid October Open Door carried out first round auditions in London, Leeds, Manchester and Liverpool. Recalls took place in London and Manchester later October. 200 people auditioned for the programme.

In January and February 2024 we welcomed 7 participants to the 23/24 Graduate Programme and 4 participants to the Elevate programme.

These groups took part in workshops and Q&A's with leading industry professionals: agents, casting directors, an accountant, and advice on how to set up your own theatre company. These included head of casting at The Globe Theatre Becky Paris, deputy head of casting Bryony Taylor-Jarvis, Writer Sam Freeman, agents from ARG and Independent Talent.

Our final cohort of 15 London participants and 7 in the Northwest was confirmed in early November, and the programme delivery started later that month.

Richard Neale, our Managing Director led the group in the North West and David Mumeni, CEO, led the group in London.

This group achieved 63 recalls, 33 final rounds and 32 offers of places.

Our Behind the Scenes participants received 10 offers.

In April 2023 we took the difficult decision to rest the Midlands, and finally move the project to Greater Manchester, Merseyside, Warrington, West Yorkshire and the Borough of Halton in the autumn of 2023.

This new Northwestern programme was in partnership with Leeds Playhouse, Liverpool Everyman and The Royal Exchange Manchester.

Engagement work began in May and the summer months and included new Open Days delivered by Richard Neale and David Mumeni across partner venues in London, Greater Manchester, Merseyside, Warrington, West Yorkshire, the Borough of Halton. These were free days where people interested in the programme could get a taste of what the programme might be like along with a Q&A with Open Door and drama school alumni. These days were rounded off in a town hall meeting style for us to meet prospective new tutors in these areas.

The 2023/24 Return Group was confirmed consisting of 5 participants.

Open Door People's objectives during July 2023 - May 2024 have been to:

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

- Continue working with our exceptionally talented participants who were not able to secure a place at a training institution previously.
- Ensure that graduates from lower socio-economic backgrounds are given equity with their peers as they move from training into the early stages of their careers.
- Remove financial barriers to Open Door participants accessing the application and audition process for leading drama schools.
- Redress existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place.
- Increase awareness of career opportunities in the arts for people from the Midlands and Sheffield areas.
- To start to pilot the project in a new area, giving access to a level playing field in drama school training to people across Greater Manchester, Merseyside, Warrington, West Yorkshire, the Borough of Halton,

Challenges have included:

- A lack of opportunities for affordable and sustained engagement at school or in extracurricular activities in the performing and backstage arts for people from low income backgrounds, within the North West area.
- It was harder to find tutors in the North West with the same specialist experience we typically access in the South.
- A decrease in in-kind space offered by previous partners due to the economic climate post COVID-19.

Outcomes and Impact

- 256 people auditioned for the acting programme.
- 14 participants accepted places at one of our partner schools.
- Open Door engaged with 38 participants from lower-socio economic backgrounds.
- 85 people participated in our Open Days.

84.6% of the 23/24 Acting Participants were "Very Satisfied" with their overall experience of Open Door.

58.3% of the 23/24 Acting Participants would have applied to less schools without Open Door.

"Open Door has changed my life and I am so grateful to be a part of the cohort. I no longer feel I have to prove myself as an actor but I can walk confidently in a room and just be an actor! I feel like a

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

completely new person from when I started open door, I've gained so much confidence and my emotional well being is getting much better than what it was from when I started I've had the help and the push to be better.."

Acting Participant 23/24

I can not express enough how much Open Doors has helped me. I feel ready to move forward into the industry as well as providing me with much needed mental health support, something I probably would never have gotten without them.

Acting Participant 23/24

"1-1 tuition was a huge help to my development as an actor. Without that I wouldn't have gained a place at drama school 100% and I would never have been able to afford so much tuition from a wonderful tutor."

Acting Participant 23/24

"I got a new perspective and approach to entering spaces and an expanded toolbox of skills and exercises to help grow. I also received contact with a team who care about our wellbeing and are actively supporting us on our journey."

Acting Participant 23/24

Financial review

Open Door People has experienced a more difficult year with a negative financial performance and a weakened final position at the year end. This has arisen with the backdrop of unrest of the broader entertainment industry from strikes and budget squeezes, in particular with a reduction in government support. Nonetheless, we are extremely grateful for the continued support of drama schools and talent agencies. We also thank the various individuals who were incredibly generous during the year.

Results for the year ended 31 August 2024 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, income for the year amounted to £97,037 (2023: £265,405) whilst £187,676 (2023: £167,097) was expended during the year as shown in the Statement of Financial Activities. The net deficit for the year was £90,639 (2022: £98,308 - surplus). Full details of income and expenditure are set out in notes to the financial statements. To some extent, the deficit was as a result of timing, with committed expenses from project income received in the previous year being incurred in the current period. Nonetheless, the Charity has had to consider the size of its future intakes to ensure the operation is sustainable.

The reserves position as at 31 August 2024 was £65,971 (2022: £156,610). The Trustees regard the financial position of the Charity at 31 August 2024 to be secure, although the objective is to strengthen reserves. The Trustees are content that the current unrestricted reserves position leaves it with a sound base from which future activity can be built.

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2024

The principal funding for Open Door People was from government and public bodies (in particular, the Arts Council), our partners (drama schools and theatres), and various other companies and individuals. The income is generated to deliver our programme of education and support for our students in their applications to leading drama schools, which covers both technical assistance and pastoral care.

Reserve policy

Open Door People has initially proposed a reserves policy that will ensure that the charity maintains at least six months of basic running costs in our unrestricted reserves in order to ensure the stability and continued smooth running of the charity's activities. At the year end, free reserves were £65,971, which would cover six months of the basic running costs (i.e. costs without participant costs, which would be dependent on activity in the charity), although it is just on this self-imposed limit. It is therefore the aim of the Trustees to improve this position in the coming year. To assist with this, after-date, the Charity has been on an active funding appeal and has hosted various events to bring exposure and donations to the Charity's activities.

The Board of Trustees will review the policy regularly as the charity develops to ensure it is appropriate.

Structure, governance and management

Open Door People is a charitable incorporated organisation, number 1182458 registered on 14 March 2019 and governed by a board of trustees according to a written constitution that outlines the purpose of the charity and the legal responsibilities of the trustees. They do this through advising on policy and best practice; supporting the team to achieve their strategic goals through expert industry knowledge and networking; advocating for the work locally and nationally; supporting specific projects or work streams; and identifying potential opportunities.

What is it?

- The Board of Trustees is made up of a range of experienced professionals with a strong understanding of the entertainment industry and arts sector and the development of young people. Its membership represents a range of different skills, experience and backgrounds who are well placed to advise, support and develop the activity of Open Door
- Within the board there are named roles such as Co-Chairs - responsible for overseeing the development of the board and supporting the Chief Executive; the Treasurer - helps trustees to carry out their financial responsibilities; Vice-Chair(s) – deputise for the Chair but may also take on individual responsibilities as agreed by the board. These roles are currently held by:
 - Co-Chairs – Alexander Ferris & Lindsay Taggart
 - Vice Chairs – Shaheen Baig & Amy Ball
 - Treasurer – Kris Milovsorov
- Membership of the Board of Trustees is voluntary and by invitation only. No remuneration is available to Trustees with the exception of pre-agreed expenses incurred in conducting activities with or on behalf of Open Door. Invitation will be in writing from the Chair of the Board
- Membership of the Board is for 3 years – at which point membership can be renewed or terminated
- There can be a maximum of 12 Trustees on our Board

What does it do?

- The Board are legally responsible for all activities of the charity, including matters delegated to staff and/or volunteers
- Trustees bring their experience, knowledge and connections to support the staff team to deliver the activity to the very best of their ability

How does it do it?

- The Board meets quarterly but can meet more frequently should the situation demand
- Depending on the specialty of the Trustee, it may be appropriate to lead, or support the team, on specific project areas e.g. accounting, safeguarding, fundraising, etc.
- At each meeting the Board of Trustees will receive:
 - An agenda covering discussion topics for the meeting. Any in-depth reading which requires discussion at the meeting will be sent in advance
 - An update on activity
- The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity

Trustees' annual report

For the year ended 31 August 2024

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires that the Trustees prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report has been approved by the trustees on 19th June 2025 and signed on their behalf by;

.....
Alexander Ferris – Chair / Trustee

Open Door People CIO

Independent Examiner's Report to the Trustees of Open Door People CIO

For the year ended 31 August 2024

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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

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

.....
Aamer Shehzad FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Date: **29th June 2025**

Open Door CIO

Statement of financial activities (incorporating an income and expenditure account)

for the year ended 31 August 2024

		2024			2023		
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and grants	2	62,483	34,554	97,037	193,158	71,907	265,065
Other trading income	3	-	-	-	340	-	340
Total income		62,483	34,554	97,037	193,498	71,907	265,405
Expenditure on:							
Raising funds	4	17,577	-	17,577	6,533	-	6,533
Charitable activities	4	119,844	50,255	170,099	106,536	54,028	160,564
Total expenditure		137,421	50,255	187,676	113,069	54,028	167,097
Net (expenditure)/ income for the year		(74,938)	(15,701)	(90,639)	80,429	17,879	98,308
Net movement in funds		(74,938)	(15,701)	(90,639)	80,429	17,879	98,308
Reconciliation of funds:							
Total funds brought forward		138,731	17,879	156,610	58,302	-	58,302
Total funds carried forward		63,793	2,178	65,971	138,731	17,879	156,610

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

The attached notes form part of these financial statements.

Open Door CIO

Balance sheet

As at 31 August 2024

	Note	2024 £	2024 £	2023 £
Fixed assets:				
Tangible assets	9		344	1,423
			<u>344</u>	<u>1,423</u>
Current assets:				
Debtors	10	-		-
Cash at bank and in hand		68,887		158,074
		<u>68,887</u>		<u>158,074</u>
Liabilities:				
Creditors: amounts falling due within one year	11	(3,260)		(2,887)
				<u>(2,887)</u>
Net current assets / (liabilities)			<u>65,627</u>	<u>155,187</u>
Total net assets / (liabilities)			<u><u>65,971</u></u>	<u><u>156,610</u></u>
The funds of the charity:	13			
Restricted income funds			2,178	17,879
Unrestricted income funds:				
General funds			63,793	138,731
			<u>63,793</u>	<u>138,731</u>
Total charity funds			<u><u>65,971</u></u>	<u><u>156,610</u></u>

Approved by the trustees on **19 June 2025**
and signed on their behalf by:

.....
Alexander Ferris
Chair

1 Accounting policies

Charity information

Open Door CIO is a charity registered in England and Wales. The registered office is Studio 9, 6 Cliff Road, London NW1 9AN.

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102). The charity is exempted from preparing a cash flow statement due to the exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants and donations are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Bank interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

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.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose and their associated support. Expenditure on charitable activities includes the costs of charitable activities that are undertaken to further the purposes of the charity and their associated support costs.

1 Accounting policies (continued)

Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time, of the amount attributable to each activity.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rate in use is 25% straight line for all categories of assets.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes all bank balances kept in current accounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments which are initially recognised at transaction value and subsequently measured at their settlement value.

2 Income from donations and grants

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Government and public body grants	-	34,554	34,554	71,907
Donations from partners	4,961	-	4,961	92,100
Donations from talent agencies	42,500	-	42,500	57,500
Other donations	15,022	-	15,022	43,558
	<u>62,483</u>	<u>34,554</u>	<u>97,037</u>	<u>265,065</u>

3 Other trading income

Ticket sales	-	-	-	340
	<u>-</u>	<u>-</u>	<u>-</u>	<u>340</u>

Open Door CIO

Notes to the financial statements

for the year ended 31 August 2024

4 Analysis of expenditure - Current Year

	Cost of raising funds £	Charitable activities £	Support costs £	2024 Total £	2023 Total £
Staff costs (Note 6)	7,677	93,355	450	101,482	95,091
Other Staff Cost	-	-	3,415	3,415	3,513
Fundraising Costs	9,900	-	-	9,900	-
Participants costs	-	54,129	-	54,129	50,517
Trustee's costs	-	-	122	122	204
Ignite events costs	-	-	-	-	54
Showcase Costs	-	-	-	-	5,186
Website and marketing	-	-	9,373	9,373	4,016
Staff Training and Development	-	-	2,000	2,000	1,946
Insurance	-	-	741	741	591
Legal and Professional Fees	-	-	259	259	608
Accountancy fees	-	-	1,430	1,430	1,631
Travelling and subsistence	-	1,109	111	1,220	894
Printing, postage and stationery	-	-	353	353	124
Computer and IT costs	-	-	-	-	121
Independent examination fee	-	-	540	540	540
Subscriptions	-	-	12	12	-
Telephone	-	-	1,621	1,621	982
Depreciation	-	-	1,079	1,079	1,079
	17,577	148,593	21,506	187,676	167,097
Support costs	-	21,506	(21,506)	-	-
Total expenditure 2024	17,577	170,099	-	187,676	167,097

Of the total expenditure, £137,421 was unrestricted (2023: £113,069) and £50,255 was restricted (2023: £54,028).

Analysis of expenditure - Prior Year

	Cost of raising funds £	Charitable activities £	Support costs £	2023 Total £
Staff costs (Note 6)	6,533	88,258	300	95,091
Other Staff Cost	-	-	3,513	3,513
Participants costs	-	50,517	-	50,517
Trustee's costs	-	-	204	204
Ignite events costs	-	54	-	54
Showcase Costs	-	5,186	-	5,186
Website and marketing	-	-	4,016	4,016
Staff Training and Development	-	-	1,946	1,946
Insurance	-	-	591	591
Legal and Professional Fees	-	-	608	608
Accountancy fees	-	-	1,631	1,631
Travelling and subsistence	-	-	894	894
Printing, postage and stationery	-	-	124	124
Computer and IT costs	-	-	121	121
Independent examination fee	-	-	540	540
Telephone	-	-	982	982
Depreciation	-	-	1,079	1,079
	6,533	144,015	16,549	167,097
Support costs	-	16,549	(16,549)	-
Total expenditure 2023	6,533	160,564	-	167,097

Open Door CIO

Notes to the financial statements

for the year ended 31 August 2024

5 Net income for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation	1,079	1,079
Independent examination fee (excluding VAT)	450	450
	<u>1,529</u>	<u>1,529</u>

6 Staff costs, Trustees remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	94,115	89,646
Social security costs	4,623	3,018
Employer's contribution to defined contribution pension schemes	2,293	2,128
Sub-contracted/ freelance staff	450	300
	<u>101,481</u>	<u>95,091</u>

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

The total cost of key management personnel was £76,773 (2023: £65,326).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows.

	2024	2023
	No.	No.
Charitable activities	2.8	2.8
Admin support	0.2	0.2
	<u>3.0</u>	<u>3.0</u>

The charity trustees were not paid and did not receive any benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

7 Related party transactions

There are no related party transactions to disclose for the period (2023: none).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer and IT equipment £	Total £
Cost		
At 1 September 2023	4,316	4,316
Addition	-	-
At 31 August 2024	4,316	4,316
	-----	-----
Depreciation		
At 1 September 2023	2,893	2,893
Charge for the year	1,079	1,079
At 31 August 2024	3,972	3,972
	-----	-----
Net book value		
As at 31 August 2024	344	344
	=====	=====
As at 31 August 2023	1,423	1,423
	=====	=====

All of the above assets are used for charitable purposes.

10 Debtors

	2024 £	2023 £
Other debtors	-	-
	-----	-----
	-	-
	=====	=====

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Taxation and social security	1,760	1,447
Accruals	1,500	1,440
	-----	-----
	3,260	2,887
	=====	=====

12 Analysis of net assets between funds - current Year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	344	-	344
Net current assets	63,449	2,178	65,627
Net assets at the end of the year	63,793	2,178	65,971

Analysis of net assets between funds - prior year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	1,423	-	1,423
Net current assets	137,308	17,879	155,187
Net assets at the end of the year	138,731	17,879	156,610

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2022/23	-	2,990	(812)	2,178
Arts Council 2023/24	17,879	31,564	(49,443)	-
Arts Council 2024/25	-	-	-	-
Total Restricted Funds	17,879	34,554	(50,255)	2,178
Unrestricted general funds	138,731	62,483	(137,421)	63,793
Total funds	156,610	97,037	(187,676)	65,971

Restricted funds are received and allocated for use for a specific restricted purpose.

Movements in funds - prior year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2022/23	-	32,452	(32,452)	-
Arts Council 2023/24	-	39,455	(21,576)	17,879
Total Restricted Funds	-	71,907	(54,028)	17,879
Unrestricted general funds	58,302	193,498	(113,069)	138,731
Total funds	58,302	265,405	(167,097)	156,610

OPEN DOOR PEOPLE

England & Wales - Charity number 1182458

Accounts

OPEN DOOR PEOPLE CIO

Charity No. 1182458

Report and financial statements

For the year ended

31 August 2023

Open Door People CIO

Report and financial statements

For the year ended 31 August 2023

Contents

	Page
Reference and administrative information	1
Trustees' annual report	2 - 15
Independent examiner's report	16
Statement of financial activities	17
Balance sheet	18
Notes to the financial statements	19 - 24

Open Door People CIO

Reference and administrative information

For the year ended 31 August 2023

Trustees: Alexander Ferris – Co-Chair (Appointed on 01/12/2016)
Lindsay Taggart – Co-Chair (Appointed on 02/04/2020)
Shaheen Baig - Vice Chair (Appointed on 01/12/2016)
Amy Chambers - Vice Chair (Appointed on 01/12/2016)
Kris Milovsorov – Treasurer (Appointed on 02/04/2020)
Dylan Malyn (Appointed on 25/08/2022)
Andrew Cornforth (Appointed on 02/04/2020)
Joanna Marie Mason (Appointed on 25/08/2022)
Will Wood (Appointed on 02/04/2020)

Chief Executive: David Mumeni

Charity number: 1182548

Registered office: Studio 9
6 Cliff Road
London
NW1 9AN

Accountants: Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP
www.accountabilityeu.co.uk

Bankers Barclays Bank Plc

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

The trustees present their report and financial statements for the year ended 31 August 2023.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The object for which Open Door People is established (as outlined in the Articles of Association) is to advance the education of people aged between 17 and 26 from low income backgrounds in the theatrical arts by providing them training and preparation to gain a place at the UK's leading drama schools.

The main activities undertaken in relation to these aims are:

1. Removing financial barriers to participants accessing the application and audition process for leading drama schools. This includes but is not limited to audition and interview fees for leading drama schools, travel expenses, costs of materials, and technical equipment required for the application and audition/interview process.
2. Redressing existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place. This includes but is not limited to one to one tutoring sessions, free theatre tickets, creative workshops, pastoral support, mental health support (including one to one counselling when required) and an allocated industry buddy.
3. Raising awareness of issues of unequal access to career level training in the areas of performing and backstage arts. This includes but is not limited to raising public awareness of the issues and working with and challenging partner schools to reduce barriers such as expensive audition fees, excess audition recall dates, and emphasis on classical text during the audition process.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Improving diversity and representation in the UK drama school intake and therefore the future performing arts workforce.

Despite some awareness beginning to develop in recent years, inequality in regard to access to a career in the arts, as a result of a person's socio-economic backgrounds remain under-researched.

Trustees' annual report

For the year ended 31 August 2023

This is in part due to the delay in adding socio-economic background to the formal list of Protected Characteristics which would allow more data and information to be collected.

However, with audition fees at the UK's leading drama schools always increasing, the practical barriers to someone living in poverty accessing an audition are clear. In regard to the less obvious barriers, the Arts Council England 'Every Child' report (2016) states that "The reduction in arts subjects being taught in schools was felt by interviewees to impact on those who are not encouraged or cannot afford to engage outside of school." The same report also recognises that "Parents from higher socio-economic groups are significantly more likely to take their children to arts events and to encourage them to participate in arts activities, as compared with parents from lower socio-economic groups" and that barriers to participation in the arts include "costs of access and transport; digital poverty; and perceptions of culture."

Open Door People recognises these issues as barriers to young people from low income backgrounds obtaining equal access to a career level training in the performing arts and seeks to redress that imbalance through our work.

The impact of this problem on the representation within the industry is highlighted in research by 'Panic 2018' led by sociologists from the Universities of Edinburgh and Sheffield. Their research shows that despite 35% of the population identifying as 'Working Class', only 12.4% of those working in the area of film, TV and radio are working class and just 18.3% in music, performing and visual arts.

In the UK (according to the UK Government's Income Distribution Report published September 2020) people from Black or other Ethnic Minority backgrounds are disproportionately represented in the bottom two income quintiles. For example, within the UK, 57% of people identifying as Black and 73% of people identifying as Pakistani are within the bottom two household income quintiles, compared with just 38% of White British people. There remains a clear link in the UK between income and racial identity. It is therefore relevant for us as a charity to recognise that just 12% of the total NPO workforce are people from Black or Ethnic Minority backgrounds, as stated by the Art Council England's most recent diversity report.

Open Door People's work redresses these imbalances and as a result, over extended periods of time, there is a significant impact on the diversity of each school's intake. As this change starts to become recognised by potential students from minority backgrounds, there will be a knock-on effect of them feeling less alienated from these institutions as a result. We believe this will encourage more applications from people from minority groups. As such, the long-term result of this work is UK drama schools with a more diverse intake and institutions ready and equipped to welcome and support students that more closely reflect the UK population. These outcomes are of clear public benefit.

As Open Door People's work significantly diversifies the intake of these leading schools it will in turn have a direct impact on the future workforce of the creative arts industry. This will, in the long term, offer the public a more representative performance industry and creative output.

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

Improving inclusion within the UK's leading drama schools.

As well as focusing on issues of access, Open Door People's work is also improving the experience of those from under-represented groups while studying at drama schools.

Open Door People has been working to make recommendations of reform at drama schools within the areas of inclusion, anti-discrimination and student well-being. The charity also spends time evaluating our drama school partners' practices in regard to these issues and the quality of training being provided.

Significant numbers of students from marginalised groups are entering these institutions via Open Door People and do so with the continued support of the charity. This allows us to identify barriers - and in some cases issues of discrimination - within the training itself, and challenge and address these issues with each school appropriately.

The work Open Door People does to challenge drama schools on these issues, and support the development of better practice, allows for the positive development of these institutions and is of significant public benefit.

Volunteers

The contribution of volunteers to Open Door People's practice is predominantly contained to one area of our work - the element of 'Industry Buddies.' Participants are allocated an 'Industry Buddy' at the end of the Access Programme and again at the end of the Graduating Group programme when they're leaving their drama school training. Setting up participants with 'Industry Buddies' allows us to help them generate industry connections and networks and receive ongoing career mentorship. 'Industry Buddies' are matched with participants with awareness of participants' interests, strengths and career aspirations to ensure they are as relevant as possible. The buddies do not have set hours but can develop their own professional mentoring relationship with the participants, arranging catch-ups or theatre trips when they and the participants see fit. 'Industry Buddies' must adhere to the Open Door People safeguarding policy at all times.

Open Door People are occasionally approached by those who wish to volunteer their skills or to gain experience in a volunteer role within our office. In order to ensure equal access to any volunteer opportunities and to protect the right to fair pay we do not offer volunteer opportunities for more than one week per person. In order to increase access further, the week of volunteering can be spread over a period of 3 months allowing potential volunteers to maintain paid employment simultaneously. Further volunteer roles include members of the industry offering their time to speak on Q&A panels or run workshops for the participants. A volunteer offering their time in this regard would similarly be limited to a total of one week's volunteering per year. This restriction does not apply to our 'Industry Buddies' volunteers.

Activity and Performance August 2022 – August 2023

Activities Overview August 2022 – August 2023

- Graduating Group 2022/2023
- Elevate Group 2022/2023
- Acting Access Group + Behind the Scenes programme – 2022/2023
- Showcase – March 2023
- Open Days – August 2023

Beneficiaries:

1. Graduating Group 2022/2023

Participant Criteria (at point of entry into Open Door):

- Age 18–26 years (acting) or 17–26 years (technical theatre/production arts)
- Based in London
- Annual household income of less than £30k
- Not a university graduate
- Commitment to acting or technical theatre/production arts as a career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD, Drama Centre and RCSSD

Graduating Group participants are participants who started drama school via our initial Acting or Behind the Scenes Access Programme and are in their final year of studying. Our 2022/23 Graduating Group were students at RADA, Guildhall School of Music & Drama, Royal Welsh College of Music & Drama & LAMDA.

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor & trustee Ronke Adekoluejo, tutor Annie Tyson, director Sean Linnen & actor-director Ashley Zhangaza. The original Acting Programme audition process saw us audition over 300 eligible applicants.

This programme culminated in a showcase at the Donmar Warehouse in March 2023

2. Elevate Group 2022/203

Participant Criteria:

- Be a final year student on the BA Acting course at a drama school which is part of the Federation of Drama Schools
- Come from a household with a combined family income of £30k per year or under
- Be nominated by their drama school and audition and interview with the Open Door industry panel

Open Door gave each drama school in the Federation of Drama Schools the opportunity to make two nominations for the programme. Participants were nominated by Drama Schools such as Bristol Old Vic Theatre School, Italia Conti & Rose Bruford.

Shortlisted nominees attended a short interview and submitted self-tapes which were reviewed by an industry-leading panel. The panel was made up of: Casting Directors Shaheen Baig & Amy Ball, Talent Agents Will Hollinshead at Independent Talen & Kat Oliver Talent Agent at Conway Van Gelder Grant and Open Door Artistic Director David Mumeni.

This programme culminated in a showcase at the Donmar Warehouse in March 2023

3. Acting Access Group + Behind the Scenes programme 2022/2023

Participant Criteria (at point of entry into Open Door):

- Age 18–30 years (acting) or 17–26 years (technical theatre/production arts)
- Based in London and the South East and the Midlands
- Annual household income of less than £33k (less than 40K with mitigating circumstances)

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

- Not a university graduate
- Commitment to acting or technical theatre/production arts as a career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall and RWCMD

Auditions were held in London, Leicester, Nottingham and Birmingham. 200 people auditioned for the programme.

4. Open Days as part of the recruitment for the 23/24 acting programme

- 5 Open Days across Leeds, Liverpool, London and Manchester
 - Free workshops to get a taste of the Open Door programme
 - A Q& A with Open Door alumni about drama school and the programme
 - Held in partner venues LAMDA, Leeds Playhouse, Liverpool Everyman, Royal Exchange Manchester, and The Royal Court London.
-

August 2022 – August 2023

During this period, we were working with a total of 50 participants:

- Acting Programme 22/23: *17 participants*
- *Behind the SCENES 22.23: 1 participant*
- Graduate Group 22/23 programme: *26 participants*
- Elevate Group 22/23 programme: *6 participants*

Our 2022/2023 Acting participants were provided with:

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

- Free auditions at our five partner schools: RADA, Guildhall School of Music and Drama, Royal Welsh College of Music, LAMDA and The Royal Conservatoire of Scotland
- One-to-one in-person tutoring
- 12 full-day workshops with leading industry professionals
- Bespoke workshops from our partner schools
- Access to mental health support where required
- Access to our hardship fund to assist with technical needs of online work and emergency space where and when needed
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Our 2022/2023 Behind the scenes participant was provided with:

- Free interviews at our five partner schools: RADA, Guildhall School of Music and Drama, Royal Welsh College of Music, LAMDA and The Royal Conservatoire of Scotland
- One-to-one online mentoring
- Bespoke workshops from our partner schools
- Access to mental health support where required
- Access to our hardship fund to assist with technical needs of online work and emergency space where and when needed
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Our 2022/2023 Graduating and Elevate Groups were provided with:

- 11 Professional preparation workshops
- Mentoring by Open Door Artistic Director David Mumeni
- Access to mental health support where required
- Access to our hardship fund to cover any expenses relating to being part of Open Door
- Free theatre tickets from theatres such as the National Theatre, the Royal Court, the Donmar Warehouse, Orange Tree Theatre, ATG, etc. throughout the programme
- Pastoral support and mentoring from the Open Door team

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

Elevate applications opened in August 2022.

Open Door anticipated a later start to the project than in previous years as we waited on funding news.

LAMDA, RWCMD, RCS and Guildhall all confirmed that they would be taking part in the Ann Craft SPACE assessment.

RCSSD decided not to go ahead with the Ann Craft assessment so we mutually agreed to pause the partnership.

In October RADA confirmed that they would also be taking part in the Ann Craft Trust SPACE assessment

Between late October and early November Open Door carried out first-round auditions in London, Leicester, Nottingham, Sheffield and due to trains strikes online auditions for Birmingham. Recalls took place in London and Birmingham later the same month. 161 people auditioned for the programme.

In November we welcomed 26 participants to the 22/23 Graduate Programme and 6 participants to the Elevate programme.

These groups took part in workshops and Q&A's with leading industry professionals: agents, casting directors, an accountant, and advice on how to set up your own theatre company. These included head of casting at the RSC Matthew Dewsburry, deputy head of casting Bryony Taylor-Jarvis, Television Director Al Campbell, and voiceover agents Sue Terry Voices. In March these cohorts performed a live showcase, produced and directed by Open Door, at the Donmar Warehouse to an invited audience of agents, casting directors, directors and producers. The programme finished in Summer 2023. By this time 92% of the group signed to UK talent agencies.

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

Later this month Open Door were notified that we had been awarded a Special Jury Prize at the British Independent Film Awards for contribution to the Arts. This generated a huge amount of publicity for Open Door, and saw a large increase in philanthropic donations.

The charity saw donations increase through an incredibly successful Big Give Campaign backed by Paapa Essideu, Emelia Clarke, Imelda Staunton, Emma Thompson and Alison Streadman.

These donations enabled us to confirm that we could work with 17 participants on our acting programme.

Our final cohort of 13 London participants and 4 East Midlands and Sheffield was confirmed in December, and the programme delivery started in January 2023.

Siobhán Cannon-Brownlie led the group in the East Midlands and Richard Neale led the group in London.

This group achieved 62 recalls, 32 final rounds and 19 offers of places. 10 people started training in September 2022.

Khadija Raza led the Behind the Scenes Programme and our participant accepted a place for entry in September 2022.

In April 2023 we started to look ahead at our following years project, took the difficult decision to rest the Midlands, and finally move the project to Greater Manchester, Merseyside, Warrington, West Yorkshire and the Borough of Halton in the autumn of 2023

New partner conversations with Leeds Playhouse, Liverpool Everyman and The Royal Exchange Manchester took place and all three buildings were happy to support the project with space in kind, theatre tickets and advertising the project among their wider networks.

Engagement work began in May and the summer months and included new Open Days delivered by Richard Neale and David Mumeni across partner venues in London, Greater Manchester, Merseyside, Warrington, West Yorkshire, the Borough of Halton. These were free days where people interested in the programme could get a taste of what the programme might be like along with a Q& A with

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

Open Door and drama school alumni. These days were rounded off in a town hall meeting style for us to meet prospective new tutors in these areas.

The 2022/23 Return was confirmed consisting of 4 participants.

Open Door People's objectives during August 2022 – August 2023 have been to:

- Continue working with our exceptionally talented participants who were not able to secure a place at a training institution previously.
- Ensure that graduates from lower socio-economic backgrounds are given equity with their peers as they move from training into the early stages of their careers.
- Remove financial barriers to Open Door participants accessing the application and audition process for leading drama schools.
- Redress existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place.
- Increase awareness of career opportunities in the arts for people from the Midlands and Sheffield areas.
- To start to pilot the project in a new area, giving access to a level playing field in drama school training to people across Greater Manchester, Merseyside, Warrington, West Yorkshire, the Borough of Halton,

Challenges have included:

- A lack of opportunities for affordable and sustained engagement at school or in extracurricular activities in the performing and backstage arts for people from low income backgrounds, within the East Midlands and Sheffield area.
- A fragmented arts infrastructure across Birmingham.

Open Door People CIO

Trustees' annual report

For the year ended 31 August 2023

- Navigating steep changes in funding opportunities and resources.
- A later start date to the project due to a change in funding opportunities.
- A lower turnout in numbers for auditions than in previous years due to the climate post COVID-19.
- A decrease in in-kind space offered by previous partners due to the economic climate post COVID-19.

Outcomes and Impact

- 161 people auditioned for the acting programme.
- 11 participants accepted places at one of our partner schools.
- Open Door engaged with 50 participants from lower-socio economic backgrounds.
- 169 people signed up to take part in our Open Days.
- All partner schools were committed to the SPACE assessment.
- 3 new partnerships allowed us to start planning a pilot project across Greater Manchester, Merseyside, Warrington, West Yorkshire, the Borough of Halton for the autumn 2023.

100% of the 22/23 Acting Participants were “Very Satisfied” with their overall experience of Open Door.

70% of the 22/23 Acting Participants would have applied to less schools without Open Door.

“Open Door has changed my life and I am so grateful to be a part of the cohort. I no longer feel I have to prove myself as an actor but I can walk confidently in a room and just be an actor.”

Acting Participant 22/23

“Just having a space to do the thing you love is so good for mental well-being and really helped me get through the year. “

Acting Participant 22/23

“..attending really useful workshops in the same spaces where my recalls would take place enabled me to feel like I belonged there.”

Acting Participant 22/23

.. "sometimes I wonder how I got in but I'm glad that Open door saw something in me when it was hard to see something in myself"

Acting Participant 22/23

Financial review

Open Door People has navigated the year with a positive financial performance and a strong final position at the year end. This is spite of the general economic uncertainty during the year, with unrest of the broader entertainment industry from strikes and budget squeezes. We are extremely grateful for the continued support of the Art Council, drama schools and talent agencies. We also thank the various individual who were incredibly generous during the year.

Results for the year ended 31 August 2023 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, income for the year amounted to £265,405 (2022: £143,692) whilst £167,097 (2022: £164,994) was expended during the year as shown in the Statement of Financial Activities. The net surplus for the year was £98,308 (2022: £21,302 - deficit). Full details of income and expenditure are set out in notes to the financial statements.

The reserves position as at 31 August 2023 was £156,610 (2022: £58,302). The Trustees regard the financial position of the Charity at 31 August 2023 to be satisfactory and they are content that the current unrestricted reserves position leaves it with a sound base from which future activity can be built.

The principal funding for Open Door People was from government and public bodies (in particular, the Arts Council), our partners (drama schools and theatres), and various other companies and individuals. The income is generated to deliver our programme of education and support for our students in their applications to leading drama schools, which covers both technical assistance and pastoral care.

Reserve policy

Open Door People has initially proposed a reserves policy that will ensure that the charity maintains at least six months of basic running costs in our unrestricted reserves in order to ensure the stability and continued smooth running of the charity's activities. At the year end, free reserves were £138,731, which would cover six months of the basic running costs (i.e. costs without participant costs, which would be dependent on activity in the charity).

The Board of Trustees will review the policy regularly as the charity develops to ensure it is appropriate.

Structure, governance and management

Open Door People is a charitable incorporated organisation, number 1182458 registered on 14 March 2019 and governed by a board of trustees according to a written constitution that outlines the purpose of the charity and the legal responsibilities of the trustees. They do this through advising on policy and best practice; supporting the team to achieve their strategic goals through expert industry knowledge and networking; advocating for the work locally and nationally; supporting specific projects or work streams; and identifying potential opportunities.

What is it?

- The Board of Trustees is made up of a range of experienced professionals with a strong understanding of the entertainment industry and arts sector and the development of young people. Its membership represents a range of different skills, experience and backgrounds who are well placed to advise, support and develop the activity of Open Door
- Within the board there are named roles such as Co-Chairs - responsible for overseeing the development of the board and supporting the Chief Executive; the Treasurer - helps trustees to carry out their financial responsibilities; Vice-Chair(s) – deputise for the Chair but may also take on individual responsibilities as agreed by the board. These roles are currently held by:
 - Co-Chairs – Alexander Ferris & Lindsay Taggart
 - Vice Chairs – Shaheen Baig & Amy Ball
 - Treasurer – Kris Milovsorov
- Membership of the Board of Trustees is voluntary and by invitation only. No remuneration is available to Trustees with the exception of pre-agreed expenses incurred in conducting activities with or on behalf of Open Door. Invitation will be in writing from the Chair of the Board
- Membership of the Board is for 3 years – at which point membership can be renewed or terminated
- There can be a maximum of 12 Trustees on our Board

What does it do?

- The Board are legally responsible for all activities of the charity, including matters delegated to staff and/or volunteers
- Trustees bring their experience, knowledge and connections to support the staff team to deliver the activity to the very best of their ability

How does it do it?

- The Board meets quarterly but can meet more frequently should the situation demand
- Depending on the speciality of the Trustee, it may be appropriate to lead, or support the team, on specific project areas e.g. accounting, safeguarding, fundraising, etc.
- At each meeting the Board of Trustees will receive:
 - An agenda covering discussion topics for the meeting. Any in-depth reading which requires discussion at the meeting will be sent in advance
 - An update on activity
- The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity

Trustees' annual report

For the year ended 31 August 2023

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires that the Trustees prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report has been approved by the trustees on **31 July 2024** and signed on their behalf by;

Alexander Ferris

.....
Alexander Ferris - Chair / Trustee

Open Door People CIO

Independent Examiner's Report to the Trustees of Open Door People CIO

For the year ended 31 August 2023

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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

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



.....
Aamer Shehzad FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Date: **31 July 2024**

Open Door CIO

Statement of financial activities (incorporating an income and expenditure account)

for the 12 months ended 31 August 2023

	Note	12 months to 31 August 2023			17 months to 31 August 2022		
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and grants	2	193,158	71,907	265,065	88,389	55,253	143,642
Other trading income	3	340	-	340	50	-	50
Total income		193,498	71,907	265,405	88,439	55,253	143,692
Expenditure on:							
Raising funds	4	6,533	-	6,533	16,028	-	16,028
Charitable activities	4	106,536	54,028	160,564	89,097	59,869	148,966
Total expenditure		113,069	54,028	167,097	105,125	59,869	164,994
Net income for the year		80,429	17,879	98,308	(16,686)	(4,616)	(21,302)
Net movement in funds		80,429	17,879	98,308	(16,686)	(4,616)	(21,302)
Reconciliation of funds:							
Total funds brought forward		58,302	-	58,302	74,988	4,616	79,604
Total funds carried forward		138,731	17,879	156,610	58,302	-	58,302

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

The attached notes form part of these financial statements.

Open Door CIO

Balance sheet

As at 31 August 2023

	Note	2023 £	2023 £	31 August 2022 £
Fixed assets:				
Tangible assets	9		1,423	2,502
			<u>1,423</u>	<u>2,502</u>
Current assets:				
Debtors	10	-		-
Cash at bank and in hand		158,074		58,124
		<u>158,074</u>		<u>58,124</u>
Liabilities:				
Creditors: amounts falling due within one year	11	(2,887)		(2,324)
Net current assets / (liabilities)			<u>155,187</u>	<u>55,800</u>
Total net assets / (liabilities)			<u><u>156,610</u></u>	<u><u>58,302</u></u>
The funds of the charity:	13			
Restricted income funds			17,879	-
Unrestricted income funds:				
General funds			138,731	58,302
			<u>156,610</u>	<u>58,302</u>
Total charity funds			<u><u>156,610</u></u>	<u><u>58,302</u></u>

Approved by the trustees on **31/07/2024**
and signed on their behalf by:

Alexander Ferris

.....
Alexander Ferris
Chair

1 Accounting policies

Charity information

Open Door CIO is a charity registered in England and Wales. The registered office is Studio 9, 6 Cliff Road, London NW1 9AN.

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102). The charity is exempted from preparing a cash flow statement due to the exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants and donations are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Bank interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

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.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose and their associated support. Expenditure on charitable activities includes the costs of charitable activities that are undertaken to further the purposes of the charity and their associated support costs.

Notes to the financial statements

for the 12 months ended 31 August 2023

1 Accounting policies (continued)**Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time, of the amount attributable to each activity.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rate in use is 25% straight line for all categories of assets.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes all bank balances kept in current accounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments which are initially recognised at transaction value and subsequently measured at their settlement value.

2 Income from donations and grants

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Government and public body grants	-	71,907	71,907	55,253
Donations from partners	92,100	-	92,100	-
Donations from talent agencies	57,500	-	57,500	81,600
Other donations	43,558	-	43,558	6,789
	<u>193,158</u>	<u>71,907</u>	<u>265,065</u>	<u>143,642</u>

3 Other trading income

Ticket sales	340	-	340	50
	<u>340</u>	<u>-</u>	<u>340</u>	<u>50</u>

Open Door CIO

Notes to the financial statements

for the 12 months ended 31 August 2023

4 Analysis of expenditure - Current Year

	Cost of raising funds £	Charitable activities £	Support costs £	2023 Total £	2022 Total £
Staff costs (Note 6)	6,533	88,258	300	95,091	105,863
Other Staff Cost	-	-	3,513	3,513	-
Fundraising Costs	-	-	-	-	11,736
Participants costs	-	50,517	-	50,517	14,281
Trustee's costs	-	-	204	204	-
Ignite events costs	-	54	-	54	13,978
Showcase Costs	-	5,186	-	5,186	5,838
Website and marketing	-	-	4,016	4,016	2,264
Staff Training and Development	-	-	1,946	1,946	4,329
Insurance	-	-	591	591	-
Legal and Professional Fees	-	-	608	608	-
Accountancy fees	-	-	1,631	1,631	2,303
Travelling and subsistence	-	-	894	894	623
Printing, postage and stationery	-	-	124	124	106
Computer and IT costs	-	-	121	121	871
Independent examination fee	-	-	540	540	540
Subscriptions	-	-	-	-	313
Telephone	-	-	982	982	870
Depreciation	-	-	1,079	1,079	1,079
	6,533	144,015	16,549	167,097	164,994
Support costs	-	16,549	(16,549)	-	-
Total expenditure 2023	6,533	160,564	-	167,097	164,994

Of the total expenditure, £113,069 was unrestricted (2022: £105,125) and £54,028 was restricted (2022: £59,869).

Analysis of expenditure - Prior Year

	Cost of raising funds £	Charitable activities £	Support costs £	2022 Total £
Staff costs (Note 6)	4,292	81,458	20,113	105,863
Fundraising Costs	11,736	-	-	11,736
Participants costs	-	14,281	-	14,281
Ignite events costs	-	13,978	-	13,978
Showcase Costs	-	5,838	-	5,838
Website and marketing	-	-	2,264	2,264
Staff Training and Development	-	-	4,329	4,329
Accountancy fees	-	-	2,303	2,303
Travelling and subsistence	-	-	623	623
Printing, postage and stationery	-	-	106	106
Computer and IT costs	-	-	871	871
Independent examination fee	-	-	540	540
Subscriptions	-	-	313	313
Telephone	-	-	870	870
Depreciation	-	-	1,079	1,079
	16,028	115,555	33,411	164,994
Support costs	-	33,411	(33,411)	-
Total expenditure 2022	16,028	148,966	-	164,994

Notes to the financial statements

for the 12 months ended 31 August 2023

5 Net income for the year

This is stated after charging:

	2023	2022
	£	£
Depreciation	1,079	1,079
Independent examination fee (excluding VAT)	450	450
	<u>1,529</u>	<u>1,529</u>

6 Staff costs, Trustees remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	89,646	101,833
Social security costs	3,018	1,970
Employer's contribution to defined contribution pension schemes	2,128	2,060
Sub-contracted/ freelance staff	300	-
	<u>95,091</u>	<u>105,863</u>

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

The total cost of key management personnel was £65,326 (2022: £42,919).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows.

	2023	2022
	No.	No.
Raising funds	-	0.3
Charitable activities	2.8	2.8
Admin support	0.2	0.2
	<u>3.0</u>	<u>3.3</u>

The charity trustees were not paid and did not receive any benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

7 Related party transactions

There are no related party transactions to disclose for the period (2022: none).

Notes to the financial statements

for the 12 months ended 31 August 2023

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer and IT equipment £	Total £
Cost		
At 1 September 2022	4,316	4,316
Addition	-	-
At 31 August 2023	4,316	4,316
	-----	-----
Depreciation		
At 1 September 2022	1,814	1,814
Charge for the year	1,079	1,079
At 31 August 2023	2,893	2,893
	-----	-----
Net book value		
As at 31 August 2023	1,423	1,423
	=====	=====
As at 31 August 2022	2,502	2,502
	=====	=====

All of the above assets are used for charitable purposes.

10 Debtors

	2023 £	2022 £
Other debtors	-	-
	-----	-----
	-	-
	=====	=====

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Taxation and social security	1,447	884
Accruals	1,440	1,440
	-----	-----
	2,887	2,324
	=====	=====

12 Analysis of net assets between funds - current Year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	1,423	-	1,423
Net current assets	137,308	17,879	155,187
Net assets at the end of the year	138,731	17,879	156,610

Analysis of net assets between funds - prior year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	2,502	-	2,502
Net current assets	55,800	-	55,800
Net assets at the end of the year	58,302	-	58,302

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2022/23	-	32,452	(32,452)	-
Arts Council 2023/24	-	39,455	(21,576)	17,879
Total Restricted Funds	-	71,907	(54,028)	17,879
Unrestricted general funds	58,302	193,498	(113,069)	138,731
Total funds	58,302	265,405	(167,097)	156,610

Restricted funds are received and allocated for use for a specific restricted purpose.

Movements in funds - prior year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2021/22	-	49,253	(49,253)	-
Return Group 21	4,616	6,000	(10,616)	-
Total Restricted Funds	4,616	55,253	(59,869)	-
Unrestricted general funds	74,988	88,439	(105,125)	58,302
Total funds	79,604	143,692	(164,994)	58,302

OPEN DOOR PEOPLE

England & Wales - Charity number 1182458

Accounts

OPEN DOOR PEOPLE CIO

Charity No. 1182458

Report and financial statements For the period ended 31 August 2022

Open Door People CIO

Report and financial statements

For the period ended 31 August 2022

Contents

	Page
Reference and administrative information	1
Trustees' annual report	2 - 15
Independent examiner's report	16
Statement of financial activities	17
Balance sheet	18
Notes to the financial statements	19 - 24

Open Door People CIO

Reference and administrative information

For the period ended 31 August 2022

Trustees: Alexander Ferris – Chair (Appointed on 01/12/2016)
Shaheen Baig - Vice Chair (Appointed on 01/12/2016)
Amy Chambers - Vice Chair (Appointed on 01/12/2016)
Kris Milovsorov – Treasurer (Appointed on 02/04/2020)
Andrew Cornforth (Appointed on 02/04/2020)
Lindsay Taggart] (Appointed on 02/04/2020)
Will Wood (Appointed on 02/04/2020)

Chief Executive: David Mumeni

Charity number: 1182548

Registered office: Studio 9
6 Cliff Road
London
NW1 9AN

Accountants: Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP
www.accountabilityeu.co.uk

Bankers Barclays Bank Plc

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

The trustees present their report and financial statements for the period ended 31 August 2022.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The object for which Open Door People is established (as outlined in the Articles of Association) is to advance the education of people aged between 17 and 26 from low income backgrounds in the theatrical arts by providing them training and preparation to gain a place at the UK's leading drama schools.

The main activities undertaken in relation to these aims are:

1. Removing financial barriers to participants accessing the application and audition process for leading drama schools. This includes but is not limited to audition and interview fees for leading drama schools, travel expenses, costs of materials, and technical equipment required for the application and audition/interview process.
2. Redressing existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place. This includes but is not limited to one to one tutoring sessions, free theatre tickets, creative workshops, pastoral support, mental health support (including one to one counselling when required) and an allocated industry buddy.
3. Raising awareness of issues of unequal access to career level training in the areas of performing and backstage arts. This includes but is not limited to raising public awareness of the issues and working with and challenging partner schools to reduce barriers such as expensive audition fees, excess audition recall dates, and emphasis on classical text during the audition process.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Improving diversity and representation in the UK drama school intake and therefore the future performing arts workforce.

Despite some awareness beginning to develop in recent years, inequality in regard to access to a career in the arts, as a result of a person's socio-economic backgrounds remain under-researched.

For the period ended 31 August 2022

This is in part due to the delay in adding socio-economic background to the formal list of Protected Characteristics which would allow more data and information to be collected.

However, with audition fees at the UK's leading drama schools always increasing, the practical barriers to someone living in poverty accessing an audition are clear. In regard to the less obvious barriers, the Arts Council England 'Every Child' report (2016) states that "The reduction in arts subjects being taught in schools was felt by interviewees to impact on those who are not encouraged or cannot afford to engage outside of school." The same report also recognises that "Parents from higher socio-economic groups are significantly more likely to take their children to arts events and to encourage them to participate in arts activities, as compared with parents from lower socio-economic groups" and that barriers to participation in the arts include "costs of access and transport; digital poverty; and perceptions of culture."

Open Door People recognises these issues as barriers to young people from low income backgrounds obtaining equal access to a career level training in the performing arts and seeks to redress that imbalance through our work.

The impact of this problem on the representation within the industry is highlighted in research by 'Panic 2018' led by sociologists from the Universities of Edinburgh and Sheffield. Their research shows that despite 35% of the population identifying as 'Working Class', only 12.4% of those working in the area of film, TV and radio are working class and just 18.3% in music, performing and visual arts.

In the UK (according to the UK Government's Income Distribution Report published September 2020) people from Black or other Ethnic Minority backgrounds are disproportionately represented in the bottom two income quintiles. For example, within the UK, 57% of people identifying as Black and 73% of people identifying as Pakistani are within the bottom two household income quintiles, compared with just 38% of White British people. There remains a clear link in the UK between income and racial identity. It is therefore relevant for us as a charity to recognise that just 12% of the total NPO workforce are people from Black or Ethnic Minority backgrounds, as stated by the Art Council England's most recent diversity report.

Open Door People's work redresses these imbalances and as a result, over extended periods of time, there is a significant impact on the diversity of each school's intake. As this change starts to become recognised by potential students from minority backgrounds, there will be a knock-on effect of them feeling less alienated from these institutions as a result. We believe this will encourage more applications from people from minority groups. As such, the long-term result of this work is UK drama schools with a more diverse intake and institutions ready and equipped to welcome and support students that more closely reflect the UK population. These outcomes are of clear public benefit.

As Open Door People's work significantly diversifies the intake of these leading schools it will in turn have a direct impact on the future workforce of the creative arts industry. This will, in the long term, offer the public a more representative performance industry and creative output.

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

Improving inclusion within the UK's leading drama schools.

As well as focusing on issues of access, Open Door People's work is also improving the experience of those from under-represented groups while studying at drama schools.

Open Door People has been working to make recommendations of reform at drama schools within the areas of inclusion, anti-discrimination and student well-being. The charity also spends time evaluating our drama school partners' practices in regard to these issues and the quality of training being provided.

Significant numbers of students from marginalised groups are entering these institutions via Open Door People and do so with the continued support of the charity. This allows us to identify barriers - and in some cases issues of discrimination - within the training itself, and challenge and address these issues with each school appropriately.

The work Open Door People does to challenge drama schools on these issues, and support the development of better practice, allows for the positive development of these institutions and is of significant public benefit.

Volunteers

The contribution of volunteers to Open Door People's practice is predominantly contained to one area of our work - the element of 'Industry Buddies.' Participants are allocated an 'Industry Buddy' at the end of the Access Programme and again at the end of the Graduating Group programme when they're leaving their drama school training. Setting up participants with 'Industry Buddies' allows us to help them generate industry connections and networks and receive ongoing career mentorship. 'Industry Buddies' are matched with participants with awareness of participants' interests, strengths and career aspirations to ensure they are as relevant as possible. The buddies do not have set hours but can develop their own professional mentoring relationship with the participants, arranging catch-ups or theatre trips when they and the participants see fit. 'Industry Buddies' must adhere to the Open Door People safeguarding policy at all times.

Open Door People are occasionally approached by those who wish to volunteer their skills or to gain experience in a volunteer role within our office. In order to ensure equal access to any volunteer opportunities and to protect the right to fair pay we do not offer volunteer opportunities for more than one week per person. In order to increase access further, the week of volunteering can be spread over a period of 3 months allowing potential volunteers to maintain paid employment simultaneously. Further volunteer roles include members of the industry offering their time to speak on Q&A panels or run workshops for the participants. A volunteer offering their time in this regard would similarly be limited to a total of one week's volunteering per year. This restriction does not apply to our 'Industry Buddies' volunteers.

Activity and Performance March/April 2021 - August 2022:

Activities Overview March 2021 - August 2022

- Graduating Group 2020/2021
- Elevate Group 2020/2021
- Graduating Group 2021/22
- Elevate Group 2021/22
- Return Group 2021/22
- Showcase - March 2022
- Ignite - June 2022
- SPACE portal (Ann Craft Trust)
- Producer and Wellbeing and Support Officer Recruitment August 2022

Beneficiaries:

1. Return Group 2020/2021

Participant Criteria (at time of entry into Open Door):

- *Age 18-26 (acting)*
- *Based in London or the East Midlands*
- *Annual household income of less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre/production arts as career goal*
- *Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD and RCSSD*
- *Not studying on a foundation course during the 2019-2020 academic year*
- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor Paapa Essiedu, casting director Shaheen Baig and stage manager Sunita Hinduja. The Acting Programme audition process saw us audition over 300 eligible applicants.

2. Graduating Group 2020/2021

Participant Criteria (at point of entry into Open Door):

- Age 18-26 years (acting) or 17-26 years (technical theatre/production arts)
- Based in London
- Annual household income of less than £30k
- Not a university graduate
- Commitment to acting or technical theatre/production arts as career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD, Drama Centre and RCSSD

For the period ended 31 August 2022

Graduating Group participants are participants who started drama school via our initial Acting or Behind the Scenes Access Programme and are in their final year of studying. Our 2020/21 Graduating Group were students at RADA, Guildhall School of Music & Drama, Royal Welsh College of Music & Drama, Royal Central School of Speech & Drama and ArtsEd.

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including director Roy Alexander-Weisse, casting director Beatrice Ray and stage manager Sarah Alford-Smith. The original Acting Programme audition process saw us audition over 300 eligible applicants.

3. Elevate Group 2020/2021

Participant Criteria:

- Be a final year student on the BA Acting course at a drama school which is part of the Federation of Drama Schools
- Come from a household with a combined family income of £30k per year or under
- Be nominated by their drama school and audition and interview with the Open Door industry panel

Open Door gave each drama school in the Federation of Drama Schools the opportunity to make two nominations for the programme. Participants were nominated by some of the UK's leading Drama Schools such as Guildhall, Manchester Met, Mountview, RADA, Drama Centre and Royal Welsh.

Shortlisted nominees attended a short interview and submitted self-tapes which were reviewed by an industry-leading panel. The panel was made up of: Casting Directors Shaheen Baig and Amy Ball, actor and writer Ronke Adekoluejo, Artistic Director of the Nottingham Playhouse Adam Penford, Curtis Brown Talent Agent Lara Beach, Open Door Executive Producer Ruth Milne & Open Door Artistic Director David Mumeni.

4. Graduating Group 2021/22

Participant Criteria (at point of entry into Open Door):

- Age 18-26 years (acting) or 17-26 years (technical theatre/production arts)
- Based in London
- Annual household income of less than £30k
- Not a university graduate
- Commitment to acting or technical theatre/production arts as career goal
- Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD, Drama Centre and RCSSD

For the period ended 31 August 2022

Graduating Group participants are participants who started drama school via our initial Acting or Behind the Scenes Access Programme and are in their final year of studying. Our 2021/22 Graduating Group were students at RADA, Guildhall School of Music & Drama, Royal Welsh College of Music & Drama, Royal Central School of Speech & Drama and Guildford School of Acting.

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor and writer Ronke Adekoluejo, director Sarah Joyce and stage manager Sarah Alford-Smith. The original Acting Programme audition process saw us audition over 300 eligible applicants.

5. Elevate Group 2021/22

Participant Criteria:

- Be a final year student on the BA Acting course at a drama school which is part of the Federation of Drama Schools
- Come from a household with a combined family income of £30k per year or under
- Be nominated by their drama school and audition and interview with the Open Door industry panel

Open Door gave each drama school in the Federation of Drama Schools the opportunity to make two nominations for the programme. The final Elevate participants were students at RADA, The Royal Central School of Speech and Drama, Mountview and Bristol Old Vic Theatre school

Shortlisted nominees attended a short interview and submitted self-tapes which were reviewed by an industry-leading panel. The panel was made up of: Casting Directors Shaheen Baig and Amy Ball, Co-Artistic Director of Manchester Royal Exchange Roy Alexander Weise MBE, Artistic Director of Nottingham Playhouse Adam Penford, Agent Charlotte Davies from United Agents & Open Door Artistic Director David Mumeni.

6. Return Group 2021/2022

Participant Criteria (at time of entry into Open Door):

- *Age 18-26 (acting)*
- *Based in London or the East Midlands*
- *Annual household income of less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre/production arts as career goal*
- *Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD and RCSSD*
- *Not studying on a foundation course during the 2019-2020 academic year*

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor Paapa Essiedu, casting director Beatrice Rae and stage manager Sunita Hinduja. The Acting Programme audition process saw us audition over 300 eligible applicants.

7. The delivery of our 3 Ignite programmes in 2022 connected with:

- 148 year 9 students
 - 74 members of the public in industry pathway Q and As
-

April 2021 - August 2021

During this period, we were working with a total of **41** participants:

- Return Group programme 2020/2021: *20 participants*
- Graduate Group 20/21 programme: *14 participants*
- Elevate Group 20/21 programmes: *7 participants*

Our 2020/2021 Return Group participants were provided with:

- Free auditions at our six partner schools: RADA, Guildhall School of Music and Drama, Royal Welsh College of Music, The Royal Central School of Speech & Drama, LAMDA and The Royal Conservatoire of Scotland
- one-to-one online tutoring
- Access to mental health support where required
- Access to our hardship fund to assist with technical needs of online work and emergency space where and when needed
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Our Graduating and Elevate Groups were provided with:

- 11 Professional preparation workshops
- Mentoring by Open Door Artistic Director David Mumeni
- Access to mental health support where required
- Access to our hardship fund to cover any expenses relating to being part of Open Door

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

- Free theatre tickets from theatres such as the National Theatre, the Royal Court, the Donmar Warehouse, Orange Tree Theatre, the Pleasance, etc. throughout the programme
- Pastoral support and mentoring from the Open Door team
- Free theatre tickets

Graduate and Elevate Groups 2020/2021 worked online. They engaged in workshops led by leading industry professionals covering casting for film, casting for theatre with Amy Ball and the fundamentals of script writing with Sam Freeman, accounting with Kris Milovsorov along with sessions exploring developing your own work and approaching agents. The programme finished in Summer 2021. By this time 97% of the group signed to UK talent agencies.

Numbers were limited due to our decision to not take on a new group for our Access Programme in 2021, due to the COVID pandemic and our concerns about safeguarding in our partner schools.

Richard Neale and Siobhan Cannon Brownlie lead the 2020/2021 Return Group resulting in 6 places being accepted in training in September 2021.

August 2021 - March 2022

During this period, we were working with a total of **38** participants:

- Graduate Groups 2021/2022 programme; *25 participants*
- Elevate Group 2021/2022 programme: *4 participants*
- *Return Group 2021/2022 programme: 9 participants*

During this period Open Door People paused it's work with young people and focused more closely on concerns with safeguarding at our Partner Schools.

Open Door People decided that in order to be fully confident in referring and recommending students to our partner schools, an audit of policies and procedures was needed to ensure safety and robustness for staff and students.

Open Door People consulted with the NSPCC, Lime Culture and the Ann Craft Trust about how to restore and maintain this confidence.

David Mumeni and Richard Neale continued work with the Ann Craft Trust resulting in an online desktop audit of partner schools safeguarding policies and procedures called "SPACE" (Safeguarding for People in Arts, Culture and Education). It was also agreed that institutions outside of Open Door partnerships could also use the audit tool if they wanted to. This would be the first time that a group of schools had come together and agreed to be externally audited by the same regulator.

From March 2021 to August 2022 Richard Neale held meetings with partner schools to introduce himself as Managing Director and to re-visit the relationships that had been on hold. Partner Schools signed up to the "SPACE" portal, and a series of development days involving all of the partners schools and Open Door to

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

discuss challenges, new thinking and best practice, and the creation of a Statement of Expectation of the partnerships and responsibilities to participants/students through the 4 year cycle of Open Door.

Open Door were then able to confidently move forward with planning the re-launch of the Acting Programme in Autumn 2022.

The 21/22 Return Group was run by Siobhán Cannon-Brownlie and Sean Linnen and resulted in 4 places being accepted in 2022.

In October 2021 we welcomed our 21/22 Graduate Group and welcomed 4 participants to the 21/22 Elevate Group.

These groups initially took part in online workshops lead by leading industry professionals including agents Zoe Stoker & Bhumi Ambasna (The Artists Partnership), Michael Hallett (Emptage Hallett) and various workshops with casting directors, an accountant, and advice on how to set up your own theatre company and generate your own work. In March these cohorts performed a live showcase, produced and directed by Open Door, at the Donmar Warehouse to an invited audience of agents, casting directors, directors and producers. The programme finished in Summer 2022. By this time 92% of the group signed to UK talent agencies.

The 21/22 Return Group was run by Siobhán Cannon-Brownlie and Sean Linnen and resulted in 4 places being accepted in 2022.

In June 2022 our Ignite programme was hosted at the Royal Court London, Manchester Royal Exchange and The Birmingham Rep. This was the first time that Open Door had had a presence in the West Midlands and Manchester. Workshops within the events were delivered by leading industry professionals including casting director Shaheen Baig, agents Hannah Wilkinson (Emptage Hallett) and Gabriella Capisani (United Agents), TV Development Exec Danielle Dash and Hannah Moulder and award winning theatre designer Khadija Raza.

A new Producer and wellbeing and Support Officer were appointed in August 2022.

Attention through the period also went to philanthropic funding and David Mumeni and Rebecaa Kendall at Rosendale Partnerships approached new and existing funders talking about future plans and the worth of funding the charity.

It was also decided that Open Door would take part in the Big Give Christmas Challenge in December 2022.

Open Door People's objectives during March 2021 - August 2022 have been to:

- Continue working with our exceptionally talented participants who were not able to secure a place at a training institution previously.
- Ensure that graduates from lower socio-economic backgrounds are given equity with their peers as they move from training into the early stages of their careers.

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

- Remove financial barriers to Open Door participants accessing the application and audition process for leading drama schools.
- Redress existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place.
- Raise awareness of issues of unequal access to career level training in the area performing and backstage arts both publicly and with drama schools directly.
- Ask partner schools to audit and re-refresh their safeguarding, disciplinary and complaints procedures to ensure safe environments for future and current students.
- Increase awareness of career opportunities in the arts for state school students within the area of the East Midlands.

Challenges have included:

- A lack of opportunities for affordable and sustained engagement at school or in extracurricular activities in the performing and backstage arts for people from low income backgrounds, within the East Midlands and Sheffield area.
- A lack of knowledge within state schools of job opportunities and further education options within the creative sector, particularly in regard to technical theatre and production.
- The ongoing impact of the COVID-19 pandemic and the effect that this had had on funding and engagement.
- The safeguarding and disciplinary policies at our current partner schools.

Outcomes and Impact

- Our Ignite programmes engaged 148 Year 9 students and 74 Members of the public across Birmingham, Manchester and London with pathways into a creative industry beyond acting.
- Open Door engaged with 70 participants from lower-socio economic backgrounds.
- SPACE was created and planning for the Open Door 2022 Acting Cohort confirmed.

86% of the 21/22 Graduating & Elevate group said they were quite confident with talking to industry professionals

71 % of the 21/22 Graduating & Elevate group said they were quite confident in navigating their early career.

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

73% of 20/21 **Return Group** participants said they were 5/5 satisfied with their overall experience of Open Door

'I feel like having the space and open dialogue Open Door gives us, has definitely helped me become a lot more open-minded, and hopefully, a better listener to anyone I've shared or will share the space with as I progress in my career'

Return Group 20/21 participant

'This year felt quite redundant for me as it was in a time where the pandemic was in full heat but it was really nice to know open door was still there to support me'

Return Group 20/21 Participant

'I genuinely think it was brilliant. I learnt a lot and found it very entertaining. I'm definitely more open minded regarding this industry.'

Ignite Participant 2022

'Amazing, amazing, amazing! I didn't know there were so many entertaining jobs in the filming industry. At first I wasn't interested in learning about performing arts of having a job in the theatre but now I am more intrigued. Such an amazing workshop, wow!'

Ignite Participant 2022

Financial review

Despite the challenges of the Covid-19 pandemic, Open Door People has navigated the period with a positive financial performance and a strong final position at the year end. While there was a deficit in the period, this was manageable due to historic reserves.

Results for the period ended 31 August 2022 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, income for the period amounted to £143,692 (2021: £121,361) whilst £164,994 (2021: £90,950) was expended during the period as shown in the Statement of Financial Activities. The net deficit for the year was £21,302 (2021: £30,411 - surplus). Full details of income and expenditure are set out in notes to the financial statements.

The reserves position as at 31 August 2022 was £58,302 (2021: £79,604). The Trustees regard the financial position of the Charity at 31 August 2022 to be satisfactory and they are content that the current unrestricted reserves position leaves it with a sound base from which future activity can be built.

Open Door People CIO

Trustees' annual report

For the period ended 31 August 2022

The principal funding for Open Door People was from government and public bodies (in particular, the Arts Council), our partners (drama schools and theatres), and various other companies and individuals. The income is generated to deliver our programme of education and support for our students in their applications to leading drama schools, which covers both technical assistance and pastoral care.

To some extent, the finances are reasonably low risk as each intake of students is budgeted with a funding application made to the Arts Council to supplement donations from other sources.

Reserve policy

Open Door People has initially proposed a reserves policy that will ensure that the charity maintains at least six months of basic running costs in our unrestricted reserves in order to ensure the stability and continued smooth running of the charity's activities. At the year end, free reserves were £58,302, which would cover six months of the basic running costs (i.e. costs without participant costs, which would be dependent on activity in the charity).

The Board of Trustees will review the policy regularly as the charity develops to ensure it is appropriate.

Going concern

The Trustees have reviewed the after-date financial information, including projections, and have a reasonable expectation that the company has adequate resources to continue to adopt the going concern basis in preparing the financial statement. Included in this review, the Trustees have considered the continued impact of the Covid-19 outbreak, which has significantly impacted the industry and the general economy. Despite this, the Charity has continued to receive donations plus funding from the Arts Council and can readily tailor the operations to adapt to the effects of the crisis.

Structure, governance and management

Open Door People is a charitable incorporated organisation, number 1182458 registered on 14 March 2019 and governed by a board of trustees according to a written constitution that outlines the purpose of the charity and the legal responsibilities of the trustees. They do this through advising on policy and best practice; supporting the team to achieve their strategic goals through expert industry knowledge and networking; advocating for the work locally and nationally; supporting specific projects or work streams; and identifying potential opportunities.

What is it?

- The Board of Trustees is made up of a range of experienced professionals with a strong understanding of the entertainment industry and arts sector and the development of young people. Its membership represents a range of different skills, experience and backgrounds who are well placed to advise, support and develop the activity of Open Door
- Within the board there are named roles such as Chair - responsible for overseeing the development of the board and supporting the Chief Executive; the Treasurer - helps trustees to carry out their financial responsibilities; Vice-Chair(s) – deputise for the Chair but may also take on individual responsibilities as agreed by the board. These roles are currently held by:
 - Co-Chairs – Alexander Ferris & Lindsay Taggart
 - Vice Chairs – Shaheen Baig & Amy Ball
 - Treasurer – Kris Milovsorov
- Membership of the Board of Trustees is voluntary and by invitation only. No remuneration is available to Trustees with the exception of pre-agreed expenses incurred in conducting activities with or on behalf of Open Door. Invitation will be in writing from the Chair of the Board
- Membership of the Board is for 3 years – at which point membership can be renewed or terminated
- There can be a maximum of 12 Trustees on our Board

What does it do?

- The Board are legally responsible for all activities of the charity, including matters delegated to staff and/or volunteers
- Trustees bring their experience, knowledge and connections to support the staff team to deliver the activity to the very best of their ability

How does it do it?

- The Board meets bi-monthly but can meet more frequently should the situation demand
- Depending on the specialty of the Trustee, it may be appropriate to lead, or support the team, on specific project areas e.g. accounting, safeguarding, fundraising, etc.
- At each meeting the Board of Trustees will receive:
 - An agenda covering discussion topics for the meeting. Any in-depth reading which requires discussion at the meeting will be sent in advance
 - An update on activity
- The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity

Trustees' annual report

For the period ended 31 August 2022

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires that the Trustees prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report has been approved by the trustees on **27 June 2023** and signed on their behalf by;

.....
Name – **Chair / Trustee**

Open Door People CIO

Independent Examiner's Report to the Trustees of Open Door People CIO

For the period ended 31 August 2022

I report to the trustees on my examination of the accounts of the above charity for the period ended 31 August 2022.

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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

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

.....
Aamer Shehzad FCCA ACA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Date: **30/06/2023**

Open Door CIO

Statement of financial activities (incorporating an income and expenditure account)

for the 17 months ended 31 August 2022

	Note	17 months to 31 August 2022			12 months to 31 March 2021		
		Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and grants	2	88,389	55,253	143,642	85,052	36,309	121,361
Other trading income	3	50	-	50	-	-	-
Total income		88,439	55,253	143,692	85,052	36,309	121,361
Expenditure on:							
Raising funds	4	16,028	-	16,028	6,190	-	6,190
Charitable activities	4	89,097	59,869	148,966	53,067	31,693	84,760
Total expenditure		105,125	59,869	164,994	59,257	31,693	90,950
Net income for the year		(16,686)	(4,616)	(21,302)	25,795	4,616	30,411
Net movement in funds		(16,686)	(4,616)	(21,302)	25,795	4,616	30,411
Reconciliation of funds:							
Total funds brought forward		74,988	4,616	79,604	49,193	-	49,193
Total funds carried forward		58,302	-	58,302	74,988	4,616	79,604

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements. The attached notes form part of these financial statements.

Open Door CIO

Balance sheet

As at 31 August 2022

	Note	2022 £	2022 £	31 March 2021 £
Fixed assets:				
Tangible assets	9		2,502	2,206
			<u>2,502</u>	<u>2,206</u>
Current assets:				
Debtors	10	-		977
Cash at bank and in hand		58,124		77,778
		<u>58,124</u>		<u>78,755</u>
Liabilities:				
Creditors: amounts falling due within one year	11	(2,324)		(1,357)
				<u>(1,357)</u>
Net current assets / (liabilities)			<u>55,800</u>	<u>77,398</u>
Total net assets / (liabilities)			<u>58,302</u>	<u>79,604</u>
The funds of the charity:	13			
Restricted income funds			-	4,616
Unrestricted income funds:				
General funds			58,302	74,988
			<u>58,302</u>	<u>74,988</u>
Total charity funds			<u>58,302</u>	<u>79,604</u>

Approved by the trustees on
and signed on their behalf by:

.....
Alexander Ferris
Chair

1 Accounting policies

Charity information

Open Door CIO is a charity registered in England and Wales. The registered office is Studio 9, 6 Cliff Road, London NW1 9AN.

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102). The charity is exempted from preparing a cash flow statement due to the exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants and donations are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Bank interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

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.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose and their associated support costs.

Expenditure on charitable activities includes the costs of charitable activities that are undertaken to further the purposes of the charity and their associated support costs.

Notes to the financial statements

for the 17 months ended 31 August 2022

1 Accounting policies (continued)**Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time, of the amount attributable to each activity.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rate in use is 25% straight line for all categories of assets.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes all bank balances kept in current accounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments which are initially recognised at transaction value and subsequently measured at their settlement value.

2 Income from donations and grants

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Government and public body grants	-	55,253	55,253	36,309
Donations from partners	-	-	-	981
Donations from talent agencies	81,600	-	81,600	37,500
Other donations	6,789	-	6,789	46,571
	<u>88,389</u>	<u>55,253</u>	<u>143,642</u>	<u>121,361</u>

3 Other trading income

Ticket sales	50	-	50	-
	<u>50</u>	<u>-</u>	<u>50</u>	<u>-</u>

Notes to the financial statements

for the 17 months ended 31 August 2022

4 Analysis of expenditure - Current Year

	Cost of raising funds £	Charitable activities £	Support costs £	2022 Total £	2021 Total £
Staff costs (Note 6)	4,292	81,458	20,113	105,863	65,738
Fundraising Costs	11,736	-	-	11,736	-
Participants costs	-	14,281	-	14,281	21,112
Ignite events costs	-	13,978	-	13,978	-
Showcase Costs	-	5,838	-	5,838	-
Website and marketing	-	-	2,264	2,264	1,177
Staff Training and Development	-	-	4,329	4,329	-
Accountancy fees	-	-	2,303	2,303	1,506
Travelling and subsistence	-	-	623	623	33
Printing, postage and stationery	-	-	106	106	-
Computer and IT costs	-	-	871	871	16
Independent examination fee	-	-	540	540	180
Subscriptions	-	-	313	313	132
Telephone	-	-	870	870	321
Depreciation	-	-	1,079	1,079	735
	16,028	115,555	33,411	164,994	90,950
Support costs	-	33,411	(33,411)	-	-
Total expenditure 2022	16,028	148,966	-	164,994	90,950
Total expenditure 2021	6,190	84,760	-	90,950	

Of the total expenditure, £105,125 was unrestricted (2021: £59,257) and £59,869 was restricted (2021: £31,693).

Analysis of expenditure - Prior Year

	Cost of raising funds £	Charitable activities £	Support costs £	2021 Total £
Participants costs	-	21,112	-	21,112
Staff and freelance costs	6,190	57,523	2,025	65,738
Website and marketing	-	-	1,177	1,177
Computer and IT costs	-	-	16	16
Accountancy fees	-	-	1,506	1,506
Independent examination fee	-	-	180	180
Subscriptions	-	-	132	132
Telephone	-	-	321	321
Travelling and subsistence	-	-	33	33
Depreciation	-	-	735	735
	6,190	78,635	6,125	90,950
Support costs	-	6,125	(6,125)	-
Total expenditure 2021	6,190	84,760	-	90,950

Notes to the financial statements

for the 17 months ended 31 August 2022

5 Net income for the year

This is stated after charging:

	2022	2021
	£	£
Depreciation	1,079	735
Independent examination fee (excluding VAT)	450	180
	<u>1,529</u>	<u>915</u>

6 Staff costs, Trustees remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	101,833	60,976
Social security costs	1,970	1,318
Employer's contribution to defined contribution pension schemes	2,060	1,419
Sub-contracted/ freelance staff	-	2,025
	<u>105,863</u>	<u>65,738</u>

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

The total cost of key management personnel was £42,919 (2021: £61,900).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows.

	2022	2021
	No.	No.
Raising funds	0.3	0.2
Charitable activities	2.8	1.8
Admin support	0.2	0.1
	<u>3.3</u>	<u>2.1</u>

The charity trustees were not paid and did not receive any 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).

7 Related party transactions

There are no related party transactions to disclose for the period (2022: none).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer and IT equipment £	Total £
Cost		
At 1 April 2021	2,941	2,941
Addition	1,375	1,375
Disposal		
At 31 August 2022	4,316	4,316
Depreciation		
At 1 April 2021	735	735
Charge for the year	1,079	1,079
At 31 August 2022	1,814	1,814
Net book value		
As at 31 August 2022	2,502	2,502
As at 31 March 2021	2,206	2,206

All of the above assets are used for charitable purposes.

10 Debtors

	2022 £	2021 £
Other debtors	-	977
	-	977

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Taxation and social security	884	277
Accruals	1,440	1,080
	2,324	1,357

12 Analysis of net assets between funds - current Year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	2,502	-	2,502
Net current assets	55,800	-	55,800
Net assets at the end of the year	58,302	-	58,302

Analysis of net assets between funds - prior year

	General unrestricted £	Restricted £	Total funds £
Net current assets	74,988	4,616	79,604
Net assets at the end of the year	74,988	4,616	79,604

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2021/22		49,253	(49,253)	-
Return Group 21	4,616	6,000	(10,616)	-
Total Restricted Funds	4,616	55,253	(59,869)	-
Unrestricted general funds	74,988	88,439	(105,125)	58,302
Total funds	79,604	143,692	(164,994)	58,302

Restricted funds are received and allocated for use for a specific restricted purpose.

Movements in funds - prior year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2019/20	-	24,000	(24,000)	-
Return Group 21	-	12,309	(7,693)	4,616
Total Restricted Funds	-	36,309	(31,693)	4,616
Unrestricted general funds	49,193	85,052	(59,257)	74,988
Total funds	49,193	121,361	(90,950)	79,604

OPEN DOOR PEOPLE

England & Wales - Charity number 1182458

Accounts



OPEN DOOR PEOPLE CIO

Charity No. 1182458

Report and financial statements

For the year ended

31 March 2021

Open Door People CIO

Report and financial statements

For the year ended 31 March 2021

Contents

	Page
Reference and administrative information	1
Trustees' annual report	2 - 14
Independent examiner's report	15
Statement of financial activities	16
Balance sheet	17
Notes to the financial statements	18 - 23

Open Door People CIO

Reference and administrative information

For the year ended 31 March 2021

Trustees: Alexander Ferris – Chair (Appointed on 01/12/2016)
Shaheen Baig - Vice Chair (Appointed on 01/12/2016)
Amy Chambers - Vice Chair (Appointed on 01/12/2016)
Kris Milovsorov – Treasurer (02/04/2020)
Andrew Cornforth (Appointed on 02/04/2020)
Lindsay Taggart] (Appointed on 02/04/2020)
Will Wood (Appointed on 02/04/2020)

Chief Executive: David Mumeni

Charity number: 1182548

Registered office: Studio 9
6 Cliff Road
London
NW1 9AN

Accountants: Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP
www.accountabilityeu.co.uk

Bankers Barclays Bank Plc

Open Door People CIO

Trustees' annual report

For the year ended 31 March 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The object for which Open Door People is established (as outlined in the Articles of Association) is to advance the education of people aged between 17 and 26 from low income backgrounds in the theatrical arts by providing them training and preparation to gain a place at the UK's leading drama schools.

The main activities undertaken in relation to these aims are:

1. Removing financial barriers to participants accessing the application and audition process for leading drama schools. This includes but is not limited to audition and interview fees for leading drama schools, travel expenses, costs of materials, and technical equipment required for the application and audition/interview process.
2. Redressing existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place. This includes but is not limited to one to one tutoring sessions, free theatre tickets, creative workshops, pastoral support, mental health support (including one to one counselling when required) and an allocated industry buddy.
3. Raising awareness of issues of unequal access to career level training in the areas of performing and backstage arts. This includes but is not limited to raising public awareness of the issues and working with and challenging partner schools to reduce barriers such as expensive audition fees, excess audition recall dates, and emphasis on classical text during the audition process.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Improving diversity and representation in the UK drama school intake and therefore the future performing arts workforce.

Despite some awareness beginning to develop in recent years, inequality in regard to access to a career in the arts, as a result of a person's socio-economic backgrounds remain under-researched.

This is in part due to the delay in adding socio-economic background to the formal list of Protected Characteristics which would allow more data and information to be collected.

However, with audition fees in some of the UK's leading drama schools reaching £63 for one school, the practical barriers to someone living in poverty accessing an audition are clear. In regard to the less obvious barriers, the Arts Council England 'Every Child' report (2016) states that "The reduction in arts subjects being taught in schools was felt by interviewees to impact on those who are not encouraged or cannot afford to engage outside of school." The same report also recognises that "Parents from higher socio-economic groups are significantly more likely to take their children to arts events and to encourage them to participate in arts activities, as compared with parents from lower socio-economic groups" and that barriers to participation in the arts include "costs of access and transport; digital poverty; and perceptions of culture."

Open Door People recognises these issues as barriers to young people from low income backgrounds obtaining equal access to a career level training in the performing arts and seeks to redress that imbalance through our work.

The impact of this problem on the representation within the industry is highlighted in research by 'Panic 2018' led by sociologists from the Universities of Edinburgh and Sheffield. Their research shows that despite 35% of the population identifying as 'Working Class', only 12.4% of those working in the area of film, TV and radio are working class and just 18.3% in music, performing and visual arts.

In the UK (according to the UK Government's Income Distribution Report published September 2020) people from Black or other Ethnic Minority backgrounds are disproportionately represented in the bottom two income quintiles. For example, within the UK, 57% of people identifying as Black and 73% of people identifying as Pakistani are within the bottom two household income quintiles, compared with just 38% of White British people. There remains a clear link in the UK between income and racial identity. It is therefore relevant for us as a charity to recognise that just 12% of the total NPO workforce are people from Black or Ethnic Minority backgrounds, as stated by the Art Council England's most recent diversity report.

Open Door People's work redresses these imbalances and as a result, over extended periods of time, there is a significant impact on the diversity of each school's intake. As this change starts to become recognised by potential students from minority backgrounds, there will be a knock-on effect of them feeling less alienated from these institutions as a result. We believe this will encourage more applications from people from minority groups. As such, the long-term result of this work is UK drama schools with a more diverse intake and institutions ready and equipped to welcome and support students that more closely reflect the UK population. These outcomes are of clear public benefit.

As of March 2021, there were 73 Open Door People participants studying on BA courses at leading drama schools, including RADA, RCS, Guildhall, LAMDA, RWCMD, RCSSD and Drama Centre as a direct result of the Open Door program. 68% of these drama school students/Open Door participants are from a Black or Ethnic Minority background. All participants are from households with an annual income of less than £30k.

Open Door People CIO

Trustees' annual report

For the year ended 31 March 2021

As Open Door People's work significantly diversifies the intake of these leading schools it will in turn have a direct impact on the future workforce of the creative arts industry. This will, in the long term, offer the public a more representative performance industry and creative output.

Improving inclusion within the UK's leading drama schools.

As well as focusing on issues of access, Open Door People's work is also improving the experience of those from under-represented groups while studying at drama schools.

Open Door People has been working to make recommendations for reform at drama schools within the areas of inclusion, anti-discrimination and student well-being. The charity also spends time evaluating our drama school partners' practices in regard to these issues and the quality of training being provided.

Significant numbers of students from marginalised groups are entering these institutions via Open Door People and do so with the continued support of the charity. This allows us to identify barriers - and in some cases issues of discrimination - within the training itself, and challenge and address these issues with each school appropriately.

The work Open Door People does to challenge drama schools on these issues, and support the development of better practice, allows for the positive development of these institutions and is of significant public benefit.

Volunteers

The contribution of volunteers to Open Door People's practice is predominantly contained to one area of our work - the element of 'Industry Buddies.' Participants are allocated an 'Industry Buddy' at the end of the Access Programme and again at the end of the Graduating Group programme when they're leaving their drama school training. Setting up participants with 'Industry Buddies' allows us to help them generate industry connections and networks and receive ongoing career mentorship. 'Industry Buddies' are matched with participants with awareness of participants' interests, strengths and career aspirations to ensure they are as relevant as possible. The buddies do not have set hours but can develop their own professional mentoring relationship with the participants, arranging catch-ups or theatre trips when they and the participants see fit. 'Industry Buddies' must adhere to the Open Door People safeguarding policy at all times.

Open Door People are occasionally approached by those who wish to volunteer their skills or to gain experience in a volunteer role within our office. In order to ensure equal access to any volunteer opportunities and to protect the right to fair pay we do not offer volunteer opportunities for more than one week per person. In order to increase access further, the week of volunteering can be spread over a period of 3 months allowing potential volunteers to maintain paid employment simultaneously. Further volunteer roles include members of the industry offering their time to speak on Q&A panels or run workshops for the participants. A volunteer offering their time in this regard would similarly be limited to a total of one week's volunteering per year. This restriction does not apply to our 'Industry Buddies' volunteers.

Activity and Performance March 2020 - March 2021:

Activities Overview March 2020 - March 2021:

- Completion of Third Access Group (2019/20)
- Start and completion of Second Return Group 2020
- Start of Third Return Group 2021
- Start and completion of First Graduating Group 2020/21
- Start and completion of First Elevate Group 2020/21

Beneficiaries:

1. Completion of Third Access Group 2019/2020

Participant Criteria (at time of entry into Open Door):

- *Age 18-26 (acting)*
- *Based in London or the East Midlands*
- *Annual household income of less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre/production arts as career goal*
- *Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD and RCSSD*
- *Not studying on a foundation course during the 2019-2020 academic year*
- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants were auditioned and/or interviewed by the Open Door People team and panel members including actor Ken Nwosu, casting director Ava Morgan and designer Sunita Hinduja. The Acting Programme audition process saw us audition over 300 eligible applicants.

2. Start and completion of Second Return Group 2020 Participants

Participant Criteria (at time of entry into Open Door):

- *Age 18-26 (acting)*
- *Based in London or the East Midlands*
- *Annual household income of less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre/production arts as career goal*
- *Commitment to applying for BA (Hons) Acting or Technical Theatre/Production Arts course at RCS, RADA, LAMDA, Guildhall, RWCMD and RCSSD*
- *Not studying on a foundation course during the 2019-2020 academic year*
- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants will have completed the Access Programme and/or been interviewed by the Open Door People team and panel members including actors Paapa Essiedu, Gwyneth Keyworth and casting director Beatrice Ray. The Acting Programme audition process saw us audition over 300 eligible applicants.

3. Start and completion of Third Return Group 2020 Participants

Participant Criteria (at time of entry into Open Door):

- *Age 18-26 (acting)*
- *Based in London or the East Midlands*
- *Annual household income of less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre/production arts as career goal*
- *Commitment to applying for BA (Hons) Acting course at RCS, RADA, LAMDA, Guildhall, RWCMD and RCSSD*
- *Not studying on a foundation course during the 2019-2020 academic year*
- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor Paapa Essiedu and director Stef O'Driscoll. The Acting Programme audition process saw us audition over 300 eligible applicants.

4. First Graduating Group 2020/21

Graduating Group participants are participants who started drama school via our initial Acting or Behind the Scenes Access Programme and are in their final year of studying. Our 2020/21 Graduating Group were students at RADA, Guildhall School of Music & Drama, Royal Welsh College of Music & Drama, Royal Central School of Speech & Drama and ArtsEd.

All participants were originally auditioned and/or interviewed by the Open Door People team and panel members including actor Lydia Wilson and directors Roy Alexander Weise (MBE) and Hannah Price. The original Acting Programme audition process saw us audition over 300 eligible applicants.

5. First Elevate Group 2020/21

Participant Criteria:

- Be a final year student on the BA Acting course at a drama school which is part of the Federation of Drama Schools
- Come from a household with a combined family income of £30k per year or under
- Be nominated by their drama school and audition and interview with the Open Door People industry panel

Open Door People CIO

Trustees' annual report

For the year ended 31 March 2021

Open Door gave each drama school in the Federation of Drama Schools the opportunity to make two nominations for the programme. Participants were nominated by some of the UK's leading Drama Schools such as Guildhall, Manchester Met, Mountview, RADA, Drama Centre and Royal Welsh.

Shortlisted nominees attended a short interview and submitted self-tapes which were reviewed by an industry-leading panel. The panel was made up of: casting directors Shaheen Baig and Amy Ball, actor and writer Ronke Adekoluejo, Artistic Director of the Nottingham Playhouse Adam Penford, Curtis Brown talent agent Lara Beach, Open Door People Executive Producer Ruth Milne & Open Door People Artistic Director David Mumeni.

March 2020 - July 2020

During this year, we were working with a total of 47 participants:

- Second Return Group 2020: 9 London based participants and 2 East Midlands based participants
- Third Access Group 20/21: 24 London based participants and 12 East Midlands based participants

This group achieved 286 recalls, 127 final rounds and 61 offers. **28** participants took up a place on a BA course at drama school in September 2020; **27** of these places were at an Open Door People partner drama school. **18** participants graduated onto our Return Group 2020/21 programme.

Each acting access programme participant enjoyed 15 hours of one-to-one tutoring and 12 creative workshops. Each Return Group programme participant enjoyed 12 creative workshops. Each Behind The Scenes participant was offered 8 hours of one-to-one tutoring. All participants were offered creative workshops at all participatory drama schools.

Return Group participants were allocated 80 hours across the programme in each location. These hours were divided into group workshops and one on one sessions as applicable. They were also offered interview practice with Ruth Milne and access to creative workshops from participatory drama schools.

In addition, participants were offered free tickets to live theatre where and when possible including *Under Milk Wood* and *Death of England: Delroy* at the National Theatre, *The Color Purple* at the Curve Leicester which included a Q&A, and *A Midsummer Night's Dream* at RADA. Due to the pandemic, availability of tickets was restricted.

The first national lockdown forced all currently running programmes online, and drama schools switched any remaining auditions to either self tape, or an online process. Open Door used its hardship fund to support participants with extra data, stronger wifi and fundamental recording equipment to continue to give equity to the audition process.

A relationship between one of our sponsors and the NYAT resulted in Open Door People being able to facilitate participants from Open Door, Intermission and RADA Youth group receiving food bursaries through the height of the economic hardship they encountered as a result of the effects of COVID-19 and national lockdowns.

Open Door People CIO

Trustees' annual report

For the year ended 31 March 2021

July 2020 - November 2020

In the summer of 2020, Open Door People came together for a talk about very public revelations of allegations of historical racism in drama schools, including some of our partner schools. It was decided that Open Door People would pause its usual Access Group activity until deeper investigations were carried out and schools were able to assure the safety and fair treatment of its Black and Global Majority students both pastorally and pedagogically. During this time allegations and accounts of other general misconduct and safeguarding events within the sector also arose which strengthened the reasoning to pause our usual Access Group. In direct reaction to these allegations the team started to pen "Reform Papers" that could offer a blueprint of how schools might move forward in terms of ensuring diverse and representative learning communities are given equity and support through their training and suggestions around safeguarding training and robustness.

The team were also present to support and talk to schools about the current situation and suggest people who were able to hold spaces for affected students to talk about their experiences.

We continued to support current and past participants pastorally.

November 2020 - March 2021

During this year, we were working with a total of 39 participants:

- Third Return Group 2021: 11 London based participants and 7 East Midlands based participants
- First Graduating Group Programme 2021: 14 participants
- First Elevate Group Programme 2021: 7 participants

Numbers were limited due to our decision to not take on a new group for our Access Programme in 2020 in line with issues with safeguarding standards at drama schools mentioned above.

Our Return Group participants were provided with:

- Free auditions at our six partner schools: RADA, Guildhall School of Music and Drama, Royal Welsh College of Music, The Royal Central School of Speech & Drama, LAMDA and The Royal Conservatoire of Scotland
- Travel expenses to all to auditions where applicable
- Five workshops at five partner drama schools
- Access to mental health support where required
- Access to our hardship fund to cover any expenses relating to being part of Open Door People or the audition process
- Free theatre tickets from theatres such as the National Theatre, the Royal Court, Orange Tree Theatre, the Pleasance, etc. throughout the programme
- Pastoral support and mentoring from the Open Door People team

Open Door People CIO

Trustees' annual report

For the year ended 31 March 2021

Our Graduating and Elevate Groups were provided with:

- Mentoring by Open Door People Artistic Director David Mumeni
- Access to mental health support where required
- Access to our hardship fund to cover any expenses relating to being part of Open Door
- Free theatre tickets to shows throughout the programme (availability limited in 2020-2021 due to the ongoing pandemic)
- Pastoral support and mentoring from the Open Door team
- Professional preparation workshops with artists including Artistic Director of The Donmar Warehouse Michael Longhurst, casting directors Sophie Holland and Charlotte Sutton, television director Al Campbell and television writer Vinay Patel

Return Group participants were allocated 80 hours across the programme in each location. These hours were divided into group workshops and one on one sessions as applicable. They were also offered interview practice with Ruth Milne and access to creative workshops from participatory drama schools.

During the year, the Open Door People management team attended to various safeguarding issues connected with behavioural issues, mental health and the general wellbeing of Open Door People's participants. All matters were handled in line with Open Door People's policies and procedures and in a careful and considered way. Advice was sought from professional organisations as necessary, and the trustees were kept up-to-date as each of these matters proceeded.

Reporting performance

Open Door People's objectives during March 2020 - March 2021 were to:

- Identify participants with exceptional talent who meet our participant criteria through a robust and active outreach process. In this year we held an aim to increase our intake of East Midlands and Sheffield based participants and of 'Behind the Scenes' participants
- Remove financial barriers to Open Door People participants accessing the application and audition process for leading drama schools
- Redress existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place
- Raise awareness of issues of unequal access to career level training in the area performing and backstage arts both publicly and with drama schools directly
- Increase awareness of career opportunities in the arts for state school students within the area of the East Midlands

Challenges have included:

- A lack of opportunities for affordable and sustained engagement at school or in extracurricular activities in the performing and backstage arts for people from low income backgrounds, within the East Midlands and Sheffield area
- A lack of knowledge within state schools of job opportunities and further education options within the creative sector, particularly in regard to technical theatre and production
- COVID-19 brought numerous challenges for Open door:
 - A wide effect on participant and staff mental health as we went into lockdowns and all work moved online
 - Participant access to effective technology in order to gain access to tuition and audition processes
 - Participant access to safe and secure space where they could work freely
 - Wider economical effects of the pandemic on participants wellbeing
 - A restriction in philanthropic funding to Open Door
- Allegations and revelations of historical and current racism and general misconduct within the sector, questioning the robustness of safeguarding and complaints procedures.

Outcomes and Impact

"[Open Door People] gave me a sense of community and made me feel not so alone within the daunting audition process. They were a continuous support system and gave me advice which I wouldn't have access to in my everyday life. Not only this, but [Open Door People] took away the huge financial pressure that comes with auditioning for drama schools and ultimately this made me feel much more at ease going into these auditions" - Open Door People participant 2019/20

- The removal of financial barriers and redressing of previous disadvantages due to socio economic backgrounds resulted in 28 participants from our 2019/20 Access and Return Groups starting a BA Acting course at drama school in September 2020.
- 71% of all 2019/20 participants surveyed said that, if they'd not been working with Open Door People, they would have applied to fewer schools, while 24% said they would not have applied to drama school at all
- 86% of all 2019/20 participants surveyed said that their confidence has been increased by being part of Open Door People, 91% said they feel more comfortable in theatre and industry buildings and 100% said that being part of Open Door People gave them more opportunities and access to the arts than they had previously.

- Open Door participants and former participants are already starting to make their mark on the industry. These include; Sheyi Cole being named in 'Screen's Stars of Tomorrow 2020' for his role in Steve McQueen's critically acclaimed 'Small Axe'. Tobi King Bakare ('I May Destroy You' BBC, 'Cursed' Netflix & 'Temple' Sky) being nominated for Edinburgh TV Awards 2020's 'Breakthrough Talent'. Milly Zero was nominated for 'Best Newcomer' in the Soap Awards 2020, for her role as Dotty Cotton in 'Eastenders'.
- Our continued work with our partner drama schools on issues of access resulted in lowering the audition fee at Guildhall by nearly 50% from £66 to £35. Our work continues to have an impact on significant changes of audition material at RCSSD, RADA, Guildhall and RCS and how partner schools conduct their auditions, supporting them to work in a more inclusive way. This has included changes that have been made in diversifying audition panels at RADA, RCSSD and LAMDA. If the panels are not diverse, unconscious biases can occur, making this a large barrier for applicants from underrepresented backgrounds. This significant adjustment has resulted in making the audition process fairer for applicants all over the country.
- Between March 2020 and March 2021, Open Door People's work engaged a total of 68 young people from households with an annual income of under £30,000. Open Door People is succeeding in bringing together exceptionally talented people from low income backgrounds with the country's leading drama schools, resulting in a significant diversification of their intake. As detailed previously within this report, this work benefits the individual participants directly involved, other aspiring young people from minority backgrounds and the public as a whole who will enjoy a more representative and diverse creative output as a result of this programme.

"I'm just incredibly grateful I had this opportunity as it shaped the way I see myself as an actor. I'm far less self critical but still recognise what challenges me and what I need to work on. I feel more positive about my prospects for the future and I am so much more comfortable in an audition room which I am certain played a huge part in me getting a place this year" - Open Door People participant, 2019/20

"I don't know what I'd be doing now if I wasn't pointed in the direction of [Open Door People]" - Open Door People participant 2019/20

"I can't express enough how grateful I am for the amount of support I have received, and for helping me blossom into the person I've been waiting to be" - Open Door People participant 2020/21

I wouldn't be where I am today without Open Door" Milly Zero Open Door Alumni

"I think it's fair to say my journey with Open door has been life changing." Tobi King Bakare Open Door Alumni

"It is as a direct result of our collaboration with them that we are recruiting an increasingly diverse range of students" - Guildhall School of Music and Drama

"[Open Door People] has brought students to our door who would never have thought to audition for us - students who didn't even realise we existed" - Jonathan Munby, Head of Performance at RWCMD

Financial review

Despite the challenges of the Covid-19 pandemic, Open Door People has navigated the year with a positive financial performance and a strong final position at the year end.

Results for the year ended 31 March 2021 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, income for the year amounted to £121,361 (2020: £186,607) whilst £90,950 (2020: £137,414) was expended during the year as shown in the Statement of Financial Activities. Net income for the year was £30,411 (2020: £49,193). Full details of income and expenditure are set out in notes to the financial statements.

The reserves position as at 31 March 2021 was £79,604 (2020: £49,193). The Trustees regard the financial position of the Charity at 31 March 2021 to be satisfactory and they are content that the current unrestricted reserves position leaves it with a sound base from which future activity can be built.

The principal funding for Open Door People was from government and public bodies (in particular, the Arts Council), our partners (drama schools and theatres), and various other companies and individuals. The income is generated to deliver our programme of education and support for our students in their applications to leading drama schools, which covers both technical assistance and pastoral care.

To some extent, the finances are reasonably low risk as each intake of students is budgeted with a funding application made to the Arts Council to supplement donations from other sources.

Reserve policy

Open Door People has initially proposed a reserves policy that will ensure that the charity maintains at least six months of basic running costs in our unrestricted reserves in order to ensure the stability and continued smooth running of the charity's activities. At the year end, free reserves were £72,782, which would cover at least eleven months of the basic running costs (i.e. costs without participant costs, which would be dependent on activity in the charity).

The Board of Trustees will review the policy regularly as the charity develops to ensure it is appropriate.

Going concern

The Trustees have reviewed the after-date financial information, including projections, and have a reasonable expectation that the company has adequate resources to continue to adopt the going concern basis in preparing the financial statement. Included in this review, the Trustees have considered the continued impact of the Covid-19 outbreak, which has significantly impacted the industry and the general economy. Despite this, the Charity has continued to receive donations plus funding from the Arts Council and can readily tailor the operations to adapt to the effects of the crisis.

Structure, governance and management

Open Door People is a charitable incorporated organisation, number 1182458 registered on 14 March 2019 and governed by a board of trustees according to a written constitution that outlines the purpose of the charity and the legal responsibilities of the trustees. They do this through advising on policy and best practice; supporting the team to achieve their strategic goals through expert industry knowledge and networking; advocating for the work locally and nationally; supporting specific projects or work streams; and identifying potential opportunities.

What is it?

- The Board of Trustees is made up of a range of experienced professionals with a strong understanding of the entertainment industry and arts sector and the development of young people. Its membership represents a range of different skills, experience and backgrounds who are well placed to advise, support and develop the activity of Open Door
- Within the board there are named roles such as Chair - responsible for overseeing the development of the board and supporting the Chief Executive; the Treasurer - helps trustees to carry out their financial responsibilities; Vice-Chair(s) – deputise for the Chair but may also take on individual responsibilities as agreed by the board. These roles are currently held by:
 - Chair – Alexander Ferris
 - Vice Chairs – Shaheen Baig & Amy Ball
 - Treasurer – Kris Milovsorov
- Membership of the Board of Trustees is voluntary and by invitation only. No remuneration is available to Trustees with the exception of pre-agreed expenses incurred in conducting activities with or on behalf of Open Door. Invitation will be in writing from the Chair of the Board
- Membership of the Board is for 3 years – at which point membership can be renewed or terminated
- There can be a maximum of 12 Trustees on our Board

What does it do?

- The Board are legally responsible for all activities of the charity, including matters delegated to staff and/or volunteers
- Trustees bring their experience, knowledge and connections to support the staff team to deliver the activity to the very best of their ability

How does it do it?

- The Board meets bi-monthly but can meet more frequently should the situation demand
- Depending on the specialty of the Trustee, it may be appropriate to lead, or support the team, on specific project areas e.g. accounting, safeguarding, fundraising, etc.
- At each meeting the Board of Trustees will receive:
 - An agenda covering discussion topics for the meeting. Any in-depth reading which requires discussion at the meeting will be sent in advance
 - An update on activity
- The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity

Trustees' annual report

For the year ended 31 March 2021

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires that the Trustees prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report has been approved by the trustees on **30 January 2022** and signed on their behalf by;

.....
Alexander Ferris – Chair

Open Door People CIO

Independent Examiner's Report to the Trustees of Open Door People CIO

For the year ended 31 March 2021

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

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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

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

.....
Aamer Shehzad FCCA FCA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Date: **31 January 2022**

Open Door CIO

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

		Unrestricted	Restricted	2021 Total	Unrestricted	Restricted	2020 Total
	Note	£	£	£	£	£	£
Income from:							
Donations and grants	2	85,052	36,309	121,361	127,556	59,018	186,574
Other income	3	-	-	-	33	-	33
Total income		85,052	36,309	121,361	127,589	59,018	186,607
Expenditure on:							
Raising funds	4	6,190	-	6,190	5,614	-	5,614
Charitable activities	4	53,067	31,693	84,760	72,782	59,018	131,800
Total expenditure		59,257	31,693	90,950	78,396	59,018	137,414
Net income for the year		25,795	4,616	30,411	49,193	-	49,193
Net movement in funds		25,795	4,616	30,411	49,193	-	49,193
Reconciliation of funds:							
Total funds brought forward		49,193	-	49,193	-	-	-
Total funds carried forward		74,988	4,616	79,604	49,193	-	49,193

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 12 to the financial statements. The attached notes form part of these financial statements.

Open Door CIO

Balance sheet

As at 31 March 2021

	Note	2021 £	2021 £	2020 £
Fixed assets:				
Tangible assets	9		2,206	-
			<u>2,206</u>	<u>-</u>
Current assets:				
Debtors	10	977		-
Cash at bank and in hand		77,778		50,093
		<u>78,755</u>		<u>50,093</u>
Liabilities:				
Creditors: amounts falling due within one year	11	(1,357)		(900)
				<u>(900)</u>
Net current assets / (liabilities)			<u>77,398</u>	<u>49,193</u>
Total net assets / (liabilities)			<u>79,604</u>	<u>49,193</u>
The funds of the charity:	13			
Restricted income funds			4,616	-
Unrestricted income funds:				
General funds			74,988	49,193
			<u>74,988</u>	<u>49,193</u>
Total charity funds			<u>79,604</u>	<u>49,193</u>

Approved by the trustees on **30 January 2022**
and signed on their behalf by:

.....
Alexander Ferris
Chair

Open Door CIO

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies

Charity information

Open Door CIO is a charity registered in England and Wales. The registered office is Studio 9, 6 Cliff Road, London NW1 9AN

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102). The charity is exempted from preparing a cash flow statement due to the exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants and donations are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Bank interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

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.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose and their associated support costs.

Expenditure on charitable activities includes the costs of charitable activities that are undertaken to further the purposes of the charity and their associated support costs.

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)**Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time, of the amount attributable to each activity.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rate in use is 25% straight line for all categories of assets.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes all bank balances kept in current accounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments which are initially recognised at transaction value and subsequently measured at their settlement value.

2 Income from donations and grants

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Government and public body grants	-	36,309	36,309	59,018
Donations from partners	981	-	981	7,272
Donations from talent agencies	37,500	-	37,500	84,500
Other donations	46,571	-	46,571	35,784
	<u>85,052</u>	<u>36,309</u>	<u>121,361</u>	<u>186,574</u>

3 Other income

Ticket sales	-	-	-	33
	<u>-</u>	<u>-</u>	<u>-</u>	<u>33</u>

Open Door CIO

Notes to the financial statements

For the year ended 31 March 2021

4 Analysis of expenditure - Current Year

	Cost of raising funds £	Charitable activities £	Support costs £	2021 Total £	2020 Total £
Staff costs (Note 6)	6,190	57,523	2,025	65,738	57,836
Participants costs	-	21,112	-	21,112	60,378
Ignite events costs	-	-	-	-	14,892
Website and marketing	-	-	1,177	1,177	2,454
Accountancy fees	-	-	1,506	1,506	1,200
Travelling and subsistence	-	-	33	33	-
Printing, postage and stationery	-	-	-	-	266
Computer and IT costs	-	-	16	16	23
Independent examination fee	-	-	180	180	180
Subscriptions	-	-	132	132	64
Telephone	-	-	321	321	121
Depreciation	-	-	735	735	-
	6,190	78,635	6,125	90,950	137,414
Support costs	-	6,125	(6,125)	-	-
Total expenditure 2021	6,190	84,760	-	90,950	137,414
Total expenditure 2020	5,614	131,800	-	137,414	

Of the total expenditure, £59,257 was unrestricted (2020: £78,396) and £31,693 was restricted (2020: £59,018).

Analysis of expenditure - Prior Year

	Cost of raising funds £	Charitable activities £	Support costs £	2020 Total £
Participants costs	-	60,378	-	60,378
Ignite events costs	-	14,892	-	14,892
Staff and freelance costs	5,614	-	52,222	57,836
Printing, postage and stationery	-	-	266	266
Website and marketing	-	-	2,454	2,454
Computer and IT costs	-	-	23	23
Accountancy fees	-	-	1,200	1,200
Independent examination fee	-	-	180	180
Subscriptions	-	-	64	64
Telephone	-	-	121	121
	5,614	75,270	56,530	137,414
Support costs	-	56,530	(56,530)	-
Total expenditure 2020	5,614	131,800	-	137,414

Notes to the financial statements

For the year ended 31 March 2021

5 Net income for the year

This is stated after charging:

	2021	2020
	£	£
Depreciation	735	-
Independent examination fee (including VAT)	180	180
	<u> </u>	<u> </u>

6 Staff costs, Trustees remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	60,976	-
Social security costs	1,318	-
Employer's contribution to defined contribution pension schemes	1,419	-
Sub-contracted/ freelance staff	2,025	57,836
	<u> </u>	<u> </u>
	65,738	57,836
	<u> </u>	<u> </u>

No employee earned more than £60,000 during the year (2020: £nil).

The total cost of key management personnel was £61,900 (2020: £57,836).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows.

	2021	2020
	No.	No.
Raising funds	0.2	0.2
Charitable activities	1.8	1.7
Admin support	0.1	0.1
	<u> </u>	<u> </u>
	2.1	2.0
	<u> </u>	<u> </u>

The charity trustees were not paid and did not receive any benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

7 Related party transactions

There are no related party transactions to disclose for the period (2020: none).

Notes to the financial statements

For the year ended 31 March 2021

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Computer and IT equipment £	Total £
Cost		
Additions in year	2,941	2,941
At the end of the year	2,941	2,941
Depreciation		
Charge for the year	735	735
At the end of the year	735	735
Net book value At the end of the year	2,206	2,206
At the start of the year	-	-

All of the above assets are used for charitable purposes.

10 Debtors

	2021 £	2020 £
Other debtors	977	-
	977	-

11 Creditors: amounts falling due within one year

	2021 £	2020 £
Taxation and social security	277	-
Accruals	1,080	900
	1,357	900

12 Analysis of net assets between funds - current Year

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	2,206	-	2,206
Net current assets	72,782	4,616	77,398
Net assets at the end of the year	74,988	4,616	79,604

Analysis of net assets between funds - prior year

	General unrestricted £	Restricted £	Total funds £
Net current assets	49,193	-	49,193
Net assets at the end of the year	49,193	-	49,193

13 Movements in funds Current Year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2019/20	-	24,000	(24,000)	-
Return Group 21	-	12,309	(7,693)	4,616
Total Restricted Funds	-	36,309	(31,693)	4,616
Unrestricted general funds	49,193	85,052	(59,257)	74,988
Total funds	49,193	121,361	(90,950)	79,604

Restricted funds are received and allocated for use for a specific restricted purpose.

Movements in funds - prior year

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds				
Arts Council 2018/19	-	29,018	(29,018)	-
Arts Council 2019/20	-	30,000	(30,000)	-
Total Restricted Funds	-	59,018	(59,018)	-
Unrestricted general funds	-	127,588	(78,396)	49,193
Total funds	-	186,606	(137,414)	49,193

OPEN DOOR PEOPLE

England & Wales - Charity number 1182458

Accounts



OPEN DOOR PEOPLE CIO

Charity No. 1182458

**Report and financial statements
For the period ended
31 March 2020**

Open Door People CIO

Report and financial statements

For the period ended 31 March 2020

Contents

	Page
Reference and administrative information	1
Trustees' annual report	2 - 12
Independent examiner's report	13
Statement of financial activities	14
Balance sheet	15
Notes to the financial statements	16 - 20

Open Door People CIO

Reference and administrative information

For the period ended 31 March 2020

Trustees: Alexander Ferris – Chair
Shaheen Baig - Vice Chair
Amy Chambers - Vice Chair
Kris Milovsorov – Treasurer (Appointed on 02/04/2020)
Andrew Cornforth
Lindsay Taggart (Appointed on 02/04/2020)
Will Wood (Appointed on 02/04/2020))

Chief Executive: David Mumeni

Charity number: 1182548

Registered office: Studio 9
6 Cliff Road
London
NW1 9AN

Accountants: Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP
www.accountabilityeu.co.uk

Bankers Barclays Bank Plc

Open Door People CIO

Trustees' annual report

For the period ended 31 March 2020

The trustees present their report and financial statements for the period ended 31 March 2020.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The object for which Open Door People is established (as outlined in the Articles of Association) is to advance the education of people aged between 17 and 26 from low income backgrounds in the theatrical arts by providing them training and preparation to gain a place at the UK's leading drama schools.

The main activities undertaken in relation to these aims are:

1. Removing financial barriers to participants accessing the application and audition process for leading drama schools. This includes but is not limited to audition and interview fees for leading drama schools, travel expenses, costs of materials, and technical equipment required for the application and audition/interview process.
2. Redressing existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place. This includes but is not limited to one to one tutoring sessions, free theatre tickets, creative workshops, pastoral support, mental health support (including one to one counselling when required) and an allocated industry buddy.
3. Raising awareness of issues of unequal access to career level training in the areas of performing and backstage arts. This includes but is not limited to raising public awareness of the issues and working with and challenging partner schools to reduce barriers such as expensive audition fees, excess audition recall dates, and emphasis on classical text during the audition process.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Improving diversity and representation in the UK drama school intake and therefore the future performing arts workforce.

Despite some awareness beginning to develop in recent years, inequality in regard to access to a career in the arts, as a result of a person's socio-economic backgrounds, remain under-researched.

This is in part due to the delay in adding Socio-economic background to the formal list of Protected Characteristics which would allow more data and information to be collected.

However, with audition fees in some of the UK's leading drama schools reaching £63 for one school, the practical barriers to someone living in poverty accessing an audition are clear. In regard to the less obvious barriers, the Arts Council England 'Every Child' report (2016) states that "The reduction in arts subjects being taught in schools was felt by interviewees to impact on those who are not encouraged or cannot afford to engage outside of school." The same report also recognises that "Parents from higher socio-economic groups are significantly more likely to take their children to arts events and to encourage them to participate in arts activities, as compared with parents from lower socio-economic groups" and that barriers to participation in the arts include "costs of access and transport; digital poverty; and perceptions of culture."

Open Door People recognises these issues as barriers to young people from low income backgrounds obtaining equal access to a career level training in the performing arts and seeks to redress that imbalance through our work.

The impact of this problem on the representation within the industry is highlighted in research by 'Panic 2018' led by sociologists from the Universities of Edinburgh and Sheffield. Their research shows that despite 35% of the population identifying as 'Working Class', only 12.4% of those working in the area of Film, TV and Radio are working class and just 18.3% in music, performing and visual arts.

In the UK (according to the UK Government's Income Distribution Report published September 2020) people from Black or other Ethnic Minority backgrounds are disproportionately represented in the bottom two income quintiles. For example, within the UK 57% of people identifying as Black and 73% of people identifying as Pakistani are within the bottom two household income quintiles compared with just 38% of White British people. There remains a clear link in the UK between income and racial identity. It is therefore relevant for us as a charity to recognise that just 12% of the total NPO workforce are people from Black or Ethnic Minority backgrounds, as stated by the Art Council England's most recent diversity report.

There are currently 72 Open Door People participants studying on BA courses at leading drama schools RADA, RCS, Guildhall, LAMDA, RWCMD, RCSSD and Drama Centre as a direct result of the Open Door program. 68% of these drama school students/Open Door participants are from a Black or Ethnic Minority background. All participants are from households with an annual income of less than £30k.

Open Door People's work redresses these imbalances and as a result, over extended periods of time, there is a significant impact on the diversity of each school's intake. As this change starts to become recognised by potential students from minority backgrounds, there will be a knock-on effect of them feeling less alienated from the institution as a result. We believe this will encourage overall applications from minority groups. As such the long-term result of this work is U.K drama schools with a more diverse intake and institutions ready and equipped to welcome and support students that more closely reflect the UK population. These outcomes are of clear public benefit.

Open Door People CIO

Trustees' annual report

For the period ended 31 March 2020

As Open Door People's work significantly diversifies the intake of these leading schools it will in turn have a direct impact on the future workforce of the creative arts industry. This will, in the long term, offer the public a more representative performance industry and creative output.

Improving inclusion within the UK's leading drama schools.

As well as focusing on issues of access, Open Door People's work is also improving the experience of those from under-represented groups while studying at drama schools.

Open Door People has been working to make recommendations of reform at drama schools within the areas of inclusion, anti-discrimination and student well-being. The charity also spends time evaluating our drama school partners' practises in regard to these issues and the quality of training being provided.

Significant numbers of students from marginalised groups are entering these institutions via Open Door People and do so with the continued support of the charity. This allows us to identify barriers, and in some cases issues of discrimination within the training itself and challenge and address these issues with each school appropriately.

The work Open Door People does to challenge drama schools on these issues, and support the development of better practise, allows for the positive development of these institutions and is of significant public benefit.

Volunteers

The contribution of volunteers to Open Door People's practise is predominantly contained to one area of our work. This is the element of 'Industry Buddies.' Participants are allocated an 'Industry Buddy' at the end of the Access Programme and again at the end of the Graduating Group programme, when they are leaving their drama school training. The 'Industry Buddies' allows us to generate industry connections and networks for our participants and offer ongoing career mentorship. The buddies are matched with participants with awareness of participants' interests, strengths and career aspirations to ensure they are as relevant as possible. The buddies do not have set hours but can develop their own professional mentoring relationship with the participants, arranging catch-ups or theatre trips when they and the participants see fit. Buddies must adhere to the Open Door People safeguarding policy at all times.

Open Door People are occasionally approached by those who wish to volunteer their skills or to gain experience in a volunteer role within our office. In order to ensure equal access to any volunteer opportunities and to protect the right to fair pay we do not offer volunteer opportunities for more than one week per a person. In order to increase access further, the week of volunteering can be spread over a period of 3 months allowing potential volunteers to maintain paid employment simultaneously. Further volunteer roles include members of the industry offering their time to speak on Q&A panels or run workshops for the participants. A volunteer offering their time in this regard would similarly be limited to a total of one weeks volunteering per a year. This restriction does not apply to our 'Industry Buddies' volunteers.

Activity and Performance March 2019- March 2020:

Activities Overview March 2019 - March 2020:

- Completion of Group 2's Access Programme and 2019 Return Programme
- Launch and 4 months of Group 3's Access Programme and 2020 Return Programme
- Ignite Events x 3

Beneficiaries:

1. 2018 -2019 Access and Return Group Participants

Participant Criteria:

- *Age 18-26 (acting) Age 17-26 (backstage)*
- *Based in London or the East Midlands*
- *Annual household income less than £30k*
- *Not a university graduate*
- *Commitment to acting, technical theatre, or production arts as career goal*
- *Commitment to applying for BA (hons) Acting course or technical theatre, or production arts course at RCS, RADA, LAMDA, Guildhall, RWCMD, Drama Centre and RCSSD*

All participants were auditioned and/or interviewed by the Open Door People team and panel members including actor Paapa Essiedu, casting director Shaheen Baig and stage manager Sarah Alford-Smith. The Acting Programme audition process saw us audition over 300 eligible applicants.

2. 2019 - 2020 Access and Return Group Participants

Participant Criteria:

- *Age 18-27 (acting) Age 17-30 (backstage)*
- *Based in London, Essex, the East Midlands, or Sheffield*
- *Annual household income less than £30k*
- *Not a university graduate*
- *Commitment to acting or technical theatre, or production arts as career goal*
- *Commitment to applying for BA (hons) Acting course or backstage course at RADA, Guildhall, RCS, RWCMD, RCSSD and LAMDA*
- *Not studying on a foundation course during the 2019-2020 academic year*
- *UK citizen or have lived in the UK long enough to be eligible for student finance*

All participants were auditioned and/or interviewed by the Open Door People team and panel members including actor Paapa Essiedu, casting director Shaheen Baig and designer Sunita Hinduja. The Acting Programme audition process saw us audition over 300 eligible applicants.

3. Ignite Attendees & Participants

- Workshop and daytime Q&A. Participants were state school students aged 14- 17 from schools within the East Midlands region.
- Evening Q&A. Participants were members of the public in Derby, Nottingham and Leicester. Evening Q&A's were BSL accessible.

March 2019 - September 2019

During March 2019 we were working with a total of 51 participants:

- Access Programme Acting: *32 London based participants & 6 East Midlands based participants*
- Return Group Programme: *11 London based participants*
- Behind the Scenes Programme: *2 London based participants*

This group achieved: *70 offers, 370 recalls, 147 Final Rounds* at Open Door People partner schools Drama Centre, RCSSD, LAMDA, Guildhall, RADA and RWCMD.

Thirty-One participants started at an Open Door People partner drama school on a B.A course in September 2019 after applying for the schools via the programme. **Eleven** participants graduated onto our Return Group 2019/2020 programme.

Each acting access programme participant enjoyed 15 hours of one-to-one tutoring and 12 creative workshops. Each Return Group programme participant enjoyed 12 creative workshops. Each Behind The Scenes participant was offered 8 hours of one-to-one tutoring. All participants were offered creative workshops at all participatory drama schools.

In addition to having access to regular free theatre tickets to third year shows at all participatory drama schools, participants on all three programmes were offered free theatre tickets for over 40 professional plays. These included 'Sweat' (Donmar Warehouse) 'Small Island' (National Theatre), Emilia (The Globe), 'Wonderland' (Nottingham Playhouse) & 'My Mother Said I Never Should' (Derby Theatre).

October 2019 - March 2020

In October 2019 we expanded our geographical reach to include Sheffield and Essex.

During March 2020 we were working with a total of 48 participants:

- Access Programme Acting: 24 London based participants & 11 East Midlands based participants and 1 Sheffield based participant.
- Return Group Programme: 9 London based participants & 2 East Midland based participants.
- Behind the Scenes Programme: 2 London based participants & 1 East Midlands based participant.

Open Door People CIO

Trustees' annual report

For the period ended 31 March 2020

Each acting access programme participant enjoyed 15 hours of one-to-one tutoring and 12 creative workshops. Each Return Group programme participants enjoyed 12 creative workshops. Each Behind The Scenes participant was offered a group workshop and 4 hours of one-to-one tutoring. All participants were offered creative workshops at all participatory drama schools.

In addition to having access to regular free theatre tickets to third year shows at all participatory drama schools, participants on all three programmes were offered free theatre tickets for over 20 professional plays before March 2020. These included 'Three Sisters' (National Theatre), 'Albion' (Almeida Theatre), 'A History of Water in the Middle East' (The Royal Court), 'Private Peaceful' (Nottingham Playhouse) and 'West Side Story' (Curve Theatre).

Ignite Events September 2019 - October 2019

'Ignite' was a series of three day-long events produced in partnership with Nottingham Playhouse, Derby Theatre and Curve Theatre. All three events were free and held at each of our partner theatres.

Over 230 local state school children attended a series of practical workshops delivered by leading industry professionals, offering a taster of what their job role involves. This included a writing workshop by 'Skins' writer Bryan Elsley, a directing workshop by 'Humans' and 'Broadchurch' director Lewis Arnold, a lighting workshop by Derby Theatre Lighting Designer Tim Skelly, and a casting workshop by Shaheen Baig.

The school groups then enjoyed an hour-long Q&A with all the workshop leaders and additional speakers. Q&A guests included actor Vicky McClure, EMMY winning Producer and Director Krishnendu Majumdar & Movement Director Polly Bennett.

The Q&A was then repeated for a second time on the same day for the general public. These events were free, BSL interpreted and attended by over 300 members of the public. All Q&A guests and school groups received a free 20-page handout booklet detailing the variety of roles in the industry and local affordable opportunities to engage in drama and production arts.

Reporting performance

Open Door People's objectives during March 2019 - March 2020 has been to:

- Identify participants with exceptional talent who meet our participant criteria through a robust and active outreach process. In this year we held an aim to increase our intake of East Midlands and Sheffield based participants and of 'Behind the Scenes' participants.
- Remove financial barriers to Open Door participants accessing the application and audition process for leading drama schools.
- Redress existing inequalities which may stem from a participant's socio-economic background, and which may impact their ability to compete on a level playing field for their drama school place.

Open Door People CIO

Trustees' annual report

For the period ended 31 March 2020

- Raise awareness of issues of unequal access to career level training in the area performing and backstage arts both publicly and with drama schools directly.
- Increase awareness of career opportunities in the arts for state school students within the area of the East Midlands.

Challenges have included:

- A lack of opportunities for affordable and sustained engagement at school or in extracurricular activities in the performing and backstage arts for people from low income backgrounds, within the East Midlands and Sheffield area.
- A lack of knowledge within state schools of job opportunities and further education options within the creative sector, particularly in regard to technical theatre and production.

Outcomes and Impact

- In July and August 2019 we conducted an extensive outreach process which included free workshops for youth groups, print and social media marketing. In order to deliver this, we hired designated outreach officers who live or work in the area of outreach in order to tap into their local knowledge and networks. This activity resulted in an increase of 115% of suitable East Midlands and Sheffield participants we were able to engage compared to the previous year. It also allowed us to engage our first East Midlands 'Behind the Scenes participant' and increase our 'Behind the Scenes' cohort by one third.

"Living out of London and up in the midlands can make the industry feel distant, but Open Door have opened up so many surreal opportunities to me that I would normally be restricted from."

- Open Door People East Midlands Acting Participant 2019/20

- The removal of financial barriers and redressing of previous disadvantages due to socio economic backgrounds resulted in thirty-one 2019 participants gaining places at one of our partner drama schools.
- 74% of 2018/2019 Access Programme acting participants, 45% of 2018/2019 Return Group participants and 100% of 2018/2019 Behind The Scenes participants gained drama school places.
- 82% of all 2018/2019 participants said if they had not been working with Open Door they would have applied for fewer schools, 15% said they would not have applied for drama school at all.
- 87% of all 2018/2019 participants said their confidence had been increased by being part of Open Door and 85% said they now feel more comfortable in theatre and industry buildings.

"Before it felt really impossible, as everyone had more knowledge and insight. But Open Door completely broke that down" - Open Door People participant 2018/19

"It helped my confidence not only as an actor, but as a person in general"
- Open Door People participant 2018/19

- Our work with our partner drama schools on issues of access resulted in lowering the audition fee at Guildhall by nearly 50% from £66 to £35. Guildhall also added more locations for first round auditions outside London which significantly lowers the travel costs for applicants as well as improving access for those living outside the capital. Our work has also led to significant changes of audition material at RCSSD, RADA, Guildhall and RCS. The weight and emphasis put on using classical speeches in auditions can offer an unfair advantage to candidates who have attended schools with equipped drama departments and/or the ability to access training in this specific work outside of school. Open Door People has drawn this to our partner schools' attention resulting in the aforementioned changes to audition materials. Open Door People has also encouraged changes in regard to how our partner schools conduct their auditions, supporting them to work in a more inclusive way. This has included changes that have been made in diversifying audition panels at RADA, Drama Centre, RCSSD and LAMDA. If the panels are not diverse the unconscious biases can occur making this a large barrier for applicants from underrepresented backgrounds. This significant adjustment has resulted in making the audition process fairer for applicants all over the country.
- Our three Ignite events engaged over 230 state school children and over 300 members of the public. 97% of school students who attend an Ignite event said that as a result of attending they are now more aware of the jobs available in the creative industries. 90% said that as a result of attending Ignite they feel more confident about the next steps they need to take to achieve the creative career goals.

Open Door People's work has engaged a total of 99 young people from households with an annual income of under £30,000 during March 2019 -March 2020. After benefiting from the support Open Door People offers, 58 of those young people are now studying on a BA course at one of the UK's leading drama schools. Open Door People is succeeding in bringing together exceptionally talented people from low income backgrounds with the country's leading drama schools, resulting in a significant diversification of their intake. As detailed previously within this report this work benefits the individual participants directly involved, other aspiring young people from minority backgrounds and the public as a whole who will enjoy a more representative and diverse creative output as a result of this programme.

"I don't know what I'd be doing now if I wasn't pointed in the direction of Open Door".
- Open Door People London Behind The Scenes Participant 2019/20

"Without support from Open Door, such as free workshops, audition fee waivers and theatre tickets provided by their partnership with LAMDA, it is highly unlikely that these talented young people would have had access to drama school training."

- Elliot Howe LAMDA Access and Widening Participation Manager

"Open Door has been a liberating, exciting experience that has succeeded brilliantly in bringing us in contact with a group of dynamic and talented young actors"

- 2019 Head of Acting Training at RWCMD David Bond

"If not for Open Door I would not have been able to apply for any. It is so expensive I just wouldn't be able to do it" - **2018/19 Open Door participant**

Financial review

This was the first period of Open Door being run as a registered charity, so there are no comparatives to help us assess the performance. However, the charity has continued the work its founders started, and the accounts reflect a strong performance and final position at the year end.

Results for the year ended 31 March 2020 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, income for the period amounted to £186,607 whilst £137,414 were expended during the period as shown in the Statement of Financial Activities. Net income for the year was £49,193. Full details of income and expenditure are set out in notes to the financial statements.

The funds transferred from the previously unregistered organisation was £20,400 (which is included in income) and the reserves position as at 31 March 2020 was £49,193. The Trustees regard the financial position of the Charity at 31 March 2020 to be satisfactory and they are content that the current unrestricted reserves position leaves it with a sound base from which future activity can be built.

The principal funding for Open Door was from government and public bodies (in particular, the Arts Council), our partners (drama schools and theatres), and various other companies and individuals. The income is generated to deliver our programme of education and support for our students in their applications to leading drama schools, which covers both technical assistance and pastoral care.

To some extent, the finances are reasonably low risk as each intake of students is budgeted with a funding application made to the Arts Council to supplement donations from other sources.

Reserve policy

Open Door has initially proposed a reserves policy that will ensure that the charity maintains at least six months of basic running costs in our unrestricted reserves in order to ensure the stability and continued smooth running of the charity's activities. At the year end, free reserves were £49,193, which would cover at least nine months of the basic running costs (fundraising and support costs).

The Board of Trustees will review the policy regularly as the charity develops to ensure it is appropriate.

Going concern

The Trustees have reviewed the after-date financial information, including projections, and have a reasonable expectation that the company has adequate resources to continue to adopt the going concern basis in preparing the financial statement. Included in this review, the Trustees have considered the impact of the Covid-19 outbreak, which has significantly impacted the industry and the general economy. Despite this, the Charity has continued to receive donations plus funding from the Arts Council and can readily tailor the operations to adapt to the effects of the crisis.

Structure, governance and management

Open Door People is a charitable incorporated organisation, number 1182458 registered on 14 March 2019 and governed by a board of trustees according to a written constitution that outlines the purpose of the charity and the legal responsibilities of the trustees. They do this through advising on policy and best practice; supporting the team to achieve their strategic goals through expert industry knowledge and networking; advocating for the work locally and nationally; supporting specific projects or work streams; and identifying potential opportunities.

What is it?

- The Board of Trustees is made up of a range of experienced professionals with a strong understanding of the entertainment industry and arts sector and the development of young people. Its membership represents a range of different skills, experience and backgrounds who are well placed to advise, support and develop the activity of Open Door.
- Within the board there are named roles such as Chair - responsible for overseeing the development of the board and supporting the Chief Executive; the Treasurer - helps trustees to carry out their financial responsibilities; Vice-Chair(s) – deputise for the Chair but may also take on individual responsibilities as agreed by the board. These roles are currently held by:
 - Chair – Alexander Ferris
 - Vice Chairs – Shaheen Baig & Amy Ball
 - Treasurer – Kris Milovsorov
- Membership of the Board of Trustees is voluntary and by invitation only. No remuneration is available to Trustees with the exception of pre-agreed expenses incurred in conducting activities with or on behalf of Open Door. Invitation will be in writing from the Chair of the Board.
- Membership of the Board is for 3 years – at which point membership can be renewed or terminated.
- There can be a maximum of 12 Trustees on our Board.

What does it do?

- The Board are legally responsible for all activities of the charity, including matters delegated to staff and/or volunteers.
- Trustees bring their experience, knowledge and connections to support the staff team to deliver the activity to the very best of their ability.

How does it do it?

- The Board meets bi-monthly but can meet more frequently should the situation demand.
- Depending on the specialty of the Trustee, it may be appropriate to lead, or support the team, on specific project areas e.g. accounting, safeguarding, fundraising etc.
- At each meeting the Board of Trustees will receive:
 - An agenda covering discussion topics for the meeting. Any in-depth reading which requires discussion at the meeting will be sent in advance
 - An update on activity

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires that the Trustees prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report has been approved by the trustees on **21 January 2021** and signed on their behalf by;

.....
Alexander Ferris – Chair

Open Door People CIO

Independent Examiner's Report to the Trustees of Open Door People CIO

For the period ended 31 March 2020

I report to the trustees on my examination of the accounts of the above charity for the period ended 31 March 2020.

Responsibilities and basis of report

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

.....
Aamer Shehzad FCCA ACA
Accountability Europe Ltd
Omnibus Workspace
39-41 North Road
London N7 9DP

Date: **26 January 2021**

Open Door CIO

Statement of financial activities (incorporating an income and expenditure account)

For the period ended 31 March 2020

		Unrestricted	Restricted	2020 Total	Unrestricted	Restricted	2019 Total
	Note	£	£	£	£	£	£
Income from:							
Donations and grants	2	127,556	59,018	186,574	-	-	-
Other income	3	33	-	33	-	-	-
Total income		127,589	59,018	186,607	-	-	-
Expenditure on:							
Raising funds	4	5,614	-	5,614	-	-	-
Charitable activities	4	72,782	59,018	131,800	-	-	-
Total expenditure		78,396	59,018	137,414	-	-	-
Net income for the year		49,193	-	49,193	-	-	-
Net movement in funds		49,193	-	49,193	-	-	-
Reconciliation of funds:							
Total funds brought forward		-	-	-	-	-	-
Total funds carried forward		49,193	-	49,193	-	-	-

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 11 to the financial statements. The attached notes form part of these financial statements.

Open Door CIO

Balance sheet

Company no. 11809555

As at 31 March 2020

	Note	2020 £	2020 £	2019 £
Current assets:				
Cash at bank and in hand		<u>50,093</u>		<u>-</u>
		50,093		
Liabilities:				
Creditors: amounts falling due within one year	9	<u>(900)</u>		<u>-</u>
Net current assets / (liabilities)			<u>49,193</u>	<u>-</u>
Total net assets / (liabilities)			<u><u>49,193</u></u>	<u><u>-</u></u>
The funds of the charity:	11			
Restricted income funds			-	-
Unrestricted income funds:				
General funds			<u>49,193</u>	<u>-</u>
Total charity funds			<u><u>49,193</u></u>	<u><u>-</u></u>

Approved by the trustees on **21 January 2021**
and signed on their behalf by:

Alexander Ferris

.....

Chair

1 Accounting policies

Charity information

Open Door CIO is a charity registered in England and Wales. The registered office is C/O Great Western Studios, Unit 122, 65 Alfred Road, London W2 5EU

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102). The charity is exempted from preparing a cash flow statement due to the exemption available to charities with income less than £500,000.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from grants and donations are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Bank interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

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.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose and their associated support costs.

Expenditure on charitable activities includes the costs of charitable activities that are undertaken to further the purposes of the charity and their associated support costs.

1 Accounting policies (continued)**Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time, of the amount attributable to each activity.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rate in use is 25% straight line for all categories of assets.

Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes all bank balances kept in current accounts.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments which are initially recognised at transaction value and subsequently measured at their settlement value.

2 Income from donations and grants

	Unrestricted £	Restricted £	2020 Total £	2019 Total £
Government and public body grants	-	59,018	59,018	-
Donations from partners	7,272	-	7,272	-
Donations from talent agencies	84,500	-	84,500	-
Other donations	35,784	-	35,784	-
	<u>127,556</u>	<u>59,018</u>	<u>186,574</u>	<u>-</u>

3 Other income

Ticket sales	33	-	33	-
	<u>33</u>	<u>-</u>	<u>33</u>	<u>-</u>

Open Door CIO

Notes to the financial statements

For the period ended 31 March 2020

4 Analysis of expenditure

	Cost of raising funds £	Charitable activities £	Support costs £	2020 Total £	2019 Total £
Participants costs	-	60,378	-	60,378	-
Ignite events costs	-	14,892	-	14,892	-
Staff and freelance costs	5,614	-	52,222	57,836	-
Printing, postage and stationery	-	-	266	266	-
Website and marketing	-	-	2,454	2,454	-
Computer and IT costs	-	-	23	23	-
Accountancy fees	-	-	1,200	1,200	-
Independent examination fee	-	-	180	180	-
Subscriptions	-	-	64	64	-
Telephone	-	-	121	121	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	5,614	75,270	56,530	137,414	-
Support costs	-	56,530	(56,530)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure 2020	5,614	131,800	-	137,414	-

Of the total expenditure, £78,396 was unrestricted (2019: £0) and £59,018 was restricted (2019: £0).

Notes to the financial statements

For the period ended 31 March 2020

5 Net income for the year

This is stated after charging:

	2020	2019
	£	£
Independent examination fee (including VAT)	180	-

6 Trustee remuneration and expenses, and the cost of key management personnel

The total cost of key management personnel was £50,526 (2019: £nil).

The charity trustees were not paid and did not receive any benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

7 Related party transactions

There are no related party transactions to disclose for the period (2019: none).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Creditors: amounts falling due within one year

	2020	2019
	£	£
Accruals	900	-
	900	-

10 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Net current assets	49,193	-	49,193
Net assets at the end of the year	49,193	-	49,193

11 Movements in funds

	At the start of the year £	Income £	Expenditure £	At the end of the year £
Restricted funds	-	59,018	(59,018)	-
Unrestricted general funds	-	127,589	(78,396)	49,193
Total funds	-	186,607	(137,414)	49,193

Restricted funds are received and allocated for use for a specific restricted purpose.

12 Post balance sheet event

The World Health Organization declared the outbreak of the coronavirus a pandemic in March 2020. As we progress through, more information is becoming known about the scale and impact of the coronavirus. The pandemic might have a significant impact on the charity and its operations.