

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

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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

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.

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

Trustees' annual report

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

Trustees' annual report

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*

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

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

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.

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-fresh 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.

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.

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**

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>(2,324)</u>		<u>(1,357)</u>
Net current assets / (liabilities)			<u>55,800</u>	<u>77,398</u>
Total net assets / (liabilities)			<u><u>58,302</u></u>	<u><u>79,604</u></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><u>58,302</u></u>	<u><u>79,604</u></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.

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).

Notes to the financial statements

for the 17 months ended 31 August 2022

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

Notes to the financial statements

for the 17 months ended 31 August 2022

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