

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

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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

Trustees' annual report

For the year ended 31 August 2024

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.

Trustees' annual report

For the year ended 31 August 2024

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.

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.

Trustees' annual report

For the year ended 31 August 2024

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.
-

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

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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:

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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

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.

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

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

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

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
	62,483	34,554	97,037	265,065

3 Other trading income

Ticket sales	-	-	-	340
	-	-	-	340

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

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).

Notes to the financial statements

for the year ended 31 August 2024

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