

FLAMINGO CHICKS CIO

England & Wales · Charity number 1187604

Details

Other names FLAMINGO CHICKS COMMUNITY INTEREST COMPANY

Status Registered

Legal form CIO

Registered 2020-01-27

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

Contact

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Activities

Objects: THE CIO'S OBJECTS ARE, FOR THE BENEFIT OF THE PUBLIC, THE PROMOTION OF SOCIAL INCLUSION AMONG DISABLED PEOPLE, WHO ARE SOCIALLY EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF BEING DISABLED, TO RELIEVE THE NEEDS OF SUCH PEOPLE AND THEIR FAMILIES AND CARERS BY:A) BEING AN INCLUSIVE DANCE COMMUNITY FOR CHILDREN AND ADULTS, DISABLED AND NON-DISABLED;B) PROVIDING AND FACILITATING A SUPPORT NETWORK FOR THE FAMILIES AND CARERS OF DISABLED PEOPLE;C) RAISING PUBLIC AWARENESS OF THE ISSUES AFFECTING DISABLED PEOPLE AND THEIR FAMILIES/CARERS, BOTH GENERALLY AND IN RELATION TO THEIR INCLUSION;D) ADVOCATING FOR THE EQUAL TREATMENT OF DISABLED PEOPLE AND THEIR FAMILIES, INCLUDING THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF DISABILITY.FOR THE PURPOSES OF THIS CLAUSE, THE TERM DISABLED INCLUDES PEOPLE AFFECTED BY LONG-TERM AND/OR LIFE-LIMITING ILLNESSES.

Activities: Flamingo Chicks is an inclusive community tackling social isolation by giving all children, including disabled children and those with illnesses such as cancer, the opportunity to enjoy dance and explore movement alongside friends. We also provide a vital peer support network for parents and carers, intergenerational volunteering, global outreach and advocacy.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Ghana
- Greece
- Japan
- Kenya
- Sierra Leone
- Vietnam
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£249,948	£237,641	-	-
2024-12-31	£225,780	£195,595	-	-
2024-01-31	£239,544	£190,913	-	-
2023-01-31	£214,293	£147,660	-	-
2022-01-31	£149,952	£137,447	-	-

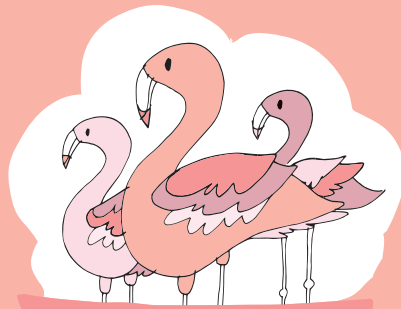
Trustees

Name	Role	Appointed
Claire Bridges Mrs.	Chair	2020-01-27
Abu Sidhanee		2023-09-14
Annabelle Louise Turner		2022-01-05
Charlotte Jane O'Brien		2025-04-18
Robert Hart		2020-01-27

FLAMINGO CHICKS CIO

England & Wales - Charity number 1187604

Accounts



Flamingo Chicks

IMPACT REPORT & ACCOUNTS 2025



**“We are fighting for a fair future for disabled children.
We want to dismantle barriers to inclusion.”**

Flamingo Chicks' Agents of Change



WELCOME

Now in our 12th year, Flamingo Chicks is more magical than ever, bringing joy, wellbeing and change to disabled children and their families.

What a year it has been. From breaking down barriers in iconic spaces to delivering unforgettable performances, 2025 has been bursting with colour, movement and inclusion, made possible by your incredible support.

- ★ A new nature and conservation theme, with class plans developed alongside expert partners including the National Trust, Natural History Consortium, WWF and others.
- ★ We took over Sky Garden, London Zoo, the Eden Project, Festival of Nature and the Big Cat Sanctuary, advocating for inclusion in some of the UK's most iconic spaces.
- ★ **14,039** children joined our inclusive dance sessions, an increase of 13%, bringing our total to 61,814 Flamingo Chicks.
- ★ **11,406** children took part in our 2025 on-demand virtual class, exclusively filmed at the Eden Project.
- ★ We took **44** disabled children and their families to perform on the stage at Disneyland, and then to lead the Parade! We also trained Disney and British Airways staff in inclusive techniques, including Makaton.
- ★ A 24-hour dance relay with **200** dancers aged 1 to 100, creating friendships, non-stop laughter and feel-good fun.
- ★ **23** Performance Deconstructed shows, including taking over the Lyric Hammersmith.
- ★ **86%** of settings reported improved physical wellbeing across our sessions.
- ★ **96%** of professionals saw improvements in independence and confidence.

- ★ **75%** of professionals learnt new techniques from us, with **91%** going on to implement them in their own practice.
- ★ **96%** of Flamingo Chicks felt pride as performers at our stage shows, and **84%** reported improved emotional wellbeing across our classes.
- ★ We delivered **23** Sparkle Squads, adding extra costumes, giant props and new sensory experiences to our classes.

Volunteers are the heartbeat of Flamingo Chicks. We champion first-time, disabled, older and socially isolated volunteers, unlocking incredible talent that strengthens our charity. Our network of care homes crafts props and costumes using repurposed materials, supporting our commitment to sustainability. 65% of volunteers said working with us reshaped their view of what disabled children can achieve, showing that volunteering creates real social change.

Our Agents of Change youth council continues to break barriers. This year, 25 young changemakers worked with 5 VIP experts from television to climate activism, carried out accessibility audits and hosted celebrity guests, ensuring disabled voices are heard in influential spaces. They are the future of inclusion, and we cannot wait to see what they do next.

Thank you for being part of this incredible journey.

**Katherine Sparkes MBE, Founder & CEO
and Claire Bridges, Chair of Trustees**

Claire Bridges



FLAMINGO CHICKS BY NUMBERS



OUR REACH

In 12 years, we've gone from 12 children to

 **61,814!**

In 2025: 187 workshops and regular classes up by 13%. We saw 14,039 children in our sessions through:

- ★ 581 regular classes
- ★ 187 workshops
- ★ 98 regular adult classes
- ★ 23 stage shows
- ★ 23 sparkle squads

Overall, regular classes up by **13%**

CHAMPIONING INCLUSION

- ★ 51% boys
- ★ 21% non-disabled children
- ★ 19 dance teachers, specialising in inclusive techniques

£248,732 income



x24

Agents of Change youth advocates

HARNESSING THE POWER OF TECHNOLOGY

11,406

children took part in this year's virtual class

EXCEPTIONAL VOLUNTEERING

Over 4541 hours of volunteer time donated, the equivalent of £95,088 based on UK average wage!

13
Awards

22
Global Chicks outreach projects



1,459
Intergenerational volunteers

2025 HIGHLIGHTS

JANUARY

2025 kicked off with our new **Nature and Conservation** theme, supported by expert organisations including The Natural History Consortium, The National Trust, Wildlife and Countryside Link, Cambridge University, and the World Wide Fund for Nature (WWF).



FEBRUARY

Our professionals' round table brought together 21 health, education, and social care professionals to inform our work, covering speech and language, occupational therapy, physio, and more.

New Stage Shows

'Performance Deconstructed' returned - taking our mobile stage across London with a conservation theme, featuring sparkling dragonflies and a host of magical mini beasts!



MARCH

Disneyland Paris!

We took 44 children and families for the performance of their lives on the Disney stage and then led the Parade. We also trained Disney and British Airways on inclusive techniques, including Makaton.



APRIL

New pre-school dance fitness sessions an across Bristol and London - 323 parents and preschoolers took part.



MAY

Flamingo Festival - our 24-hour dance event returned with 200 dancers aged 1 to 100! Friendships, non-stop laughter, and feel-good fun.



May 100

Our annual Get Active campaign raised £34,193 and got 1415 people active.



JUNE 11,406

children took part in our new virtual class, exclusively filmed and produced at the Eden Project.

We transformed London's highest garden into a dance stage, performing atop the skyscrapers!

On tour at the Festival of Nature with immersive under-the-sea workshops.



JULY

Residency at the Lyric Theatre, bringing our 'Performance Deconstructed' show to this iconic children's theatre.



Big Cat Sanctuary

From servals to snow leopards, we led dance workshops for the crowds at the Big Cat Sanctuary, with big-cat Makaton on the big screens helping to support inclusion.

AUGUST

Gardening and crafts – summer makeovers for our children's outdoor settings, plus making props and backdrops with our corporate and care home partners.



SEPTEMBER

Team Development Day, full of learning, planning and dreaming!

OCTOBER

Spooky sparkle sessions! Plenty of treats, not tricks, with special props, costumes, and wows!



NOVEMBER

Our Agents of Change created 'Interviewing with Insight', a practical guide to help media teams interview disabled children in an inclusive, confident, and empowering way.



750 media professionals received copies, and AOCs visited many in person too!



DECEMBER

We closed the year with our Christmas party – a magical winter wonderland featuring giant Nutcrackers, where our community came together from across the country to dance and celebrate!



OUR MISSION: WHY WE'RE HERE

“Opportunities to get moving are sparse. Flamingo Chicks’ unique blend of colourful props and kit and adapted movement gets everyone feeling good and ensures our wide range of abilities can all take part in a really supportive, joyful environment.”
Stephanie Hodgson,
Manager at Silva Care

Flamingo Chicks combats inactivity and isolation among the 1.8m disabled children (8% of the child population) and their families. We support disabled children to realise their full potential and offer a progression route through our Flamingo Dance offer.



Tackling inactivity

7 out of 10 disabled people want to be more active [Activity Alliance]

31% of children who have learning disabilities are obese [BMC Public Health]



Combatting isolation

180 disability hate crimes are reported every day in the UK [Disability Matters]

4 in 10 parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children [Mumsnet]

72% of disabled children feel lonely versus 36% of non disabled children [Activity Alliance]

15% of disabled children feel lonely every day [FC own research 2024]



Supporting parental health

83% of parents and **100% of dads** of disabled children felt socially isolated before joining Flamingo Chicks [FC research]

Only 4% have sufficient support to care for their disabled child safely [Disabled Children’s Partnership]

87% of parents of children aged 0-5 have felt judged by members of the public when they go out with their disabled child [Scope]

76% of parents experience mental ill health some or a lot of the time [Gympanzees]

“Flamingo Chicks helps my stiff muscles loosen and helps me to relax. I get to dance even though I am in a wheelchair.”
Delilah, Flamingo Chick



OUR MISSION: WHAT WE DO

“Flamingo Chicks proves that dance is not only a progressive physical activity but a truly therapeutic route to development and all round wellbeing for some of our most complex young people. The impact can be felt beyond the sessions with improvement in confidence and resilience. Flamingo Chicks offers invaluable support with tangible outcomes. Gold dust.”

Kris Tavender, Community Engagement Lead, Bristol Bears

At Flamingo Chicks, we’re breaking down barriers to inclusion and fighting for a fairer future for disabled children and their families. We do this through five core pillars: inclusive dance classes, parent/carer support, intergenerational volunteering, global outreach and youth-led advocacy.



PILLAR ONE

Inclusive dance classes & workshops

Through our three dance interventions: Flamingo Chicks (for children), Flamingo Dance (for adults) and Hatching Chicks (aimed at babies and pre-schoolers), we provide inclusive physical activity that caters for ALL. Our classes are unique: founded in core dance principles with communication aids such as Makaton signing, as well as adapted movements and multisensory elements, our classes support both the physical and emotional health of participants.

PILLAR TWO

Parent/carer peer support network

Offering a lifeline for parents and carers, we provide opportunities to connect and tools to help equip families.

- Bitesize online workshops on key topics
- Wellbeing activities: guided relaxation sessions, available on-demand
- Free access to NHS-recommended ‘Companion App’
- Social events
- Makaton training



87%
76%

of parents feel less socially isolated after joining the Flamingo Chicks community

were more able to cope with the demands of caring for a disabled child



PILLAR THREE

Exceptional intergenerational volunteering

We exemplify the highest standards in volunteering, as evidenced by our Queen's Award for Voluntary Service – the MBE for charities! Volunteers are the heartbeat of Flamingo Chicks. We pioneer opportunities that welcome and encourage first time, disabled and socially isolated older volunteers. We know there is such huge talent and potential in these groups which make our charity stronger. We offer training and opportunities including Makaton and public speaking.

100% would recommend volunteering at Flamingo Chicks

19% are disabled volunteers

65% said Flamingo Chicks has made them re-evaluate what disabled children are capable of

77% felt more connected to the community and 46% had improved confidence

42% of volunteers learnt Makaton with Flamingo Chicks

46% have volunteered for us for over 5 years!

1459 intergenerational volunteers during 2025

73% said volunteering had a positive impact on their mental health

58% were disabled, aged over 55, under 20 or first time volunteers

[Flamingo Chicks' 2025 Volunteer Survey]

"I like volunteering at Flamingo Chicks because I like to help out and join in with the dancing. It's good to get out of my house and make new friends. Some of them have Down's Syndrome like me. I feel like I'm part of a team. It makes me happy."

Jack, Volunteer



Jackie started volunteering with us after having a stroke. "I lost so much, my job, my independence. Now I feel that I have more. I dance and volunteer and that's so important. It's my therapy and the highlight of the week. It's joyful and uplifting and I come out on a complete high.... I'm so proud, I tell everyone I meet about it."

Jackie, Volunteer



PILLAR FOUR

Global outreach

Global Chicks is an outreach project sharing tips, best practice and upskilling organisations that work with disabled children across the world.

There are between 93 and 150 million disabled children worldwide (Their World, 2021). Many of these children live on the margins of society, excluded from school and living in poverty. They are also often overlooked by policies, plans and targeted support programmes.

From Ghana to Vietnam and Singapore to refugee camps in Greece, our outreach teams have delivered Flamingo Chicks' workshops to hundreds of children worldwide and supported local organisations to develop their own activities and grow!

“How did you come up with such a wonderful dance? I have never seen anything like it! Such colour, pomp and great moves! Thank you very much - you have left us highly inspired. You are great instructors! We will continue practising your wonderful dance.”

Lucy - Safe Centre for Children With Special Needs, Nakuru, Kenya, following an outreach session led by Flamingo Chicks' Volunteers.



Cape Coast school for deaf and blind children, Ghana

PILLAR FIVE

Advocacy

Leading our movement to champion inclusion and disabled children's rights are the very people Flamingo Chicks exists to serve – disabled young people. We call them our Agents of Change. They work towards dismantling barriers to inclusion so that schools, health facilities, public transport bodies and others encourage disabled children to participate alongside their peers. Our Agents of Change meet regularly for workshops underpinned by the United Nation's Sustainable Development Goals. They already have an impressive speaking record, including the UN HQ in New York and the House of Commons, and have advised power-houses like the Science Museum in London.

“We believe that inclusion and understanding disabled people is essential to a fair and flourishing society.”

Sameer - AOC

The Agents Of Change also launched 'Interviewing with Insight' this year, a practical guide to help media teams interview disabled children in an inclusive, confident and empowering way. 750 media professionals received copies, and AOCs visited many in person too!

“This guide from the Flamingo Chicks is essential reading for any media professional wanting to make sure that all people's stories and opinions are heard.”

Owen Masters, Assistant Editor, Good Morning Britain

24

Agents of Change
youth advocates



5

 VIP experts
during 2025

“Being an Agent of Change has made me so much more confident! I've met amazing people and gone to places I never dreamed of - like Downing Street! It's really exciting that important people listen to us, and I'm proud to help other young people and make real change.”

Kian, Agent Of Change



The United Nations, New York

THEORY OF CHANGE

The barriers we're breaking down

Disabled children do not have the same access to physical and social activities and are segmented from enjoying these activities with their peers.

As a result of this exclusion there is a lack of awareness around disabled children, their capacities and their right to decide and advocate for their own futures.

How we're doing this

Providing fully inclusive dance classes and activities gives disabled children the chance to participate in activities that can combat stereotypes around what disabled children and their bodies can do. The activities can also help address inactivity and obesity among disabled children.

Dance and creative experiences not only enable people to live more physically active lives, tackling obesity and enhancing health, they also promote empathy, friendship, and support children and young people to process the world around them. Flamingo Dance offers a progression route for adults too.



Start

Parent, school, community group, hospital or hospice engages with Flamingo Chicks and takes part in a Flamingo Chicks class

Inputs

Flamingo Chicks dance classes
Flamingo Chicks HQ

Activities

Classes Flamingo Chicks classes engage disabled and non-disabled children in dance, movement and active learning

Volunteering Intergenerational volunteering supports the delivery of classes; our extended community also engage in fundraising and campaigning activities to promote and support Flamingo Chicks

Peer support Parent/carers engage in peer networking and receive support as part of the Flamingo Chicks community

Agents of Change Our peer-led panel of 40 disabled youth advocates act as a school council and inform our decisions and undertake advocacy, campaigning and training activities

Advocacy Flamingo Chicks raises awareness about social isolation, inactivity and exclusion and the challenges facing disabled children and their families

Outputs

Breaking down barriers to inclusion

Disabled and non-disabled children enjoy social and recreational activities together
The challenges facing parents and carers are more widely understood

Exceptional volunteering links different communities and generates awareness around disability
Disabled children are empowered to fulfil their potential

Tackling isolation

Disabled children enjoy social and recreational activities with their peers, families and siblings
Parents feel connected to a support network and involved/included by the community

Teachers and volunteers are supported by the Flamingo Chicks community and proactively engage in inclusive activities

Improved physical and social activity

Disabled children engage in physical, social and recreational activities
Disabled children learn transferable skills including teamwork, creativity and public speaking
Parents/carers and wider society re-evaluate the physical capabilities of disabled children

Impact

Disabled children enjoy the right to participate in and access services that enable them to reach their full potential

PERFORMANCE DECONSTRUCTED

"I was blown over by how beautiful it was and how expertly you used movement, sensory stimulation and physicalised learning to explore topics that (on the face of it) might seem beyond our learners."
Patxi del Amo, Lead Practitioner of the Performing Arts, TreeHouse School

Performance Deconstructed is our unique blend of performance, dance and advocacy, harnessing the transformative power of theatre to create meaningful opportunities for disabled young people, their families and the wider community. At its heart is our bespoke mobile stage with an interconnecting sensory canopy, designed by our Agents of Change, enabling us to take Flamingo Chicks on the road.

This beautiful, stimulating pop-up space features magical moving props, fabrics, smells, sounds and costumes. It retains the wonder and quality of a theatre experience for both audience and performer, while removing the elements that can make traditional venues overwhelming or inaccessible. Our aim is to ignite curiosity, confidence and imagination, while demonstrating how accessible and immersive performance can be integral to the artistic landscape.

"Completely magical, beautiful and amazing! For ALL students. Staff also had a fantastic experience. The staging was enchanting and the storyline was highly sensory and appropriate. You encouraged students to be up and exercising through dance in a fully immersive environment."

Tamara Stewart, Teacher Mapledown School

This year, we delivered 23 shows reaching 287 children. This included 4 shows at the Lyric Theatre in London, widening participation and bringing inclusive performance into a mainstream setting.

Our long-term aim is to spark a cultural shift, where accessible and immersive performance is valued as an essential part of the arts, creating a ripple effect of lasting and sustainable impact.

"I felt good and I felt really proud. It made me feel special and happy and it was fun."

Mariam

"What a magical experience. It was so special to explore together. The flowers, the pond, the costumes, everything was just amazing."

Parent at The Lyric



DISNEY - GLOBAL TOUR

We took 44 children and families for a once-in-a-lifetime performance on Disneyland Paris' iconic Videopolis stage, debuting a magical choreography piece inspired by the animals of the savannah. Afterwards, the excitement continued as we led the Disney Parade, dancing down Main Street and waving to thousands of cheering guests.

For our young performers, the impact was unforgettable.

"The best thing I've ever done. I felt powerful, I felt proud - it made me realise I can do anything!" shared Alfie.

As Audrey put it, **"It made me feel like a Disney star. I loved waving and smiling at everyone - the Flamingo Chicks were famous!"**

We later took the costumes, props, and choreography on tour to Flamingo Chicks sessions across the country, ensuring the magic of Disneyland Paris continued to inspire even more children.



“We danced with passion and power. I liked using my body to make different shapes.”

Kian



MEASURING SUCCESS

At Flamingo Chicks, we're making sure ALL voices are heard, so when evaluating our projects we pioneer inclusive techniques to measure our impact. We also share these widely with others to enable them to capture all voices effectively and accurately.

2025 Evaluation highlights

Improved emotional wellbeing

In our regular classes, settings reported:

84% increase in emotional wellbeing.

76% increase in independence.

79% increase in communication.

For our Performance Deconstructed Stage Shows,

81% increase in emotional wellbeing.

89% increase in communication.

70% increase in independence.

Improved physical wellbeing

In our regular classes, **75%** reported improved physical wellbeing.

For our stage shows, **96%** saw an improvement.

70% reported they had moved their bodies more than usual.

Improved self-confidence

78% reported they felt like a performer by the end of a term of regular classes. Settings also reported an **84%** increase in the performance level of participants following regular classes.

After our Stage shows, **96%** said they enjoyed performing and would like to do more.

Professionals' views

We surveyed the health, education and social care professionals we work with to hear how they feel our classes and workshops impacted young people:

Emotional wellbeing

86% had seen a significant positive change to participants mood after a Flamingo Chicks class.

96% saw an improvement in independence and confidence.

Speech & language

100% reported positive development.

Physical wellbeing

96% saw improvement.

Active learning

100% reported that Flamingo Chicks themes reinforce learning in the curriculum.

Inspiring

93% said Flamingo Chicks has been helpful to show parents/carers what young people can do.

75% of professionals felt they had learnt new techniques from us, with **91%** going on to implement them in their own practice.

Finally, Flamingo Chicks had an NPS (Net Promoter Score) of 86. Our survey found **86%** of professionals would recommend Flamingo Chicks sessions to a friend or colleague.

"Within just one session we were really inspired by the Flamingo Chicks' approach. It made us re-evaluate what our children were capable of in a new context. It helped invigorate our team, freshened our thinking and empowered us to be more creative with the opportunities for our students. Pupils were able to experience the joy of dance and expressing themselves in different ways, something that most of them would not have been exposed to because of the inability to access mainstream groups. This also helped make pupils and parents aware that there are opportunities to access extra-mural activities for children with additional needs."

Charleen Bruce, Assistant Headteacher -
John Chilton School, Ealing

Sensory Scales

Tactile and creative ways to score activities

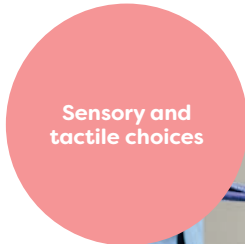
75%
of professionals felt they had learnt new techniques from us, with 91% going on to implement them in their own practice.



Layers of Sand
To show collective attainment



Draw what you learned
Free drawing time to record term highlights



Sensory and tactile choices



Flamingo Scale
To measure feelings

Flamingo Chicks' techniques

- Sensory and tactile evaluation techniques
- Makaton and widget symbol flashcards to self-report mood
- Three-level warm up scale to measure physical movement
- Performer 'Spotlights' and 'Curtain Calls'
- Teachers' reporting and feedback
- School feedback and questionnaires
- Peer evaluators
- NPS score
- Celebration sessions
- Observations, oral testimonies and stories of change
- Gamification to gather participant quotes
- Observations, oral testimonies and stories of joy



Inflatable Microphones
To encourage soundbites



Impact Pool
Playtime with tactile items to test knowledge retained and explore topics in depth



Miles up the Mountain
Interactive Zoom techniques as a confidence gauge



Confetti Ceremony
To assess happiness



WHERE WE WORK

We run regular classes across the UK in settings such as schools for disabled children, children's hospices, hospitals and community groups. We also deliver outreach workshops across the UK and the world!

OUR FLOCK

- Regular Classes
- Taster Workshops

"I've been impressed with the power and magical aspects of Flamingo Chicks. I've learned a lot too, especially around communication and the importance of Makaton and seeing how instrumental these techniques can be in helping children open up has been inspiring. It's definitely something I'll be taking away and using more in my own work."

Healthcare Professional,
Bristol Children's Hospital

"Flamingo Chicks helps hugely with mental health, happiness and student engagement with movement activities. The sensory aspect of the lessons means that students can engage with challenging topics and the resources used are always pitched very well. After the sessions students feel much more relaxed and are generally better engaged in anything they do for the rest of the day."

Tamara Stewart, Mapledown School



"Flamingo Chicks is expert at creating magical sessions full of wonder, sensitively adjusted for all abilities and using Makaton. This means our students, who have a wide range of profound and multiple physical and learning disabilities can take part - they access the sessions from Acheeva beds, wheelchairs or using their walkers! We love our sessions, and look forward to them all week!"

Lucy Galloway, Curriculum Lead -
Claremont Special School, Bristol

HOW WE WORK

We are committed to being a representative organisation that champions inclusion and fights for a fairer future throughout.

Our team

Our teaching team: our teachers are specialists in inclusive dance practice and bring a plethora of skills to Flamingo Chicks. They have extensive experience working across the arts, including theatre and music and working in a variety of settings, such as private dance schools, care homes and professional dance organisations.

Our board: we are passionate about ensuring our board is diverse and represents the community we serve. Board members are trained in disability awareness, undergo DBS checks, complete NSPCC Child Protection training and follow the Charity Governance code. 88% are disabled or have long term health conditions.

Our Patrons: Flamingo Chicks is proud to work with our Patrons Peaches Golding OBE CStJ, Mark Smith, Tamara Rojo CBE, Rosaleen Moriarty-Simmonds OBE, Joe Sims, Claudia Fragapane and Briony May Williams. As champions, their support enables us to reach new communities and audiences, motivates our team and provides powerful, memorable opportunities for our community.

Our practices

Accessibility: we are committed to ensuring our way of working is inclusive: our board meetings are live-captioned and recorded so they can be replayed, we have a buddy system to support new additions to the team and we introduce ourselves with an audio description amongst other techniques.

Collaboration: we work with many partners to ensure we are providing the best service possible. Some of our partners include: The Paraorchestra, Flying Seagull, English National Ballet and Northern Ballet (who provide incredible behind-the-scenes opportunities and experiences) plus annual roundtables bringing together health, education and social care professionals.

Environmental sustainability: we're committed to looking after the environment we live and work in. Flamingo Chicks recognises that aspects of our activities have an impact on the environment. We are committed to managing these aspects and impacts. We have a clear action plan with measures including: minimising our carbon footprint, avoiding unnecessary travel, recyclable kit, props and backdrops, involving our young people to raise awareness of environmental issues and incorporating environmental aspects and themes within our programmes.



CELEBRATING LUISA



When Luisa first joined Flamingo Chicks, she had never taken part in weekly dance classes and approached sessions tentatively. Over time, our holistic programme supported her physical, emotional, and social development, helping her grow in confidence, independence, recall, and coordination.

Early on, Luisa began to remember warm up routines, practice movements with increasing physical control, and take small steps towards independence, such as helping to hand out props and performing reverences on her own. Each session built her self-belief and resilience, allowing her to feel comfortable contributing to the class. As her confidence grew, Luisa began demonstrating exercises to her peers, accurately recalling complex sequences and helping others follow along. She moved from participation to leadership, applying her skills while encouraging those around her.

She also took a leading role in a Flamingo Chicks Eden Project virtual class, demonstrating Makaton and helping make the session accessible to children around the world. Her journey shows how holistic support can transform physical ability, independence, confidence, and communication, while enabling children to inspire and lead others.



CELEBRATING BHAGIRTH

Bhagirth approaches every Flamingo Chicks class with joy, excitement and boundless enthusiasm. His ear-to-ear smile and infectious energy shine through every movement, truly bringing the magic of dance to life.

His favourite part of class is the curtain call - a special closing moment with coloured spotlights, a wave to the audience and a bow. This experience gives children a taste of real performance, and Bhagirth embraces it wholeheartedly, proudly saying he feels like a performer. Through this, he is developing not only dance technique, but confidence, self-belief and a genuine love for the art form.

Alongside his growing confidence, Bhagirth has made remarkable progress in his fine motor skills, particularly those requiring precision and control with minimal support. Through carefully designed activities, he is strengthening

coordination and dexterity in his hands - skills that transfer into everyday tasks such as writing and using cutlery.

Bhagirth's journey powerfully demonstrates how joyful, inclusive dance can nurture confidence, focus and essential physical development, creating meaningful impact that extends far beyond our classes.





CELEBRATING ZEE

*"I want to show
the world how much
I can achieve."*

Zee

Zee has been dancing with Flamingo Chicks for more than ten years. He experiences a range of access needs including deafblindness and uses both a wheelchair and mobility aids. In many settings, barriers to inclusion can make it hard for him to take part fully, but Flamingo Chicks provides an environment designed for everyone to flourish.

For Zee, Flamingo Chicks is much more than a dance class. It is a safe, inclusive space where he can express himself freely, connect with friends and grow in confidence. His mum describes it as the one place where Zee can thrive without pressure. Dance has had a powerful impact on Zee's physical wellbeing. He has become more active and now enjoys practising movements during the week. Through dance, he has explored what his body can do, learning to move safely when fatigued and to see mobility aids as tools for expression rather than limitations.

His independence has also flourished. Once needing close support, Zee now prepares for class himself and joins his peers on the dance floor with enthusiasm. He has built strong friendships, communicating through British Sign Language and movement, and takes pride in being part of the group.

A defining moment in Zee's journey was performing at Disneyland Paris. Although new environments can be challenging, the inclusive rehearsals and shared trust built at Flamingo Chicks gave him the confidence to shine. His solo performance was a joyful celebration of ability, leaving his family and teachers full of pride. The experience boosted his self-belief, which now shines through in all areas of his life, from drama class to school.

Zee continues to develop his passion for dance, studying movements between classes and sharing what he learns with his teachers. Through Flamingo Chicks, he has discovered a deep sense of belonging and empowerment.





WHAT'S NEXT

2026 is set to be another extraordinary year for Flamingo Chicks - full of adventure, inclusion, and creativity. From enchanting performances to pioneering advocacy, we're dreaming big and dancing even bigger.

Our theme for the year ahead is Going Global, chosen by our Agents of Change Youth Council. Our classes will travel the world, exploring the places and spaces that make up our planet, with expert support from partners including UNICEF, Global Goals, Lonely Planet, and National Geographic. By aligning with the UN Sustainable Development Goals, we'll bring global learning to life through movement, storytelling, and play.

We'll be launching a global dance collaboration, uniting groups around the world to dance together as one community. Our Agents of Change have also set an ambitious goal to grow our global outreach to 100 countries - and with 22 already reached, we're firmly on our way.

Magical Worlds will return with extra sparkle and a global twist - think carnival, masks, hot air balloons, and joyful celebration. Other highlights include a brand-new global virtual class, the return of our 24-hour dance relay for a full day

and night of movement, and the launch of our new Flamingo Chicks Lending Library - a "class in a box" that settings can borrow to recreate their own Flamingo Chicks experience and extend our ripple effect even further.

With volunteering at the heart of Flamingo Chicks, there are more ways than ever to get involved. The world is waiting - and we can't wait to dance into it together.



FINANCIAL & STATUTORY INFORMATION

YEAR ENDED 31 DECEMBER 2025

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

Financial Review

During the year the Charity received income of £249,948 and incurred expenditure of £237,641 realising a surplus of £12,307 for the year, which was made up of a surplus of £412 in unrestricted funds and a surplus of £11,895 in restricted funds. At the year end the funds comprised £156,138 in unrestricted funds and £68,568 in restricted funds making a total of £224,706.

Reserves Policy

The Trustees consider appropriate reserves essential to protect continuity of services for the disabled children and families who rely on Flamingo Chicks. The charity's income is currently primarily grant and donation funded, with a significant proportion restricted to specific projects and unavailable for core costs. Unrestricted reserves are therefore required to manage income volatility, grant payment delays and unforeseen circumstances.

In 2025 the charity delivered a higher level of activity, including a significant one-off programme opportunity involving a performance at Disneyland Paris for 44 children and families. Trustees do not expect this level of activity to recur annually and will not pursue growth in turnover where it increases organisational risk. The strategic priority is consistent, high-quality provision and reliable access for beneficiaries. Reserves are held to; meet staff and contractual

commitments, provide time to respond to funding changes, prevent sudden interruption to services and manage cashflow between receipt of funding and programme delivery. Reserves safeguard delivery and are not held to enable expansion. The policy is reviewed annually alongside financial forecasts and risk management.

Reserves Level

The approved budget for 2026 is £230,000. Trustees have set a reserves target of 5.5 months of operating expenditure (£105,400), reflecting sector uncertainty and the lead-in times associated with trust and grant funding.

At the year end, the charity held £106,117 in unrestricted funds and £50,021 in designated funds after a transfer of £3,000 to designated reserves. Reserves may be used, with Trustee approval, for working capital and exceptional or emergency requirements.

Designated Funds

Flamingo Chicks maintains two designated funds that reflect our strategic priorities and long-term ambitions.

Core Costs Fund

This fund ensures the continuity of our essential operations and supports key roles, including leadership and strategic positions, by covering any gaps in funding. It also enables targeted capacity-building initiatives, such as securing a Cabinet Office Fast Streamer in Spring 2026, which will enhance our organisational impact and delivery. Maintaining this fund allows us to operate securely, respond to opportunities, and sustain the quality of our work.

Property Fund

We continue to actively explore options for a permanent premises. In 2025, we reviewed several potential venues and are now focusing in detail on two promising sites. To guide this process, we are establishing a Property Advisory Board, which will provide strategic expertise and support in securing and developing our future space. We are actively fundraising to grow this fund, ensuring we can make a thoughtful and sustainable choice for the long-term needs of Flamingo Chicks.

Principal Funding Sources

Flamingo Chicks works hard to create a fundraising armoury from a diverse portfolio of funding streams, including charitable trusts and foundations, corporate support and community fundraising.

The charity would particularly like to thank the following for their generous support this year:

AMD Solicitors
Arley Foundation
Avios
Awards For All
Belvedere Trust
Benevity
Blair Foundation
Bristol Free Masons
Bristol Round Table
Bristol University Dance Society
British Airways
Burgess Salmon
Carterwood IT
Charities Aid Foundation
Charities Trust
Citibank
Criseren
Crowdfunder
Dancewell
Dandia Charitable Trust
Harold Stephens Community Fund
Hays Travel
Heathrow Community
Irwin Mitchell
John Lyon's Charity
John Horseman Trust
Just Giving
Linklaters
Mortgage Advice Bureau
Much loved

Night Sky
Parker Foundation
Roche Products
Rooms4Groups
Rotary Club of Thornbury
RWK Bristol
Shakespeare Martineau (AMPA)
Share Gift
Shutterstock
Skyboat Cafe
Spectris Foundation
Sport England
St James's Place
Starfish Trust
Stoke Park Friends
Wards Solicitors

Donated Goods and Services

Flamingo Chicks is extremely grateful for the following donated goods and services:

- Venue space: St Stephens Church - Cannonbury, Islington, URC Henleaze for Hall and room space, Irwin Mitchell London, VVV Bristol, Skygarden London and Temple 1852, Temple Campus Bristol
- IT and systems support: Farkas Maro, Quintin Hunte and Dal Singh Soora
- Pro bono legal services: Osborne Clarke and Torque Law
- Intern programme support: Bristol Uni, UCL, UWE
- Crafting: Redmaids High School & Bristol Junior Chamber
- Dancewell for donation of dance stock
- Printing: Irwin Mitchell
- Disney photography and videography: Jungl Marketing
- Independent Examiner: Noa Bladon
- The health, education and social care professionals who assist our work
- Agents of Change speakers and VIP guests
- Facilitation and executive coaching: Jonathan Philips
- Storage space: Big Yellow Ealing and Big Yellow Bristol
- Volunteer photographers, videographers, video editors and social media support in particular Jody Marshall, Joshua Griffiths, Tom Macklin, Ross Holmes, Puja Malkani, Katie Beale
- Sewing groups: Dressability, Stitch, Knit Natter
- Tesco, Skyboat Cafe and Edgie Eats for catering and supplies for events

As it is difficult to value these donated services, they have not been included in the accounts.

Reference and Administrative Details

Charity registration number: 1187604
Date of registration: 27th January 2020
(previously a CIC since 2nd February 2015)
Address: Flamingo Chicks, The Old Bake House,
Downs Park East, Westbury Park, Bristol BS6 7QD
Website: www.flamingochicks.org
Bankers: Lloyds Bank plc, 15 High St, Westbury
on Trym, Bristol BS9 3DA
Independent examiner: Noa Bladon

Trustees

The Trustees who served the charity during the period were as follows:

Claire Bridges - Chair
Robert Hart
Annabelle Turner
Zara Bartels (resigned 27 May 2025)
Abu Sidhane
Nicole Brennan (resigned 17 April 2025)
Elizabeth Mukherjee (appointed 18 April 2025)
Charlotte O'Brien (appointed 18 April 2025)
Martyn Cooper (appointed 18 April 2025 and resigned 22 September 2025)

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

Organisational Structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day-to-day running of the charity is delegated to the CEO Katherine Sparkes.

Recruitment and Appointment of New Trustees

Regular Trustee skills audits are carried out and new Trustees are recruited either to replace a person who has resigned or to bring specific skill and experience onto the Board. Trustee

vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first Board Meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible- measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk Management

The Trustees review risk at each Board meeting and maintain a risk register monitored using a traffic-light system to ensure organisational risks are regularly assessed and managed.

During the year, Trustees focused on the charity's financial sustainability. As a small charity operating in a challenging funding environment, the main risk identified is reliance on grant and donated income. To address this, Trustees are prioritising the growth of trading income, diversification of funding sources, and close monitoring of cash flow and reserves.

Trustees also review staffing capacity and operational delivery to ensure the charity can meet demand without over-extension. Financial reporting, budgeting and forward planning support effective decision-making, and expenditure is managed cautiously in line with expected income.

The Trustees are satisfied that appropriate systems are in place to manage the charity's principal risks and will continue to review these regularly.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

Statement of the Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including the Statement of Recommended Practice (FRS 102 SORP) Accounting and Reporting by Charities issued in 2019 applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources 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 Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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 constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:



Claire Bridges, Chair of Trustees

Date: 8 March 2026

FLAMINGO CHICKS CIO

REPORT OF THE INDEPENDENT EXAMINER

YEAR ENDED 31 DECEMBER 2025

I report to the Trustees on my examination of the accounts of Flamingo Chicks CIO for the year ended 31 December 2025 set out on pages 29 to 39.

Responsibilities and basis of report

As the charity Trustees of the Charity 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 all 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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 this report in order to enable a proper understanding of the accounts to be reached.



Name: Noa Bladon of NEC Consultancy Ltd

Address: 5th Floor, 167 – 169 Great Portland Street, London, W1W 5PF

Qualification: ACA (ICAEW)

Date: 8 March 2026

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025**

		Unrestricted funds	Restricted funds	31.12.2025 Total funds	31.12.2024 Total funds
	Notes	£	£	£	£
Income from:					
Grants and donations	2	63,373	145,388	208,761	181,951
Charitable activities	3	38,330	-	38,330	43,747
Investment income		2,857	-	2,857	82
Total income		104,560	145,388	249,948	225,780
Expenditure on:					
Raising funds	4	2,237	3,995	6,232	4,575
Charitable activities	5	101,911	129,498	231,409	191,020
Total expenditure		104,148	133,493	237,641	195,595
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	412	11,895	12,307	30,185
Transfers between the funds		-	-	-	-
Net movement in the funds		412	11,895	12,307	30,185
RECONCILIATION OF FUNDS					
Total funds brought forward		155,726	56,673	212,399	182,214
TOTAL FUNDS CARRIED FORWARD	14	156,138	68,568	224,706	212,399

The Charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the Charity are classed as continuing.

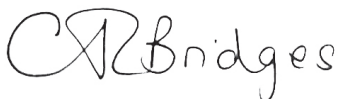
The comparative funds are detailed in Note 15.
The notes on pages 31 to 39 form part of these financial statements.

FLAMINGO CHICKS CIO

**BALANCE SHEET
AS AT 31 DECEMBER 2025**

	Notes	Unrestricted funds £	Restricted funds £	31.12.2025 Total funds £	31.12.2024 Total funds £
FIXED ASSETS	11	-	5,000	5,000	11,100
CURRENT ASSETS					
Debtors	12	15,567	-	15,567	4,672
Cash at bank		141,321	63,568	204,889	197,367
		<u>156,888</u>	<u>63,568</u>	<u>220,456</u>	<u>202,039</u>
CREDITORS					
Amounts falling due within one year	13	(750)	-	(750)	(740)
NET CURRENT ASSETS		<u>156,138</u>	<u>63,568</u>	<u>219,706</u>	<u>201,299</u>
NET ASSETS		<u><u>156,138</u></u>	<u><u>68,568</u></u>	<u><u>224,706</u></u>	<u><u>212,399</u></u>
FUNDS	14				
Unrestricted funds				156,138	155,726
Restricted funds				<u>68,568</u>	<u>56,673</u>
TOTAL FUNDS				<u><u>224,706</u></u>	<u><u>212,399</u></u>

The financial statements were approved by the Board of Trustees on 8 March 2026 and were signed on its behalf by:



Claire Bridges - Chair

The notes on pages 31 to 39 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise. Online platforms automatically collect gift aid on donations.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the Sofa. The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources. Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Fixed assets

Fixed assets over £500 are included at cost less depreciation and impairment.

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Equipment and furniture - 25% straight line

Plant and machinery - 20% straight line

Cash at bank and in hand

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.12.2025 Total £	31.12.2024 Total £
Grants - unrestricted	47,690	-	47,690	20,580
Grants - restricted				
- Inclusive dance programmes	-	76,582	76,582	41,750
- Intergenerational volunteering	-	7,250	7,250	1,250
- Core costs	-	40,886	40,886	64,993
- Income generation	-	3,120	3,120	-
- Disney dance performance	-	11,090	11,090	22,000
- Community festival	-	-	-	17,680
- Agents of Change Youth Advocacy	-	6,460	6,460	-
Donations and gift aid	15,683	-	15,683	6,085
Legacies	-	-	-	7,613
	<u>63,373</u>	<u>145,388</u>	<u>208,761</u>	<u>181,951</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	38,315	-	38,315	43,744
Online shop	15	-	15	3
	<u>38,330</u>	<u>-</u>	<u>38,330</u>	<u>43,747</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.12.2025 Total £	31.12.2024 Total £
Fundraising costs	1,098	3,995	5,093	743
Donation website charges	1,139	-	1,139	506
10th Birthday fundraiser	-	-	-	3,326
	<u>2,237</u>	<u>3,995</u>	<u>6,232</u>	<u>4,575</u>

All raising funds expenditure was from unrestricted funds totalling £4,575 in 2024.

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £	31.12.2025 Total £
Charitable activities (see Note 6)	53,265	129,498	182,763
Support and governance costs (see Note 7)	48,646	-	48,646
	<u>101,911</u>	<u>129,498</u>	<u>231,409</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

5. CHARITABLE ACTIVITIES - PRIOR YEAR

	Direct costs £	Project costs £	31.01.2024 Total £
Charitable activities (see Note 6)	39,629	124,768	164,397
Support and governance costs (see Note 7)	26,623	-	26,623
	<u>66,252</u>	<u>124,768</u>	<u>191,020</u>

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.12.2025 Total £	31.12.2024 Total £
<u>Direct costs</u>				
Dance classes	40,686	-	40,686	36,456
Parent/carers support	455	-	455	800
Volunteer management incurred costs	1,653	-	1,653	427
Advocacy and campaigns	282	-	282	1,059
Virtual classes - website & marketing	2,249	-	2,249	887
<u>Project costs</u>				
- Inclusive dance programmes	-	63,207	63,207	42,793
- Volunteer management	-	4,527	4,527	1,250
- Core costs	-	19,010	19,010	68,102
- Stage depreciation	-	5,900	5,900	3,240
- Disney dance performance	7,940	23,707	31,647	9,383
- Community festival	-	9,494	9,494	-
- Agents of Change Youth Advocacy	-	3,653	3,653	-
	<u>53,265</u>	<u>129,498</u>	<u>182,763</u>	<u>164,397</u>

CHARITABLE ACTIVITIES - PRIOR YEAR

<u>Direct costs</u>				
Dance classes	36,456	-	36,456	
Parent/carers support	800	-	800	
Volunteer management incurred costs	427	-	427	
Advocacy and campaigns	1,059	-	1,059	
Virtual classes - website & marketing	887	-	887	
<u>Project costs</u>				
- Inclusive dance programmes	-	42,793	42,793	
- Volunteer management	-	1,250	1,250	
- Core costs	-	68,102	68,102	
- Stage depreciation	-	3,240	3,240	
- Disney dance performance	-	9,383	9,383	
	<u>39,629</u>	<u>124,768</u>	<u>164,397</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.12.2025 Total £	31.12.2024 Total £
<u>Support costs</u>				
Salary costs	31,343	-	31,343	13,734
Freelance staff	3,785	-	3,785	2,840
Recruitment, training and travel	985	-	985	(6)
Office, storage rent and cleaning	5,967	-	5,967	4,442
Business rates	237	-	237	237
Telephone and internet	698	-	698	445
Printing, postage and stationery	600	-	600	152
PPE and replacement equipment	125	-	125	-
Subscriptions	248	-	248	96
Sundry & volunteer management	1,070	-	1,070	678
Depreciation of equipment	200	-	200	60
Bookkeeping, payroll and accounts	815	-	815	1,095
Bank charges	9	-	9	-
	<u>46,082</u>	<u>-</u>	<u>46,082</u>	<u>23,773</u>
<u>Governance</u>				
Insurance	287	-	287	1,171
Monitoring and evaluation	1,740	-	1,740	1,644
Professional fees	537	-	537	35
	<u>2,564</u>	<u>-</u>	<u>2,564</u>	<u>2,850</u>
Total support and governance	<u>48,646</u>	<u>-</u>	<u>48,646</u>	<u>26,623</u>

All support & governance expenditure was from unrestricted funds totalling £26,623 in 2024.

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.12.2025 Total £
Gross salaries and wages	24,668	4,081	28,749
Employer's pension	6,675	-	6,675
	<u>31,343</u>	<u>4,081</u>	<u>35,424</u>
Freelance staff			
- Raising funds	-	3,995	3,995
- Charitable activities - projects	-	92,680	92,680
- Charitable activities - general	35,832	-	35,832
- Management and governance	430	-	430
	<u>36,262</u>	<u>96,675</u>	<u>132,937</u>
Total staff costs	<u>67,605</u>	<u>100,756</u>	<u>168,361</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

8. STAFF COSTS AND NUMBERS - PRIOR YEAR

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £
Gross salaries and wages	9,836	14,261	24,097
Employer's pension	3,898	2,398	6,296
	<u>13,734</u>	<u>16,659</u>	<u>30,393</u>
Freelance staff			
- Raising funds	6,837	-	6,837
- Charitable activities - projects	-	87,557	87,557
- Charitable activities - general	26,650	-	26,650
- Management and governance	120	-	120
	<u>33,607</u>	<u>87,557</u>	<u>121,164</u>
Total staff costs	<u>47,341</u>	<u>104,216</u>	<u>151,557</u>

There was 1 member of staff employed during 2025 (2024 - 2 people)

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000 (2024 - None)

The remuneration of the key management personnel (2024, 1 person) amounted to £35,424 (2024 - £26,744)

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the period ended 31 December 2025 (2024 -

Trustees' expenses

There were no Trustees' expenses paid to Trustees for the period ended 31 December 2025 (2024 - Nil).

Trustees' donations

Trustees made donations in the period totalling £812 (2024 - £262).

Related party transactions

There were no related party transactions in the year or prior year apart from those disclosed in the accounts.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025**

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.12.2025	31.12.2024
	£	£
Independent examiner's fee	-	-

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

	Equipment & furniture £	Plant & machinery	Total £
COST			
Balance b/f	1,846	18,000	19,846
Additions	-	-	-
Disposals	(1,218)	-	(1,218)
Balance c/f	<u>628</u>	<u>18,000</u>	<u>18,628</u>
DEPRECIATION			
Balance b/f	1,846	6,900	8,746
Charge for period	-	3,600	3,600
On disposals	(1,218)	-	(1,218)
Revaluation	-	2,500	2,500
Balance c/f	<u>628</u>	<u>13,000</u>	<u>13,628</u>
NET BOOK VALUE - 31.12.2025	<u>-</u>	<u>5,000</u>	<u>5,000</u>
NET BOOK VALUE - 31.12.2024	<u>-</u>	<u>11,100</u>	<u>11,100</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.2025	31.12.2024
	£	£
Trade debtors	15,330	4,256
Donations - Crowdfunder	182	324
Gift aid	55	92
	<u>15,567</u>	<u>4,672</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.2025	31.12.2024
	£	£
Accruals	<u>750</u>	<u>740</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.1.2025 £	Income £	Expenditure £	Transfers £	At 31.12.2025 £
Unrestricted funds					
General fund	98,989	104,560	(94,432)	(3,000)	106,117
Designated funds	56,737	-	(9,716)	3,000	50,021
	<u>155,726</u>	<u>104,560</u>	<u>(104,148)</u>	<u>-</u>	<u>156,138</u>
Restricted funds					
Inclusive dance programmes	5,602	76,582	(63,207)	(20)	18,957
Intergenerational volunteering	-	7,250	(4,527)	-	2,723
Core costs	9,874	40,886	(19,010)	(855)	30,895
Income generation	-	3,120	(3,995)	875	-
Fixed asset - Stage	10,900	-	(5,900)	-	5,000
Disney dance performance	12,617	11,090	(23,707)	-	-
Community festival	17,680	-	(9,494)	-	8,186
Agents of Change Youth Advocacy programme	-	6,460	(3,653)	-	2,807
	<u>56,673</u>	<u>145,388</u>	<u>(133,493)</u>	<u>-</u>	<u>68,568</u>
TOTAL FUNDS	<u>212,399</u>	<u>249,948</u>	<u>(237,641)</u>	<u>-</u>	<u>224,706</u>

MOVEMENT IN FUNDS - PRIOR YEAR

	At 1.2.2024 £	Income £	Expenditure £	Transfers £	At 31.12.2024 £
Unrestricted funds					
General fund	101,590	78,107	(45,708)	(35,000)	98,989
Designated funds	46,856	-	(25,119)	35,000	56,737
	<u>148,446</u>	<u>78,107</u>	<u>(70,827)</u>	<u>-</u>	<u>155,726</u>
Restricted funds					
Inclusive dance programmes	6,645	41,750	(42,793)	-	5,602
Intergenerational volunteering	-	1,250	(1,250)	-	-
Core costs	12,983	64,993	(68,102)	-	9,874
Fixed asset - Stage	14,140	-	(3,240)	-	10,900
Disney dance performance	-	22,000	(9,383)	-	12,617
Community festival	-	17,680	-	-	17,680
	<u>33,768</u>	<u>147,673</u>	<u>(124,768)</u>	<u>-</u>	<u>56,673</u>
TOTAL FUNDS	<u>182,214</u>	<u>225,780</u>	<u>(195,595)</u>	<u>-</u>	<u>212,399</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

14. FUNDS - DESCRIPTION**General fund**

The general fund is used for the administration costs of the charity.

Designated funds

This fund has been set up from part of the £90,000 legacy received in 2023 and a legacy of £7,613 received in 2024. £21,737 is designated for core costs, to include essential roles working to help the charity become more sustainable and have greater impact (such as the CEO role) as well as the rent for the Flamingo Chicks' office. £9,716 was spent in the year. An additional £3,000 has been moved to designated funds to pay for a Cabinet Office fast streamer. £35,000 is designated to save towards the purchase of a property to become the first Flamingo Chicks' Centre. The charity is exploring options for this with the help of the Charities Aid Foundation (CAF).

Inclusive dance programmes

This fund delivers inclusive classes and workshops enabling disabled children to explore movement and dance.

Intergenerational volunteering programme

This fund covers managing the charity's 1,459 intergenerational volunteers, including training, development and safeguarding checks.

Core costs

This fund is to cover the costs of the management team for the day to day running and leadership of the Charity and other core costs.

Fixed asset - Stage

This fund was used to purchase a touring stage for the inclusive dance programme which has been capitalised and depreciated over 5 years.

Disney dance performance

This fund was raised to take a group of disabled children and their siblings to Disneyland Paris to perform on the Videopolis stage.

Community Festival

This fund is to organise the 24-hour Dance Relay, involving the whole community.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme.

15. PRIOR YEAR COMPARATIVES

	Unrestricted funds	Restricted funds	31.12.2024 Total funds
	£	£	£
Income from:			
Grants and donations	34,278	147,673	181,951
Charitable activities	43,747	-	43,747
Investment income	82	-	82
Total income	78,107	147,673	225,780
Expenditure on:			
Raising funds	4,575	-	4,575
Charitable activities	66,252	124,768	191,020
Total expenditure	70,827	124,768	195,595
NET INCOME/ (EXPENDITURE) FOR THE YEAR	7,280	22,905	30,185
Net movement in the funds	7,280	22,905	30,185
RECONCILIATION OF FUNDS			
Total funds brought forward	148,446	33,768	182,214
TOTAL FUNDS CARRIED FORWARD	155,726	56,673	212,399

A MULTI-AWARD WINNING CHARITY

- Short-listed and highly commended in the Charity Awards, Charity Times Awards and the Third Sector Charity Awards
 - MBE for our Founder, Katie Sparkes - New Year Honours
 - Innovation In Dance Award - One Dance
 - Best Family Arts Activity - Fantastic For Families Awards
 - Youth Leadership Programme of the Year - Prestige Awards
 - Inclusive Physical & Virtual Activities - GHP Social Care Awards
 - The Queen's Award for Voluntary Service - 'the MBE for charities'
 - Dance People Entertainment - Community Services Award
 - Best Disabled Children Inclusion Initiative - GHP Social Care Awards
 - Bristol Life Magazine - Education Award
- The Independent Newspaper - 'Happy List' of 50 inspirational people whose kindness, courage and selflessness make our country a better place to live - our CEO
 - TSB Pride of Sport - Community Award
- A Point of Light Award from the Prime Minister - recognising our work in championing inclusion



This report was kindly funded with support from RWK Goodman

**rwk
goodman**

 @flamingo_chicks  @flamingochicks

Charity number 1187604

FLAMINGO CHICKS CIO

England & Wales - Charity number 1187604

Accounts



OUR IMPACT

2024



“We are fighting for a fair future for disabled kids. We want to dismantle barriers to inclusion.”

Flamingo Chicks' Agents of Change

WELCOME

Now in our 11th year, Flamingo Chicks is more magical than ever, bringing joy, wellbeing, and change to disabled children and their families.

What a year it's been! From breaking down barriers in iconic spaces to magical performances, 2024 has been bursting with colour, movement, and inclusion - all thanks to your incredible support.

- ★ We took over 10 Downing Street, Heathrow Airport, the Science Museum, and the Eden Project, advocating for inclusion in the UK's most iconic spaces.
- ★ **12,455** children joined our inclusive dance sessions, bringing our total to 47,778 Flamingo Chicks!
- ★ Nearly **10,000** children took part in our 2024 on-demand virtual class, featuring Paralympian and Olympian cameos.
- ★ **88%** of Flamingo Chicks felt pride as performers, and 81% reported improved physical wellbeing.
- ★ We launched **Sparkle Squads**, adding extra costumes, giant props, and new sensory experiences to classes.
- ★ **78%** of health, education and socialcare professionals felt they had learnt new techniques from us, with **95%** going on to implement them in their own practice.

Volunteers are the heartbeat of Flamingo Chicks. We champion first-time, disabled, older, and socially isolated volunteers, unlocking incredible talent that strengthens our charity. An example of this is our network of care homes which crafts props and costumes for us, helping us use more eco-friendly and repurposed materials. 78% of volunteers said working with us reshaped their view of what disabled children can achieve - proof that volunteering drives real social change!

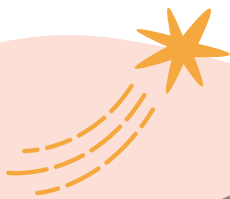
Our Agents of Change youth council continues to break barriers. This year, 40 young changemakers interviewed 12 VIP guests from TV to climate change, conducted accessibility audits, and hosted celebrity guests - ensuring disabled voices are heard in key conversations. They are the future of inclusion, and we can't wait to see what they do next!

Thank you for being part of this incredible journey.

**Katherine Sparkes MBE, Founder & CEO
and Claire Bridges, Chair of Trustees**



Claire Bridges



Katherine Sparkes MBE

FLAMINGO CHICKS BY NUMBERS



OUR REACH

In 11 years, we've gone from 15 children to

 **47,778!**

In 2024: 198 workshops and regular classes up by 28%. We saw 12,455 (up by 7%) children in our sessions through:

- ★ 676 regular classes
- ★ 198 workshops
- ★ 85 regular adult classes
- ★ 19 stage shows

Overall, regular classes up by **44%**

CHAMPIONING INCLUSION

- ★ 39% boys
- ★ 20% non-disabled children
- ★ 24 dance teachers, specialising in inclusive techniques

£225,780 income



x37

Agents of Change youth advocates

HARNESSING THE POWER OF TECHNOLOGY

9906

children took part in this year's virtual class

EXCEPTIONAL VOLUNTEERING

Over 4572 hours of volunteer time donated, the equivalent of £90,891 based on UK average wage!

13
Awards

8 Global Chicks outreach projects



1266
Intergenerational volunteers

2024 HIGHLIGHTS

JANUARY

2024 kicks off at Number 10 **Downing Street** with an 'advocacy hijack'. Here our Agents of Change showcased our techniques and trained up Civil Servants on inclusive communication.



FEBRUARY

Diving into a world of circuits, gears and tech wonders, we celebrated our new theme with **Robot Parades!**



MARCH

A return visit to Number 10 for **International Women's Day** with Hatching Chicks!

Hatching Chicks Spring Show dancing to 'Pure Imagination' from Wonka.

West Blatchington Flamingo Chicks dazzle at **Brighton Dome!**



APRIL

Agents Of Change celebrate being finalists at **The Learning Disability and Autism Leaders' List awards** held at the O2.



4 new 'Performance Deconstructed' stage shows - a riot of colour in our sensory wonderland!



The Tutu Takeover! We launch our advocacy campaign 'It Takes Two To Tutu' highlighting the need for inclusion. 15 celebrities designed magical tutus to support and raise awareness, and each one was hand-crafted by our volunteers!

MAY

Our annual **everyone active campaign** raises £33,500 and gets 1066 people active.



The **tutus go on tour** to John Lewis, Crafter's Companion and on stage at UK theatres!



We launch the **'24 hour dance relay'** to mark our 10th birthday. 24 differently themed events, dancing through an entire night and day! Hundreds joined us from babies to care homes!



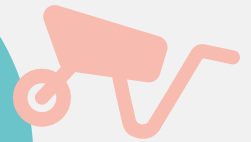
JUNE

We release a new virtual class and almost **10,000 children** take part! Paralympics / Olympic themed, it featured real athlete cameos and some visited our classes too!



JULY

Gardening and crafts - summer makeovers for our children's hospice settings plus making props and backdrops with our corporate and care home partners.



SEPTEMBER

Sparkle Squads take the magic up a notch in our sessions, with targeted visits featuring new props, costumes and wows!



On tour at the Science Museum - Flamingo Chicks takeover the iconic **Winton Gallery** at the Science Museum, London.



Team Development Day, full of learning, planning and dreaming!



OCTOBER

Last parent/carer event of the year, a **Dads' Dinner** which sold out in minutes!



NOVEMBER

PROPS joins the Flamingo Dance family as our newest adult, regular class.

DECEMBER

Heathrow Airport takeover! Showcasing inclusive dance and upskilling staff in travel Makaton.



JAN-DEC 12 VIPs

Agents of Change take on 12 VIP's from a range of sectors from Youth Parliament to TV production, adventurers and mental health.





OUR MISSION: WHY WE'RE HERE

“Opportunities to get moving are sparse. Flamingo Chicks’ unique blend of colourful props and kit and adapted movement gets everyone feeling good and ensures our wide range of abilities can all take part in a really supportive, joyful environment.”

Stephanie Hodgson,
Manager at Silva Care

Flamingo Chicks combats inactivity and isolation among the 1.8m disabled children (8% of the child population) and their families. We support disabled children to realise their full potential.



Tackling inactivity

7 out of 10 disabled people want to be more active [Activity Alliance]

23% of children with learning disabilities are obese [NICE]



Combatting isolation

180 disability hate crimes are reported every day in the UK [Disability Matters]

4 in 10 parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children [Mumsnet]

72% of disabled children feel lonely versus 36% of non disabled children [Activity Alliance]

15% of disabled children feel lonely every day [FC own research 2024]



Supporting parental health

83% of parents and **100% of dads** of disabled children felt socially isolated before joining Flamingo Chicks [FC research]

Only 4% had sufficient support to care for their disabled child safely [Disabled Children's Partnership]

87% of parents of children aged 0-5 have felt judged by members of the public when they go out with their disabled child [Scope]

76% of parents experience mental ill health some or a lot of the time [Gympanzees]

“Flamingo Chicks helps my stiff muscles loosen and helps me to relax. I get to dance even though I am in a wheelchair.”

Delilah, Flamingo Chick



OUR MISSION: WHAT WE DO

“Flamingo Chicks proves that dance is not only a progressive physical activity but a truly therapeutic route to development and all round wellbeing for some of our most complex young people. The impact can be felt beyond the sessions with improvement in confidence and resilience. Flamingo Chicks offers invaluable support with tangible outcomes. Gold dust.”

Kris Tavender, Community Engagement Lead, Bristol Bears

At Flamingo Chicks, we're breaking down barriers to inclusion and fighting for a fairer future for disabled children and their families. We do this through five core pillars: inclusive dance classes, parent/carer support, intergenerational volunteering, global outreach and youth-led advocacy.



PILLAR ONE

Inclusive dance classes & workshops

Through our three dance interventions: Flamingo Chicks (for children), Flamingo Dance (for adults) and Hatching Chicks (aimed at disabled mums and mums of disabled babies), we provide inclusive physical activity that caters for ALL. Our classes are unique: founded in core dance principles with communication aids such as Makaton signing, as well as adapted movements and multisensory elements, our classes support both the physical and emotional health of participants.

PILLAR TWO

Parent/carer peer support network

Offering a lifeline for parents and carers, we provide opportunities to connect and tools to help equip families.

- Bitesize online workshops on key topics
- Wellbeing activities: guided relaxation sessions, available on-demand
- Free access to NHS-recommended 'Companion App'
- Social events
- Makaton training



87% of parents feel less socially isolated after joining the Flamingo Chicks community

76% were more able to cope with the demands of caring for a disabled child



PILLAR THREE

Exceptional intergenerational volunteering

We exemplify the highest standards in volunteering, as evidenced by our Queen's Award for Voluntary Service – the MBE for charities! Volunteers are the heartbeat of Flamingo Chicks. We pioneer opportunities that welcome and encourage first time, disabled and socially isolated older volunteers. We know there is such huge talent and potential in these groups which make our charity stronger. We offer training and opportunities including Makaton and public speaking.

1266 intergenerational volunteers during 2024

25% are disabled volunteers

78% said Flamingo Chicks has made them re-evaluate what disabled children are capable of

56% had improved confidence and 81% felt more connected to the community

30% of volunteers learnt Makaton with Flamingo Chicks

37% have volunteered for us for over 5 years!

100% would recommend volunteering at Flamingo Chicks

[Flamingo Chicks' 2024 Volunteer Survey]

"I like volunteering at Flamingo Chicks because I like to help out and join in with the dancing. It's good to get out of my house and make new friends. Some of them have Down's Syndrome like me. I feel like I'm part of a team. It makes me happy."

Jack, Volunteer



"I feel a sense of purpose and belonging volunteering at Flamingo Chicks. The sessions are so joyful that I smile throughout and leave with a spring in my step. I enjoy making a contribution to the wider community and feel valued."

Terry, Volunteer



PILLAR FOUR

Global outreach

Global Chicks is an outreach project sharing tips, best practice and upskilling organisations that work with disabled children across the world.

There are between 93 and 150 million disabled children worldwide (Their World, 2021). Many of these children live on the margins of society, excluded from school and living in poverty. They are also often overlooked by policies, plans and targeted support programmes.

From Ghana to Vietnam and Singapore to refugee camps in Greece, our outreach teams have delivered Flamingo Chicks' workshops to hundreds of children worldwide and supported local organisations to develop their own activities and grow!

“How did you come up with such a wonderful dance? I have never seen anything like it! Such colour, pomp and great moves! Thank you very much - you have left us highly inspired. You are great instructors! We will continue practising your wonderful dance.”

Lucy - Safe Centre for Children With Special Needs, Nakuru, Kenya, following an outreach session led by Flamingo Chicks' Volunteers.



Cape Coast school for deaf and blind children, Ghana

PILLAR FIVE

Advocacy

Leading our movement to champion inclusion and disabled children's rights are the very people Flamingo Chicks exists to serve – disabled young people. We call them our Agents of Change. They work towards dismantling barriers to inclusion so that schools, health facilities, public transport bodies and others encourage disabled children to participate alongside their peers. Our Agents of Change meet regularly for workshops underpinned by the United Nation's Sustainable Development Goals. They already have an impressive speaking record, including the UN HQ in New York and the House of Commons, and have advised power-houses like the Science Museum in London.

“When I’m older I want to work in law to help advocate for disabled people’s rights.”

Alisha

“We believe that inclusion and understanding of people with disabilities is essential to a fair and flourishing society.”

Sameer

“We are trying to get the young generation to build this earth as disabled friendly.”

Asha

“Being an Agent of Change has made me so much more confident! I’ve met amazing people and gone to places I never dreamed of - like Downing Street! It’s really exciting that important people listen to us, and I’m proud to help other young people and make real change.”

Kian, Agent Of Change

37

Agents of Change
youth advocates



12

 VIP guests
during 2024

Good Morning Britain TV Studios



The United Nations, New York



THEORY OF CHANGE

The barriers we're breaking down

Disabled children do not have the same access to physical and social activities and are segmented from enjoying these activities with their peers.

As a result of this exclusion there is a lack of awareness around disabled children, their capacities and their right to decide and advocate for their own futures.

How we're doing this

Providing fully inclusive dance classes and activities gives disabled children the chance to participate in activities that can combat stereotypes around what disabled children and their bodies can do. The activities can also help address inactivity and obesity among disabled children.

Dance and creative experiences not only enable people to live more physically active lives, tackling obesity and enhancing health, they also promote empathy, friendship, and support children and young people to process the world around them.



Start

Parent, school, community group, hospital or hospice engages with Flamingo Chicks and takes part in a Flamingo Chicks class

Inputs

Flamingo Chicks dance classes
Flamingo Chicks HQ

Activities

Classes Flamingo Chicks classes engage disabled and non-disabled children in ballet, movement and active learning

Volunteering Intergenerational volunteering supports the delivery of classes; our extended community also engage in fundraising and campaigning activities to promote and support Flamingo Chicks

Peer support Parent/carers engage in peer networking and receive support as part of the Flamingo Chicks community

Agents of Change Our peer-led panel of 40 disabled youth advocates act as a school council and inform our decisions and undertake advocacy, campaigning and training activities

Advocacy Flamingo Chicks raises awareness about social isolation, inactivity and exclusion and the challenges facing disabled children and their families

Outputs

Breaking down barriers to inclusion

Disabled and non-disabled children enjoy social and recreational activities together
The challenges facing parents and carers are more widely understood

Exceptional volunteering links different communities and generates awareness around disability
Disabled children are empowered to fulfil their potential

Tackling isolation

Disabled children enjoy social and recreational activities with their peers, families and siblings
Parents feel connected to a support network and involved/included by the community

Teachers and volunteers are supported by the Flamingo Chicks community and proactively engage in inclusive activities

Improved physical and social activity

Disabled children engage in physical, social and recreational activities
Disabled children learn transferable skills including teamwork, creativity and public speaking
Parents/carers and wider society re-evaluate the physical capabilities of disabled children

Impact

Disabled children enjoy the right to participate in and access services that enable them to reach their full potential

PERFORMANCE DECONSTRUCTED



Magic and sparkle have always been at the heart of what we do. Our mobile stage with interconnecting sensory canopy takes this up a level. We took Flamingo Chicks on the road with new magical theme touring workshops offering a unique fusion of performance and activities, reaching 287 children.

Performance Deconstructed, allows us to harness the transformative power of theatre and dance to create unique performances and opportunities for disabled young people, their families and the wider community.

Our bespoke pop-up stage is a beautiful, stimulating sensory space which has been designed by our Agents Of Change and made into a reality thanks to the talents of Bakehouse Factory.

Magical moving props, fabrics, smells, sounds and costumes nurture confidence, imagination and curiosity. It keeps the very best of a theatre experience for both audience and performer but strips away the elements that make a traditional venue overwhelming and inaccessible.

Our aim is to ignite a culture shift where accessible and immersive performances are a valued and intrinsic part of the artistic landscape, sparking a ripple effect of significant and sustainable impact.

“Completely magical, beautiful and amazing! For ALL students. Staff also had a fantastic experience. The staging was enchanting and the storyline was highly sensory and appropriate. You encouraged students to be up and exercising through dance in a fully immersive environment.”

Tamara Stewart, Teacher Mapledown School



“I was blown over by how beautiful it was and how expertly you used movement, sensory stimulation and physicalised learning to explore topics that (on the face of it) might seem beyond our learners.”

Patxi del Amo, Lead Practitioner of the Performing Arts, TreeHouse School



MEASURING SUCCESS

At Flamingo Chicks, we're making sure ALL voices are heard, so when evaluating our projects we pioneer inclusive techniques to measure our impact. We also share these widely with others to enable them to capture all voices effectively and accurately.

2024 evaluation highlights

Improved emotional wellbeing

75% of schools also saw an increase in independence (a 25% increase on last year) For our Performance Deconstructed Stage Shows, **88%** of schools saw an increase in emotional wellbeing (23% increase on last year).

Improved physical wellbeing

In our regular classes, **81%** of participants showed improved physical wellbeing and were able to complete a series of set exercises after 6 classes.

For our stage shows, **94%** of schools saw an improvement in physical wellbeing (5% increase on last year). **84%** of children reported they had moved their bodies more than usual.

Improved self-confidence

88% of participants reported they felt like a performer by the end of a term of regular classes. Schools also reported a **78%** increase in the performance level of participants following regular classes.

After our Stage shows, **97%** said they enjoyed performing and **94%** would like to do more.

Professionals views

We surveyed the health, education and social care professionals we work with to hear how they feel our classes and workshops impacted young people:

81% felt that participants were much happier after a Flamingo Chicks class. **93%** saw an improvement in independence and confidence.

Speech & language

85% saw improvement.

Physical wellbeing

96% saw improvement.

Active learning

85% reported that Flamingo Chicks themes reinforce learning in the curriculum.

Inspiring

92% said Flamingo Chicks has been helpful to show parents/carers what young people can do outside of school.

78% of professionals felt they had learnt new techniques from us, with **95%** going on to implement them in their own practice.

Finally, Flamingo Chicks had an NPS (Net Promoter Score) of 88. Our survey found **88%** of professionals would recommend Flamingo Chicks sessions to a friend or colleague.

“Within just one session we were really inspired by the Flamingo Chicks’ approach. It made us re-evaluate what our children were capable of in a new context. It helped invigorate our team, freshened our thinking and empowered us to be more creative with the opportunities for our students. Pupils were able to experience the joy of dance and expressing themselves in different ways, something that most of them would not have been exposed to because of the inability to access mainstream groups. This also helped make pupils and parents aware that there are opportunities to access extra-mural activities for children with additional needs.”

Charleen Bruce, Assistant Headteacher -
John Chilton School, Ealing

78%
of professionals felt they had learnt new techniques from us, with 95% going on to implement them in their own practice.

Sensory Scales
Tactile and creative ways to score activities



Layers of Sand
To show collective attainment



Draw what you learned
Free drawing time to record term highlights

Traffic Light Paddles
With emotion faces to help convey feelings



Flamingo Scale
To measure feelings

Flamingo Chicks' techniques

- Sensory and tactile evaluation techniques
- Makaton and widget symbol flashcards to self-report mood
- Three-level warm up scale to measure physical movement
- Performer 'Spotlights' and 'curtain calls'
- Teachers' reporting and feedback
- School feedback and questionnaires
- Peer evaluators
- NPS score
- Celebration sessions
- Observations, oral testimonies and stories of change



Inflatable Microphones
To encourage soundbites



Impact Pool
Playtime with tactile items to test knowledge retained and explore topics in depth



Miles up the Mountain
Interactive Zoom techniques as a confidence gauge



Confetti Ceremony
To assess happiness

WHERE WE WORK

We run regular classes across the UK in settings such as schools for disabled children, children's hospices, hospitals and community groups. We also deliver outreach workshops across the UK and the world!

OUR FLOCK

- Regular Classes
- Taster Workshops

"Flamingo Chicks is a really important part of our week. Run as an after school club, it provides great opportunities for children to access a physical based session, outside of their core provision. Furthermore, the PE/Dance sessions in school, are beginning to mirror the excellent practice we see in Flamingo Chicks sessions. Each session is a real lesson in how to deliver Dance, to even the most complex learners."

Tom Peters, Oasis Academy Longcross

"Flamingo Chicks helps hugely with mental health, happiness and student engagement with movement activities. The sensory aspect of the lessons means that students can engage with challenging topics and the resources used are always pitched very well. After the sessions students feel much more relaxed and are generally better engaged in anything they do for the rest of the day."

Tamara Stewart, Mapledown School



"Flamingo Chicks is expert at creating magical sessions full of wonder, sensitively adjusted for all abilities and using Makaton. This means our students, who have a wide range of profound and multiple physical and learning disabilities can take part - they access the sessions from Acheeva beds, wheelchairs or using their walkers! We love our sessions, and look forward to them all week!"

Lucy Galloway, Curriculum Lead -
Claremont Special School, Bristol



HOW WE WORK

We are committed to being a representative organisation that champions inclusion and fights for a fairer future throughout.

Our team

Our teaching team: our teachers are specialists in inclusive dance practice and bring a plethora of skills to Flamingo Chicks. They have extensive experience working across the arts, including theatre and music and working in a variety of settings, such as private dance schools, care homes and professional dance organisations.

Our board: we are passionate about ensuring our board is diverse and represents the community we serve. Board members are trained in disability awareness, undergo DBS checks, complete NSPCC Child Protection training and follow the Charity Governance code. 88% are disabled or have long term health conditions.

Our Patrons: Flamingo Chicks is proud to work with our Patrons Peaches Golding OBE CStJ, Mark Smith, Tamara Rojo CBE, Rosaleen Moriarty-Simmonds OBE, Joe Sims and Claudia Fragapane. As champions, their support enables us to reach new communities and audiences, motivates our team and provides powerful, memorable opportunities for our community.

Our practices

Accessibility: we are committed to ensuring our way of working is inclusive: our board meetings are live-captioned and recorded so they can be replayed, we have a buddy system to support new additions to the team and we introduce ourselves with an audio description amongst other techniques.

Collaboration: we work with many partners to ensure we are providing the best service possible. Some of our partners include: The Paraorchestra, Flying Seagull, English National Ballet and Northern Ballet (who provide incredible behind-the-scenes opportunities and experiences) plus annual roundtables bringing together health, education and social care professionals.

Environmental sustainability: we're committed to looking after the environment we live and work in. Flamingo Chicks recognises that aspects of our activities have an impact on the environment. We are committed to managing these aspects and impacts. We have a clear action plan with measures including: minimising our carbon footprint, avoiding unnecessary travel, recyclable kit, props and backdrops, involving our young people to raise awareness of environmental issues and incorporating environmental aspects and themes within our programmes.



CELEBRATING SHAHED

Shahed radiates confidence and kindness in every Flamingo Chicks class. Always eager to go first, suggest dance moves, and assist with props, she uplifts those around her.

Her biggest impact? Encouraging others. She cheers on her peers, making everyone feel valued and included. For those who may be shy or uncertain, Shahed is a reassuring presence - dancing alongside them until they feel ready.

She embodies the true spirit of Flamingo Chicks: friendship, encouragement, and joy.

I love “helping my friends” and making up “new dance moves”. Flamingo Chicks makes me “feel really happy.”



CELEBRATING HESTER

Watching Hester dance is pure joy! After a procedure temporarily limited her movement, she rebuilt her strength step by step - now, she’s dancing stronger than ever, even mastering new skills.

Her grand battement in our flamingo warm-up is a highlight, lifting her leg with incredible height to well-earned applause. Hester’s communication has also flourished; she confidently waves, says “bye,” and bows in our goodbye routine. And when we spin together, she now leads with a delighted “Weeeee!” Her journey is a testament to resilience, progress, and the power of dance.



CELEBRATING GABRIELLA

For Gabriella, Flamingo Chicks isn't just a class - it's the highlight of her week! Dance lifts her mood, helps her sit taller in her chair, and brings out her best self.

She thrives in our warm-ups, stretching and balancing with beautiful retiré positions. Her passion extends beyond class too - over Easter, she attended Swan Lake and proudly shared a photo outside the theatre. Gabriella is not just a dancer; she's becoming a true lover of the arts, full of enthusiasm and confidence.



CELEBRATING SOPHIA

Sophia's growth this year has been extraordinary. She now independently performs a beautiful bow in our curtain call and loves demonstrating it for the class.

Her Makaton vocabulary has expanded, and she even surprised us by signing key words before being shown! Her independence has soared - once reliant on a learning assistant, she now follows class on her own. Using her walking frame, she moves with speed, balance, and confidence, spinning and following floor patterns effortlessly. Sophia is proof of how dance builds strength, independence, and self-expression.





WHAT'S NEXT

2025 is set to be one of our most magical years yet! From enchanting performances to pioneering advocacy, we have an exciting year ahead - filled with adventure, inclusion, and creativity.

Nature & Conservation – Our New Theme

As decided by our Agents of Change Youth Council, all our classes will embrace the wonders of nature as our active learning theme! With support from partners like the Wildlife and Countryside Link, Natural History Consortium, the National Trust, Beach Guardian, and more, we're aligning with the UN Sustainable Development Goals to bring learning to life.

Magical worlds with extra sparkle!

We've invested in stunning new props, costumes, and backdrops - many created by our crafty volunteers using repurposed and eco-friendly materials. Picture giant flower meadows, twinkling night skies, and magnificent mini-beasts!

A Once-in-a-Lifetime Global Tour!

In April, we're off to Disneyland Paris! A group of disabled children and their siblings will experience the magic of performing on the iconic Videopolis stage.

Other Exciting Highlights

- **Eden Project Virtual Class:** Kicking off the year with a mesmerising new virtual class filmed beneath the famous biomes!
- **Expanding our Makaton Programme:** Promoting inclusive communication while generating vital funding.
- **24-Hour Dance Relay:** Following last year's success, this annual event is back - join us for a full day and night of movement, uniting the community.

With volunteering at the heart of Flamingo Chicks, there are plenty of opportunities to get involved. And with our Agents of Change leading a new campaign on inclusive communication, we're set to make an even bigger impact.



FINANCIAL & STATUTORY INFORMATION

YEAR ENDED 31 DECEMBER 2024

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

Financial Review

During the year the Charity received income of £225,780 and incurred expenditure of £195,595 realising a surplus of £30,185 for the year, which was made up of a surplus of £7,280 in unrestricted funds and a surplus of £22,905 in restricted funds. At the year end the funds comprised £155,726 in unrestricted funds and £56,673 in restricted funds making a total of £212,399.

Reserves Policy

Trustees agreed a reserves policy of 5.5 months which based on operational budget is £102,246.

At 31 December 2024, the unrestricted free reserves (excluding fixed assets of £200) were £155,526. Of these funds the Trustees had agreed to designate £46,856 at 31 January 2024 towards operational stability and future transformation of which £25,119 has been used. At the year end, a further £35,000 was designated towards the future acquisition of a property to become the first Flamingo Chicks' Centre. The balance at the year end is made up of £98,789 of unrestricted funds (less fixed assets of £200) and £56,737 of designated funds.

Reserves may be accessed, with the agreement of the Trustees, to provide working capital in order to meet new areas of endeavour and to meet emergency requirements.

Principal Funding Sources

Flamingo Chicks works hard to create a fundraising armoury from a diverse portfolio of funding streams, including charitable trusts and foundations, corporate support and community fundraising.

The charity would particularly like to thank the following for their generous support this year:

AMD Solicitors
Blair Foundation
Barnard Kenneth Hufton Charity
Hays Travel
Benevity

Bloch Charitable Trust
 Bristol Freemasons
 British Airways Community Foundation
 Burges Salmon
 Citibank Ireland
 Clifford Chance
 CriSeren Foundation
 Dame Violet Wills Will Trust
 Dandia Charitable Trust
 David Solomons Charitable Trust
 Douglas Arter Foundation
 Eagle One Ltd
 Foyle Foundation
 Golden Giving
 Harapan
 Heathrow Community Foundation
 Helianthus Charitable Trust
 Horseman Trust
 Irwin Mitchell
 John Lyon's Charity
 Just Giving
 Leese & Nagle
 Moondance Foundation
 National Lottery Community Foundation
 Newman Trust NT-01
 Night Sky Foundation
 Nisbets In The Community
 Paypal giving
 Quartet Express Fund
 Rooms4Groups
 RS Brownless Trust
 RWK Goodman
 Skyboat Cafe
 The Alchemy Foundation
 The Banana Trust
 University of Bristol Dance
 Wards Solicitors
 Webb Family Trust
 Wellcome Trust

Donated Goods and Services

Flamingo Chicks is extremely grateful for the following donated goods and services:

- Noa Bladon, independent examiner
- The health, education and social care professionals who assist our work
- Agents of Change speakers and VIP guests
- Michael Gunning – virtual class

- The Eden Project – virtual class
- IT and systems support: Farkas Maro, Quentin Hunte and Dal Singh Soora
- Photographers and videographers: Linda Meaton, Vanessa Dennett, Phil Maclean, Andy Leary-May, Puja Malkani, Damian Walker, Ross Holmes, Kotchakorn Reeve
- Video editing: Jody Marshall
- Sewing groups: Dressability, Stitch, Knit Natter Stitch
- Skyboat and Edgie Eats for catering
- Dance Relay session leaders: The Adventure Team, Plain Capers, Amy Thomas, Bethany Kyle, Lizzie Slater, Sublime Dance Troupe
- Irwin Mitchell- room use and printing
- Trinity Henleaze URC Church – hall space

As it is difficult to value these donated services, they have not been included in the accounts.

Reference and Administrative Details

Charity registration number: 1187604
 Date of registration: 27th January 2020
 (previously a CIC since 2nd February 2015)
 Address: Flamingo Chicks, The Old Bake House,
 Downs Park East, Westbury Park, Bristol BS6
 7QD
 Website: www.flamingochicks.org
 Bankers: Lloyds Bank plc, 15 High St, Westbury
 on Trym, Bristol BS9 3DA
 Independent examiner: Noa Bladon

Trustees

The Trustees who served the charity during the period were as follows:

Claire Bridges- Chair
 Owen Masters (resigned 12.8.2024)
 Robert Hart
 Annabelle Turner
 Zara Bartels
 Abu Sidhane
 Nicole Brennan

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a

Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

Organisational Structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day-to-day running of the charity is delegated to the CEO Katherine Sparkes.

Recruitment and Appointment of New Trustees

Regular Trustee skills audits are carried out and new Trustees are recruited either to replace a person who has resigned or to bring specific skill and experience onto the Board. Trustee vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first Board Meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible – measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk Management

The Trustees review risk at each Board Meeting, maintaining a robust risk register tracked with a traffic light system to proactively manage and mitigate risks across the organisation.

This year, Trustees have taken steps to strengthen fundraising and infrastructure to support the charity's continued growth.

Looking Ahead

To ensure long-term sustainability and resilience, our focus will be on:

- Capacity building, particularly within senior leadership and across our part-time workforce, to strengthen organisational capability.
- Diversifying income streams by widening our fundraising armoury, growing trading income, and increasing corporate support to broaden our funding base and balance financial risk.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

11 MONTHS ENDED 31 DECEMBER 2024

Statement of the Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including the Statement of Recommended Practice (FRS 102 SORP) Accounting and Reporting by Charities issued in 2019 applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources 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 Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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 constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:

CLAIRE BRIDGES

Claire Bridges, Chair of Trustees

Date: 12 March 2025

FLAMINGO CHICKS CIO

REPORT OF THE INDEPENDENT EXAMINER

YEAR ENDED 31 DECEMBER 2024

I report to the Trustees on my examination of the accounts of Flamingo Chicks CIO for the period ended 31 December 2024 set out on pages 29 to 39.

Responsibilities and basis of report

As the charity Trustees of the Charity 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 all 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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 this report in order to enable a proper understanding of the accounts to be reached.

NOA BLADON

Name: Noa Bladon of NEC Consultancy Ltd
Address: 85 Great Portland Street, London, W1W 7LT
Qualification: ACA (ICAEW)

Date: 15 March 2025

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024**

		Unrestricted funds	Restricted funds	31.12.2024 Total funds	31.01.2024 Total funds
	Notes	£	£	£	£
Income from:					
Grants and donations	2	34,278	147,673	181,951	189,985
Charitable activities	3	43,747	-	43,747	49,559
Investment income		82	-	82	-
Total income		<u>78,107</u>	<u>147,673</u>	<u>225,780</u>	<u>239,544</u>
Expenditure on:					
Raising funds	4	4,575	-	4,575	1,487
Charitable activities	5	66,252	124,768	191,020	189,426
Total expenditure		<u>70,827</u>	<u>124,768</u>	<u>195,595</u>	<u>190,913</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	7,280	22,905	30,185	48,631
Transfers between the funds		-	-	-	-
Net movement in the funds		7,280	22,905	30,185	48,631
RECONCILIATION OF FUNDS					
Total funds brought forward		148,446	33,768	182,214	133,583
TOTAL FUNDS CARRIED FORWARD	14	<u><u>155,726</u></u>	<u><u>56,673</u></u>	<u><u>212,399</u></u>	<u><u>182,214</u></u>

The Charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the Charity are classed as continuing.

The comparative funds are detailed in Note 15.
The notes on pages 31 to 39 form part of these financial statements.

FLAMINGO CHICKS CIO

**BALANCE SHEET
AS AT 31 DECEMBER 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.12.2024 Total funds £	31.01.2024 Total funds £
FIXED ASSETS	11	<u>200</u>	<u>10,900</u>	<u>11,100</u>	<u>14,400</u>
CURRENT ASSETS					
Debtors	12	4,256	416	4,672	3,294
Cash at bank		152,009	45,357	197,366	165,860
		<u>156,265</u>	<u>45,773</u>	<u>202,038</u>	<u>169,154</u>
CREDITORS					
Amounts falling due within one year	13	<u>(740)</u>	<u>-</u>	<u>(740)</u>	<u>(1,340)</u>
NET CURRENT ASSETS		<u>155,525</u>	<u>45,773</u>	<u>201,298</u>	<u>167,814</u>
NET ASSETS		<u><u>155,725</u></u>	<u><u>56,673</u></u>	<u><u>212,398</u></u>	<u><u>182,214</u></u>
FUNDS	14				
Unrestricted funds				155,726	148,446
Restricted funds				<u>56,673</u>	<u>33,768</u>
TOTAL FUNDS				<u><u>212,399</u></u>	<u><u>182,214</u></u>

The financial statements were approved by the Board of Trustees on 12 March 2025 and were signed on its behalf by:

CLAIRE BRIDGES

.....
Claire Bridges - Chair

The notes on pages 31 to 39 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise. Online platforms automatically collect gift aid on donations.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA. The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources. Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Fixed assets

Fixed assets over £500 are included at cost less depreciation and impairment.

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Equipment and furniture - 25% straight line

Plant and machinery - 20% straight line

Cash at bank and in hand

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024**

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.12.2024 Total £	31.01.2024 Total £
Grants - unrestricted	20,580	-	20,580	7,436
Grants - restricted				
- Inclusive dance programmes	-	41,750	41,750	31,075
- Intergenerational volunteering	-	1,250	1,250	3,125
- Core costs	-	64,993	64,993	39,802
- Fixed asset - Stage	-	-	-	12,675
- Disney dance performance	-	22,000	22,000	-
- Community festival	-	17,680	17,680	-
- Agents of Change Youth Advocacy	-	-	-	1,000
Donations and gift aid	6,085	-	6,085	4,872
Legacies	7,613	-	7,613	90,000
	<u>34,278</u>	<u>147,673</u>	<u>181,951</u>	<u>189,985</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	43,744	-	43,744	49,559
Online shop	3	-	3	-
	<u>43,747</u>	<u>-</u>	<u>43,747</u>	<u>49,559</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.12.2024 Total £	31.01.2024 Total £
Fundraising costs	743	-	743	629
Donation website charges	506	-	506	858
10th Birthday fundraiser	3,326	-	3,326	-
	<u>4,575</u>	<u>-</u>	<u>4,575</u>	<u>1,487</u>

All raising funds expenditure was from unrestricted funds totalling £1,487 in January 2024.

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £	31.12.2024 Total £
Charitable activities (see Note 6)	39,629	124,768	164,397
Support and governance costs (see Note 7)	26,623	-	26,623
	<u>66,252</u>	<u>124,768</u>	<u>191,020</u>

FLAMINGO CHICKS CIO

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024

5. CHARITABLE ACTIVITIES - PRIOR YEAR

	Direct costs £	Project costs £	31.01.2024 Total £
Charitable activities (see Note 6)	40,616	127,949	168,565
Support and governance costs (see Note 7)	20,861	-	20,861
	<u>61,477</u>	<u>127,949</u>	<u>189,426</u>

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.12.2024 Total £	31.01.2024 Total £
<u>Direct costs</u>				
Dance classes	36,456	-	36,456	37,632
Parent/carers support	800	-	800	775
Volunteer management incurred costs	427	-	427	224
Advocacy and campaigns	1,059	-	1,059	756
Virtual classes - website & marketing	887	-	887	1,229
<u>Project costs</u>				
- Inclusive dance programmes	-	42,793	42,793	57,046
- Volunteer management	-	1,250	1,250	9,219
- Core costs	-	68,102	68,102	57,149
- Stage depreciation	-	3,240	3,240	3,535
- Disney dance performance	-	9,383	9,383	-
- Agents of Change Youth Advocacy	-	-	-	1,000
	<u>39,629</u>	<u>124,768</u>	<u>164,397</u>	<u>168,565</u>

CHARITABLE ACTIVITIES - PRIOR YEAR

<u>Direct costs</u>				
Dance classes	37,632	-	37,632	
Parent/carers support	775	-	775	
Volunteer management incurred costs	224	-	224	
Advocacy and campaigns	756	-	756	
Virtual classes - website & marketing	1,229	-	1,229	
<u>Project costs</u>				
- Inclusive dance programmes	-	57,046	57,046	
- Volunteer management	-	9,219	9,219	
- Core costs	-	57,149	57,149	
- Stage depreciation	-	3,535	3,535	
- Agents of Change Youth Advocacy	-	1,000	1,000	
	<u>40,616</u>	<u>127,949</u>	<u>168,565</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.12.2024 Total £	31.01.2024 Total £
<u>Support costs</u>				
Salary costs /(SMP rebate)	13,734	-	13,734	(71)
Freelance staff	2,840	-	2,840	4,783
Recruitment, training and travel	(6)	-	(6)	1,710
Office and storage rent	4,442	-	4,442	5,954
Business rates	237	-	237	243
Telephone and internet	445	-	445	834
Printing, postage and stationery	152	-	152	625
PPE and replacement equipment	-	-	-	124
Subscriptions	96	-	96	479
Sundry & volunteer management	678	-	678	1,461
Awards ceremony costs	-	-	-	942
Depreciation of equipment	60	-	60	527
Bookkeeping, payroll and accounts	1,095	-	1,095	2,122
	<u>23,773</u>	<u>-</u>	<u>23,773</u>	<u>19,733</u>
<u>Governance</u>				
Insurance	1,171	-	1,171	108
Monitoring and evaluation	1,644	-	1,644	985
Professional fees	35	-	35	35
	<u>2,850</u>	<u>-</u>	<u>2,850</u>	<u>1,128</u>
Total support and governance	<u>26,623</u>	<u>-</u>	<u>26,623</u>	<u>20,861</u>

All support & governance expenditure was from unrestricted funds totalling £20,861 in year ended 31 January 2024.

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.12.2024 Total £
Gross salaries and wages	9,836	14,261	24,097
Employer's pension	3,898	2,398	6,296
	<u>13,734</u>	<u>16,659</u>	<u>30,393</u>
Freelance staff			
- Raising funds	6,837	-	6,837
- Charitable activities - projects	-	87,557	87,557
- Charitable activities - general	26,650	-	26,650
- Management and governance	120	-	120
	<u>33,607</u>	<u>87,557</u>	<u>121,164</u>
Total staff costs	<u>47,341</u>	<u>104,216</u>	<u>151,557</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024

8. STAFF COSTS AND NUMBERS - PRIOR YEAR

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £
Gross salaries and wages	-	42973	42973
Employer's pension	-	7197	7197
	<u>-</u>	<u>50170</u>	<u>50170</u>
Freelance staff			
- Raising funds	-	-	-
- Charitable activities - projects	-	68550	68550
- Charitable activities - general	33173	-	33173
- Management and governance	566	-	566
	<u>33739</u>	<u>68550</u>	<u>102289</u>
Total staff costs	<u>33739</u>	<u>118720</u>	<u>152459</u>

There were 2 members of staff employed during 2024 (2023/24 - 2 people)

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000 (2023/24 - None)

The remuneration of the key management personnel (2023/24, 1 person) amounted to £26,744 (2023/24 - £22,119)

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the period ended 31 December 2024 (31 January 2024 - Nil)

Trustees' expenses

There were no Trustees' expenses paid to Trustees for the period ended 31 December 2024 (31 January 2024 - 3 Trustees £142).

Trustees' donations

Trustees made donations in the period totalling £262 (31 January 2024 - £427).

Related party transactions

There were no related party transactions in the year or prior year apart from those disclosed in the accounts.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.12.2024 £	31.01.2024 £
Independent examiner's fee	-	-

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

	Equipment & furniture £	Plant & machinery	Total £
COST			
Balance b/f	1,846	18,000	19,846
Additions	-	-	-
Disposals	-	-	-
Balance c/f	<u>1,846</u>	<u>18,000</u>	<u>19,846</u>
DEPRECIATION			
Balance b/f	1,846	3,600	5,446
Charge for period	-	3,300	3,300
Balance c/f	<u>1,846</u>	<u>6,900</u>	<u>8,746</u>
NET BOOK VALUE - 31.12.2024	<u>-</u>	<u>11,100</u>	<u>11,100</u>
NET BOOK VALUE - 31.1.2024	<u>-</u>	<u>14,400</u>	<u>14,400</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.2024 £	31.01.2024 £
Trade debtors	4,256	3,080
Donations - Crowdfunder	324	136
Gift aid	92	78
	<u>4,672</u>	<u>3,294</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.2024 £	31.01.2024 £
Accruals	<u>740</u>	<u>1,340</u>

FLAMINGO CHICKS CIO

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.2.2024 £	Income £	Expenditure £	Transfers £	At 31.12.2024 £
Unrestricted funds					
General fund	101,590	78,107	(45,708)	(35,000)	98,989
Designated funds	46,856	-	(25,119)	35,000	56,737
	<u>148,446</u>	<u>78,107</u>	<u>(70,827)</u>	<u>-</u>	<u>155,726</u>
Restricted funds					
Inclusive dance programmes	6,645	41,750	(42,793)	-	5,602
Intergenerational volunteering	-	1,250	(1,250)	-	-
Core costs	12,983	64,993	(68,102)	-	9,874
Fixed asset - Stage	14,140	-	(3,240)	-	10,900
Disney dance performance	-	22,000	(9,383)	-	12,617
Community festival	-	17,680	-	-	17,680
Agents of Change Youth	-	-	-	-	-
Advocacy programme	-	-	-	-	-
	<u>33,768</u>	<u>147,673</u>	<u>(124,768)</u>	<u>-</u>	<u>56,673</u>
TOTAL FUNDS	<u>182,214</u>	<u>225,780</u>	<u>(195,595)</u>	<u>-</u>	<u>212,399</u>

MOVEMENT IN FUNDS - PRIOR YEAR

	At 1.2.2023 £	Income £	Expenditure £	Transfers £	At 31.01.2024 £
Unrestricted funds					
General fund	59,543	151,867	(62,964)	(46,856)	101,590
Designated funds	-	-	-	46,856	46,856
	<u>59,543</u>	<u>151,867</u>	<u>(62,964)</u>	<u>-</u>	<u>148,446</u>
Restricted funds					
Inclusive dance programmes	37,616	31,075	(57,046)	(5,000)	6,645
Intergenerational volunteering	6,094	3,125	(9,219)	-	-
Core costs	30,330	39,802	(57,149)	-	12,983
Fixed asset - Stage	-	12,675	(3,535)	5,000	14,140
Agents of Change Youth	-	1,000	(1,000)	-	-
Advocacy programme	-	-	-	-	-
	<u>74,040</u>	<u>87,677</u>	<u>(127,949)</u>	<u>-</u>	<u>33,768</u>
TOTAL FUNDS	<u>133,583</u>	<u>239,544</u>	<u>(190,913)</u>	<u>-</u>	<u>182,214</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE 11 MONTHS ENDED 31 DECEMBER 2024**

14. FUNDS - DESCRIPTION**General fund**

The general fund is used for the administration costs of the charity.

Designated funds

This fund has been set up from part of the £90,000 legacy received in the previous year and a legacy of £7,613 received in the current period.

£21,737 is designated for core costs, to include essential roles working to help the charity become more sustainable and have greater impact (such as the CEO role) as well as the rent for Flamingo Chicks' office.

£35,000 is designated to save towards the purchase of a property to become the first Flamingo Chicks' Centre. The charity is exploring options for this with the help of the Charities Aid Foundation (CAF).

Inclusive dance programmes

This fund delivers inclusive classes and workshops enabling disabled children to explore movement and dance.

Intergenerational volunteering programme

This fund covers managing the charity's 1,266 intergenerational volunteers, including training, development and safeguarding checks.

Core costs

This fund is to cover the costs of the management team for the day to day running and leadership of the Charity and other core costs.

Fixed asset - Stage

This fund was used to purchase a touring stage for the inclusive dance programme which has been capitalised and depreciated over 5 years.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme.

15. PRIOR YEAR COMPARATIVES

	Unrestricted funds £	Restricted funds £	31.01.2023 Total funds £
Income from:			
Grants and donations	102,308	87,677	189,985
Charitable activities	49,559	-	49,559
Total income	<u>151,867</u>	<u>87,677</u>	<u>239,544</u>
Expenditure on:			
Raising funds	1,487	-	1,487
Charitable activities	61,477	127,949	189,426
Total expenditure	<u>62,964</u>	<u>127,949</u>	<u>190,913</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	88,903	(40,272)	48,631
Net movement in the funds	<u>88,903</u>	<u>(40,272)</u>	<u>48,631</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	59,543	74,040	133,583
TOTAL FUNDS CARRIED FORWARD	<u>148,446</u>	<u>33,768</u>	<u>182,214</u>

A MULTI-AWARD WINNING CHARITY

- Short-listed and highly commended in the Charity Awards, Charity Times Awards and the Third Sector Charity Awards 2023
- MBE for our Founder, Katie Sparkes - New Year Honours 2022
 - Innovation In Dance Award - One Dance UK 2021
- Best Family Arts Activity - Fantastic For Families Awards 2021
- Youth Leadership Programme of the Year - Prestige Awards 2021
- Inclusive Physical & Virtual Activities - 2021 GHP Social Care Awards
- The Queen's Award for Voluntary Service 2020 - 'the MBE for charities'
 - Dance People Entertainment - Community Services Award 2020
- Best Disabled Children Inclusion Initiative - GHP Social Care Awards 2018
 - Bristol Life Magazine - Education Award 2017
- The Independent Newspaper - 'Happy List' of 50 inspirational people whose kindness, courage and selflessness make our country a better place to live - our CEO 2017
 - TSB Pride of Sport - Community Award 2016
- A Point of Light Award from the Prime Minister - recognising our work in championing inclusion 2015



This report was kindly funded with support from RWK Goodman



@flamingo_chicks @flamingochicks @flamingochicks

Charity number 1187604

FLAMINGO CHICKS CIO

England & Wales - Charity number 1187604

Accounts



FLAMINGO CHICKS CIO ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED
31 JANUARY 2024

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2024

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FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2024

The Trustees have pleasure in presenting their report together with the financial statements of the Charity for the year ended 31 January 2024.

Objectives and Activities

The Charity's objects, as set out in its governing document, are the promotion of social inclusion among disabled people, who are socially excluded from society, or parts of society, as a result of being disabled and, to relieve the needs of such people and their families and carers by:

- a) being an inclusive dance community for children and adults, disabled and non-disabled;
- b) providing and facilitating a support network for the families and carers of disabled people;
- c) raising public awareness of the issues affecting disabled people and their families/carers, both generally and in relation to their inclusion;
- d) advocating for the equal treatment of disabled people and their families, including the elimination of discrimination on the grounds of disability.

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The Charity's Activities

Flamingo Chicks is a multi-award-winning charity and inclusive community providing *all* children, including disabled children and those with illnesses such as cancer, the opportunity to enjoy dance, explore movement and learn alongside friends. In addition, the charity provides a vital peer support network for parents and carers, inter-generational volunteering, global outreach and advocacy.

Levels of inactivity and isolation are unacceptably high amongst disabled children. Disabled children are less active than their peers and experience more barriers. 40% of parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children and disabled children are twice as likely to be lonely compared to their non-disabled peers (72% vs 36%). Flamingo Chicks seeks to combat inactivity and isolation among disabled children and their families and support disabled children to realise their full potential and advocate for their own futures.

We do this through holistic programming centred on five core pillars:

- 1) Inclusive dance classes
- 2) Parent/carer peer support
- 3) Inter-generational volunteering
- 4) Youth-led advocacy
- 5) Global outreach

From our fully accessible inclusive dance classes through to our Agents of Change programme of youth advocates, Flamingo Chicks offers disabled children the chance to participate in

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activities that combat stereotypes around what disabled children and their bodies can do and empowers disabled children to advocate for their own ambitions and desires. Complimentary programming supporting parents and carers, alongside an exemplary intergenerational volunteering programme, fosters greater awareness about the challenges and barriers disabled children, their parents, carers and family networks face, leading to wider societal understanding and changing attitudes, actions and access.

Our advocacy and outreach work seeks to amplify this understanding and champion inclusivity and inclusive practices to lead to real change in the way society treats disabled children.

Environmental sustainability: We are committed to looking after the environment we live and work in. Flamingo Chicks recognises that aspects of our activities have an impact on the environment. We are committed to managing these impacts. We have a clear action plan with measures including minimising our carbon footprint; avoiding unnecessary travel; recyclable kit, props and backdrops; involving our young people to raise awareness of environmental issues; and incorporating environmental aspects and themes within our programmes.

OUR IMPACT IN 2023-24

Ten years of Flamingo Chicks marks a journey of transformation, empowerment, and inclusivity. From our humble beginnings to the vibrant community we've built today, our commitment to bringing magic and sparkle to disabled children and their friends remains unwavering.

This year has been another very exciting one, but more importantly an impactful one, growing in almost all ways! We have broadened our team, welcomed a very talented number of new members to our Trustee Board and increased our income. We've also significantly grown our volunteer base, particularly enabling more disabled volunteers to participate and enjoy the benefits of volunteering.

Highlights of 2023

Expanding Reach:

We are thrilled to report a significant increase in our impact this year. 35,323 children have danced with us since our inception, with a remarkable surge in participation:

- 11,589 children engaged through our sessions (up by 57%)
- Conducted 285 workshops (up by 20%)
- Hosted 106 regular classes (up by 26%)
- Expanded our team to include 24 inclusive dance teachers across the UK
- Empowered 40 Agents of Change, our youth advocacy group
- Welcomed 847 intergenerational volunteers, up by 48%
- Hosted 5 intergenerational tea dances and 3 Parent and Carer events
- Trained 23 individuals in Makaton, promoting communication inclusivity

Performance Deconstructed: We launched our brand-new Mobile Stage and interconnecting canopy this year, bringing a riot of colour and sensory exploration. Delivering 26 interactive shows, this represents a leap in accessibility and engagement. Our mobile sensory stage, designed in collaboration with our Agents of Change and brought to

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life by Bakehouse Factory, has enabled us to reach young people facing significant barriers to traditional performance spaces. Through magical moving props, textured fabrics, and emotive experiences, we are nurturing confidence, imagination, and curiosity in our Flamingo Chicks.

“Completely magical, beautiful and amazing! For ALL students. Staff also had a fantastic experience. The staging was enchanting and the storyline was highly sensory and appropriate. You encouraged students to be up and exercising through dance in a fully immersive environment.” Tamara Stewart, Teacher Mapledown School

Volunteer Engagement:

Volunteers are the heartbeat of Flamingo Chicks. We pioneer opportunities that welcome and encourage first time, disabled and socially isolated older volunteers. We know there is such huge talent and potential in these groups which make our charity stronger. A beautiful example is our partnership with care homes, where residents create props, costumes and backdrops that bring the sparkle to our classes. 89% of Flamingo Chicks' Volunteers said Flamingo Chicks had made them re-evaluate what disabled children were capable of – that's how volunteering creates real social change!

Youth Advocacy:

Our Agents of Change have emerged as powerful voices for change, campaigning tirelessly for a fairer future. From conducting accessibility audits to engaging with VIP guests across various sectors, they exemplify the spirit of inclusion and resilience. We are inspired by their dedication and vision for a more inclusive society. In 2023, they interviewed 12 VIP guests working across a range of sectors from television to science and humanitarian relief ensuring young disabled voices are part of the dialogue. They carried out accessibility audits and entertained a string of celebrity guests! This group is the future of disabled representation in society, and we love watching what they do to break down barriers to inclusion.

Lived experience:

We also increased representation throughout our community, both in lived experience of disability and ethnic diversity. We are especially pleased to report that 60% of our Trustees now have lived experience of disability or long-term health conditions.

Outcomes

We need our monitoring and evaluation to accurately and effectively tell the story about the difference we make. We are especially passionate to capture ALL voices, and therefore employ a range of sensory, tactile and participatory techniques. We are creative in the way we gather and share our impact information using qualitative and quantitative information alongside case studies, partner feedback and family feedback, photographs, videos, interviews and observations. Our team records impact under the following headings:

Increased emotional wellbeing

At the beginning of term, 52% of our Flamingo Chicks told us that they were 'happy', at the end of term, **90% were happy**. 38% increase in overall happiness levels!

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“Flamingo Chicks is my favourite thing in my whole entire life!” Rose

Improved Physical Wellbeing

89% saw an improvement in physical wellbeing in our Stage Shows.

97% said they moved their bodies more than usual.

In our regular classes, just 11% of students were able to perform a move independently before we began, at the end of term 75% were able to. This is an increase of 64%.

As a result of our intervention, **90% now want to do more physical exercise.**

Increased Self-Confidence

89% said that, following our Stage Shows they would now identify themselves as a performer. 97% said they enjoyed taking part and 100% would like to do more.

At our regular classes, 90% recorded increase self-confidence.

“I was blown over by how beautiful it was and how expertly you used movement, sensory stimulation and physicalised learning to explore topics that (on the face of it) might seem beyond our learners.” Patxi del Amo, Lead Practitioner of the Performing Arts, TreeHouse School.

We surveyed the health and education professionals we work with on how they felt our techniques impacted:

95% learnt new techniques from us and 95% will be implementing them into their own practice.

80% said they see their children as more capable after our intervention.

Independence

88% saw improvement (55% significant).

Physical ability

100% saw improvement (44% significant).

Emotional wellbeing

100% saw improvement.

Speech & language

88% saw improvement in speech and language.

Inspiring

100% said Flamingo Chicks has been helpful to show parents/carers what children can do out of school.

Volunteering

Volunteers are the heartbeat of Flamingo Chicks. We exemplify the highest standards in volunteering, as evidenced by our Queen’s Award for Voluntary Service – the MBE for charities! We pioneer opportunities that welcome and encourage first time, disabled and

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2024

socially isolated older volunteers. We know there is such huge talent and potential in these groups which make our charity stronger. We offer training and opportunities including Makaton and public speaking.

A beautiful example of our innovation in volunteering is our new partnership with care homes, where residents create props, costumes and backdrops that bring the sparkle to our classes. Building on these relationships, we are planning a series of intergenerational tea dances, bringing isolated older and younger members of the community together in a huge celebration of physical movement, wellbeing and friendship.

- 847 intergenerational volunteers during 2022/23
- 17% are disabled volunteers
- 98% said Flamingo Chicks has made them re-evaluate what disabled children are capable of
- 74% had improved confidence and 85% felt more connected to the community
- 65% of volunteers learnt Makaton with Flamingo Chicks
- 25% have volunteered over 3 years and a further 28% have volunteered with us for over 5 years!
- 100% would recommend volunteering at Flamingo Chicks [Flamingo Chicks' 2023 Volunteer Survey]

Volunteer Jackie explained how having a stroke has had a huge impact on her life. She's now paralysed and blind in one eye. *"It's lonely and isolating. I've lost so much, my job, my independence, it's no wonder I'm sad."* Jackie volunteers weekly at our Aurora Hyde Lodge setting, saying *"Now I feel that I have more. I dance, I volunteer and that's so important. It's my therapy and the highlight of the week and I mean that very sincerely. It's joyful and uplifting and I come out on a complete high.... I'm so proud of volunteering, I tell everyone I meet about it. It's nice to volunteer for the community and be part of the community again and to share my skills and knowledge, and it's nice to have a role that helps with my self-esteem."*

Targets and Plans for 2024-25

As we embark on the next chapter of our journey, we are filled with excitement and determination. Our focus for the upcoming year includes:

- Working with Koalaa **Prosthetics, we'll be designing the first ballet prosthetic for children with limb difference.**
- We're amplifying our advocacy work the launch of our 'It takes two to Tutu' campaign highlighting the importance of inclusive opportunities for disabled children. We'll also be challenging celebrities to design bespoke tutus to auction off as part of our May 100 fundraiser.
- New Stage Shows with themes centred around conservation and technology, engaging our participants in immersive experiences that align with the National Curriculum and global sustainability goals. Our theme for the year is Robots – we're set to dive into a

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world of circuits, gears and tech wonders with us as we explore metal marvels, artificial intelligence and more!

- In sync with Paris 2024, our virtual workshops will take on a Paralympics theme, featuring real-life medallists, encouraging us all to move and cheer on Team GB.
- We are rapidly expanding our under 5s offer with new Hatching Chicks baby sling ballet, offering unique 6-week courses aimed at new mums and babies facing extra challenges. Each course ends in a show designed to boost confidence, forge friendships and have a moment to treasure. We are also developing a new parent and pre-schooler class to offer both parent and child the chance to get moving together in a fantastical world of costumes and colour.
- Youth Leadership: The transition to a youth-led format for our Agents of Change underscores our commitment to empowering the next generation of disabled leaders, amplifying their voices and catalysing meaningful change. They'll be doing 3 'Advocacy Hijacks' this year, including at Downing Street – championing opportunities for all.

Financial Review

During the year the Charity received income of £239,544 and incurred expenditure of £190,913 realising a surplus of £48,631 for the year, which was made up of a surplus of £88,903 in unrestricted funds and a deficit of £40,272 in restricted funds. At the year end the funds comprised £148,446 in unrestricted funds and £33,768 in restricted funds making a total of £182,214.

Reserves policy

Trustees have set the reserves policy at 5 months running costs to reflect growth in operational budget and the current economic uncertainties. Based on 5 months running costs for 2024/25, this is **£101,330**. At 31 January 2024, the unrestricted free reserves (excluding fixed assets) were £148,186. This is largely due to a significant legacy received just before the financial year end. Some of this has been used to take reserves up to the required level as noted above and the remainder has been designated for transformational projects (see below).

The Charity has a robust and varied fundraising programme for raising both restricted and unrestricted funds which will maintain reserves over the coming months. Reserves may be accessed, with the agreement of the Trustees, to provide working capital in order to meet new areas of endeavour and to meet emergency requirements.

Designated funds

These funds have been set up from part of the £90,000 legacy received in the year. The Trustees have agreed to designate £46,856 towards operational stability and future transformation.

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Part of the funds will be used to fund a new role of Community Coordinator to help harness the power of the ever-growing volunteer base (now 847 volunteers, up 48% in 2023/24). The rest will be used for specific project work to help the charity become more sustainable and have greater impact. This will include developing in-house training, launching an accessible community festival and a 10th birthday advocacy campaign.

The balance of £22,773 is being designated to save towards the purchase of a property to become the first Flamingo Chicks' Centre. The current Flamingo Chicks' office is a tiny administration base and as the charity expands, finding a bigger home would enable the charity to have its own dance studio, theatre space and home for staff. The Trustees' have agreed to review the designated funds annually.

Principal funding sources

Flamingo Chicks works hard to create a fundraising armoury from a diverse portfolio of funding streams, including charitable trusts and foundations, corporate support and community fundraising.

The charity would particularly like to thank the following for their generous support this year:

AMD Solicitors
Amazon Smile
British Airways Community Foundation
Borges Salmon
Clifford Chance
Citibank Ireland Financial Services
Criseren Foundation
Irwin Mitchell
JoJo Maman Bebe
Local Giving
Lush Retail
Magic Little Grants - Local Giving
National Grid
National Lottery Awards for All
Night Sky Foundation
Paypal Giving Fund
Pester Will Trust
Rooms 4 Groups
RWK Goodman LLP
Spectris Foundation
St James Place
Stephenson Law
Strictly Social Pinder Dance Group
The Blair Foundation
The Mortgage Advice Bureau Foundation
University of Bristol Dance Society

FLAMINGO CHICKS CIO

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Donated goods and services

Flamingo Chicks is extremely grateful for the following donated goods and services:

- Noa Bladon Independent Examination
- Room usage from: Ultraleap (Bristol) and Irwin Mitchell (London)
- Rewards for May 100 from Turtle Bay, Nail Shed, Fitness Yard, Lucy Morgan Reflexology
- Irwin Mitchell - printing
- Big Yellow Bow – stage storage
- Big Yellow Bristol – equipment storage
- Jonathan Phillips – Development Day facilitation
- Agents Of Change guests
- Volunteer photographers, videographers, video editors
- Katie Beale - social media support
- Chris Boyle – IT support
- Farkas Maro - Cyber security and IT support

As it is difficult to value these donated services, they have not been included in the accounts.

Reference and administrative details

Charity registration number: 1187604

Date of registration: 27th January 2020 (previously a CIC since 2nd February 2015)

Address: The Old Bake House, Downs Park East, Westbury Park, Bristol BS6 7QD

Website: www.flamingochicks.org

Bankers: Lloyds Bank plc, 15 High St, Westbury on Trym, Bristol BS9 3DA

Independent examiner: Noa Bladon

Trustees:

The Trustees who served the charity during the period were as follows:

Claire Bridges - Chair

Jennifer Jeffery (resigned 13.04.2023)

Andrew Sanders (resigned 22.03.2024)

Owen Masters

Robert Hart

Annabelle Turner

Zara Bartels

Abu Sidhane (appointed 14.09.2023)

Nicole Brennan (appointed 14.09.2023)

After Jennifer Jeffrey resigned, she became a freelance worker for the charity.

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YEAR ENDED 31 JANUARY 2024

Structure, governance and management

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

Organisational structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day to day running of the charity is delegated to the CEO Katherine Sparkes.

Recruitment and appointment of new Trustees

Regular Trustee skills audits are carried out and based on this, new Trustees are recruited, either to replace a person who has resigned or to bring specific skill and experience onto the board. Trustee vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first board meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible - measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk management

The Trustees review risk at each Board Meeting and the Charity has a robust risk register, tracked with a traffic light system to stay on top of risk across the organisation.

This year, Trustees have taken action to improve fundraising and infrastructure to better suit the needs of a growing charity. As the charity grows, improving systems and IT infrastructure will be a key focus for Trustees. Flamingo Chicks will also retain a cautious approach to Covid safety, given the vulnerabilities of those we serve.

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Statement of the Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including the Statement of Recommended Practice (FRS 102 SORP) Accounting and Reporting by Charities issued in 2019 applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of 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 Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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 constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:

CLAIRE BRIDGES

Claire Bridges, Chair of

Trustees Date: 24 June 2024

FLAMINGO CHICKS CIO

REPORT OF THE INDEPENDENT EXAMINER

YEAR ENDED 31 JANUARY 2024

I report to the Trustees on my examination of the accounts of Flamingo Chicks CIO for the year ended 31 January 2024 set out on pages 13 to 23.

Responsibilities and basis of report

As the charity Trustees of the Charity 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 all 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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 this report in order to enable a proper understanding of the accounts to be reached.

NOA BLADON

Name: Noa Bladon of NEC Consultancy Ltd Address:
85 Great Portland Street, London, W1W 7LT
Qualification: ACA (ICAEW)

Date: 24 June 2024

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2024**

		Unrestricted funds	Restricted funds	31.01.2024 Total funds	31.01.2023 Total funds
	Notes	£	£	£	£
Income from:					
Grants and donations	2	102,308	87,677	189,985	179,452
Charitable activities	3	49,559	-	49,559	34,841
Other		-	-	-	-
Total income		<u>151,867</u>	<u>87,677</u>	<u>239,544</u>	<u>214,293</u>
Expenditure on:					
Raising funds	4	1,487	-	1,487	3,372
Charitable activities	5	<u>61,477</u>	<u>127,949</u>	<u>189,426</u>	<u>144,288</u>
Total expenditure		<u>62,964</u>	<u>127,949</u>	<u>190,913</u>	<u>147,660</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	88,903	(40,272)	48,631	66,633
Transfers between the funds		-	-	-	-
Net movement in the funds		88,903	(40,272)	48,631	66,633
RECONCILIATION OF FUNDS					
Total funds brought forward		59,543	74,040	133,583	66,950
TOTAL FUNDS CARRIED FORWARD	14	<u><u>148,446</u></u>	<u><u>33,768</u></u>	<u><u>182,214</u></u>	<u><u>133,583</u></u>

The Charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the Charity are classed as continuing.

The comparative funds are detailed in Note 15.
The notes on pages 15 to 23 form part of these financial statements.

FLAMINGO CHICKS CIO**BALANCE SHEET
AS AT 31 JANUARY 2024**

		Unrestricted funds	Restricted funds	31.01.2024 Total funds	31.01.2023 Total funds
	Notes	£	£	£	£
FIXED ASSETS	11	<u>260</u>	<u>14,140</u>	<u>14,400</u>	<u>462</u>
CURRENT ASSETS					
Debtors	12	3,294	-	3,294	2,900
Cash at bank		146,232	19,628	165,860	130,946
		<u>149,526</u>	<u>19,628</u>	<u>169,154</u>	<u>133,846</u>
CREDITORS					
Amounts falling due within one year	13	<u>(1,340)</u>	<u>-</u>	<u>(1,340)</u>	<u>(725)</u>
NET CURRENT ASSETS		<u>148,186</u>	<u>19,628</u>	<u>167,814</u>	<u>133,121</u>
NET ASSETS		<u><u>148,446</u></u>	<u><u>33,768</u></u>	<u><u>182,214</u></u>	<u><u>133,583</u></u>
FUNDS	14				
Unrestricted funds				148,446	59,543
Restricted funds				<u>33,768</u>	<u>74,040</u>
TOTAL FUNDS				<u><u>182,214</u></u>	<u><u>133,583</u></u>

The financial statements were approved by the Board of Trustees on 24 June 2024 and were signed on its behalf by:

CLAIRE BRIDGES

.....
Claire Bridges - Chair

The notes on pages 15 to 23 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern due the legacy of £90,000 and continuing support from major funders.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise. Online platforms automatically collect gift aid on donations.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA. The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources. Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Fixed assets

Fixed assets over £500 are included at cost less depreciation and impairment.

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

Equipment and furniture - 25% straight line

Plant and machinery - 20% straight line

Cash at bank and in hand

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024**

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £	31.01.2023 Total £
Grants - unrestricted	7,436	-	7,436	21,431
Grants - restricted				
- Inclusive dance programmes	-	31,075	31,075	77,279
- Intergenerational volunteering	-	3,125	3,125	14,997
- Core costs	-	39,802	39,802	53,555
- Fixed asset - Stage	-	12,675	12,675	-
- Agents of Change Youth Advocacy	-	1,000	1,000	-
Donations and gift aid	4,872	-	4,872	12,190
Legacies	90,000	-	90,000	-
	<u>102,308</u>	<u>87,677</u>	<u>189,985</u>	<u>179,452</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	49,559	-	49,559	34,818
Online shop	-	-	-	23
	<u>49,559</u>	<u>-</u>	<u>49,559</u>	<u>34,841</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £	31.01.2023 Total £
Fundraising costs	629	-	629	2,625
Donation website charges	858	-	858	747
	<u>1,487</u>	<u>-</u>	<u>1,487</u>	<u>3,372</u>

All raising funds expenditure was from unrestricted funds totalling £3,372 in 2023.

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £	31.01.2024 Total £
Charitable activities (see Note 6)	40,616	127,949	168,565
Support and governance costs (see Note 7)	20,861	-	20,861
	<u>61,477</u>	<u>127,949</u>	<u>189,426</u>

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024**

5. CHARITABLE ACTIVITIES - PRIOR YEAR

	Direct costs £	Project costs £	31.01.2023 Total £
Charitable activities (see Note 6)	40,484	88,076	128,560
Support and governance costs (see Note 7)	15,728	-	15,728
	<u>56,212</u>	<u>88,076</u>	<u>144,288</u>

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £	31.01.2023 Total £
<u>Direct costs</u>				
Dance classes	37,632	-	37,632	37,258
Parent/carers support	775	-	775	859
Volunteer management incurred costs	224	-	224	1,212
Advocacy and campaigns	756	-	756	729
Virtual classes - website & marketing	1,229	-	1,229	426
<u>Project costs</u>				
- Inclusive dance programmes	-	57,046	57,046	47,421
- Volunteer management	-	9,219	9,219	12,929
- Core costs	-	57,149	57,149	26,443
- Stage depreciation	-	3,535	3,535	-
- Agents of Change Youth Advocacy	-	1,000	1,000	1,283
	<u>40,616</u>	<u>127,949</u>	<u>168,565</u>	<u>128,560</u>

CHARITABLE ACTIVITIES - PRIOR YEAR

<u>Direct costs</u>				
Dance classes	37,258	-	37,258	
Parent/carers support	859	-	859	
Volunteer management incurred costs	1,212	-	1,212	
Advocacy and campaigns	729	-	729	
Virtual classes - website & marketing	426	-	426	
<u>Project costs</u>				
- Inclusive dance programmes	-	47,421	47,421	
- Volunteer management	-	12,929	12,929	
- Core costs	-	26,443	26,443	
- Agents of Change Youth Advocacy	-	1,283	1,283	
	<u>40,484</u>	<u>88,076</u>	<u>128,560</u>	

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024**

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £	31.01.2023 Total £
<u>Support costs</u>				
Salary costs - SMP rebate	(71)	-	(71)	-
Freelance staff	4,783	-	4,783	406
Recruitment, training and travel	1,710	-	1,710	1,397
Office and storage rent	5,954	-	5,954	6,161
Business rates/ (refund)	243	-	243	233
Telephone and internet	834	-	834	646
Printing, postage and stationery	625	-	625	312
PPE and replacement equipment	124	-	124	463
Subscriptions	479	-	479	410
Sundry & volunteer management	1,461	-	1,461	1,070
Awards ceremony costs	942	-	942	-
Depreciation of equipment	527	-	527	462
Bookkeeping, payroll and accounts	2,122	-	2,122	1,655
	<u>19,733</u>	<u>-</u>	<u>19,733</u>	<u>13,215</u>
<u>Governance</u>				
Insurance	108	-	108	664
Monitoring and evaluation	985	-	985	1,274
Professional fees	35	-	35	575
	<u>1,128</u>	<u>-</u>	<u>1,128</u>	<u>2,513</u>
Total support and governance	<u>20,861</u>	<u>-</u>	<u>20,861</u>	<u>15,728</u>

All support & governance expenditure was from unrestricted funds totalling £15,728 in 2023.

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2024 Total £
Gross salaries and wages	-	42,973	42,973
Employer's pension	-	7,197	7,197
	<u>-</u>	<u>50,170</u>	<u>50,170</u>
Freelance staff			
- Raising funds	-	-	-
- Charitable activities - projects	-	68,550	68,550
- Charitable activities - general	33,173	-	33,173
- Management and governance	566	-	566
	<u>33,739</u>	<u>68,550</u>	<u>102,289</u>
Total staff costs	<u>33,739</u>	<u>118,720</u>	<u>152,459</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024

8. STAFF COSTS AND NUMBERS - PRIOR YEAR

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £
Gross salaries and wages	1,600	15,560	17,160
Employer's pension	2,734	3,828	6,562
	<u>4,334</u>	<u>19,388</u>	<u>23,722</u>
Freelance staff			
- Raising funds	1,113	-	1,113
- Charitable activities - projects	-	64,701	64,701
- Charitable activities - general	30,308	-	30,308
- Management and governance	406	-	406
	<u>31,827</u>	<u>64,701</u>	<u>96,528</u>
Total staff costs	<u>36,161</u>	<u>84,089</u>	<u>120,250</u>

There were 2 members of staff employed during 2023/24 (2022/23 - 1 person)

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000 (2022/23 - None)

The remuneration of the key management personnel (2022/23, 1 person) amounted to £22,119 (2022/23 - £23,722)

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 January 2024 (2023 - Nil)

Trustees' expenses

There were Trustees' expenses paid to 2 Trustees of £142 in total for travel and safeguarding training courses for the year ended 31 January 2024 (2023 - 3 Trustees £75).

Trustees' donations

Trustees made donations in the year totalling £427 (2023 - £425).

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.01.2024 £	31.01.2023 £
Independent examiner's fee	-	-

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

	Equipment & furniture £	Plant & machinery	Total £
COST			
Balance b/f	1,846	-	1,846
Additions	-	18,000	18,000
Disposals	-	-	-
Balance c/f	<u>1,846</u>	<u>18,000</u>	<u>19,846</u>
DEPRECIATION			
Balance b/f	1,384	-	1,384
Charge for year	462	3,600	4,062
Balance c/f	<u>1,846</u>	<u>3,600</u>	<u>5,446</u>
NET BOOK VALUE	-2024	<u>-</u>	<u>14,400</u>
NET BOOK VALUE	-2023	<u>462</u>	<u>462</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2024 £	31.01.2023 £
Trade debtors	3,080	2,900
Donations - Crowdfunder	136	-
Gift aid	78	-
	<u>3,294</u>	<u>2,900</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2024 £	31.01.2023 £
Accruals	<u>1,340</u>	<u>725</u>

FLAMINGO CHICKS CIO

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.2.2023 £	Income £	Expenditure £	Transfers £	At 31.01.2024 £
Unrestricted funds					
General fund	59,543	151,867	(62,964)	(46,856)	101,590
Designated funds	-	-	-	46,856	46,856
	<u>59,543</u>	<u>151,867</u>	<u>(62,964)</u>	<u>-</u>	<u>148,446</u>
Restricted funds					
Inclusive dance programmes	37,616	31,075	(57,046)	(5,000)	6,645
Intergenerational volunteering programme	6,094	3,125	(9,219)	-	-
Core costs	30,330	39,802	(57,149)	-	12,983
Fixed asset - Stage	-	12,675	(3,535)	5,000	14,140
Agents of Change Youth Advocacy programme	-	1,000	(1,000)	-	-
	<u>74,040</u>	<u>87,677</u>	<u>(127,949)</u>	<u>-</u>	<u>33,768</u>
TOTAL FUNDS	<u>133,583</u>	<u>239,544</u>	<u>(190,913)</u>	<u>-</u>	<u>182,214</u>

MOVEMENT IN FUNDS - PRIOR YEAR

	At 1.2.2022 £	Income £	Expenditure £	Transfers £	At 31.01.2023 £
Unrestricted funds					
General fund	50,665	68,462	(59,584)	-	59,543
Restricted funds					
Inclusive dance programmes	7,758	77,279	(47,421)	-	37,616
Intergenerational volunteering programme	4,026	14,997	(12,929)	-	6,094
Core costs	3,218	53,555	(26,443)	-	30,330
Agents of Change Youth Advocacy programme	1,283	-	(1,283)	-	-
	<u>16,285</u>	<u>145,831</u>	<u>(88,076)</u>	<u>-</u>	<u>74,040</u>
TOTAL FUNDS	<u>66,950</u>	<u>214,293</u>	<u>(147,660)</u>	<u>-</u>	<u>133,583</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2024**

14. FUNDS - DESCRIPTION**General fund**

The general fund is used for the administration costs of the charity.

Designated funds

This fund has been set up from part of the £90,000 legacy received in the year. Part will be used to fund a new role of Community Coordinator and for specific project work to help the charity become more sustainable and have greater impact. This will include developing in-house training, launching an accessible community festival and a 10th birthday advocacy campaign. The balance is being designated to save towards the purchase of a property to become the first Flamingo Chicks' Centre.

Inclusive dance programmes

This fund delivers inclusive classes and workshops enabling disabled children to explore movement and dance.

Intergenerational volunteering programme

This fund covers managing the charity's 847 intergenerational volunteers, including training, development and safeguarding checks.

Core costs

This fund is to cover the costs of the management team for the day to day running and leadership of the Charity and other core costs.

Fixed asset - Stage

This fund was used to purchase a touring stage for the inclusive dance programme which has been capitalised and depreciated over 5 years.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme as described in the Annual Report.

15. PRIOR YEAR COMPARATIVES

	Unrestricted funds £	Restricted funds £	31.01.2023 Total funds £
Income from:			
Grants and donations	33,621	145,831	179,452
Charitable activities	34,841	-	34,841
Total income	<u>68,462</u>	<u>145,831</u>	<u>214,293</u>
Expenditure on:			
Raising funds	3,372	-	3,372
Charitable activities	56,212	88,076	144,288
Total expenditure	<u>59,584</u>	<u>88,076</u>	<u>147,660</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	<u>8,878</u>	<u>57,755</u>	<u>66,633</u>
Net movement in the funds	<u>8,878</u>	<u>57,755</u>	<u>66,633</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	50,665	16,285	66,950
TOTAL FUNDS CARRIED FORWARD	<u><u>59,543</u></u>	<u><u>74,040</u></u>	<u><u>133,583</u></u>

FLAMINGO CHICKS CIO

England & Wales - Charity number 1187604

Accounts



FLAMINGO CHICKS CIO ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED
31 JANUARY 2023

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

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FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

The Trustees have pleasure in presenting their report together with the financial statements of the Charity for the year ended 31 January 2023.

Objectives and Activities

The Charity's objects, as set out in its governing document, are the promotion of social inclusion among disabled people, who are socially excluded from society, or parts of society, as a result of being disabled and, to relieve the needs of such people and their families and carers by:

- a) being an inclusive dance community for children and adults, disabled and non-disabled;
- b) providing and facilitating a support network for the families and carers of disabled people;
- c) raising public awareness of the issues affecting disabled people and their families/carers, both generally and in relation to their inclusion;
- d) advocating for the equal treatment of disabled people and their families, including the elimination of discrimination on the grounds of disability.

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The Charity's Activities

Flamingo Chicks is a multi-award-winning charity and inclusive community providing *all* children, including disabled children and those with illnesses such as cancer, the opportunity to enjoy dance, explore movement and learn alongside friends. In addition, the charity provides a vital peer support network for parents and carers, inter-generational volunteering, global outreach and advocacy.

Levels of inactivity and isolation are unacceptably high amongst disabled children. Disabled children are less active than their peers and experience more barriers. 40% of parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children and disabled children are twice as likely to be lonely compared to their non-disabled peers (72% vs 36%). Flamingo Chicks seeks to combat inactivity and isolation among disabled children and their families and support disabled children to realise their full potential and advocate for their own futures.

We do this through holistic programming centred on five core pillars:

- 1) Inclusive dance classes
- 2) Parent/carer peer support
- 3) Inter-generational volunteering
- 4) Youth-led advocacy
- 5) Global outreach

From our fully accessible inclusive dance classes through to our Agents of Change programme of youth advocates, Flamingo Chicks offers disabled children the chance to participate in

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

activities that combat stereotypes around what disabled children and their bodies can do and empowers disabled children to advocate for their own ambitions and desires. Complimentary programming supporting parents and carers, alongside an exemplary intergenerational volunteering programme, fosters greater awareness about the challenges and barriers disabled children, their parents, carers and family networks face, leading to wider societal understanding and changing attitudes, actions and access.

Our advocacy and outreach work seeks to amplify this understanding and champion inclusivity and inclusive practices to lead to real change in the way society treats disabled children.

Environmental sustainability: We are committed to looking after the environment we live and work in. Flamingo Chicks recognises that aspects of our activities have an impact on the environment. We are committed to managing these impacts. We have a clear action plan with measures including minimising our carbon footprint; avoiding unnecessary travel; recyclable kit, props and backdrops; involving our young people to raise awareness of environmental issues; and incorporating environmental aspects and themes within our programmes.

OUR IMPACT IN 2022-23

This year, our incredible community made this happen:

- 7,371 children through our sessions (up by 32%)
- 237 workshops (up by 74%)
- 84 regular classes (up by 52%)
- 32 new settings, including every children's hospice in the UK
- 23 inclusive dance teachers across the UK (4 joined in 2022)
- 5 new Parent & Carer Champions
- 571 volunteers, including 507 intergenerational volunteers.

As well as creative collaborations with:

- Men-tour, SMOOSH and the Paraorchestra: 2 inclusive dance tours
- Funky Moves: online community class for clinically vulnerable children
- Soundabout: Easter dance party
- The Flying Seagull Project: 8 refugee workshops
- Drake Music: World Space Week virtual class with 3,801 views!
- Kate Sanforth (disabled dance artist): Children's Mental Health Week virtual class with 8,900 views!
- Northern Ballet's Expressions showcase: Performance by Chicks from Chellow Heights Special School

We also increased representation throughout our community, both in lived experience of disability and ethnic diversity.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

Outcomes

79% of Flamingo Chicks said their **physical ability** had improved (60% by 'a lot')
– an 8% increase on last year

83% of children showed improved **confidence and resilience**

73% showed an enjoyment and interest in our themes
and a **curiosity about the wider world**

"Flamingo Chicks proves that dance is not only a progressive physical activity but a truly therapeutic route to development and all-round wellbeing for some of our most complex young people. The impact can be felt beyond the sessions with improvement in confidence and resilience. Flamingo Chicks offers invaluable support with tangible outcomes. Gold dust." **Kris Tavender, Community Engagement Lead, Bristol Bears**

We surveyed the health, education and social care professionals we worked with:

- 80% said they see the children as more **capable** after our intervention
- 80% saw improvements in children's **independence** (55% significant)
- 90% saw improvement in **physical ability** (60% significant)
- 80% saw an increase in **curiosity** (50% significant)
- 75% saw improvement in **life skills** (55% significant)
- 95% saw improvement in **emotional wellbeing** (65% significant)
- 65% saw improvement in **speech and language**
- 95% said Flamingo Chicks has been helpful to show parents/carers **what their children can do**
- 85% **learnt new techniques** from us and 95% will be implementing them into their own practice.

"Within just one session we were really inspired by the Flamingo Chicks' approach. It made us re-evaluate what our children were capable of in a new context. It helped invigorate our team, freshened our thinking and empowered us to be more creative with the opportunities for our students. Pupils were able to experience the joy of dance and expressing themselves in different ways, something that most of them would not have been exposed to because of the inability to access mainstream groups. This also helped make pupils and parents aware that there are opportunities to access extra-mural activities for children with additional needs." **Charleen Bruce, Assistant Headteacher - John Chilton School, Ealing**

Volunteering

- 85% said volunteering with us improved their mental health
- 53% said it improved their physical health
- 90% said our work has made them re-evaluate what disabled children are capable of
- 74% had improved confidence
- 85% felt more connected to the community
- 65% learnt Makaton with Flamingo Chicks
- 39% have volunteered with us for over 3 years

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“I feel a sense of purpose and belonging volunteering at Flamingo Chicks. The sessions are so joyful that I smile throughout and leave with a spring in my step. I enjoy making a contribution to the wider community and feel valued as part of an organisation that is forward thinking in its approach to diversity and inclusion.” Terry, volunteer

Volunteers are the heartbeat of Flamingo Chicks. We exemplify the highest standards in volunteering, as evidenced by our Queen’s Award for Voluntary Service – the MBE for charities! We pioneer opportunities that welcome and encourage first time, disabled and socially isolated older volunteers. We know there is such huge talent and potential in these groups which make our charity stronger. We offer training and opportunities including Makaton and public speaking.

A beautiful example of our innovation in volunteering is our new partnership with care homes, where residents create props, costumes and backdrops that bring the sparkle to our classes. Building on these relationships, we are planning a series of intergenerational tea dances, bringing isolated older and younger members of the community together in a huge celebration of physical movement, wellbeing and friendship.

Agents of Change Youth Advocacy Group

Our youth advocacy group, Agents of Change, has seen its membership grow by 25% to 40 disabled young people, campaigning passionately for a fairer future. In 2022, they interviewed 12 VIP guests working across a range of sectors from humanitarian relief to climate change, ensuring young disabled voices are part of the dialogue. They carried out accessibility audits and entertained a string of celebrity guests! Issy Smee won the ‘Superhero’ category at the Community of Purpose ‘Young Heroes Awards’ for her advocacy work as part of this group. They are the future of disabled representation in society, and we love watching what they do to break down barriers to inclusion.

“Elliott finds the Agents of Change hugely empowering. He enjoys how interactive and inclusive it is and it’s helped him to know that new friendships are possible. He’s learnt something for and about himself, but he can also reciprocate, support and help others. Having a greater understanding of how others might communicate and be included is key to his acceptance of his own and others’ differences. For children like Elliott who are often on the periphery, the Agents of Change programme is wonderful and offers him something really special.” Tracey, AOC Elliot’s mum.

An MBE for our Founder and CEO

Katie went to Windsor Castle in December to receive her MBE for services to the disabled community, wearing a beautiful cerise dress with the faces of hundreds of Chicks on it plus a feather hat, designed by the Agents of Change.

“My daughter, who has cerebral palsy, remains my absolute inspiration for everything we do, and I am so proud that together we have created a thriving community and a growing movement that will change the way society views and treats disabled people.” Katie Sparkes MBE, Flamingo Chicks CEO

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Targets and Plans for 2023-24

We have a transformational year ahead in the run up to our 10th birthday in December 2023!

Performance Deconstructed

Magic and sparkle have always been at the heart of what we do. True to this philosophy and with scaling up our services a priority, we will be taking Flamingo Chicks on the road with magical touring workshops inside an enchanting pop-up stage that offers a unique fusion of performance and activities. This new programme will be called Performance Deconstructed, allowing us to harness the transformative power of theatre and dance to create unique performances and opportunities for disabled young people, their families and the wider community. Our bespoke pop-up stage will feature magical moving props, fabrics, smells, sounds and costumes, nurturing confidence, imagination and curiosity. It keeps the very best of a theatre experience for both audience and performer but strips away the elements that make a traditional venue overwhelming and inaccessible. Our aim is to ignite a culture shift where accessible and immersive performances are a valued and intrinsic part of the artistic landscape, sparking a ripple effect of significant and sustainable impact.

May 100

May 100 is our annual 'get active' campaign which invites 100 people to commit to doing something physical to raise funds for Flamingo Chicks. The start of May 2023 will also see King Charles' Coronation so we're especially looking forward to some royal-themed fundraising challenges!

Intergenerational tea dances

We're busy making plans for a series of intergenerational tea dances, bringing care home residents and younger Chicks together for carefree afternoons of fun, music and friendship as part of our award-winning intergenerational volunteering scheme.

Financial Review

During the year the Charity received income of £214,293 and incurred expenditure of £147,660 realising a surplus of £66,633 for the year, which was made up of £8,878 unrestricted funds and £57,755 of restricted funds. At the year end the funds comprised £59,543 in unrestricted funds and £74,040 in restricted funds making a total of £133,583.

Reserves policy

Trustees have temporarily increased the reserves level for this coming year to reflect growth in operational budget and the current economic uncertainties. Based on 5 months running costs, this is **£61,525**. At 31 January 2023, the unrestricted free reserves (excluding fixed assets) were £59,081. The Charity has a robust and varied fundraising programme for raising both restricted and unrestricted funds which will maintain reserves over the coming months.

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Reserves may be accessed, with the agreement of the Trustees, to provide working capital in order to meet new areas of endeavour and to meet emergency requirements.

Principal funding sources

Flamingo Chicks works hard to create a fundraising armoury from a diverse portfolio of funding streams, including charitable trusts and foundations, corporate support and community fundraising.

The charity would particularly like to thank the following for their generous support this year:

Blair Foundation
Bristol Masonic Benevolent Institution
British Airways Community Foundation
Criseren Foundation
Denman Charitable Trust
Easy Fundraising
Irwin Mitchell
J&M Britton Charitable Trust
John Lyon's Charity
Local Giving
Miranda Hoare Fund
Morrison Foerster
Paypal Giving
University of Queen Marys, London
Rooms 4 Groups
RWK Goodman
Silicon Valley Bank
Sovereign Housing
The Casey Trust
The Grace Trust
The Moondance Foundation
The National Emergencies Trust
The Toy Trust
Thornbury Rotary Club
University of Bristol
Western Power

Donated goods and services

Flamingo Chicks is extremely grateful for the following donated goods and services:

- Clifford Chance LLP for HR contract support and advice

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- Noa Bladon, independent examiner
- Ultraleap for the loan of their meeting room
- Yixuan Wang at UCL for independently checking our monitoring and evaluation data
- Gifts donated to our online shop totalling £200
- The health, education and social care professionals who assist our work
- Agents of Change speakers:
 - Zara Bartels, dancer and ex-Dance Captain from The Lion King
 - Jodie Marsh-Hoffman, award-winning arts and wellbeing facilitator
 - Amy Kington, Founder and CEO of Community of Purpose
 - Aimee Campbell-Nottage, deaf TV presenter on Magic Hands
 - Elliot Garcia, young autistic actor who voices the first autistic character on Thomas the Tank Engine
 - Sinead Kane, visually impaired international athlete, two-time Guinness World Record holder, lawyer working in disability law with two PhDs
 - John Loughton BEM, high-profile youth leader and social entrepreneur

As it is difficult to value these donated services, they have not been included in the accounts.

Reference and administrative details

Charity registration number: 1187604

Date of registration: 27th January 2020 (previously a CIC since 2nd February 2015)

Address: The Old Bake House, Downs Park East, Westbury Park, Bristol BS6 7QD

Website: www.flamingochicks.org

Bankers: Lloyds Bank plc, 15 High St, Westbury on Trym, Bristol BS9 3DA

Independent examiner: Noa Bladon

Trustees:

The Trustees who served the charity during the period were as follows:

Claire Bridges - Chair

Jennifer Jeffery

Andrew Sanders

Owen Masters

Robert Hart

Dr Carmen Soto (resigned 03.11.2022)

Annabelle Turner

Zara Bartels (appointed 04.05.2022)

Structure, governance and management

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

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Organisational structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day to day running of the charity is delegated to the CEO Katherine Sparkes.

Recruitment and appointment of new Trustees

Regular Trustee skills audits are carried out and based on this, new Trustees are recruited, either to replace a person who has resigned or to bring specific skill and experience onto the board. Trustee vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first board meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible - measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk management

The Trustees review risk at each Board Meeting and the Charity has a robust risk register, tracked with a traffic light system to stay on top of risk across the organisation.

This year, Trustees have taken action to improve fundraising and infrastructure to better suit the needs of a growing charity.

As the charity grows, improving systems and IT infrastructure will be a key focus for Trustees. Flamingo Chicks will also retain a cautious approach to Covid safety, given the vulnerabilities of those we serve.

FLAMINGO CHICKS CIO

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YEAR ENDED 31 JANUARY 2023

Statement of the Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of 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 Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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 constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:

CLAIRE BRIDGES

Claire Bridges, Chair of

Trustees Date: 9th March 2023

FLAMINGO CHICKS CIO

REPORT OF THE INDEPENDENT EXAMINER

YEAR ENDED 31 JANUARY 2023

I report to the Trustees on my examination of the accounts of Flamingo Chicks CIO for the year ended 31 January 2023 set out on pages 12 to 22.

Responsibilities and basis of report

As the charity Trustees of the Charity 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 all 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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 this report in order to enable a proper understanding of the accounts to be reached.

NOA BLADON

Name: Noa Bladon of NEC Consultancy Ltd
Address: 85 Great Portland Street, London, W1W 7LT
Qualification: ACA (ICAEW)

Date: 9th March 2023

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.01.2023 Total funds £	31.01.2022 Total funds £
Income from:					
Grants and donations	2	33,621	145,831	179,452	130,022
Charitable activities	3	34,841	-	34,841	19,930
Other		-	-	-	-
Total income		68,462	145,831	214,293	149,952
Expenditure on:					
Raising funds	4	3,372	-	3,372	4,941
Charitable activities	5	56,212	88,076	144,288	132,506
Total expenditure		59,584	88,076	147,660	137,447
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	8,878	57,755	66,633	12,505
Transfers between the funds		-	-	-	-
Net movement in the funds		8,878	57,755	66,633	12,505
RECONCILIATION OF FUNDS					
Total funds brought forward		50,665	16,285	66,950	54,445
TOTAL FUNDS CARRIED FORWARD	14	59,543	74,040	133,583	66,950

The Charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the Charity are classed as continuing.

The comparative funds are detailed in Note 15.
The notes on pages 14 to 22 form part of these financial statements.

FLAMINGO CHICKS CIO**BALANCE SHEET
AS AT 31 JANUARY 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.01.2023 Total funds £	31.01.2022 Total funds £
FIXED ASSETS	11	<u>462</u>	<u>-</u>	<u>462</u>	<u>923</u>
CURRENT ASSETS					
Debtors	12	2,900	-	2,900	2,392
Cash at bank		56,906	74,040	130,946	64,830
		<u>59,806</u>	<u>74,040</u>	<u>133,846</u>	<u>67,222</u>
CREDITORS					
Amounts falling due within one year	13	<u>(725)</u>	<u>-</u>	<u>(725)</u>	<u>(1,195)</u>
NET CURRENT ASSETS		<u>59,081</u>	<u>74,040</u>	<u>133,121</u>	<u>66,027</u>
NET ASSETS		<u><u>59,543</u></u>	<u><u>74,040</u></u>	<u><u>133,583</u></u>	<u><u>66,950</u></u>
FUNDS	14				
Unrestricted funds				59,543	50,665
Restricted funds				<u>74,040</u>	<u>16,285</u>
TOTAL FUNDS				<u><u>133,583</u></u>	<u><u>66,950</u></u>

The financial statements were approved by the Board of Trustees on 9th March 2023 and were signed on its behalf by:

CLAIRE BRIDGES

.....
Claire Bridges - Chair

The notes on pages 14 to 22 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise. Online platforms automatically collect gift aid on donations.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources.

Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Cash at bank and in hand

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £	31.01.2022 Total £
Grants - unrestricted	21,431	-	21,431	31,584
Grants - restricted				
- Inclusive dance programmes	-	77,279	77,279	52,846
- Intergenerational volunteering	-	14,997	14,997	14,950
- Core costs	-	53,555	53,555	19,000
- Temporary capacity building programme	-	-	-	2,125
- Agents of Change Youth Advocacy	-	-	-	1,500
Donations and gift aid	12,190	-	12,190	8,017
	<u>33,621</u>	<u>145,831</u>	<u>179,452</u>	<u>130,022</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	34,818	-	34,818	19,522
Online shop	23	-	23	408
	<u>34,841</u>	<u>-</u>	<u>34,841</u>	<u>19,930</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £	31.01.2022 Total £
Fundraising costs	2,625	-	2,625	4,490
Donation website charges	747	-	747	451
	<u>3,372</u>	<u>-</u>	<u>3,372</u>	<u>4,941</u>

All raising funds expenditure was from unrestricted funds totalling £4,941 in 2022.

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £	31.01.2023 Total £
Charitable activities (see Note 6)	40,484	88,076	128,560
Support and governance costs (see Note 7)	15,728	-	15,728
	<u>56,212</u>	<u>88,076</u>	<u>144,288</u>

FLAMINGO CHICKS CIO

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023

5. CHARITABLE ACTIVITIES - PRIOR YEAR

	Direct costs £	Project costs £	31.01.2022 Total £
Charitable activities (see Note 6)	19,152	88,896	108,048
Support and governance costs (see Note 7)	24,458	-	24,458
	<u>43,610</u>	<u>88,896</u>	<u>132,506</u>

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £	31.01.2022 Total £
<u>Direct costs</u>				
Dance classes	37,258	-	37,258	17,412
Parent/carers support	859	-	859	120
Volunteer management incurred costs	1,212	-	1,212	837
Advocacy and campaigns	729	-	729	137
Virtual classes - website & marketing	426	-	426	646
<u>Project costs</u>				
- Inclusive dance programmes	-	47,421	47,421	51,377
- Volunteer management	-	12,929	12,929	12,449
- Core costs	-	26,443	26,443	18,811
- Temporary capacity building programme	-	-	-	4,119
- Agents of Change Youth Advocacy	-	1,283	1,283	2,140
	<u>40,484</u>	<u>88,076</u>	<u>128,560</u>	<u>108,048</u>

CHARITABLE ACTIVITIES - PRIOR YEAR

<u>Direct costs</u>				
Dance classes	17,412	-	17,412	
Parent/carers support	120	-	120	
Volunteer management incurred costs	837	-	837	
Advocacy and campaigns	137	-	137	
Virtual classes - website & marketing	646	-	646	
<u>Project costs</u>				
- Inclusive dance programmes	-	51,377	51,377	
- Volunteer management	-	12,449	12,449	
- Core costs	-	18,811	18,811	
- Temporary capacity building programme	-	4,119	4,119	
- Agents of Change Youth Advocacy	-	2,140	2,140	
	<u>19,152</u>	<u>88,896</u>	<u>108,048</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £	31.01.2022 Total £
<u>Support costs</u>				
Salary costs	-	-	-	8,340
Freelance staff	406	-	406	3,675
Recruitment, training and travel	1,397	-	1,397	476
Office and storage rent	6,161	-	6,161	6,721
Business rates/ (refund)	233	-	233	(277)
Telephone and internet	646	-	646	486
Printing, postage and stationery	312	-	312	419
PPE and replacement equipment	463	-	463	-
Subscriptions	410	-	410	179
Sundry and volunteer gifts	1,070	-	1,070	288
Depreciation of equipment	462	-	462	461
Bookkeeping, payroll and accounts	1,655	-	1,655	1,220
	<u>13,215</u>	<u>-</u>	<u>13,215</u>	<u>21,988</u>
<u>Governance</u>				
Insurance	664	-	664	565
Monitoring and evaluation	1,274	-	1,274	755
Professional fees	575	-	575	1,150
	<u>2,513</u>	<u>-</u>	<u>2,513</u>	<u>2,470</u>
Total support and governance	<u>15,728</u>	<u>-</u>	<u>15,728</u>	<u>24,458</u>

All support & governance expenditure was from unrestricted funds totalling £24,458 in 2022.

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2023 Total £
Gross salaries and wages	1,600	15,560	17,160
Employer's pension	2,734	3,828	6,562
	<u>4,334</u>	<u>19,388</u>	<u>23,722</u>
Freelance staff			
- Raising funds	1,113	-	1,113
- Charitable activities - projects	-	64,701	64,701
- Charitable activities - general	30,308	-	30,308
- Management and governance	406	-	406
	<u>31,827</u>	<u>64,701</u>	<u>96,528</u>
Total staff costs	<u>36,161</u>	<u>84,089</u>	<u>120,250</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023

8. STAFF COSTS AND NUMBERS - PRIOR YEAR

	Unrestricted funds £	Restricted funds £	31.01.2021 Total £
Gross salaries and wages	6,153	12,807	18,960
Employer's pension	2,187	4,375	6,562
	<u>8,340</u>	<u>17,182</u>	<u>25,522</u>
Freelance staff			
- Raising funds	2,042	-	2,042
- Charitable activities - projects	-	67,418	67,418
- Charitable activities - general	15,256	-	15,256
- Management and governance	4,260	-	4,260
	<u>21,558</u>	<u>67,418</u>	<u>88,976</u>
Total staff costs	<u>29,898</u>	<u>84,600</u>	<u>114,498</u>

There was 1 member of staff employed during 2022/23 (2021/22 - 1 person)

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000 (2021/22 - None)

The remuneration of the key management personnel (2021/22, 1 person) amounted to £23,722 (2021/22 - £25,522)

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 January 2023 (2022 - Nil)

Trustees' expenses

There were Trustees' expenses paid to 3 Trustees of £75 in total for DBS checks for the year ended 31 January 2023 (2022 - Nil).

Trustees' donations

Four Trustees made donations in the year totalling £425 (2022 - Nil).

Related parties

2022 saw the final year of the charity's partnership with Lightyear Foundation (a registered charity) and grants totalling £31,329 were received. The relationship has enabled Flamingo Chicks to have a greater reach and social impact, making maximum use of available funds. The organisation is well-known to Flamingo Chicks as its CEO also works part-time for Lightyear Foundation as its CEO. The 3 year project came to a close in December 2022.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023**

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.01.2023	31.01.2022
	£	£
Independent examiner's fee	-	-
	<u> </u>	<u> </u>

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

		Equipment & furniture £
COST		
Balance b/f		1,846
Additions		-
Disposals		-
Balance c/f		<u>1,846</u>
DEPRECIATION		
Balance b/f		923
Charge for year		461
Balance c/f		<u>1,384</u>
NET BOOK VALUE	-2023	<u>462</u>
NET BOOK VALUE	-2022	<u>923</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2023	31.01.2022
	£	£
Trade debtors	<u>2,900</u>	<u>2,392</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2023	31.01.2022
	£	£
Accruals	<u>725</u>	<u>1,195</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.2.2022 £	Income £	Expenditure £	Transfers £	At 31.01.2023 £
Unrestricted funds					
General fund	50,665	68,462	(59,584)	-	59,543
Restricted funds					
Inclusive dance programmes	7,758	77,279	(47,421)	-	37,616
Intergenerational volunteering programme	4,026	14,997	(12,929)	-	6,094
Core costs	3,218	53,555	(26,443)	-	30,330
Agents of Change Youth Advocacy programme	1,283	-	(1,283)	-	-
	<u>16,285</u>	<u>145,831</u>	<u>(88,076)</u>	<u>-</u>	<u>74,040</u>
TOTAL FUNDS	<u>66,950</u>	<u>214,293</u>	<u>(147,660)</u>	<u>-</u>	<u>133,583</u>

MOVEMENT IN FUNDS - PRIOR YEAR

	At 1.2.2021 £	Income £	Expenditure £	Transfers £	At 31.01.2022 £
Unrestricted funds					
General fund	39,685	59,531	(48,551)	-	50,665
Restricted funds					
Inclusive dance programmes	6,289	52,846	(51,377)	-	7,758
Intergenerational volunteering programme	1,525	14,950	(12,449)	-	4,026
Core costs	3,029	19,000	(18,811)	-	3,218
Temporary capacity building programme	1,994	2,125	(4,119)	-	-
Agents of Change Youth Advocacy programme	1,923	1,500	(2,140)	-	1,283
	<u>14,760</u>	<u>90,421</u>	<u>(88,896)</u>	<u>-</u>	<u>16,285</u>
TOTAL FUNDS	<u>54,445</u>	<u>149,952</u>	<u>(137,447)</u>	<u>-</u>	<u>66,950</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2023**

14. FUNDS - DESCRIPTION

General fund

The general fund is used for the administration costs of the charity.

Inclusive dance programmes

This fund delivers inclusive classes and workshops enabling disabled children to explore movement and dance.

Intergenerational volunteering programme

This fund covers managing the charity's 571 intergenerational volunteers, including training, development and safeguarding checks.

Core costs

This fund is to cover the costs of the CEO and management team for the day to day running and leadership of the Charity and other core costs.

Temporary capacity building programme

This fund covered the costs of the operations manager to develop the capacity building programme and was completed in June 2021.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme as described in the Annual Report.

15. PRIOR YEAR COMPARATIVES

	Unrestricted funds £	Restricted funds £	31.01.2022 Total funds £
Income from:			
Grants and donations	39,601	90,421	130,022
Charitable activities	19,930	-	19,930
Total income	59,531	90,421	149,952
Expenditure on:			
Raising funds	4,941	-	4,941
Charitable activities	43,610	88,896	132,506
Total expenditure	48,551	88,896	137,447
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10,980	1,525	12,505
Net movement in the funds	10,980	1,525	12,505
RECONCILIATION OF FUNDS			
Total funds brought forward	39,685	14,760	54,445
TOTAL FUNDS CARRIED FORWARD	50,665	16,285	66,950

FLAMINGO CHICKS CIO

England & Wales - Charity number 1187604

Accounts



FLAMINGO CHICKS CIO ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED
31 JANUARY 2022

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

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FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

The Trustees have pleasure in presenting their report together with the financial statements of the Charity for the year ended 31 January 2022.

Objectives and Activities

The Charity's objects, as set out in its governing document, are the promotion of social inclusion among disabled people, who are socially excluded from society, or parts of society, as a result of being disabled and, to relieve the needs of such people and their families and carers by:

- a) being an inclusive dance community for children and adults, disabled and non-disabled;
- b) providing and facilitating a support network for the families and carers of disabled people;
- c) raising public awareness of the issues affecting disabled people and their families/carers, both generally and in relation to their inclusion;
- d) advocating for the equal treatment of disabled people and their families, including the elimination of discrimination on the grounds of disability.

Statement of Public Benefit

The Charity Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The Charity's Activities

Flamingo Chicks is a multi-award-winning charity and inclusive community providing *all* children, including disabled children and those with illnesses such as cancer, the opportunity to enjoy dance, explore movement and learn alongside friends. In addition, the charity provides a vital peer support network for parents and carers, inter-generational volunteering, global outreach and advocacy.

Levels of inactivity and isolation are unacceptably high amongst disabled children: 40% of parents of disabled children say their child rarely or never has the opportunity to play with non-disabled children and a staggering 80% of disabled people are inactive. Flamingo Chicks seeks to combat inactivity and isolation among disabled children and their families and support disabled children to realise their full potential and advocate for their own futures.

We do this through holistic programming centred on five core pillars:

- 1) Inclusive dance classes
- 2) Parent/carer peer support
- 3) Inter-generational volunteering
- 4) Youth-led advocacy
- 5) Global outreach

From our fully accessible inclusive dance classes through to our Agents of Change programme of youth advocates, Flamingo Chicks offers disabled children the chance to participate in activities that combat stereotypes around what disabled children and their bodies can do and empowers disabled children to advocate for their own ambitions and desires. Complimentary programming supporting parents and carers, alongside an exemplary intergenerational volunteering programme, fosters greater awareness about the challenges and barriers

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

disabled children, their parents, carers and family networks face, leading to wider societal understanding and changing attitudes, actions and access.

Our advocacy and outreach work seeks to amplify this understanding and champion inclusivity and inclusive practices to lead to real change in the way society treats disabled children.

OUR IMPACT IN 2021-22

2021 saw the strength, kindness and creativity within our community shine. Despite the continued challenges presented by Covid-19, Flamingo Chicks responded to the surge in demand for our work, increasing workshop delivery by 43% and regular classes up by 25%. A total of 5581 children came through Flamingo Chicks sessions in the year.

From Glasgow to Guildford and Cambridge to Cornwall, children can now enjoy the fun and freedom of Flamingo Chicks. 44 new settings have joined the Flock this year, including Royal London and Great Ormond Street Children's Hospitals. We've also hit our goal of working with every single Children's Hospice in the UK!

We launched a range of new tactile, sensory and creative evaluation techniques this year to ensure all voices are captured effectively. Our outcomes included:

- 71% of our settings saw levels of physical ability (mobility, balance and core strength) improve and 29% saw significant improvement.
- 89% of settings saw young people's confidence and resilience improve, during or following our sessions.
- 82% of participants learnt something new and 76% found the topics explored fun and exciting (2021 core themes were Japan – timed with the Olympics and Paralympics) and The Ocean.

Before Flamingo Chicks classes, only 22% were very engaged in physical activity. After our intervention, this rose to 78%.

"We can't thank you enough for the joy you've brought us. We love your creative dance classes. We have made new memories and friends." Refuge Families & Team

4,400 children took part in our new virtual Calming Class, designed to reduce anxiety and promote self-help and we also danced on BBC Morning Live with Strictly Star, Oti Mabuse! We've grown our team of teachers to 20, appointed a new Assistant Head of Dance and welcomed 3 new Associate Artists into our team, highlighting diverse talent.

Flamingo Chicks recognised the added strain Covid has on parents and carers and launched new Stretch and Breathe sessions with 578 taking part, improving physical and mental wellbeing.

Two new Patrons joined the Flock - Peaches Golding OBE CStJ, Her Majesty's Lord- Lieutenant and Mark Smith, Founder of Deaf Men Dancing.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

We remain passionate about volunteering particularly encouraging first time, disabled and socially isolated older volunteers. We're privileged and proud that over 500 people gave their time to support us this year.

2021 also saw 5 new awards added to the Flamingo Chicks' trophy cabinet. After a long wait due to Covid-19, we received our Queen's Award for Voluntary Service - then went on to win another 3 new awards. Our CEO and Founder Katie Sparkes was awarded an MBE in the New Year's Honours (2022) for services to disabled children and their families. All of these are wonderful recognition of the dedication, passion and teamwork that makes Flamingo Chicks so special.

The Flamingo Chicks' Agents of Change (our Youth Council) matched passion with personal experience to campaign for a fair future for disabled people. In 2021, their voice was louder than ever, carrying out accessibility audits, interviewing VIPs and entertaining a host of celebrity guests. We remain in awe of their tenacity and drive to break down barriers to inclusion.

"I'm proud of being an Agent of Change. We break down barriers to inclusion, challenge what's possible and showcase our vision of a fair future for disabled kids." Laura, aged 14

The Covid-19 pandemic revealed the scarcity of accessible activity provision for disabled children, particularly online. Flamingo Chicks stands out as a provider of truly unique, accessible physical and recreational activities and a leader in this space. The last year has seen continued demand for our services like never before and we are determined to grow to respond to this need.

"We cherish our Flamingo Chicks sessions! It's hard to find activities that are both inclusive and engaging for all abilities and needs but Flamingo Chicks does this perfectly! The sessions are a unique opportunity for our young people to explore movement with a range of adaptations perfectly pitched, along with different ways to communicate enabling communication, independence and self-expression. They inspire our teaching team too and we've really valued learning different techniques." Tamara Stewart, Mapledown School - London Borough of Barnet's Secondary School for students with Severe and Complex Learning Difficulties.

We are extremely grateful for all the support we have received this year. With the flexibility of funders, generosity of supporters, the incredible input from volunteers across a plethora of roles, as well as the invaluable strategic input from our Trustees and the immense hard work of our team, we have been able to create real impact and momentum. Thank you!

Targets and plans for 2022-23

By 2023 we want to create a community of more than 6500 children and families accessing our services each year.

Feedback from our community has always shown the huge need for our work but Covid has heightened this even further. We are planning exciting things for 2022/23, a step change in how we work to reach even more children – to keep innovating and pushing boundaries!

FLAMINGO CHICKS CIO

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YEAR ENDED 31 JANUARY 2022

First up we'll be launching a new dramatic performance production called MEN-TOUR. Two of our talented dancers, who both have lived experience of chronic illness or impairment - will create and tour a unique workshop for disabled children to participate in breaking down gender barriers, with the male dancers providing relatable role models for disabled dancers of any age.

We will also be working towards launching a new performance arm of Flamingo Chicks. The genre of dance offers a real richness in storytelling, characterisation, music, costume and props and we will explore this in more detail, along with providing a host of exciting performance opportunities – showcasing what our children CAN do. We want to enable them to share in the joy and wonder of performance, motivating others with their incredible stories and successes.

Whilst we are growing rapidly and now reaching 5,000 children a year, there are 880,000 children in the UK. We are determined to scale, enabling us to bring our inclusive techniques to a much greater number of disabled children right across the UK.

Crucial to funding our work will be our annual fundraising event, The May 100. Set to return in Spring 2022, we will make it bigger and better than ever before, challenging hundreds of people to get active whilst helping sustain our work.

Financial Review

During the year the Charity received income of £149,952 and incurred expenditure of £137,447 realising a surplus of £12,505 for the year, which was made up of £10,980 unrestricted funds and £1,525 of restricted funds. At the year end the funds comprised £50,665 in unrestricted funds and £16,285 in restricted funds making a total of £66,950.

Reserves policy

Trustees have increased the reserves level for this coming year to reflect growth in operational budget. Based on 4 months running costs, this is **£53,250**. At 31 January 2022, the unrestricted free reserves (excluding fixed assets) were £49,742. The Charity has a robust and varied fundraising programme for raising both restricted and unrestricted funds which will increase reserves over the coming months. Reserves may be accessed, with the agreement of the Trustees, to provide working capital in order to meet new areas of endeavour and to meet emergency requirements.

Principal funding sources

Flamingo Chicks works hard to create a fundraising armoury with funding sources from several avenues. These include charitable trusts and foundations, corporate support and community fundraising.

The Charity would particularly like to thank the following for their generous support this year – and particularly their flexibility with funding enabling the charity to respond so effectively and swiftly to Covid-19:

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

Amazon Giving
Awards For All
Baily Thomas Charitable Fund
Blair Foundation
Brian Murtagh Charitable Trust
Arthur J. Gallagher Insurance
Prudential Foundation
Clifford Chance LLP
Criseren Foundation
Douglas Arter Foundation
Dransfield Foundation
Garfield Weston Foundation
Grace's Wish
Irwin Mitchell LLP
Local Giving
Marsh Charitable Trust
MFPA
Quartet
Wessex Water Foundation
Rooms4groups – donation
Rotary Club
Rotary Club – Cedric
RWK
Souter Charitable Trust
Albert Hunt Trust
Nisbet Trust
Yvonne Flux Charitable Trust
Thanks also to the Curiosity Fund and John Lyon's Foundation for funding our collaboration with Lightyear Foundation

Donated goods and services

Flamingo Chicks is extremely grateful for the following donated goods and services:

The health, education and social care professionals who assist our work

- Agents of Change speakers: Nicola Pike - Better Communication Bristol
- Phoebe Martin - Little Inventors
- Vikki Allan - female FIFA referee
- Nico Garica Mayor - Humanitarian Architect
- Fred Dubee - UN advisor
- Rob Gardner - Financial Activist and Save Your Acorns author
- James McDonagh - F1 in Schools
- Rosaleen (Rosie) Moriarty-Simmonds OBE - Mouth Painting Artist
- Iain Mackay - Yorkshire Ballet

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

- Andrew Riley - Surfers Against Sewage
- Beth Hinton-Lever - musical theatre actress
- Briony May Williams - GBBO Baker
- Katie Parker - virtual PA services for 3 months (2 hours a week)
- Jonathan Philips - data security and systems session
- Dial A Geek - data security and systems advice
- Burges Salmon LLP - GDPR advice and contract review
- Clifford Chance LLP - HR Support/advice
- Torque Law - advice on freelance workers
- Noa Bladon - Independent Examiner
- 4 Media Group - pro bono PR support
- Yixuan Wang - UCL, independently checking our monitoring and evaluation data
- Gifts donated to our online shop totalling £225

As it is difficult to value these donated services, they have not been included in the accounts, with the exception of the donated goods.

Reference and administrative details

Charity registration number: 1187604

Date of registration: 27th January 2020 (previously a CIC since 2nd February 2015)

Address: The Old Bake House, Downs Park East, Westbury Park, Bristol BS6 7QD

Website: www.flamingochicks.org

Bankers: Lloyds Bank plc, 15 High St, Westbury on Trym, Bristol BS9 3DA

Independent examiner: Noa Bladon

Trustees:

The Trustees who served the charity during the period were as follows:

Mrs Claire Bridges – Chair

Jennifer Jeffery

Andrew Sanders

Owen Masters

Robert Hart

Dr Carmen Soto (appointed 05.01.2022)

Annabelle Turner (appointed 05.01.2022)

Alicia Burnett (resigned 16.08.2021)

Celina Tomas (resigned 14.01.2022)

Structure, governance and management

Governing document

On 27 January 2020, the Charity was converted from a Community Interest Company to a Charitable Incorporated Organisation. The CIC had been incorporated on 2 February 2015 and its company number was 9417737. The Charity was registered with the Charity Commission

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

on 27 January 2020 and is governed by its Foundation Constitution dated 27 January 2020. All assets and liabilities were transferred from the CIC to Flamingo Chicks CIO.

Organisational structure

The Trustees are responsible for decisions regarding the strategy and development of the charity, and other high-level decisions. Day to day running of the charity is delegated to the CEO Katherine Sparkes.

Recruitment and appointment of new Trustees

Regular Trustee skills audits are carried out and based on this, new Trustees are recruited, either to replace a person who has resigned or to bring specific skill and experience onto the board. Trustee vacancies are widely advertised. Shortlisted candidates are interviewed by the CEO then by at least one other Trustee before being invited to attend a first board meeting as an observer. Following this the board votes on the appointment of the new Trustee. Flamingo Chicks prides itself on making its onboarding process accessible. New measures include a Board Buddy scheme, recording meetings to watch again and live minutes.

Risk management

The Trustees review risk at each Board Meeting and the Charity has a robust risk register, tracked with a traffic light system to stay on top of risk across the organisation. This year, Trustees have taken action to improve fundraising and infrastructure, including implementation of a new CRM system to better suit the needs of a growing charity.

Covid-19 continued to impact service delivery, but Flamingo Chicks was well equipped to alternate between online and face-to-face delivery as required. By harnessing technology, the Charity has been able to reach more disabled young people than ever before.

As the charity grows, improving systems and IT infrastructure will be a key focus for Trustees. Flamingo Chicks will also retain a cautious approach to Covid safety, given the vulnerabilities of those we serve.

FLAMINGO CHICKS CIO

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

Statement of the Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of 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 Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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 constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board and signed on its behalf by:

CLAIRE BRIDGES

Claire Bridges, Chair of Trustees

Date: 29 March 2022

FLAMINGO CHICKS CIO

REPORT OF THE INDEPENDENT EXAMINER

YEAR ENDED 31 JANUARY 2022

I report to the Trustees on my examination of the accounts of Flamingo Chicks CIO for the year ended 31 January 2022 set out on pages 11 to 21.

Responsibilities and basis of report

As the charity Trustees of the Charity 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 all 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 giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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 this report in order to enable a proper understanding of the accounts to be reached.

NOA BLADON

Name: Noa Bladon of NEC Consultancy Ltd
Address: 85 Great Portland Street, London, W1W 7LT
Qualification: ACA (ICAEW)

Date: 29 March 2022

FLAMINGO CHICKS CIO

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2022**

		Unrestricted funds	Restricted funds	31.01.2022 Total funds	31.01.2021 Total funds
	Notes	£	£	£	£
Income from:					
Grants and donations	2	39,601	90,421	130,022	136,510
Charitable activities	3	19,930	-	19,930	5,272
Other		-	-	-	-
Total income		<u>59,531</u>	<u>90,421</u>	<u>149,952</u>	<u>141,782</u>
Expenditure on:					
Raising funds	4	4,941	-	4,941	2,086
Charitable activities	5	<u>43,610</u>	<u>88,896</u>	<u>132,506</u>	<u>105,748</u>
Total expenditure		<u>48,551</u>	<u>88,896</u>	<u>137,447</u>	<u>107,834</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	10	10,980	1,525	12,505	33,948
Transfers between the funds		-	-	-	-
Net movement in the funds		10,980	1,525	12,505	33,948
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>39,685</u>	<u>14,760</u>	<u>54,445</u>	<u>20,497</u>
TOTAL FUNDS CARRIED FORWARD	14	<u><u>50,665</u></u>	<u><u>16,285</u></u>	<u><u>66,950</u></u>	<u><u>54,445</u></u>

The Charity has no recognised gains or losses other than the results for the year as set out above. All of the activities of the Charity are classed as continuing.

The comparative funds are detailed in Note 15.
The notes on pages 13 to 21 form part of these financial statements.

FLAMINGO CHICKS CIO**BALANCE SHEET
AS AT 31 JANUARY 2022**

		Unrestricted funds	Restricted funds	31.01.2022 Total funds	31.01.2021 Total funds
	Notes	£	£	£	£
FIXED ASSETS	11	<u>923</u>	<u>-</u>	<u>923</u>	<u>1,384</u>
CURRENT ASSETS					
Debtors	12	2,392	-	2,392	390
Cash at bank		48,545	16,285	64,830	53,371
		<u>50,937</u>	<u>16,285</u>	<u>67,222</u>	<u>53,761</u>
CREDITORS					
Amounts falling due within one year	13	<u>(1,195)</u>	<u>-</u>	<u>(1,195)</u>	<u>(700)</u>
NET CURRENT ASSETS		<u>49,742</u>	<u>16,285</u>	<u>66,027</u>	<u>53,061</u>
NET ASSETS		<u><u>50,665</u></u>	<u><u>16,285</u></u>	<u><u>66,950</u></u>	<u><u>54,445</u></u>
FUNDS	14				
Unrestricted funds				50,665	39,685
Restricted funds				<u>16,285</u>	<u>14,760</u>
TOTAL FUNDS				<u><u>66,950</u></u>	<u><u>54,445</u></u>

The financial statements were approved by the Board of Trustees on 29 March 2022 and were signed on its behalf by:

CLAIRE BRIDGES

.....
Claire Bridges - Chair

The notes on pages 13 to 21 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value. The Financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), FRS 102 and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern due to accumulated reserves, and there are no significant current or longer-term liabilities, and the organisation has significant net assets and reserves.

Income

All income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants and donations are included in income when they are received, except for significant one-off grants and donations, received after the year end but promised before the year end.

Gift aid receivable is included in income when there is a valid declaration from the donor. Any gift aid recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor has specified otherwise. Online platforms automatically collect gift aid on donations.

Legacies are included when the charity is advised by the personal representative of an estate that the payment will be made, or property transferred and the amount can be quantified.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.

The value of any volunteer help received is not included in the accounts but is described in the Trustees' Annual Report.

1. ACCOUNTING POLICIES (CONTINUED)

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity costs categories on a basis consistent with the use of the resources.

Expenditure includes attributable VAT which cannot be recovered.

Taxation

The charity is exempt from tax on its charitable activities.

Cash at bank and in hand

Cash at bank includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time at the discretion of the Trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022**

2. GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	31.01.2022 Total £	31.01.2021 Total £
Grants - unrestricted	31,584	-	31,584	26,817
Grants - Government COVID-19	-	-	-	10,000
Grants - restricted				
- Inclusive dance programmes	-	52,846	52,846	41,830
- Intergenerational volunteering	-	14,950	14,950	6,675
- Core costs	-	19,000	19,000	32,647
- Temporary capacity building programme	-	2,125	2,125	11,684
- Agents of Change Youth Advocacy	-	1,500	1,500	2,288
Donations	8,017	-	8,017	4,569
	<u>39,601</u>	<u>90,421</u>	<u>130,022</u>	<u>136,510</u>

3. CHARITABLE ACTIVITIES INCOME

Dance classes	19,522	-	19,522	4,794
Online shop	408	-	408	478
	<u>19,930</u>	<u>-</u>	<u>19,930</u>	<u>5,272</u>

4. RAISING FUNDS

	Unrestricted funds £	Restricted funds £	31.01.2022 Total £	31.01.2021 Total £
Fundraising costs	4,490	-	4,490	1,326
Donation website charges	451	-	451	760
	<u>4,941</u>	<u>-</u>	<u>4,941</u>	<u>2,086</u>

All raising funds expenditure was from unrestricted funds totalling £2,086 in 2021.

5. CHARITABLE ACTIVITIES - CURRENT YEAR

	Direct costs £	Project costs £	31.01.2022 Total £
Charitable activities (see Note 6)	19,152	88,896	108,048
Support and governance costs (see Note 7)	24,458	-	24,458
	<u>43,610</u>	<u>88,896</u>	<u>132,506</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022

5. CHARITABLE ACTIVITIES - PRIOR YEAR

	Direct costs £	Project costs £	31.01.2021 Total £
Charitable activities (see Note 6)	15,770	76,524	92,294
Support and governance costs (see Note 7)	13,454	-	13,454
	<u>29,224</u>	<u>76,524</u>	<u>105,748</u>

6. CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2022 Total £	31.01.2021 Total £
<u>Direct costs</u>				
Dance classes	17,412	-	17,412	11,310
Parent/carers support	120	-	120	148
Volunteer management incurred costs	837	-	837	1,544
Advocacy and campaigns	137	-	137	1,292
Virtual classes - website & marketing	646	-	646	1,476
<u>Project costs</u>				
- Inclusive dance programmes	-	51,377	51,377	35,541
- Volunteer manager fee	-	12,449	12,449	5,150
- Core costs	-	18,811	18,811	25,778
- Temporary capacity building programme	-	4,119	4,119	9,690
- Agents of Change Youth Advocacy	-	2,140	2,140	365
	<u>19,152</u>	<u>88,896</u>	<u>108,048</u>	<u>92,294</u>

CHARITABLE ACTIVITIES - PRIOR YEAR

<u>Direct costs</u>				
Dance classes	11,310	-	11,310	
Parent/carers support	148	-	148	
Volunteer management incurred costs	1,544	-	1,544	
Advocacy and campaigns	1,292	-	1,292	
Virtual classes - website & marketing	1,476	-	1,476	
<u>Project costs</u>				
- Inclusive dance programmes	-	35,541	35,541	
- Volunteer manager fee	-	5,150	5,150	
- Core costs	-	25,778	25,778	
- Temporary capacity building programme	-	9,690	9,690	
- Agents of Change Youth Advocacy	-	365	365	
	<u>15,770</u>	<u>76,524</u>	<u>92,294</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022

7. SUPPORT AND GOVERNANCE COSTS

	Unrestricted funds £	Restricted funds £	31.01.2022 Total £	31.01.2021 Total £
<u>Support costs</u>				
Salary costs	8,340	-	8,340	-
Temporary Operations manager	3,675	-	3,675	-
Recruitment, training and travel	476	-	476	-
Office and storage rent	6,721	-	6,721	6,663
Business rates/ (refund)	(277)	-	(277)	277
Telephone and internet	486	-	486	994
Printing, postage and stationery	419	-	419	480
Subscriptions	179	-	179	345
Sundry and gifts	288	-	288	752
Depreciation of equipment	461	-	461	462
Bookkeeping, payroll and accounts	1,220	-	1,220	1,180
	<u>21,988</u>	<u>-</u>	<u>21,988</u>	<u>11,153</u>
<u>Governance</u>				
Insurance	565	-	565	556
Monitoring and evaluation	755	-	755	1,545
Professional fees	1,150	-	1,150	200
	<u>2,470</u>	<u>-</u>	<u>2,470</u>	<u>2,301</u>
Total support and governance	<u>24,458</u>	<u>-</u>	<u>24,458</u>	<u>13,454</u>

All support & governance expenditure was from unrestricted funds totalling £13,454 in 2021.

8. STAFF COSTS AND NUMBERS - CURRENT YEAR

	Unrestricted funds £	Restricted funds £	31.01.2022 Total £
Gross salaries and wages	6,153	12,807	18,960
Employer's pension	2,187	4,375	6,562
	<u>8,340</u>	<u>17,182</u>	<u>25,522</u>
Freelance staff			
- Raising funds	2,042	-	2,042
- Charitable activities - projects	-	67,418	67,418
- Charitable activities - general	15,256	-	15,256
- Management and governance	4,260	-	4,260
	<u>21,558</u>	<u>67,418</u>	<u>88,976</u>
Total staff costs	<u>29,898</u>	<u>84,600</u>	<u>114,498</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022

8. STAFF COSTS AND NUMBERS - PRIOR YEAR

	Unrestricted funds £	Restricted funds £	31.01.2021 Total £
Gross salaries and wages	-	20,860	20,860
Employer's pension	-	4,662	4,662
	<u>-</u>	<u>25,522</u>	<u>25,522</u>
Freelance staff			
- Raising funds	581	-	581
- Charitable activities - projects	-	47,161	47,161
- Charitable activities - general	11,477	-	11,477
- Management and governance	1,450	-	1,450
	<u>13,508</u>	<u>47,161</u>	<u>60,669</u>
Total staff costs	<u>13,508</u>	<u>72,683</u>	<u>86,191</u>

There was 1 member of staff employed during 2021/22 (2020/21 - 1 person)

No members of staff received staff benefits (excluding employer pension costs) for the year of more than £60,000 (2020/21 - None)

The remuneration of the key management personnel (2020/21, 1 person) amounted to £25,522 (2020/21 - £25,522)

9. TRANSACTIONS WITH TRUSTEES AND RELATED PARTIES

Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 January 2022 (2021 - Nil).

Trustees' expenses

There were no Trustees' expenses paid or waived for the year ended 31 January 2022 (2021 - Nil).

Trustees' donations

No Trustees made donations in the year (2021 - 4 Trustees - £739).

Related parties

During 2021/22 the charity continued its partnership with Lightyear Foundation (a registered charity) and grants totalling £26,714 were received. The relationship enables Flamingo Chicks to have a greater reach and social impact, making maximum use of available funds. The organisation is well-known to Flamingo Chicks as its CEO also works one day a week for Lightyear.

FLAMINGO CHICKS CIO

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022**

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	31.01.2022	31.01.2021
	£	£
Independent examiner's fee	<u>-</u>	<u>-</u>

No fees have been paid to the Independent Examiner for her review and she has not provided any other assurance or advisory services.

11. FIXED ASSETS

		Equipment & furniture £
COST		
Balance b/f		1,846
Additions		-
Disposals		-
Balance c/f		<u>1,846</u>
DEPRECIATION		
Balance b/f		462
Charge for year		461
Balance c/f		<u>923</u>
NET BOOK VALUE	-2022	<u>923</u>
NET BOOK VALUE	-2021	<u>1,384</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2022	31.01.2021
	£	£
Trade debtors	<u>2,392</u>	<u>390</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.01.2022	31.01.2021
	£	£
Accruals	<u>1,195</u>	<u>700</u>

FLAMINGO CHICKS CIO

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022

14. MOVEMENT IN FUNDS - CURRENT YEAR

	At 1.2.2021 £	Income £	Expenditure £	Transfers £	At 31.01.2022 £
Unrestricted funds					
General fund	39,685	59,531	(48,551)	-	50,665
Restricted funds					
Inclusive dance programmes	6,289	52,846	(51,377)	-	7,758
Intergenerational volunteering programme	1,525	14,950	(12,449)	-	4,026
Core costs	3,029	19,000	(18,811)	-	3,218
Temporary capacity building programme	1,994	2,125	(4,119)	-	-
Agents of Change Youth Advocacy programme	1,923	1,500	(2,140)	-	1,283
	<u>14,760</u>	<u>90,421</u>	<u>(88,896)</u>	<u>-</u>	<u>16,285</u>
TOTAL FUNDS	<u>54,445</u>	<u>149,952</u>	<u>(137,447)</u>	<u>-</u>	<u>66,950</u>

MOVEMENT IN FUNDS - PRIOR YEAR

	At 1.2.2020 £	Income £	Expenditure £	Transfers £	At 31.01.2021 £
Unrestricted funds					
General fund	24,337	46,658	(31,310)	-	39,685
Restricted funds					
Inclusive dance programmes	-	41,830	(35,541)	-	6,289
Intergenerational volunteering programme	-	6,675	(5,150)	-	1,525
Core costs	(3,840)	32,647	(25,778)	-	3,029
Temporary capacity building programme	-	11,684	(9,690)	-	1,994
Agents of Change Youth Advocacy programme	-	2,288	(365)	-	1,923
	<u>(3,840)</u>	<u>95,124</u>	<u>(76,524)</u>	<u>-</u>	<u>14,760</u>
TOTAL FUNDS	<u>20,497</u>	<u>141,782</u>	<u>(107,834)</u>	<u>-</u>	<u>54,445</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 JANUARY 2022

14. FUNDS - DESCRIPTION

General fund

The general fund is used for the administration costs of the charity.

Inclusive dance programmes

This fund delivers dance classes and workshops that provide a practical experience for disabled children.

Intergenerational volunteering programme

This fund is to cover the costs of managing the charity volunteers.

Core costs

This fund is to cover the costs of the CEO for the day to day running and leadership of the Charity and other core costs.

Temporary capacity building programme

This fund covered the costs of the operations manager to develop the capacity building programme and was completed in in June 2021.

Agents of Change Youth Advocacy programme

This fund is to develop the Agents of Change Youth Advocacy programme as described in the Annual Report.

15. PRIOR YEAR COMPARATIVES

	Unrestricted funds £	Restricted funds £	31.01.2021 Total funds £
Income from:			
Grants and donations	41,386	95,124	136,510
Charitable activities	5,272	-	5,272
Total income	<u>46,658</u>	<u>95,124</u>	<u>141,782</u>
Expenditure on:			
Raising funds	2,086	-	2,086
Charitable activities	29,224	76,524	105,748
Total expenditure	<u>31,310</u>	<u>76,524</u>	<u>107,834</u>
NET INCOME/ (EXPENDITURE) FOR THE YEAR	15,348	18,600	33,948
Net movement in the funds	<u>15,348</u>	<u>18,600</u>	<u>33,948</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>24,337</u>	<u>(3,840)</u>	<u>20,497</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>39,685</u></u>	<u><u>14,760</u></u>	<u><u>54,445</u></u>