

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 years' 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

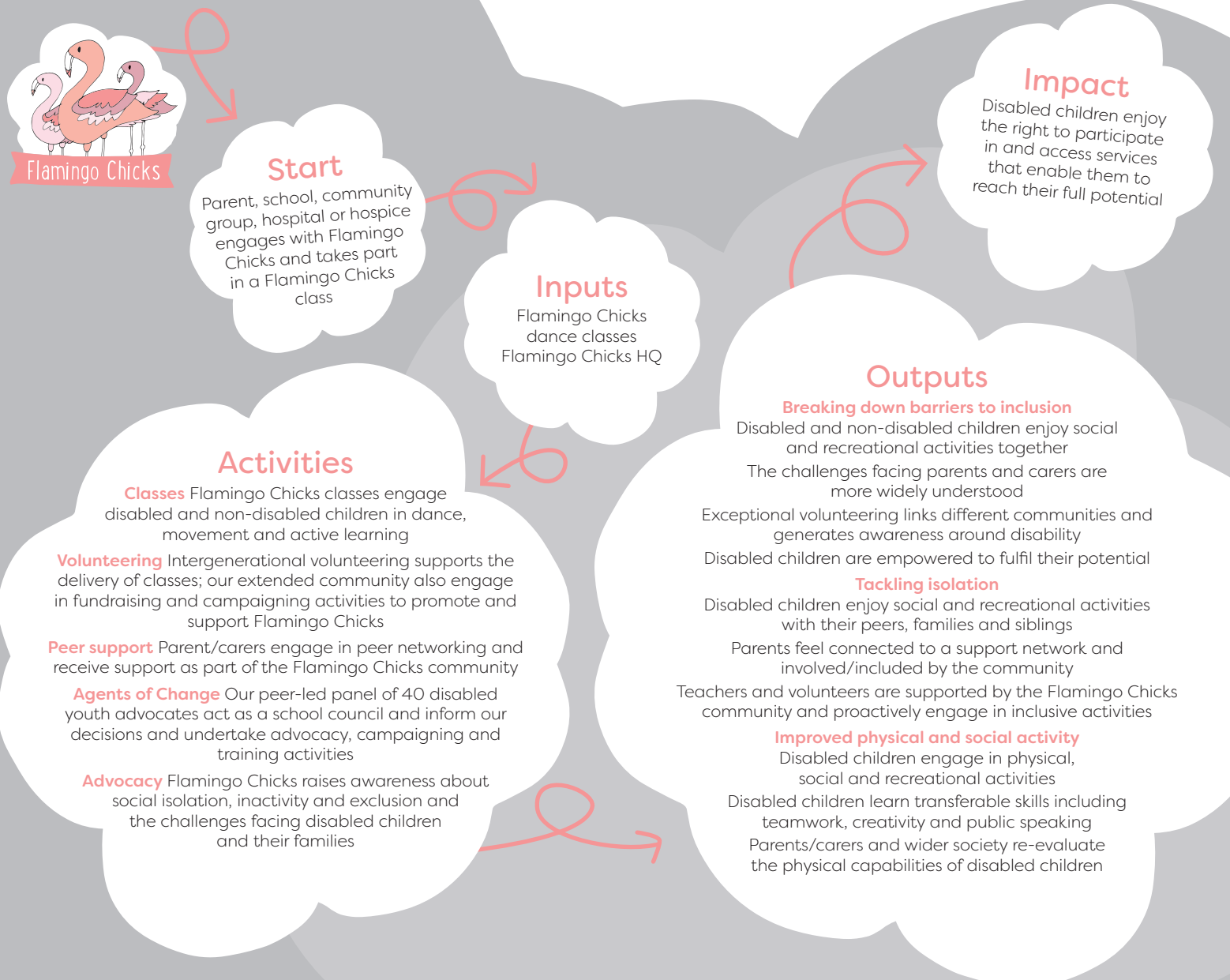
Disabled children do not have the same access to physical and social activities and are segmented from enjoying these activities with their peers.

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.





# 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

Disney  
PERFORMING  
ARTS



# 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.

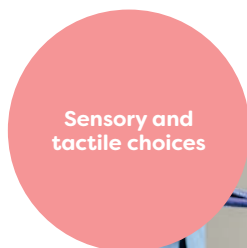




**Layers of Sand**  
To show collective attainment



**Draw what you learned**  
Free drawing time to record term highlights



**Sensory and tactile choices**



**Flamingo Scale**  
To measure feelings



**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



## 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



# 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

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## 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](http://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 Sidhanee

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

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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 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

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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**

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

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.

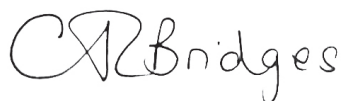
**FLAMINGO CHICKS CIO**

**BALANCE SHEET**

**AS AT 31 DECEMBER 2025**

		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>31.12.2025 Total funds</b>	<b>31.12.2024 Total funds</b>
	Notes	£	£	£	£
<b>FIXED ASSETS</b>	11	-	5,000	5,000	11,100
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
Amounts falling due within one year	13	(750)	-	(750)	(740)
<b>NET CURRENT ASSETS</b>		<u>156,138</u>	<u>63,568</u>	<u>219,706</u>	<u>201,299</u>
<b>NET ASSETS</b>		<u><u>156,138</u></u>	<u><u>68,568</u></u>	<u><u>224,706</u></u>	<u><u>212,399</u></u>
<b>FUNDS</b>	14				
Unrestricted funds				156,138	155,726
Restricted funds				<u>68,568</u>	<u>56,673</u>
<b>TOTAL FUNDS</b>				<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.

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**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:

	<b>31.12.2025</b>	<b>31.12.2024</b>
	<b>£</b>	<b>£</b>
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 £
<b>COST</b>			
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>
<b>DEPRECIATION</b>			
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**

	<b>31.12.2025</b>	<b>31.12.2024</b>
	<b>£</b>	<b>£</b>
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**

	<b>31.12.2025</b>	<b>31.12.2024</b>
	<b>£</b>	<b>£</b>
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 £
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Income from:</b>			
Grants and donations	34,278	147,673	181,951
Charitable activities	43,747	-	43,747
Investment income	82	-	82
<b>Total income</b>	<b>78,107</b>	<b>147,673</b>	<b>225,780</b>
<b>Expenditure on:</b>			
Raising funds	4,575	-	4,575
Charitable activities	66,252	124,768	191,020
<b>Total expenditure</b>	<b>70,827</b>	<b>124,768</b>	<b>195,595</b>
<b>NET INCOME/ (EXPENDITURE) FOR THE YEAR</b>	<b>7,280</b>	<b>22,905</b>	<b>30,185</b>
<b>Net movement in the funds</b>	<b>7,280</b>	<b>22,905</b>	<b>30,185</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<b>148,446</b>	<b>33,768</b>	<b>182,214</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>155,726</b>	<b>56,673</b>	<b>212,399</b>

# 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



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 @flamingo\_chicks  @flamingochicks

Charity number 1187604