

2023-2024 AWA DANCE REPORT



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Letter from our Director

As the Founder and Director of AWA DANCE, it brings me great joy to welcome you to our fourth year of activities.

Our journey began on 28th February 2020, just as the pandemic was about to hit the UK. Since then, our world has seen many challenges, from enduring wars to the ongoing struggles for women's rights and pressing environmental issues. In the midst of this tumultuous landscape, AWA DANCE stands as a sign of hope—a small yet mighty charity, driven by our firm values and a deep commitment to meeting the evolving needs of our participants.

I am filled with pride as I reflect on three particular accomplishments. Firstly, our recent partnership with youth organisations such as The Lighthouse Community Centre in Birmingham has been truly transformative.

Witnessing the growth and empowerment of the girls in their group through dance fills me with immense joy. I am eager to see how this partnership will continue to flourish in the days ahead. Secondly, our Safeguarding in Dance sessions, tailored to the unique needs of women and girls, have been a source of great satisfaction. The engaging discussions and insights shared by participants affirm the importance of this work, encouraging us to persist in our efforts.

I want to finish by thanking the new funders we have had this year. Apart from the grants received from Arts Council England, we received support from the Million Hours Fund distributed by the Communities Fund; a grant from Magic Little Grant; and support from the Inclusive Communities Fund in partnership with the UK Government, Commonwealth Games Legacy Funding, West Midlands Combined Authority and the Heart of England Community Foundation. Thank you also to the individual donors who wish to remain anonymous but whose contributions have a huge impact on the work we do.

We hope that by reading our annual report, you will appreciate the value of the work we do and understand how crucial each of you is in achieving our goals of positively impacting the lives of teenage girls in wider society and women in dance. To all who have supported us on this journey, I extend my deepest gratitude. Your belief in our mission has been the driving force behind our success.

We have exciting (and challenging!) times ahead, but we are confident that together, we can overcome any obstacles. AWA DANCE is here for us all.



A stylized, handwritten signature in black ink that reads 'Avatara'.

Avatara Ayuso
Founder and Director

Letter from our Chair

The Board is delighted to share with you our latest report on the achievements of our charity over this past year. We've seen the growth and deepening of our core work, from our annual mentoring programme that connects women in dance internationally, to highly impactful workshops for girls and young women in secondary schools that nurture their leadership skills through dance. As a small charity, our dedicated team of staff, volunteers, freelancers and partners, has delivered work true to our mission to promote new understandings of leadership in safe, supportive spaces.

I'm especially proud of the breadth of international, national and local partnerships the team has developed, including with Festival of the Girl, Sadlers' Wells, The Lighthouse, Swindon Dance and secondary schools. Our vision for a world where every woman and girl is empowered to be a brave leader can only be achieved in collaboration with partners across sectors, and it has been a joy to see these partnerships grow year on year.

None of this would be possible without the backing of supporters across trusts and foundations, businesses and individual donors. Thank you to all our supporters for your continued backing and belief in AWA DANCE!

The funding landscape remains challenging with the continuing cost-of-living crisis and global events that demand urgent humanitarian actions. All of us remain committed to playing our part through fostering leadership through dance so that women and girls are empowered to become the change they want to see in the world, and to lead on the issues that matter most to them.

We hope you enjoy reading our report and feel inspired to connect with our work if you haven't already. We always welcome new partnerships and collaborations!

For now, with a heartfelt thanks to all who make our work possible.



Asma Hussain
Chair of the Board of Trustees

Our Vision

is a world where every *woman and girl* is an empowered and brave leader, both in their personal and professional lives.



Our Mission

is to promote a new understanding of *Leadership* through dance, in safe spaces where women and girls become the change they want to see in the world.

Overview

AWA DANCE (Advancing Women's Aspirations with Dance) is a CIO (Charitable Incorporated Organisation) based in the UK, founded by the choreographer, Avatâra Ayuso. AWA DANCE is dedicated to the leadership development of all women and girls, using the transformative power of dance as the tool to empower their voices. We are also a network of creative, confident and inspirational leaders that contribute to the progress of the dance sector and 21st century society, by sharing and embodying our five core DANCE values: Dream big, take Action, Navigate the world, Create an artistic and leadership voice and Empower others.



Our Commitments

Intersectional Feminism



Our Values

Dream big,
Act now
Navigate the world
Create your artistic and leadership voice
Empower yourself and others



Gender Equality



Sustainable Goal 5
United Nations



Our Team

Core Team

- Avatâra Ayuso: Founder and Director
- Vittoria Butti: Programme Administrator
- Ana Neve: Digital and Communications Officer
- Hannah Thomas: Fundraiser
- Sherisse Bisram: Dance and Leadership Facilitator

Associates

- Sam LeBihan: Educational and Safeguarding Consultant

Board of Trustees

- Asma Hussain (Chair)
- Rosa Maria Cisneros
- Andrew Hurst
- Arunima Kumar
- Monique Springer

Equality and Diversity data

Our Team & Board

33.34% of our team is Global majority



80% of our Board is Global majority



Our Participants

40.3% of our participants are Global majority



Dance and Leadership workshops

In 2023, AWA DANCE delivered Dance & Leadership workshops across the country at Swindon Dance, The Lighthouse, Arena Academy, Sadlers' Wells, New City College and Hodge Hill Girls School.



The Power I Hold

In consultancy with Sam LeBihan and with support from Arts Council England, we developed the workshop 'The Power I Hold', a dance and leadership workshop about empowerment, self-expression and being a change-maker.

We also created the 'Power I Hold Toolkit', a 20-pages Pack with extra resources and activities, which we distribute to all workshop participants since its creation in June 2023.



Festival of the Girl

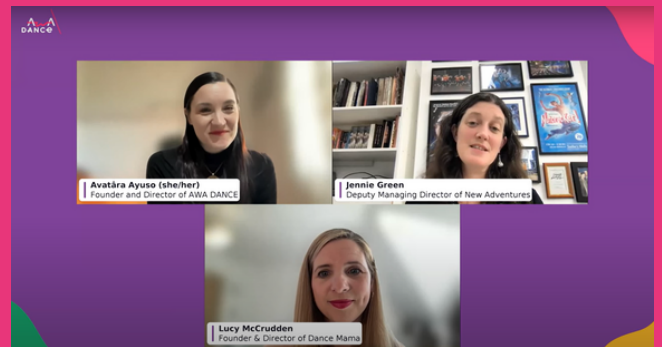
For International Day of The Girl, we were invited to take part to Festival of the Girl 2024. The Festival counted more than 1000 participants. We interacted with girls at our stall and delivered two dance and leadership workshops.



Leadership Opportunities for Women

Women in Dance: Let's Take Action

For International Women's month, we delivered a free webinar for women in dance. The webinar included discussions on maternity in the workplace and activism; a presentation of research on gender disparity in dance programming; sharing tools for women in the performing arts and tips on how to take action. The event was hosted by Avatâra Ayuso, and featured Sherisse Bisram, Lucy McCrudden, Seeta Patel, Jennie Green, Ana Neve and Kathryn Stamp as guests.



Safeguarding in Dance Training

AWA DANCE offered two online sessions of Safeguarding in Dance training Level 2, held by expert dance educationalist Sam LeBihan. The course equipped participants with understanding of safeguarding within a dance setting. A section of the training focused specifically on working with girls and women, understanding what risks they may face and what safeguarding measures should be in place to protect them from harm. Participants got a Continuous Professional Development certificate.

Mentoring Programme

The 7-month mentorship programme gave participants access to some of the most successful women in the UK dance sector. Participants received one-to-one sessions with a matched mentor, group sessions and individual time and feedback from our Director, Avatâra Ayuso. AWA DANCE provided mentees with tailored information and resources including a private online Hub. Our 2023 mentors were Michelle Norton, Ruth Lee, Taira Foo, Sherisse Bisram and Anna Watkins.



Mentees 2023

Our Participants

The best part of my mentorship has been spending time with someone I find inspiring and being able to talk through a variety of topics with someone who completely understands what I'm trying to express.
- Alex, Mentee 2023

The most common words used by participants to describe how they feel post-session are 'empowered', 'confident' and 'ready'

97% of women participants would recommend AWA DANCE's programmes

Engaging with the charity through my role as a research intern has felt really transformational. Working amongst a community of like minded women dance artists towards creating a better sector for women and girls has been incredibly fulfilling.
-Melanie, Research Intern Associate 2023

It was very informative and enjoyable... and extremely thought provoking! It felt like a safe, welcoming environment too, thank you!
- Clare, Training Participant 2023

I am more confident in articulating myself, I have developed a range of professional and personal skills, and I have been reminded that advocacy and change is possible in the everyday. Thank you for such a brilliant opportunity. - Melanie, Research Intern Associate 2023

I felt more mindful of how I treat myself and more aware that I could be kind to myself. - Sophie, Workshop Participant 2023

I liked how it got us energised and allowed us to communicate more with each other, yet able to express our views respectfully and creatively.
- Olivia, Workshop participant 2023

After this workshop I feel better about myself and more confident - Zahra, Workshop Participant 2023

I appreciate being able to work through transitional moments with someone who understands the ins and outs and can offer experienced guidance. I've learnt to take the jump into a new challenge. - Lexy, Mentee 2023

During 2023-2024
we impacted
1467 participants
across our activities

Key Highlights

APRIL

Registered Arts
Awards Centre

MAY

Started partnership with The
Lighthouse youth centre

JUNE

Launch of 3rd mentoring
programme for women in dance

JULY

Received Magic Little Grants
and Million Hours funding

AUGUST



SEPTEMBER

Workshops at
Swindon Dance, Arena
Academy, New City
College and The
Lighthouse

OCTOBER

Participation in Festival
of the Girl 2023

NOVEMBER

DECEMBER

Received Arts Council
England funding



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

JANUARY

Received Commonwealth
Games funding

Second Safeguarding in
Dance training

FEBRUARY

Selected for Women's Voices
2024 by Media Trust Training

MARCH

Workshops at Sadler's Wells
and Hodge Hill Girls School

Women in Dance: Let's
Take Action webinar



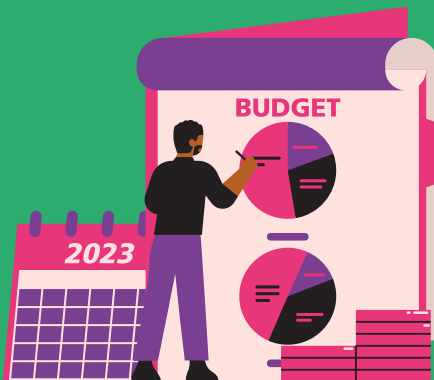
Our Goals for 2024-2025



Increase girl engagement



Increase our partnerships with schools and youth community centres



Financial Sustainability



Girls in Dance Festival 2025



Exploring and testing co-leadership and power sharing models

Governance and Legal

AWA DANCE ('the charity') is constituted as a Charitable Incorporated Organisation. We registered as a charity on 28 February 2020. Our charity registration number is 1188235. Our registered address is 103 Sherborne Lofts, 33 Grosvenor St West, Birmingham, B16 8HW.

The organisation is run and managed by a Board of Trustees who meet five times a year to review activities, the financial management of the charity and undertake all governance responsibilities for the charity. All Trustees give their time voluntarily and receive no benefit from the charity.

The Board of Trustees are responsible for the strategic direction and policy of the charity. The Board is made up of five Trustees with a variety of professional backgrounds relevant to the charity's work. The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Trustees

- Andrew Hurst Appointed on 28 February 2020
- Asma Hussain (Chair) Appointed on 28 February 2020
- Monique Springer Appointed on 19 November 2020
- Rosa Maria Cisneros Appointed on 8 March 2022
- Arunima Kumar Appointed 6 December 2022

Trustee recruitment

Trustees are recruited based on skills and experience required for the running of the charity. Apart from the first charity Trustees appointed on 28 February 2020, every Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees. In selecting individuals for appointment as charity Trustees, the charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Objectives & Activities

The object of AWA DANCE, as stated in its constitution, is, for the benefit of the general public, to promote and advance the education of the arts through the provision of dance and other training to women, including young women between 12 and 18 years of age ('the Beneficiaries') in such ways as the charity trustees think fit.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives. The charity is fulfilling its role by providing dance and leadership training through dance to beneficiaries identifying as women and girls over 12 years of age.

Accounts

| | | | |
|--------------------------------|------------|------------|----------------------------|
| AWA Dance | | Charity No | 1188235 |
| | | Company No | |
| Annual accounts for the period | | | |
| Period start date | 01/04/2023 | To | Period end date 31/03/2024 |

Section A Statement of financial activities (including summary income and expenditure account)

| Recommended categories by activity | Guidance Note | Unrestricted funds | Restricted income funds | Endowment funds | Total funds | Prior year funds |
|--|---------------|--------------------|-------------------------|-----------------|-------------|------------------|
| | | £ F01 | £ F02 | £ F03 | £ F04 | £ F05 |
| Income (Note 3) | | | | | | |
| Income and endowments from: | | | | | | |
| Donations and legacies | S01 | 13,000 | - | - | 13,000 | - |
| Grants (ACE, Trust, Foundations, etc) | S02 | 15,120 | 29,674 | - | 44,794 | 52,164 |
| Other trading activities | S03 | 4,057 | - | - | 4,057 | 2,255 |
| Investments | S04 | - | - | - | - | - |
| Separate material item of income | S05 | - | - | - | - | - |
| Other | S06 | - | - | - | - | - |
| Total | S07 | 32,177 | 29,674 | - | 61,851 | 54,419 |
| Expenditure (Notes 6) | | | | | | |
| Expenditure on: | | | | | | |
| Raising funds | S08 | 102 | 500 | - | 602 | 1,247 |
| Charitable activities | S09 | 10,410 | 31,371 | - | 41,781 | 38,794 |
| Separate material expense item | S10 | - | - | - | - | - |
| Other | S11 | 4,208 | 4,751 | - | 8,958 | 1,704 |
| Total | S12 | 14,720 | 36,622 | - | 51,341 | 41,746 |
| Net income/(expenditure) before tax for the reporting period | S13 | 17,457 | - 6,948 | - | 10,509 | 12,673 |
| Tax payable | S14 | - | - | - | - | - |
| Net income/(expenditure) after tax before investment gains/(losses) | S15 | 17,457 | - 6,948 | - | 10,509 | 12,673 |
| Net gains/(losses) on investments | S16 | - | - | - | - | - |
| Net income/(expenditure) | S17 | 17,457 | - 6,948 | - | 10,509 | 12,673 |
| Extraordinary items | S18 | - | - | - | - | - |
| Transfers between funds | S19 | - | - | - | - | - |
| Other recognised gains/(losses): | | | | | | |
| Gains and losses on revaluation of fixed assets for the charity's own use | S20 | - | - | - | - | - |
| Other gains/(losses) | S21 | - | - | - | - | - |
| Net movement in funds | S22 | 17,457 | - 6,948 | - | 10,509 | 12,673 |
| Reconciliation of funds: | | | | | | |
| Total funds brought forward | S23 | 4,853 | 15,771 | - | 20,624 | 7,951 |
| Total funds carried forward | S24 | 22,310 | 8,823 | - | 31,133 | 20,624 |



Asma Hussain
Chair AWA DANCE

Funders and Supporters

We are incredibly grateful to our partners, funders, supporters & donors. Our work wouldn't be possible without you.

**THE INCLUSIVE
COMMUNITIES FUND**



Funded by
UK Government



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



UNITED BY 2022
LEGACY CHARITY



Commonwealth Games
Legacy Fund



**West Midlands
Combined Authority**