

INTERMISSION YOUTH

England & Wales · Charity number 1190391

Details

Status Registered

Legal form Charitable company

Company number [12359502](#)

Registered 2020-07-13

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

Contact

Address 71 - 75 Shelton Street
London
WC2H 9JQ

Phone 07506543852

Email MORENIKE.ONAJOB@INTERMISSION.ORG.UK

Website <https://www.intermissionyouththeatre.co.uk>

Activities

Objects: THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE FROM SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES AND PARTICULARLY, BUT NOT LIMITED TO, YOUNG PEOPLE FROM SUCH COMMUNITIES IN GREATER LONDON AND OTHER SUCH COMMUNITIES IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND, AS A MEANS OF:-(1) DEVELOPING THE SKILLS, CAPACITIES AND CAPABILITIES OF YOUNG PEOPLE TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(2) ADVANCING EDUCATION;(3) RELIEVING UNEMPLOYMENT; AND(4) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR YOUNG PEOPLE WHO HAVE NEED BY REASON OF THEIR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THEIR CONDITIONS OF LIFE;AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, THROUGH THE PERFORMING ARTS INCLUDING BUT NOT LIMITED TO THE FIELD OF DRAMA IN THE FORM OF THEATRE, FILM AND TELEVISION BY THE PROVISION, OR ASSISTING IN THE PROVISION, OF PRODUCTIONS, WORKSHOPS, SUMMER SCHOOLS, TRAINING, OUTREACH PROGRAMMES AND MENTORING AND PASTORAL SUPPORT.IN THESE OBJECTS 'YOUNG PEOPLE' MEANS CHILDREN AND YOUNG PERSONS UP TO THE AGE OF 25 YEARS.

Activities: Intermission Youth gives disadvantaged young people the tools to make positive choices, to become the best version of themselves through drama, film and mentoring. Key activities: an 11-month Youth

Theatre programme; Community Engagement work in schools, pupil referral units, young offender institutions and prisons; a Graduate programme offering continuing mentoring and personal development.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£389,105	£489,285	-	-
2023-12-31	£583,175	£407,382	£471,094	3
2022-12-31	£498,656	£350,662	-	-
2021-12-31	£262,920	£317,524	-	-
2020-12-31	£434,289	£233,762	-	-

Trustees

Name	Role	Appointed
Alexander Simon Hoare	Chair	2019-12-11
Amanda Armstrong		2020-08-10
Beth-Nahrin Bisso Blood		2026-03-25
Diana Whitehead		2023-02-23
Dr Cynthia Pinto		2022-07-19
Esther Odejimi		2019-12-11
Narinder Singh Sagoo		2023-06-09
Sir Mark Rylance Waters		2019-12-11

INTERMISSION YOUTH

England & Wales - Charity number 1190391

Accounts



(A Registered Charity and Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2024

Company Registration Number: 12359502

Registered Charity Number: 1190391

INTERMISSION YOUTH

CONTENTS

	Page
Reference & Administrative Details	3
Report of the Chair	4
Trustees' Annual Report	5
Independent Examiner's Report	13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16

INTERMISSION YOUTH

REFERENCE & ADMINISTRATIVE DETAILS

Trustees & Directors

Alexander Simon Hoare (Chair)
Sir Mark Rylance Waters
Esther Odejimi
Amanda Armstrong/Parker
Dr Cynthia Pinto
Diana Whitehead
Narinder Singh Sagoo MBE
Neil Steven Worrall (appointed 1 November 2024)
Danny Sapani (resigned April 2024)
Chinelo Enemuo (resigned May 2024)

Registered office

71 - 75 Shelton Street,
London,
United Kingdom,
England, WC2H 9JQ

Address of principal office

Arcola Theatre
24 Ashwin Street
London E8 3DL

Company Registration Number 12359502 (England and Wales)

Charity Registration Number:

1190391

Company Secretary

Morenike Onajobi

Bankers

Unity Trust Bank
Four Brindley Place
Birmingham
B1 2JB

Independent Examiner

Dunkley's Chartered Accountants
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol BS32 4JY

INTERMISSION YOUTH

REPORT OF CHAIR

I am delighted to present the annual report and the financial statements for Intermission Youth for the year ended 31 December 2024.

Intermission Youth have been based at the Arcola Theatre in Dalston since January 2023 from which they run their Youth Theatre, Youngers, Writers and Graduate Programmes offering over 16 years of support to young people. Intermission Youth Theatre continued their weekly theatre training and mentoring, the Graduate Programme continued to support emerging talent, and our Community Engagement work developed with the help of Intermission Youth Graduates, all of which have helped young people to make positive choices, increase their life skills, discover new talents, improve self-confidence, aspirations and take advantage of opportunities in safe environments. The 16 years of hard work the Intermission Youth team have put in to deliver these programmes and the impact they have had signals to us all that investment in today's youth is paramount and should be at the forefront of our minds to ensure they have hope for the future in these uncertain times.

I am grateful to the extraordinary work of the Intermission Youth team and volunteers who look after the day to day operations and organisation of our work. Fellow trustees have provided professional expertise, vision, practical support and time to our programmes and beneficiaries. We remain grateful to Intermission Youth's co-founder and Patron, the Rt Rev'd Rob Gillion, Naomie Harris (Patron) and Danny Sapani (Ambassador) for their continued support and faith in our work.

We are also grateful to our existing funders, donors and partners who enable this vital work to continue as we endeavour to find more supporters who can help us create a sustainable future.

While we remain a constant for our young people, they are also there for each other and for the Intermission Youth team. Their energy and optimism continue to enrich and entertain us – they are the reason we do what we do and are passionate about our work.

At end of one of last year's performances, one Youth Theatre cohort member said :-



"Intermission saved my life"

Alexander Simon Hoare
Chair

INTERMISSION YOUTH

TRUSTEE'S ANNUAL REPORT

The trustees, who are also directors for the purpose of company law, present their annual report and the financial statements of the charitable company for the financial year ended 31 December 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with accounting policies set out in notes to the accounts and comply with the Charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

PUBLIC BENEFIT STATEMENT

The trustees have paid due regard to the Charity Commission guidance on public benefit when reviewing the Charity's objectives and activities.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The objectives of the Charity are to advance in life and help young people from socially and economically disadvantaged communities and particularly, but not limited to, young people from such communities in Greater London and other such communities in the United Kingdom of Great Britain and Northern Ireland, as a means of:

1. Developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals;
2. Advancing education;
3. Relieving unemployment; and
4. Providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their social and economic circumstances with a view to improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, through the performing arts including but not limited to the field of drama in the form of theatre, film and television by the provision, or assisting in the provision, of productions, workshops, summer schools, training, outreach programmes and mentoring and pastoral support.

INTERMISSION YOUTH

ACHIEVEMENTS AND PERFORMANCE FOR THE PUBLIC BENEFIT

We continue to transform the lives of young people aged 16–25+ who are lacking in opportunity, surrounded by challenging environments and are predominantly (but not exclusively) from diverse ethnic communities in Greater London. The cornerstone of our work is our Youth Theatre (10-month) Programme, using theatre, and specifically the works of Shakespeare, to develop creativity, build confidence, increase life skills and encourage self-expression in a safe environment. Through mentoring and wellbeing support, we help the young people make positive choices, encourage them into further education, provide routes into employment and increase their life chances.

We have seen the need to engage young people earlier in their journey and in 2024 launched our Youngers Programme which introduced a 13 week theatre programme to those between the ages of 11 and 15.

We continue to provide professional development, ongoing life-skills and mentoring support to our graduates, many of whom are navigating their way through systemic barriers in the film, TV and theatre industries.

Through our Community Empowerment Programme, we have supported excluded pupils and young people in local communities and pupil referral units.

Intermission Youth Theatre (IYT) 2024

Another successful year for the **10-month Youth Theatre Programme**. 40 young people were selected from over 150 applicants to join the Youth Theatre, 33 made it through to the final production, with 7 dropping out for various reasons. We remained in touch with those who did not complete the programme and offered our support in different ways.

The workshops were led exceptionally well by Nana Antwi-Nyanin (Youth Programme Manager) and graduate facilitators. For 3 of the facilitators, it was their first year facilitating on the Youth Theatre Programme and they took to it like ducks to water. It is very special for us to have young people who have been through the programme themselves coming back and leading their peers and the younger generation through the course.

As always, summer school was great fun and the group enjoyed the intense schedule of Monday to Saturday workshops, giving them the opportunity to work with external practitioners and test their durability and resilience with early starts and late finishes - a great rehearsal for life!

The production was a triumph - Much Ado About Nothing Remixed!! The 2 casts brought an array of talent to the stage and their training over the 10 months was well evidenced through their impeccable stage craft, professionalism and creativity. Audiences and reviewers were wowed, and the show deservedly received some amazing press and reviews.

INTERMISSION YOUTH

Six of the cast secured interviews with reputable agents, with the consideration of professional representation.

The biggest win of the year, however, has to be the personal growth of each young person on the programme. Expressed during the post-show talk and evidenced through our end of year debrief, where each of them passionately expressed that being a part of the Youth Theatre Programme has been a transformative experience. Lives have been changed and saved, and I have little doubt that a major contributing factor to this is the amazing work of the charity.

2024 Highlights – Key Impact Areas

Confidence and Social Skills

- Confidence in starting conversations increased from 41% to 71%
- The ability to make new friends rose to 100% agreement
- Participants consistently reported stronger communication and interpersonal confidence

Resilience and Emotional Growth

- Ability to manage difficult situations independently increased from 21% to 82%
- Self-discipline and focus improved by 38%
- Participants reported feeling better equipped to manage challenges

Self-Esteem and Identity

- Self-satisfaction increased from 29% to 80%
- Positive self-worth and life outlook reached 77–80% agreement

Academic Engagement

- Improved confidence in academic ability and motivation to achieve good grades
- Greater sense of school belonging and stronger relationships with teachers

Creative and Drama Skills

- Understanding of Shakespeare improved by 32%
- Confidence in acting skills rose by 21%
- Performance confidence increased by 11%

INTERMISSION YOUTH

Case Study: Genevieve – From Participant to Junior Fundraiser

Growing up in East London, Genevieve had a passion for storytelling but limited access to the arts. With no clear pathway into the industry, they felt excluded from spaces that nurtured creativity.

That changed with Intermission Youth Theatre. The programme offered more than training - it was a space of learning, self-discovery, and transformation. Through IYT, Genevieve developed both personally and professionally, growing in confidence and finding their voice as an actor and changemaker.

Inspired by their journey, Genevieve applied for the role of Junior Fundraiser at Intermission Youth. Today, they help secure funding so that others can benefit from the same life-changing opportunity.

"Working at Intermission Youth has given me purpose. I'm using my skills to give back to the programme that helped me believe in myself, not just as an artist, but as a person".

Genevieve continues to pursue their creative goals while helping to shape a more inclusive future for the next generation of artists.

Back Stage

The **Backstage Programme** is now a permanent fixture in our programming. There is a real gap in diversity when it comes to representation from the global majority in technical production and our backstage programme is a fantastic way for us to do our part in addressing this imbalance.

Of the 5 young people we took on this year, 4 of them are actively seeking a career in back-stage production, with one of them, receiving a scholarship for the technical production BA course at LAMDA. This is a truly amazing return and something we are extremely proud of.

Youngers Programme

"Engaging them at 16 can often be too late, we need to intervene earlier to prevent our young people from self-destructing" Darren Raymond

It was for this very reason that we piloted our **Youngers Programme** in 2024, and we are extremely glad we did. It was clear from working with the 10 young people over a 13-week period, that the engagement was not only important but necessary.

Creating a safe space, building positive communities and offering young people the tools to navigate themselves positively through life is so important.

Our Youngers Programme is testament to what young people can achieve given the right support. The programme instils management skills because that is what life is mostly about, being able to manage the different situations we face, be it

INTERMISSION YOUTH

relationships, school, money. You will not be able to manage any of this if you first cannot manage yourself.

Through drama, conversations, and recreational activities, we built a community in which our young people were able to ask big questions about life, to help them better understand themselves and the world in which they exist.

The feedback from the young people, parents and carers was amazing, they saw notable positive changes in their children from day 1 to programme completion.

The Youngers Programme will now be a permanent part of Intermission Youth's offering.

Pilot Outcomes

Participants reported measurable increases across all indicators:

- Confidence: +33%
- Social Skills: +10%
- Mental Health and Wellbeing: +10%
- Drama Skills: 100% increase

"I have achieved lots of things in Youth Intermission. One thing is my social skills - getting to know new people from different backgrounds - and another thing is confidence, actually being able to express myself and say what I'm thinking."
- Youngers Participant

Future Growth

Following the success of the pilot, we plan to scale the Youngers Programme by:

- 100% in 2025
- 30% by 2026

This strategic expansion will ensure that more young people access the creative, confidence-building support they need early, consistently, and with care.

Community Engagement

Tunmarsh Pupil Referral Unit

Our relationship with Tunmarsh continued in 2024, with two Youth Theatre Graduates delivering drama workshops 5 days per week to students.

"This year in particular we have witnessed increased engagement and attendance and academic achievements: all of our students regularly attend their drama sessions and see these sessions as valuable and important to their schooling. We

INTERMISSION YOUTH

have the first set of Y11s to have achieved qualifications in Drama this year with 100% pass rate”.

Hayley Reinprecht - Tunmarsh Pupil Referral Unit

Graduate Programme

We have continued to provide ongoing mentoring, personal and professional development support to our IYT graduates.

The Graduate Steering Committee was reignited at the end of 2024 with the Committee working closely with the senior leadership team and the Board of Trustees to have a clear understanding of how the Charity operates and be able to feed information back to the graduates where appropriate. The Committee also communicates artistic ideas on behalf of the graduates for programming considerations.

Partnerships

Intermission Youth continue to collaborate with LAMDA in relation to our back stage/production training along with sessions on acting techniques during our summer school.

We also worked with the Royal Shakespeare Company on Next Gen, a programme which takes place in Stratford-upon-Avon. The programme focuses on the continual development of young people as young directors, as well as working alongside actors and pairing them with longer term mentors to support them outside their work at the RSC on residencies.

In 2024, five of our young people took part in the programme.

The Royal Court partnered with us to enable new pieces of writing that came from our Writers Programme to be showcased at the theatre in December.

Thank you to the Playground Theatre for their continued support involving us in community readings and providing employment opportunities for our graduates.

SPACE

Intermission Youth continue to reside at the Arcola Theatre in Hackney and are grateful for the support.

We'd also like to thank Collective Acting Studio where we rehearsed for and performed our end of year show.

Our need for a new home led us to connect with Brookfield Properties who have been working with us to find a permanent new home. With the support of Sherry

INTERMISSION YOUTH

Dobbin (Cultural Advisor) and the GLA we have been looking at long-term options and are pleased to report we have the opportunity to be the cultural anchor and operator of a new development in Bishopsgate in the City of London due for completion in 2031. In the meantime we continue to seek a meanwhile space and liaise with other likeminded organisations to fulfil this need.

FINANCIAL REVIEW

Our work would not be possible without the generous donations of many people. Thank You. This year in we received large financial donations and received donated services from many individuals and organisations which have been included in the accounts (See 2.1 and 3 in Notes to the Financial Statements).

The year in review has seen a reduction in the donations and legacies received, however the donations received in the prior year gave the charity the reserves required to expand its services and use some of those reserves to fund this expansion. As can be seen in the notes below we have designated more of these reserves this year to enable us to continue these services over the coming year and will be endeavouring to secure increased funding in FY26 as well as generating other income streams to be sustainable long term.

In 2024 we delivered a busy Youth Theatre Programme, including our pilot Youngers Programme for 11 to 15 year olds, and an expanded Backstage Programme increasing from 3 to 5 backstage trainees who ran both our Youngers production in June 2024 and Youth Theatre Production at the end of the year.

Our Community Engagement Programme has continued at the same pace.

We are grateful to the following trusts and foundations for helping fund our work in 2024: The Golden Bottle Trust, The Jack Petchey Foundation, The Backstage Trust, The Gosling Foundation, Arts Council England, Network for Social Change, Garfield Weston and many more. Our trustees also continue to support us financially, which we greatly appreciate.

The trustees are aware of the need to increase major donor and corporate support going forward to give the charity a sustainable future, as well as continuing with its trusts and grants applications and earned income opportunities.

Reserves Policy

The trustees approved an update to the reserves policy to target 3 to 6 months of operating expenditure. The trustees will review the reserves policy going forward, but the level of free reserves provides assurance that the charity can continue operating as a going concern.

INTERMISSION YOUTH

£	2024	2023
Total fund of the charity	370,913	471,094
Less:		
Restricted funds	-	10,501
Tangible fixed assets	4,814	6,395
Free reserves	<u>366,099</u>	<u>454,198</u>

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of resources for the charity to be able to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company, is limited by guarantee and was incorporated on 11 December 2019 (number 12359502). The company was established under a Memorandum of Association and is governed under its Articles of Association. The company was registered as a charitable company limited by guarantee on 13 July 2020 with the registered charity number 1190391.

The directors of the company are also charity trustees for the purposes of charity law. The directors and trustees who served during the financial period are listed on page 2.

Organisational structure and appointment of trustees

The business of the charity is managed by the Trustees who may exercise all the powers of the charity.

New trustees are nominated by individual trustees and are approved and elected by the trustees at their regular meetings. New trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association. The trustees give their time voluntarily and without remuneration.

The trustees are responsible for the overall management of the charitable company, its strategic direction and policy making. In the financial year under review, the trustees met on six occasions, most of which were online.

The day-to-day operations are managed by the General Manager and the Artistic Director.

INTERMISSION YOUTH

Management and Staff

Darren Raymond continued as Artistic Director.

Sue Morrison continued as General Manager

Nana Antwin-Nyanin was promoted to Youth Programme Manager in July 2024

Vera Filippova joined as Executive Assistant to the Artistic Director in February 2024 and left Intermission Youth in December 2024.

CASEwork Services CIC Ltd continue to look after the financial aspects of the charity.

Throughout the year we were supported by a part time freelance Administrator, Naina Clayton, Alice Stoker our Payroll Administrator, Morenike Onajobi our HR consultant and Jane Elfer & Phillip McGill, child and adolescent psychotherapists who provide voluntary one-to-one counselling to the young people.

Our freelance social media executive, Destiny Onisile, an Intermission Youth graduate, terminated her services in November 2024.

Key Risks and Uncertainties

The trustees have reviewed the risks to which the charitable company is exposed, in particular, those related to its operations and finances and are satisfied that appropriate systems and controls are in place to mitigate exposure to the major risks. One area that is considered to be the most significant risk to us is fundraising income. A high proportion of the charity's income is from fundraising. The trustees monitor the progress through the year and ensure targets are challenging but achievable.

There are no outstanding loans, liabilities or commitments being carried by the charity.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Policies and procedures are in place to ensure compliance with:

- safeguarding of beneficiaries, staff and volunteers;
- health and safety;
- risk assessments for activity & projects;
- data protection & privacy;
- equality, diversity & inclusion;
- financial & expenses transactions;
- conflicts of interest;
- complaints.

INTERMISSION YOUTH

Reporting Responsibilities

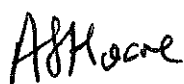
Company law requires the trustees, who are also directors for the purpose of company law, to prepare financial statements for each financial year. Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select the most suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by Section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 5 September 2025 and signed on its behalf by



Alexander Simon Hoare
Chair

INTERMISSION YOUTH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTERMISSION YOUTH FOR THE YEAR ENDED 31 DECEMBER 2024

Independent examiner's report to the trustees of Intermission Youth

I report to the charity trustees on my examination of the accounts of Intermission Youth (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. 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.



Matthew Dobbins FCA
Dunkley's
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol
United Kingdom
BS32 4JY

Date: 08/09/2025

INTERMISSION

YOUTH

	Notes	Unrestricted Funds				Unrestricted Funds			
		General funds £	Designated funds £	Restricted funds £	2024 Total funds £	General funds £	Designated funds £	Restricted funds £	2023 Total funds £
Income and endowments from:									
Donations and legacies	3	250,806	-	18,670	269,476	445,513	-	62,845	508,359
Charitable activities		11,716	-	41,588	53,304	6,907	-	29,500	36,407
Other trading activities		65,776	-	549	66,325	27,962	-	10,446	38,408
Total		328,297	-	60,808	389,105	480,383	-	102,792	583,175
Expenditure on:									
Raising funds	4	31,600	-	-	31,600	2,400	-	-	2,400
Charitable activities		345,571	-	60,808	406,379	299,084	4,775	90,398	394,257
Other		51,306	-	-	51,306	6,664	1,821	2,240	10,725
Total		428,477	-	60,808	489,285	308,148	6,596	92,638	407,382
Net income/(expenditure)		(100,180)	0	(0)	(100,180)	172,235	(6,596)	10,154	175,793
Transfers between funds	10	100,863	-	111,363	10,500	-	0	-	-
Other recognised gains/(losses):									
Gains and losses on revaluation of fixed assets for the charity's own use	7	-	-	-	-	-	-	0	-
Net movement in funds		(201,043)	111,363	(10,500)	(100,180)	172,235	(6,596)	10,154	175,793
Reconciliation of funds:									
Total funds brought forward		373,075	87,519	10,500	471,094	200,840	94,115	346	295,301
Total funds carried forward		172,032	198,882	(0)	370,913	373,075	87,519	10,500	471,094

The results of the year as set out above have been derived entirely from continuing operations.

The notes on pages 16 to 22 form part of these financial statements.

	Notes	Unrestricted Funds				
		General funds £	Designated funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed Assets						
Tangible assets	7	4,814	-	-	4,814	6,395
Total fixed assets		4,814	-	-	4,814	6,395
Current Assets						
Debtors	8	33,051	-	3,390	36,441	60,974
Cash at bank and in hand		148,294	198,882	-	347,176	429,452
Total current assets		181,345	198,882	3,390	383,617	490,426
Creditors: amounts falling due within one year	9	14,128	-	3,390	17,518	25,728
Net current assets/(Liabilities)		167,217	198,882	-	366,099	464,699
Total assets less current liabilities		172,032	198,882	-	370,913	471,094
Total net assets or liabilities		172,032	198,882	-	370,913	471,094

The notes on pages 16 to 22 form part of these financial statements.

INTER+MISSION

YOUTH

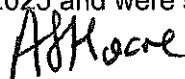
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 DECEMBER 2024. The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on 8 September 2025 and were signed on its behalf by:



Alexander Simon Hoare
Chair

INTER+MISSION

YOUTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. Basis of preparation

1.1. Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The financial statements are presented in sterling and are rounded to the nearest pound.

1.2. Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

1.3. Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted.

1.4. Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5. Material prior year errors

No material prior year error has been identified in the reporting period.

INTER+MISSION

YOUTH

2. Accounting policies

2.1. Income

Income is included in the Statement of Financial Activities when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income was only recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

The charity has not received government grants in the reporting period.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount 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 or the terms of the appeal have specified otherwise.

Contractual income and performance related grants are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

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 voluntary help received is not included in the accounts but is described in the trustees' annual report.

2.2. Recognition of expenditure and liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

INTER+MISSION

YOUTH

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

No material item of deferred income has been included in the accounts.

The charity has creditors which are measured at settlement amounts less any trade discounts.

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

2.3. Assets

Tangible fixed assets for use by charity are capitalised if they can be used for more than one year and are valued at cost. The depreciation rates and methods used are disclosed in note 7.

Debtors (including trade debtors) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. Income

	<u>Unrestricted Funds</u>				<u>Unrestricted Funds</u>			
	General funds £	Designated funds £	Restricted funds £	2024 Total funds £	General funds £	Designated funds £	Restricted funds £	2023 Total funds £
Donations and legacies								
Donations and gifts	65,021	-	-	65,021	157,134	-	3,100	160,234
Gift Aid	385	-	-	385	29,638	-	475	30,113
Grants	15,100	-	18,670	33,770	11,011	-	54,270	65,281
Donated goods, facilities and services	-	-	-	-	-	-	-	-
Trusts' donations	170,300	-	-	170,300	247,730	-	5,000	252,730
Total	250,806	-	18,670	269,476	445,513	-	62,845	508,359
Charitable activities								
Production & performances	11,716	-	4,676	16,392	-	-	29,500	29,500
Community Engagement	-	-	36,912	36,912	6,907	-	-	6,907
Total	11,716	-	41,588	53,304	6,907	-	29,500	36,407
Other trading activities								
Consultancy	500	-	-	500	14,574	-	10,000	24,574
Events	65,276	-	549	65,825	13,398	-	446	13,834
Total income	65,776	-	549	66,325	27,962	-	10,446	38,408

INTER+MISSION

YOUTH

4. Expenditure

	Unrestricted Funds				Unrestricted Funds			
	General funds £	Designated funds £	Restricted funds £	2024 Total funds £	General funds £	Designated funds £	Restricted funds £	2023 Total funds £
Incurring seeking grants	-	-	-	-	0	-	-	-
Staging fundraising events	-	-	-	-	-	-	-	-
Fundraising agents	31,600	-	-	31,600	2,400	-	-	2,400
Total expenditure on raising funds	31,600	-	-	31,600	2,400	-	-	2,400
Expenditure on charitable activities:								
Staff costs	195,872	-	-	195,872	142,069	4,578	1,905	148,552
Productions costs	65,364	-	19,349	84,713	82,010	104	61,422	143,536
Administration fees	25,377	-	1,000	26,377	25,745	-	1,610	27,355
Insurance	3,058	-	-	3,058	3,206	-	-	3,206
Bank & Other Charges	4,523	-	-	4,523	378	6	54	439
Rent	3,038	-	-	3,038	17,976	-	19,520	37,496
Telephone, internet & IT	5,277	-	-	5,277	4,632	-	16	4,647
Office, gifts & cards	5,099	-	-	5,099	2,038	-	94	2,133
Small assets	-	-	-	-	2,435	-	-	2,435
Benefits In Kind	16,641	-	-	16,641	-	-	-	-
Subsistence & Travel	-	-	-	-	-	-	-	-
PR, Marketing & Communications	19,698	-	-	19,698	15,460	-	5,777	21,237
Graduate Programme	-	-	-	-	-	-	-	-
Community Engagement	-	-	40,459	40,459	2,037	-	-	2,037
Bursaries	-	-	-	-	-	1,595	-	1,595
IAM Agency	43	-	-	43	143	-	-	143
Depreciation	1,581	-	-	1,581	954	87	-	1,041
Total expenditure on charitable activities	345,572	-	60,808	406,379	299,084	6,369	90,398	395,851
Other								
Other	51,306	-	-	51,306	6,664	227	2,240	9,131
Total other expenditure	51,306	-	-	51,306	6,664	227	2,240	9,131
Total expenditure	428,478	-	60,808	489,285	308,148	6,596	92,638	407,382
Governance costs breakdown								
Independent Examiners Fees	1,485	-	-	1,485	2,000	-	-	2,000
Legal fees	-	-	-	-	-	-	-	-
Other (including safeguarding)	-	-	-	-	2,000	-	-	2,000
Total	1,485	-	-	1,485	-	-	-	-

5. Paid employees

Paid employees	2024	2023
	£	£
Salaries and wages	175,081	135,842
Social security costs	14,245	10,117
Pension costs - defined contribution	4,005	3,143
Other	2,541	-
Total Staff Costs	195,872	149,102

Only one employee received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000. This is because the Artistic Director works a 6 day week.

The charity had an average head count of 4 this year (2023: 3).

There were no ex-gratia payments to employees and others (excluding trustees), and no redundancy or termination payment was made in the period nor in the previous period.

INTER+MISSION

YOUTH

None of the trustees has been paid any remuneration or received any other benefits from an employment with their charity or a related entity in the reporting period nor in the previous period.

No trustees' expenses have been incurred in the reporting period or the previous period.

6. Defined contribution pension

The charity assesses each employee for eligibility as a jobholder under the auto-enrolment system. Any eligible jobholders are auto-enrolled to a group money purchase defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents the contributions payable under the scheme by the charity and the charity has no further liability other than the payment of those contributions and the jobholder is responsible for their own pension fund with the pension administrators.

7. Tangible Fixed Assets

	Fixtures, fittings & equipment	Total
Cost	£	£
Balance brought forward	11,133	11,133
Additions	-	-
Disposals	-	-
Carried forward	<u>11,133</u>	<u>11,133</u>
Depreciation		
Balance brought forward	4,738	4,738
Charge for year	1,581	1,581
Disposals	-	-
Carried forward	<u>6,319</u>	<u>6,319</u>
Net Book Value		
Brought forward	<u>6,395</u>	<u>6,395</u>
Carried forward	<u>4,814</u>	<u>4,814</u>

Furniture & fittings over £400 are capitalised at historic cost and depreciated on a straight-line basis over 7 years. Equipment below £400 is written off when acquired, otherwise is capitalised in fixed assets and depreciated on a straight-line basis at 20% per annum. An exception to these rates applied to fittings and equipment received in kind when the charity was formed, as the useful life of those items was lower than stipulated above. Those donations received were depreciated between 1 and 3 years in accordance with their useful life and on a straight-line.

INTER+MISSION

YOUTH

8. Debtors & Prepayments

Debtors & Prepayments

	2024	2023
	£	£
Trade debtors	3,972	-
Prepayments	1,061	947
Other debtors	31,407	60,027
Total	36,441	60,974

9. Creditors & Accruals

Creditors & Accruals

	2024	2023
	£	£
Trade creditors	5,962	6,311
Payments received on account	-	-
Accruals	5,810	14,621
Tax & social security	5,745	4,795
Other creditors	1	1
Total	17,518	25,728

10. Charity funds

	2024				
	Fund balance b/f	Income	Expenditure	Transfer	Fund balance c/f
	£	£	£		£
Unrestricted - General funds	373,075	328,297 -	428,477 -	100,862	172,033
Designated	87,518	-	-	111,363	198,881
Restricted - IYT	-	13,365 -	13,365	-	-
Restricted - Taming Who	- 28,253	-	28,253	-	-
Restricted - Community Engagement	8,857	- -	8,857	-	-
Restricted - Programme Income	-	65 -	65	-	-
Restricted - Greater London Authority	-	1,000 -	1,000	-	-
Restricted - RSC	-	500 -	500	-	-
Restricted - Percy Bilton	-	4,270 -	4,270	-	-
Restricted - I Am Agency	-	49 -	49	-	-
Restricted - Backstage	15,000	- -	15,000	-	-
Restricted - GLA	4,000	- -	4,000	-	-
Restricted - Turnmarsh	-	40,658 -	40,658	-	-
Restricted - Summer	423	-	- -	423	-
Restricted - Swire	10,000	-	- -	10,000	-
Restricted - Jack Petchy Foundation: Awards	177	900 -	1,000 -	77	-
Restricted - Ticket for a young person	3	- -	3	-	-
Restricted - Other	126	- -	126	-	-
Restricted - Youth fund	167	- -	167	-	-
	471,094	389,105 -	489,286	1	370,914



11. Transactions with related parties

Alexander Hoare, a Trustee/Director of Intermission Youth is a Director of Messrs Hoare Trustees which involves hundreds of trusts, including the Golden Bottle Trust. The Golden Bottle Trust donated £100,000 to support the work of Intermission Youth in the 2024 financial year. C. Hoare & Co also paid Intermission Youth £2000 for a performance.

Dr Cynthia Pinto is a Trustee and HR Consultant for Intermission Youth and donated £65 in 2024.

Neil Worrall is a Trustee for Intermission Youth and donated £660 in 2024.

Morenike Onajobi, is Company Secretary and HR Consultant for Intermission Youth and was paid £16,487.41 in 2024.

12. Events after the end of the reporting period

None to note.

INTERMISSION YOUTH

England & Wales - Charity number 1190391

Accounts



(A Registered Charity and Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

Company Registration Number: 12359502

Registered Charity Number: 1190391

INTERMISSION YOUTH

CONTENTS

	Page
Reference & Administrative Details	3
Report of the Chair	4
Trustees' Annual Report	5
Independent Examiner's Report	13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16

INTERMISSION YOUTH

REFERENCE & ADMINISTRATIVE DETAILS

Trustees & Directors

Alexander Hoare (Chair)
Sir Mark Rylance
Esther Odejimi
Danny Sapani
Amanda Parker
Dr Cynthia Pinto
Diana Whitehead (appointed on 23.02.2023)
Chinelo Enemuo (appointed on 28.04.2023)
Narinder Sagoo MBE (appointed on 09.06.2023)

Registered office

124 City Road
London EC1V 2NX

Address of principal office

Arcola Theatre
24 Ashwin Street
London E8 3DL

Company Registration Number 12359502 (England and Wales)

Charity Registration Number:

1190391

Company Secretary

Morenike Onajobi

Bankers

Unity Trust Bank
Four Brindley Place
Birmingham
B1 2JB

Independent Examiner

Dunkley's Chartered Accountants
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol BS32 4JY

INTERMISSION YOUTH

REPORT OF CHAIR

I am delighted to present the annual report and the financial statements for Intermission Youth for the year ended 31 December 2023.

Intermission Youth relocated to the Arcola Theatre in January 2023 where we celebrated 15 years of support to young people. Intermission Youth Theatre continued their weekly theatre training and mentoring, the Graduate programme continued to support emerging talent, and our Community Engagement work developed with the help of Intermission Youth Graduates, all of which have helped young people to make positive choices, increase their life skills, discover new talents, improve self-confidence, aspirations and opportunities in safe environments. Seeing what 15 years of hard work and dedication can deliver was a stark reminder to us all of the need to invest in young people who represent our present and our hope for the future.

I am grateful to the extraordinary work of the Intermission Youth team and volunteers who look after the day-to-day operations and organisation of our work. Fellow trustees have provided professional expertise, vision, practical support and time to our programmes and beneficiaries. We remain grateful to Intermission Youth's co-founder, the Rt Rev'd Rob Gillion, and Patron Naomie Harris for their continued support and faith in our work.

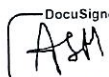
We are also grateful to our existing funders, donors and partners who enable this vital work to continue, and we endeavour to find more supporters who can help us create a sustainable future.

While we continue to be there for our young people, they are also there for each other and for the Intermission Youth team. Their energy and optimism continue to enrich and entertain us – they are the reason we do what we do and are passionate about our work.

As one youth theatre cohort member wrote at the end of the year:

"It's a place where talent flourishes, self-belief strengthens, and lifelong bonds are forged. Intermission Youth is more than a stage; it's the launchpad for dreams."

To celebrate Intermission Youth's 15th it was a pleasure to witness the achievements of our team and young people, seeing graduates who are now professional actors return to perform in *Taming Who?* alongside the cohort in *Excluded!*. It has been a truly memorable year.

DocuSigned by:

6DA84F7ABDDF4F8...

Alexander S Hoare
Chair

INTERMISSION YOUTH

TRUSTEE'S ANNUAL REPORT

The trustees, who are also directors for the purpose of company law, present their annual report and the financial statements of the charitable company for the financial year ended 31 December 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with accounting policies set out in notes to the accounts and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

PUBLIC BENEFIT STATEMENT

The trustees have paid due regard to the Charity Commission guidance on public benefit when reviewing the charity's objectives and activities.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The objectives of the charity are to advance in life and help young people from socially and economically disadvantaged communities and particularly, but not limited to, young people from such communities in Greater London and other such communities in the United Kingdom of Great Britain and Northern Ireland, as a means of:

1. Developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals.
2. Advancing education.
3. Relieving unemployment; and
4. Providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their social and economic circumstances with a view to improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, through the performing arts including but not limited to the field of drama in the form of theatre, film and television by the provision, or assisting in the provision, of productions, workshops, summer schools, training, outreach programmes and mentoring and pastoral support.

INTERMISSION YOUTH

ACHIEVEMENTS AND PERFORMANCE FOR THE PUBLIC BENEFIT

We continue to transform the lives of 16–25-year-olds who are lacking in opportunity, surrounded by challenging environments and are predominantly (but not exclusively) from diverse ethnic communities in Greater London. The cornerstone of our work is our 10-month Youth Theatre programme, using theatre, and specifically the works of Shakespeare, to develop creativity, build confidence, increase life skills and encourage self-expression in a safe environment. Through mentoring and wellbeing support, we help the young people make positive choices, encourage them into further education, provide routes into employment and increase their life chances. We continue to provide professional development, ongoing life-skills and mentoring support to our graduates, many of whom are navigating their way through systemic barriers in the film, TV and theatre industries. Through our Community Empowerment programme, we have supported excluded pupils and young people in local communities

Intermission Youth Theatre (IYT) 2023

This year marked the 15th year of Intermission Youth Theatre, and, to mark this impressive milestone, we set out to offer a year of celebrations through new initiatives and performances.

40 young people joined the 10month programme. The groups split into two separate cohorts, with 20 young people in each one (Group A and B) meeting on alternate weeks.

The two cohorts were finally able to come together at our 2-week intensive Summer School, where external facilitators provided workshops including trust, timing, comedy, voice, stage combat, mask work, movement and mime. The highlight was the team-building day, a Go-karting experience in North London, followed by dinner at Istanbul, a Turkish restaurant in east London with whom we have built a good relationship.

We welcomed two graduate facilitators, Lucy and Sara; to support on the programme, both were assigned the role of assistant facilitator to group A and B respectively. We also welcomed Jane Elfer (a child and adolescent psychotherapist) to the team this year to provide one to one counselling and wellbeing support to our young people.

The trustees gave the greenlight to our 15th year celebrations which consisted of 2 Shakespeare-inspired productions; Taming Who? by the graduates and Excluded! by the youth theatre. The plays were performed in the main space of the Arcola Theatre, this is the first time in IYs history that we have played in a 200+ seater theatre. It was a risk but with the backing from the Board, the high standards set and belief in our work, we were confident that we would pull it off. We engaged the support of a freelance producer, marketing manager and freelance fundraiser to assist with the project. We were successful with an Arts Council bid, which contributed £29k toward the productions. We experienced some difficulties with our producer and marketing lead, which led to a separation during

INTERMISSION YOUTH

pre-production - not ideal- but we managed to plough through and pull it off. We learnt a lot of lessons during this process, that we will carry forward into our future work. Both Taming Who? and Excluded! opened to critical acclaim for a 4-week run in November. Media coverage included BBC London, Sky News, BBC Radio and numerous online publications. For many of our young people, it was their first experience of being interviewed on radio and TV.

Due to limited space at the Arcola, rehearsals for the 15th year celebration took place at the home of XLP at All Hallows Church, in Liverpool Street. We managed to secure this venue at a reduced rate, due to a pre-existing relationship with XLP and through the work of Sherry Dobbin, who is leading in our search for a new home.

Thanks to the generous support and donation from Trustee Mark Rylance and friend/supporter Claire Van Kampen, we were able to continue to offer a designated Bursary Fund to make modest weekly payments to those most in need on our youth theatre and graduate programmes. This covered basic food, utilities and travel. The recipients are generally care leavers and/or those who live alone, or with family members who are in need. There is an audit trail for all payments made and receipts given for payments.

Backstage programme

In 2023 we piloted a backstage training programme for 4 young people and partnered with LAMDA who offered them training opportunities in lighting, sound, stage management and all things backstage. During the year end productions, the young people took on trainee roles and shadowed the professionals in their respective departments. The programme was a success and is something we will be developing in 2024.

Shakespeare in Abbey

We were invited back this year to participate in Shakespeare in the Abbey, the directorial responsibility was offered to myself. I led a company of Globe actors, Intermission graduates and current cohort members in a magical Shakespeare experience within Westminster Abbey, incorporating themes of nature, forgiveness and care. The immersive show culminated in a classical rendition of "Candy" by Cameo and by the end morphed into the more upbeat version we all know and love and had the audience two-stepping out of the Abbey.... wonderful scenes!! This was a truly amazing experience for the those who took part.

Community Engagement

Tunmarsh Pupil Referral Unit

This year we supplied two of our graduates to facilitate in Tunmarsh in a different way to what we have previously done. Tunmarsh's drama teacher took maternity leave and instead of bringing in a substitute teacher, Tunmarsh decided to collaborate with us to lead the drama engagement for years 7 to 11. The 2 graduates, Stevanie and Rakiyah, are full-time in Tunmarsh until the end of Feb 2024, when the drama teacher is due to return. Tunmarsh Head teacher, Liburd said the work that our graduates are delivering is unbelievable and he would love to find a way to keep them on.

INTERMISSION YOUTH

"We are so happy with the continued relationship that Newham PRUs has with Intermission. The pilot this year of embedding Intermission work within the curriculum has had outstanding results for engagement and the holistic development of our young people" – Tunmarsh Pupil Referral Unit

Graduate programme

We have continued to provide ongoing mentoring, personal and professional development support to our IYT graduates.

The 15th celebration was a major part of their engagement this year.

Partnerships

Royal Shakespeare Company - 37 plays – a national playwriting competition

As the London theatre partner, we worked with the RSC to encourage new writing from our young people and wider community. The opportunity enabled us to offer writing workshops to our network from professional writers/facilitators and support/nurture them on their writing journey. We culminated a year of writing workshops with a festival over 2 days, showcasing the work of our writers through script-in-hand performances. This new programme has proved extremely popular and engaged well over 50 people throughout the year. We plan on developing this work in 2024.

BFI/Film London

With support from BFI/Film London we were able to showcase 4 short films made by our Graduates with a screening in June at the Castle Cinema in Hackney. The screening was followed by a Q&A session with Adjani Salmon and Theresa Ikoko – we thank them for their time and generosity.

SPACE

In January 2023 Intermission Youth signed a Service Level Agreement with the Arcola Theatre to use office and drama workshop space in Hackney, East London. We are grateful to the team at Arcola for their support and encouragement during the year.

We'd also like to thank XLP at All Hallows Church in Liverpool Street who welcomed us into their space for the 12 weeks of rehearsals leading up to our end of year/15th year celebratory performances.

We continue to seek out like minded partners to assist us with our ad-hoc space needs, but this has reinforced the need for Intermission Youth to have its own dedicated home – a safe haven for the young people.

The staff and trustees have been proactive in looking at short-term and long-term options and are thankful to the team at award-winning architects Foster + Partners who are working

INTERMISSION YOUTH

with us on a vision for a longer-term, creative home. We are also grateful to Sherry Dobbin from SRD Culture Ltd, funded by the GLA, who have been supporting Intermission Youth in our search.

FINANCIAL REVIEW

FINANCIAL REVIEW

Our work would not be possible without the generous donations of many people. Thank You. This year in we received large financial donations and received donated services from many individuals and organisations which have been included in the accounts (See 2.1 and 3 in Notes to the Financial Statements).

The financial year in review has seen a steady increase donations and legacies received which is very positive. We have increased the expenditure on our projects in line with this increase however not all funds were utilised in this financial year. As mentioned below our reserves have grown but we have designated a significant proportion of these funds for projects running into 2024 and 2025.

In 2023 we have delivered a busy IYT programme, including a new *Production Team* segment, as well as 2 Shakespeare inspired productions performed by the cohort and graduates over 3 weeks which have increased our programme costs compared with 2022. The cost of delivering our in-person Community Engagement programme has likewise increased on 2022.

We are grateful to the following trusts and foundations for helping fund our work in 2023: The Golden Bottle Trust, The Jack Petchey Foundation, The Backstage Trust, The Gosling Foundation, Arts Council England, The Chalk Cliff Trust, The Lake Foundation, The Field Family Charitable Trust, The Sheldon Trust, The Percy Bilton Charity, Harry Styles and many more. Our Trustees also continue to support us financially, which we greatly appreciate.

The Trustees are aware of the need to increase major donor and corporate support going forward to give the charity a sustainable future, as well as continuing with its trusts and grants applications and earned income opportunities.

Reserves Policy

The Trustees approved an update to the reserves policy to target 4 months up to 6 months of operating expenditure (formerly the target level of reserves was 4 months). In December 2023 this amounted to £100,000. The Trustees will review the reserves policy going forward, but the level of free reserves provides assurance that the charity can continue operating as a going concern.

INTERMISSION YOUTH

£	2023	2022
Total fund of the charity	471,094	295,301
Less:		
Restricted funds	10,501	179
Tangible fixed assets	6,395	4,783
Free reserves	454,198	290,339

Going Concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of resources for the charity to be able to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company, is limited by guarantee and was incorporated on 11 December 2019 (number 12359502). The company was established under a Memorandum of Association and is governed under its Articles of Association. The company was registered as a charitable company limited by guarantee on 13 July 2020 with the registered charity number 1190391.

The directors of the company are also charity trustees for the purposes of charity law. The directors and trustees who served during the financial period are listed on page 2.

Organisational structure and appointment of trustees

The business of the charity is managed by the Trustees who may exercise all the powers of the charity.

New trustees are nominated by individual trustees and are approved and elected by the trustees at their regular meetings. New trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association. The trustees give their time voluntarily and without remuneration.

The Trustees are responsible for the overall management of the charitable company, its strategic direction and policy making. In the financial year under review, the trustees met on six occasions, most of which were online.

The day-to-day operations are managed by the General Manager and the Artistic Director.

INTERMISSION YOUTH

Management and Staff

Darren Raymond continued as Artistic Director.

Nana Antwin-Nyanin continued as Youth Engagement and Facilitation Manager.

Olivia Fraser, Executive Assistant to the Artistic Director, left Intermission Youth in February 2023 to focus on her artistic career as a director and producer.

Sue Morrison joined as General Manager in April 2023 replacing the role of Executive Director previously held by Sue Radford.

Our freelance Finance Officer terminated her services in August 2023 and we have now contracted to work with CASEwork Services CIC Ltd, to look after the financial aspects of the charity.

Throughout the year we were very supported by a part time freelance Administrator, Naina Clayton who also supported the Artistic Director after Olivia's departure, Alice Stoker our Payroll Administrator, Morenike Onajobi our HR consultant and Jane Elfer, a child and adolescent psychotherapist who provides one-to-one counselling to the young people.

We have a freelance social media executive, Destiny Onisile, who works 2 days per week. Destiny is an Intermission Youth graduate.

Key Risks and Uncertainties

The Trustees have reviewed the risks to which the charitable company is exposed, in particular those related to its operations and finances, and are satisfied that appropriate systems and controls are in place to mitigate exposure to the major risks. One area that is considered to be the most significant risk to us is *Fundraising Income*. A high proportion of income is from fundraising. The Trustees monitor the progress through the year and ensure targets are challenging but achievable.

There are no outstanding loans, liabilities or commitments being carried by the Trust.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Policies and procedures are in place to ensure compliance with:

- safeguarding of beneficiaries, staff and volunteers;
- health and safety;
- risk assessments for activity & projects;
- data protection & privacy;
- equality, diversity & inclusion;
- financial & expenses transactions;
- conflicts of interest;
- complaints.

INTERMISSION YOUTH

Reporting Responsibilities

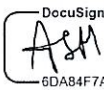
Company law requires the Trustees, who are also directors for the purpose of company law, to prepare financial statements for each financial year. Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select the most suitable accounting policies and then to apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by Section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 25 September 2024 and signed on its behalf by

DocuSigned by:

6DA84F7ABDDF4F8...

Alexander S Hoare
Chair

INTERMISSION YOUTH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTERMISSION YOUTH FOR THE YEAR ENDED 31 DECEMBER 2023

Independent examiner's report to the trustees of Intermission Youth

I report to the charity trustees on my examination of the accounts of Intermission Youth (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. 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.



Matthew Dobbins FCA
Dunkley's
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol
United Kingdom
BS32 4JY

Date: 25/04/2024

INTER+MISSION

YOUTH

	Notes	Unrestricted Funds				Unrestricted Funds			
		General funds	Designated funds	Restricted funds	2023 Total funds	General funds	Designated funds	Restricted funds	2022 Total funds
		£	£	£	£	£	£	£	£
Income and endowments from:									
	3								
Donations and legacies		445,513	-	62,845	508,359	370,105	32,563	61,386	464,054
Charitable activities		6,907	-	29,500	36,407	22,003	-	-	22,003
Other trading activities		27,962	-	10,446	38,408	12,600	-	-	12,600
Total		480,383	-	102,792	583,175	404,708	32,563	61,386	498,657
Expenditure on:									
	4								
Raising funds		2,400	-	-	2,400	12,270	-	-	12,270
Charitable activities		299,084	4,775	90,398	394,257	222,911	49,897	62,961	335,769
Other		6,664	1,821	2,240	10,725	2,623	-	-	2,623
Total		308,148	6,596	92,638	407,382	237,804	49,897	62,961	350,662
Net income/(expenditure)		172,235	(6,596)	10,154	175,793	166,904	(17,334)	(1,575)	147,995
Transfers between funds	10	-	-	-	-	(3,645)	3,645	-	-
Other recognised gains/(losses):									
Gains and losses on revaluation of fixed assets for the charity's own use	7	-	-	-	-	1,549	-	(167)	1,382
Net movement in funds		172,235	(6,596)	10,154	175,793	164,808	(13,689)	(1,742)	149,377
Reconciliation of funds:									
Total funds brought forward		200,840	94,115	346	295,301	36,032	107,804	2,088	145,924
Total funds carried forward		373,075	87,519	10,500	471,094	200,840	94,115	346	295,301

The results of the year as set out above have been derived entirely from continuing operations.

The notes on pages 16 to 21 form part of these financial statements.

INTER+MISSION

YOUTH

		<u>Unrestricted Funds</u>				
	Notes	General funds £	Designated funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed Assets						
Tangible assets	7	5,790	261	344	6,395	4,783
Total fixed assets		5,790	261	344	6,395	4,783
Current Assets						
Debtors	8	36,950	245	23,780	60,974	93,322
Cash at bank and in hand		340,251	87,122	2,079	429,452	213,633
Total current assets		377,201	87,367	25,859	490,426	306,955
Creditors: amounts falling due within one year	9	9,916	109	15,703	25,728	16,437
Net current assets/(Liabilities)		367,285	87,258	10,156	464,699	290,518
Total assets less current liabilities		373,075	87,519	10,500	471,094	295,301
Total net assets or liabilities		373,075	87,519	10,500	471,094	295,301

The notes on pages 16 to 21 form part of these financial statements.

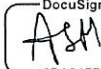
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023. The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on 25 September 2024 and were signed on its behalf by:

DocuSigned by:

 6DA84F7ABDDF4F8...

Alexander S Hoare
Chair



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. Basis of preparation

1.1. Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling and are rounded to the nearest pound.

1.2. Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

1.3. Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted.

1.4. Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5. Material prior year errors

No material prior year error has been identified in the reporting period.

INTER+MISSION

YOUTH

2. Accounting policies

2.1. Income

Income is included in the Statement of Financial Activities when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income was only recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

The charity has not received government grants in the reporting period.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount 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 or the terms of the appeal have specified otherwise.

Contractual income and performance related grants are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

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 voluntary help received is not included in the accounts but is described in the trustees' annual report.

2.2. Recognition of expenditure and liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

INTER+MISSION

YOUTH

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

No material item of deferred income has been included in the accounts.

The charity has creditors which are measured at settlement amounts less any trade discounts.

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

2.3. Assets

Tangible fixed assets for use by charity are capitalised if they can be used for more than one year and are valued at cost. The depreciation rates and methods used are disclosed in note 7.

Debtors (including trade debtors) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. Income

	<u>Unrestricted Funds</u>				<u>Unrestricted Funds</u>			
	General funds £	Designated funds £	Restricted funds £	2023 Total funds £	General funds £	Designated funds £	Restricted funds £	2022 Total funds £
Donations and legacies								
Donations and gifts	157,134	-	3,100	160,234	212,620	27,050	816	240,486
Gift Aid	29,638	-	475	30,113	894	5,513	142	6,549
Grants	11,011	-	54,270	65,281	23,000	-	60,428	83,428
Donated goods, facilities and services	-	-	-	-	29,091	-	-	29,091
Trusts' donations	247,730	-	5,000	252,730	104,500	-	-	104,500
Total	445,513	-	62,845	508,359	370,105	32,563	61,386	464,054
Charitable activities								
Production & performances	-	-	29,500	29,500	21,403	-	-	21,403
Community Engagement	6,907	-	-	6,907	600	-	-	600
Total	6,907	-	29,500	36,407	22,003	-	-	22,003
Other trading activities								
Consultancy	14,574	-	10,000	24,574	12,600	-	-	12,600
Events	13,388	-	446	13,834	-	-	-	-
Total Income	27,962	-	10,446	38,408	12,600	-	-	12,600

INTER+MISSION

YOUTH

4. Expenditure

	Unrestricted Funds				Unrestricted Funds			
	General funds	Designated funds	Restricted funds	2023 Total funds	General funds	Designated funds	Restricted funds	2022 Total funds
	£	£	£	£	£	£	£	£
Incurred seeking grants	-	-	-	-	2420	-	-	2,420
Staging fundraising events	-	-	-	-	250	-	-	250
Fundraising agents	2,400	-	-	2,400	9,600	-	-	9,600
Total expenditure on raising funds	2,400	-	-	2,400	12,270	-	-	12,270
Expenditure on charitable activities:								
Staff costs	142,069	4,578	1,905	148,552	104,187	32,494	12,421	149,102
Productions costs	82,010	104	61,422	143,536	35,774	4,999	42,350	83,123
Administration fees	25,745	-	1,610	27,355	42,948	24	2,450	45,422
Insurance	3,206	-	-	3,206	3,274	-	-	3,274
Bank & Other Charges	378	6	54	439	245	61	34	340
Rent	17,976	-	19,520	37,496	18,039	-	-	18,039
Telephone, internet & IT	4,632	-	16	4,647	4,436	-	-	4,436
Office, gifts & cards	2,038	-	94	2,133	4,160	-	-	4,160
Small assets	2,435	-	-	2,435	167	389	852	1,408
Governance	-	-	-	-	3,669	52	155	3,876
Subsistence & Travel	-	-	-	-	803	-	-	803
PR, Marketing & Communications	15,460	-	5,777	21,237	651	-	-	651
Graduate Programme	-	-	-	-	-	-	-	-
Community Engagement	2,037	-	-	2,037	3,843	-	3,871	7,714
Bursaries	-	1,595	-	1,595	-	11,792	-	11,792
IAM Agency	143	-	-	143	29	-	-	29
Depreciation	954	87	-	1,041	686	86	828	1,600
Total expenditure on charitable activities	299,084	6,369	90,398	395,851	222,911	49,897	62,961	335,769
Other								
Other	6,664	227	2,240	9,131	2,623	-	-	2,623
Total other expenditure	6,664	227	2,240	9,131	2,623	-	-	2,623
Total expenditure	308,148	6,596	92,638	407,382	237,804	49,897	62,961	350,662
Governance costs breakdown								
Independent Examiners Fees	2,000	-	-	2,000	1,116	-	-	1,116
Legal fees	-	-	-	-	670	-	-	670
Other (including safeguarding)	2,000	-	-	2,000	1,883	52	155	2,090
Total	-	-	-	-	3,669	52	155	3,876

5. Paid employees

<i>Paid employees</i>	2022	2023
	£	£
Salaries and wages	137,234	135,842
Social security costs	6,551	10,117
Pension costs - defined contribution	1,318	3,143
Other	3,449	-
Total Staff Costs	148,552	149,102

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000 nor for the previous period.

The charity had an average head count of 3 this year (2022: 3).

There were no ex-gratia payments to employees and others (excluding trustees) and no redundancy or termination payment was made in the period nor in the previous period.

None of the trustees has been paid any remuneration or received any other benefits from an employment with their charity or a related entity in the reporting period nor in the previous period.



No trustees' expenses have been incurred in the reporting period or the previous period.

6. Defined contribution pension

The charity assesses each employee for eligibility as a jobholder under the auto-enrolment system. Any eligible jobholders are auto enrolled to a group money purchase defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents the contributions payable under the scheme by the charity and the charity has no further liability other than the payment of those contributions and the jobholder is responsible for their own pension fund with the pension administrators.

7. Tangible Fixed Assets

	Fixtures, fittings & equipment	Total
Cost	£	£
Balance brought forward	8,480	8,480
Additions	2,653	2,653
Disposals	-	-
Carried forward	<u>11,133</u>	<u>11,133</u>
Depreciation		
Balance brought forward	3,697	3,697
Charge for year	1,041	1,041
Disposals	-	-
Carried forward	<u>4,738</u>	<u>4,738</u>
Net Book Value		
Brought forward	4,783	4,783
Carried forward	<u>6,395</u>	<u>6,395</u>

Furniture & fittings over £400 are capitalised at historic cost and depreciated on a straight-line basis over 7 years. Equipment below £400 is written off when acquired, otherwise is capitalised in fixed assets and depreciated on a straight-line basis at 20% per annum. An exception to these rates applied to fittings and equipment received in kind when the charity was formed, as the useful life of those items was lower than stipulated above. Those donations received were depreciated between 1 and 3 years in accordance with their useful life and on a straight-line.

INTER+MISSION

YOUTH

8. Debtors & Prepayments

	2023	2022
	£	£
Trade debtors	-	90,787
Prepayments	947	2,397
Other debtors	60,027	138
Total	60,974	93,322

9. Creditors & Accruals

	2023	2022
	£	£
Trade creditors	6,311	9,792
Payments received on account	-	-
Accruals	14,621	2,692
Tax & social security	4,795	3,953
Other creditors	1	-
Total	25,728	16,437

10. Charity funds

	2023			
	Fund balance b/f	Income	Expenditure	Fund balance c/f
	£	£	£	£
Unrestricted - General funds	200,840	480,383	308,148	373,075
Designated - Bursaries	6,863	-	1,595	5,268
Designated - Executive assistant	693	-	-	693
Designated - Graduate film production	11,067	-	231	10,836
Designated - Reserves	75,000	-	4,683	70,317
Designated - Technical equipment	491	-	87	404
Restricted - Taming Who	-	45,920	74,173	28,253
Restricted - Community Engagement	-	10,000	1,143	8,857
Restricted - Backstage	-	15,000	-	15,000
Restricted - GLA	-	14,000	10,000	4,000
Restricted - Sheldon	-	4,170	4,170	-
Restricted - Summer	-	3,575	3,152	423
Restricted - Swire	-	10,000	-	10,000
Restricted - Jack Petchy Foundation: Awards	177	-	-	177
Restricted - Ticket for a young person	3	-	-	3
Restricted - Other	-	126	-	126
Restricted - Youth fund	167	-	-	167
	295,301	583,175	407,382	471,094

11. Transactions with related parties

Alexander Hoare, a Trustee/Director of Intermission Youth is a Director of Messrs Hoare Trustees which involves hundreds of trusts, including the Golden Bottle Trust. The Golden Bottle Trust donated £111,000 to support the work of Intermission Youth in the 2023 financial year (£104,500 in 2022).



12. Events after the end of the reporting period

Following a review of the reserves policy in February 2023 to six months, the Reserves designated fund was increased to £100,000.

INTERMISSION YOUTH

England & Wales - Charity number 1190391

Accounts

INTERMISSION YOUTH

(A Registered Charity and Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

Company registration number: 12359502

Registered charity number: 1190391

INTERMISSION YOUTH

CONTENTS

	Page
Reference & Administrative Details	2
Report of the Chair	3
Trustees' Annual Report	4
Independent Examiner's Report	13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16

INTERMISSION YOUTH

REFERENCE & ADMINISTRATIVE DETAILS

Trustees & Directors

Alexander Hoare (Chair)
Sir Mark Rylance
Esther Odejimi
Danny Sapani
Amanda Parker
Cynthia Pinto

Registered office

124 City Road
London
EC1V 2NX

Address of principal office

Arcola Theatre
24 Ashwin Street
London
E8 3DL

Company Registration Number

12359502 (England and Wales)

Charity Registration Number

1190391

Company Secretary

Morenike Onajobi

Bankers

Unity Trust Bank
Four Brindleyplace
Birmingham
B1 2JB

Independent Examiner

Dunkley's Chartered Accountants
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol
BS32 4JY

INTERMISSION YOUTH

REPORT OF THE CHAIR

I am delighted to present the annual report and the financial statements for Intermission Youth for the year ended 31 December 2022.

Once again, I am proud to be able to say that the Intermission Youth Theatre, the Graduate programme and our Community Empowerment work have helped young people to make positive choices, increase their life skills, discover new talents and opportunities in safe environments. Watching the creativity and energy of the youth theatre's critically-acclaimed production *MSND* at the Chelsea Theatre at the end of the year reminded us all of the need to invest in these young people who represent our present and our hope for the future. The energy of the talented cast was matched by the wonderful reviews from press and audience alike, who were totally inspired by their creative and personal development.

I remain hugely grateful to the tremendous work of the Intermission Youth team and volunteers who look after the day-to-day operations and organisation of our work. Fellow Trustees have given unceasing professional expertise, vision, practical support and time to our programmes and beneficiaries. We remain grateful to Intermission's founder, the Rt Rev'd Rob Gillion and Patron Naomie Harris for their ongoing support and faith in our work.

I would like to take this opportunity to pay a special tribute to the late Sylvia Syms, our ambassador, who for many years devoted her time and support to the work of the organisation. She will be truly missed. May she rest in peace.

We are grateful to our existing funders, donors and partners who enable this vital work to continue and we press ahead with finding more supporters who can help us create a sustainable future going forward.

The objects of the charity are to develop the skills and capabilities of young people, to help them into education and employment opportunities and to improve their wellbeing and welfare through performing arts and film. But it's not a one-way relationship. The young people in our Intermission Family continue to teach us, to challenge us, to support us, to enrich us and to entertain us. They are indeed the reason we are so passionate about the work we do.

Alexander S. Hoare

Alexander S Hoare
Chair

INTERMISSION YOUTH

TRUSTEES' ANNUAL REPORT

The trustees, who are also directors for the purpose of company law, present their annual report and the financial statements of the charitable company for the financial year ended 31 December 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with accounting policies set out in notes to the accounts and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

Public Benefit Statement

The trustees have paid due regard to the Charity Commission guidance on public benefit when reviewing the charity's objectives and activities.

Objectives and Activities for the Public Benefit

The objects of the charity are to advance in life and help young people from socially and economically disadvantaged communities and particularly, but not limited to, young people from such communities in Greater London and other such communities in the United Kingdom of Great Britain and Northern Ireland, as a means of:

1. Developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals;
2. Advancing education;
3. Relieving unemployment; and
4. Providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their social and economic circumstances with a view to improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, through the performing arts including but not limited to the field of drama in the form of theatre, film and television by the provision, or assisting in the provision, of productions, workshops, summer schools, training, outreach programmes and mentoring and pastoral support.

Achievements and Performance for the Public Benefit

We continue to transform the lives of 16-25-year-olds who are lacking in opportunity, surrounded by challenging environments and are predominantly (but not exclusively) from diverse ethnic communities in Greater London. The cornerstone of our work is our 10-month Youth Theatre programme, using theatre, and specifically the works of Shakespeare, to increase life skills and encourage self-expression in a safe environment. Through mentoring and wellbeing support, we help them make positive choices, encourage them into further education, provide routes into employment opportunities and increase their life chances. Through our Graduate programme, we continue to provide professional development, ongoing life-skills and mentoring support to our graduates, many of whom are navigating their way through systemic barriers in the film, TV and theatre industries. Through our Community Empowerment programme (previously known as

INTERMISSION YOUTH

Community Engagement programme), we support excluded pupils, young people in local communities and (when permitted) young offenders and adults in prison.

Nonetheless, 2022 was a year of significant change for the charity both in terms of programme and personnel.

Intermission Youth Theatre ('IYT')

Our Artistic Director took a step back from leading the 10-month programme in order to concentrate more on the Community Empowerment work, Graduate work and the strategic growth of the organisation. Our Youth Engagement & Facilitation Manager alongside IYT Graduate, Eugene Ishani, and external drama facilitator, Lateshia Howell, took up the baton in leading the programme, with support from the Artistic Director as and when needed.

With over 100+ new applicants we started our recruitment for the 10-month programme, and increased the intake to 40 young people, from 30 in the previous year. The cohort kicked off in February and was divided into 2 groups of 20 young people, meeting on alternate weeks for drama workshops. In these sessions they engaged in drama games, improvisations, acting techniques, textual studies and discussions. They explored Shakespeare's *Midsummer Night's Dream* and devised their own piece, inspired by the themes in the play and current issues in their own lives. In May, the groups came together and formed one large group of 40, meeting weekly until the beginning of August, when they went into an intense 2 weeks of Summer School. During this time, they participated in drama masterclasses from industry professionals, ranging from fight combat to voice work, and every day were fed hot meals cooked by our bighearted volunteers. Bonds between the cohort grew and personal development for many of the young people was evident. To mark the end of Summer School, we took them on a team building day, to an *Escape Room* experience, which was great fun and brought the group closer together even more.

The cohort were then given a 2-week break and returned in the beginning of September to start rehearsals for their November production of *MSND* (inspired by *Midsummer Night's Dream*). Rehearsals took place in Highbury at the London Screen Academy, who generously offered us their space for free. Two-weeks before the opening of the show, we moved our rehearsals to the Chelsea Theatre, and opened the show there on the 9th of November for a 4-week run. For the first time in IYT's history, we performed matinées on Saturdays, which proved to be very successful, enabling more people to see the work and giving our young people a richer experience of performance.

The show was critically acclaimed receiving 5* reviews and audiences were wowed by the talent on show and the commitment from the cast. After each performance, there was a talk-back in which the audience asked questions to the cast, giving them the opportunity to learn more about the organisation. Intermission Youth Theatre, is more than just acting, it is about empowering young people and changing lives, and this was echoed throughout the talk-backs, with some amazing testimonies from our young people.

"Intermission is my family, I do not know where I would be right now, if I didn't find them."

"I can rely on Intermission for anything, I can call them up anytime of the day or night and they will always be there to help, they have changed my life."

The audience mix was impressive and is something we are very proud of; the majority were from diverse ethnic communities, with many being first-time theatre-goers. We also welcomed people of influence, including MPs, and on press night, audience members included an ex-party leader and actor Malachi Kirby. We would like to express our immense gratitude to the Foyle Foundation for supporting the production of *MSND* through their grant.

INTERMISSION YOUTH

Documentary

This year we completed the pilot for IYT's documentary, a project led by Raks, one of our graduates. The documentary followed the 2021 cohort and aimed to capture the essence of the 10-month programme and the impact it has on the lives of young people. Raks has done a stellar job putting this together and delivered engaging footage with the potential to excite people about developing this work into a documentary series.

Graduate Programme

Romeo and Juliet

Thanks to a grant awarded by the Jack Petchey Foundation, we were able to bring one of our Artistic Director's long-standing dreams to fruition and translate our stage work to screen. This opportunity allowed us to bring many of our graduates together, from as early as 2012 to the present cohort, to film a 7-minute teaser of *Romeo and Juliet*, a feature script adapted by our Artistic Director that infuses contemporary life into Shakespeare's text in the hope of bringing our work to wider audiences. We engaged a professional production team to help us execute the film, which was shot over 2 days on location in South and East London, and saw those graduates who were not in the film helping out behind the camera. The vibe was electrifying and everyone felt truly inspired by the event. It was a real milestone for the organisation, especially as those who attended the screening were blown away by its quality and how well the work transferred to screen.

We shared the film with the BFI, who were very complimentary about the execution, and have since been guiding us to develop the feature film. The teaser is being used as leverage to inspire investors to get behind the making of the full-length film.

Conny Fellas

Following their impressive 5-minute film *21:42*, which was developed through a challenge we set and supported during the pandemic, graduates Baba and Tristram, made their second film *Conny Fellas*. They managed to attach Trudie Styler, Mark Rylance and Claire Van Kampen as producers given the impressive cinematography and story-telling of *21:42*. The film *Conny Fellas* depicts the hustle and bustle life of young people in East London and is currently doing the rounds in the festival circuit.

Both *Conny Fellas* and *Romeo and Juliet* have been selected by Film London Upstream, giving us the opportunity to pitch to financiers for development funding for both projects.

Community Empowerment

Tunmarsh Pupil Referral Unit

For the third year, we continued to deliver work at Tunmarsh, thanks to funding from the Westfield East Bank Creative Futures Fund. With the departure of our Community Empowerment Manager, the Artistic Director took over the management of this project. In consultation with the Youth Engagement & Facilitation Manager, the delivery of the programme was changed to closer reflect how we operate within our 10-month IYT programme. Instead of weekly sessions, we spread the days over the term in a more staggered way. At the start of the term, we met with the participants biweekly, to build up an appreciation for the sessions, we then spent 3 days off-site, where we brought in external theatre facilitators to work with the pupils, and we took them out for lunch to strengthen the bond within the group. Closer to the end of the term, we had an intense period, where we came in daily and worked on the play, which they showcased to their teachers and peers. The play, *Potential*, was an original piece written by the Artistic Director. The sessions were delivered by two of our graduates and two staff members, and the programme was a success, as evidenced by the retention of the pupils through the workshops.

INTERMISSION YOUTH

One of the highlights of the programme was when we watched the BBC series *PRU* together, and then brought in one of the actors from the show (who is also an IYT graduate), Pia Somersby, to speak with the pupils about her filming experience and being an actor. Having been to a pupil referral unit herself, Pia was able to relate to the pupils at Tunmarsh in ways that were inspiring for them. The peer-to-peer exchange was electric and we are hopeful that they will carry these positive moments into their futures.

Play in a Week

Thanks to funding from the Jack Petchey Foundation through their Relgnite grant, we were able to deliver 'Play in a Week'. This was an intense programme in which the participants were tasked with putting on a play in a week. They were led through 5 days of rehearsals by three graduates, which culminated in a performance of the *Wind/Rush Generation(s)* to a live audience on day 6.

The participants were new to the organisation, which was a requirement of the grant. As well as the delivery of the programme, the graduates were also tasked with leading the project, and they took complete ownership from recruitment of the participants to programme design. This was a major step forward for us both in our Community Empowerment and Graduate work, as it enabled our graduates to develop their project management and facilitation skills, which will bode well for them and the future of the charity.

MSND Masterclass

In December, (also funded by the Jack Petchey Foundation's Relgnite grant) we delivered a 'MSND Masterclass' workshop to extend the opportunity to those who could not engage for 'Play in a Week' in August. This workshop was led by our Youth Engagement & Facilitation Manager and Eugene (graduate), and there were also 5 peer mentors in the room from the 2022 IYT cohort. This was an introduction into facilitation for them, an opportunity to be ambassadors of Intermission Youth and encourage the next generation in excellence.

Again, all the participants in this masterclass were new to Intermission Youth, furthering our reach within the community, and we are delighted to say that 8 candidates from those who directly benefited from the Relgnite grant have applied to join the 2023 IYT programme.

Key benefits that the young people took away from both 'Play in a Week' and the 'MSND Masterclass' were:

- Increased knowledge of playmaking and devising;
- Applied theatre and performance skills;
- Understanding and learning how to work effectively as a team, building confidence, self-awareness and enhanced communication skills;
- Building a better concept of community, learning how to trust and compromise more with people;
- Working and creating with people from different backgrounds, building an appreciation for different cultures and different ways of being;
- Turning judgement into curiosity; and
- Building public speaking skills by presenting to a live audience, working under pressure and to a deadline.

Other

Royal Shakespeare Company ('RSC') Ambassadors

We continue our partnership with the RSC Education department. This year we helped them to deliver their ambassador programme, which is about giving the RSC ambassadors (who are positioned all over the country, through the Association Schools work) the tools and confidence to creatively inspire people within their respected communities. Our graduates Micah, Sian, Brie, Iain and Elijah travelled all over the country, including Cumbria, Suffolk and Kent to deliver workshops to the RSC ambassadors. The content of the workshops, which looked at demystifying

INTERMISSION YOUTH

Shakespeare our way and promoting effective leadership skills, was created by our Artistic Director and handed over to the graduates for delivery. We watched Micah and Sian in action during the first workshop and it was clear that our support was no longer needed, as they were more than capable of leading independently. It was a truly amazing achievement for them personally, but also for Intermission Youth, who is putting our graduates on the map (nationally) as exciting fresh, young facilitators.

Next Generation Direct

In 2020, we partnered with RSC in offering an 'Introduction to Directing' course for young people, and took a small group of aspiring directors to Stratford-upon-Avon to learn the ropes. The programme was repeated this year, with a 4-day residential at the RSC for 5 of our young people (Pia, Pyerre, Aaliyah, Zharnai and Tane), in which directors shared their practices from looking at "ways to make the rehearsal room experience safe" to "shaping the final piece of work". They watched *All's Well that Ends Well* in the Royal Shakespeare Theatre and, afterwards, had a conversation with the director (Blanche McIntyre) about her approach to the work. They also had the opportunity to direct RSC actors in short scenes from that play.

Our graduates were inspired by this programme and in particular Zharnai showed a keen interest in developing her passion for directing, and was, therefore, invited to shadow our Artistic Director during the rehearsals of *MSND*. She threw herself into the experience and was confident enough to share her ideas not only with the Artistic Director but also the cast. There were a couple of times when she was in charge of the rehearsal room and held the space like a seasoned pro!

37 Plays

We were invited by RSC to partner with them in '37 Plays', an initiative to "get the Nation writing". Funded by the RSC, our role is to encourage and support writers from our community to tell their stories. We have been doing this by offering writing workshops and writing mentors to those who expressed an interest in the project.

Space

At the end of September, our service level agreement came to a premature end, which happened at the right time. We had already started our evening rehearsals for our end of year production and managed to secure rehearsal space, free of charge at the London Screen Academy, whom we are very grateful to. With little disruption to the programme, the only disadvantage to our work was that for a few months we could not offer a refuge for our young people to come and socialise, be mentored and crash out, if they needed.

We also managed to find some ad hoc space during the day at Christ Church Highbury, located opposite the London Screen Academy, as they had a newly built workshop area and café, and were seeking to connect with, and support charities like ours in need of space to work. We are truly thankful to Christ Church Highbury for their kindness.

We moved quickly to find a new home for 2023, and secured office space at the Arcola Theatre, in East London, where Intermission Youth will be operating from January 2023. It is a bold move in regards to location, as we have always been based centrally, which works well for us, given that we attract young people from all over London. However, given the legacy of the organisation and the reputation as a safe haven for young people, we believe this new location will not deter them from wanting to be part of the project, as demonstrated by the number of candidates applying for our 2023 cohort.

The Arcola is a cool space, where edgy work is being created, aligning well with our ethos. This is where you can find us in 2023 conducting our 10-month programme and developing both our Graduate and our Community Empowerment work, with the latter having huge potential for expansion in the community around the Arcola. <https://www.arcolatheatre.com/>

INTERMISSION YOUTH

Fosters and Intermission

In the meantime, we continue to work closely with Foster + Partners on the vision for our own permanent home. To explore this, they visited us during Summer School and participated in the workshop. It was great fun watching these incredible architects stepping out of their comfort zones and getting involved in drama games with the young people. There was a method to the madness, as they wanted to get a true sense of the people, the energy, the vibe and the magic of the company in order to design a space that would truly serve it best. They wanted to hear from the young people what was important to them to be represented in a home. They listened, not to respond, but to understand.

Their generosity continued when later in the year they invited some of the young people, including graduates, to their headquarters in Battersea and offered them a tour of the building, explaining in great detail some of the impressive projects that they have been responsible for. Then, the tables were turned with the young people invited in pairs to step into the architect's shoes and sketch out what they imagined would feature in the new Intermission home, which they presented back to everyone. This blue sky thinking generated great ideas, many of which have been incorporated by Fosters in the design of a space we have our eyes on.

Real honest relationships have developed over time between Foster + Partners and Intermission Youth that goes beyond a partnership; it is a friendship and that allows space for the unimaginable to happen.

Our work would not be possible without the generous donations of many people, thank you. This year in particular we received donated services from many individuals and organisations, which have been included in the accounts (See 2.1 and 3 in Notes to the Financial Statements).

Financial Review

The financial year in review has seen an increase in expenditure compared with the previous year, due to the cost-of-living crisis. With the departure of two staff members, the charity relied on more work supplied by freelancers, some of which were provided on a pro-bono basis and accounted for in donations in kind. Nonetheless, the cost with staff and freelancers combined increased in this year due to a necessary increase in salaries and the employment through the whole year of an assistant to the Artistic Director, who came on board at the end of 2021.

Expenditure with the IYT programme also increased, as a higher number of young people were accepted to the programme. On the other hand, we have managed to maintain the costs with the Community Empowerment at the same levels, as we did not expand the community work into new schools.

This year, the donations and gifts were two and half times higher than in the previous reporting period, surpassing the £150,000 mark, thanks to the Trustees' efforts in increasing donations. Intermission Youth also received the double of donations in kind compared to the previous year, from a higher number of individuals and organisations.

We are grateful to the following trusts for helping fund our work in 2022: City Bridge Trust, The Golden Bottle Trust, The Jack Petchey Foundation, Westfield East Bank Creative Futures Fund and The Foyle Foundation.

Despite this year's net movement of funds of £149,377 (compared to (£54,603) in 2021), the Trustees continue on their quest to increase major donor and corporate support going forward to give the charity a sustainable future, and welcome Intermission Youth's pursue of trusts and grants applications and earned income opportunities.

INTERMISSION YOUTH

Reserves Policy

The trustees approved an update to the reserves policy in February 2023 to target 4 months of operating expenditure (formerly the target level of reserves was 3 months). In December 2022, this amounted to circa £87,000, and to bring the separate Reserve designated fund to this level, the trustees also agreed in February 2023 to transfer £12,000 from the General Fund.

The trustees will review the reserves policy going forward, but the level of free reserves, as shown on the table below, provides assurance that the charity can continue operating as a going concern.

£	2022	2021
Total fund of the charity	295,301	145,924
Less:		
Restricted funds	179	971
Tangible fixed assets	4,783	5,000
Free reserves	290,339	139,953

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of resources for the charity to be able to continue as a going concern.

Structure, Governance and Management

The charity is constituted as a company, is limited by guarantee and was incorporated on 11 December 2019 (number 12359502). The company was established under a Memorandum of Association and is governed under its Articles of Association. The company was registered as a charitable company limited by guarantee on 13 July 2020 with the registered charity number 1190391.

The Directors of the company are also charity trustees for the purposes of charity law. The Directors and trustees who served during the financial period are listed on page 2.

Organisational Structure and Appointment of Trustees

The business of the charity is managed by the trustees who may exercise all the powers of the charity.

New trustees are nominated by individual trustees and are approved and elected by the trustees at their regular meetings. New trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association. The trustees give their time voluntarily and without remuneration.

The trustees are responsible for the overall management of the charitable company, its strategic direction and policy making. In the financial year under review, the trustees met on seven occasions, most of which were online due to the coronavirus pandemic.

The day-to-day operations are managed by the Executive Director (until April 2022) and the Artistic Director.

INTERMISSION YOUTH

Management and Staff

Darren Raymond continued as Artistic Director, Nana Antwi-Nyanin as Youth Engagement & Facilitation Manager and Olivia Fraser as Executive Assistant to the Artistic Director.

This year we said goodbye to 3 members of the team in quick succession. First was our Community Empowerment Manager, Claire Chappell-Meade, who left in February. Claire wanted to explore a career in social work and made the tough decision to step away from her work with us, but had a change of heart and wanted to rescind her resignation. Unfortunately, we had already moved on and were unable to accommodate her request. Claire is now working for Speaking Out, an organisation that supports young people in public speaking. We remain in touch and there has already been some crossover in our work. Claire has expressed a desire to return to Intermission in some capacity; she was a valued member of the team and we will keep the door open for her, should the right opportunity present itself.

Our Executive Director, Sue Radford, left us in April, after 5+ years of service to the organisation, as she felt it was time to step down and allow someone else to come in and steer the charity into its next phase. Sue dedicated her time in helping growing the charity and making it more resilient. She had high energy, passion for the work and was not afraid to muck in and get her hands dirty. She was instrumental in securing our independence as a charity and widened our reach and profile with her expertise in PR. We wish Sue every success in her future; she remains a valued supporter of the work and is always keen to offer her services when and where she can.

Lila Razakandisa, our administrator, also left in April, soon after Sue. After being out of work for many years, Lila was grateful to Intermission Youth for giving her the opportunity to re-engage with work. She thoroughly enjoyed her time with us and was so inspired by the mission, that she felt that she needed to go off and find her calling, which she believes is not in administration work. We are grateful to her for her contribution to the organisation; she brought a great calmness to the work place and nothing was too much trouble for her. In her own words, she grew a lot during her time with us and she could see why this charity is so important to continue with the work it does.

We welcomed Maria Gbeleyi, as an interim administrator for the organisation. Maria was with us for 3 months and took on most of Lila's responsibilities and a few of Sue's too.

Throughout the year we were very ably supported by our freelance Finance Officer, our Payroll Administrator, Morenike Onajobi our HR consultant, and Jaci Harman, who provides one-to-one counselling to the young people.

Key Risks and Uncertainties

The Trustees have reviewed the risks to which the charitable company is exposed, in particular those related to its operations and finances, and are satisfied that appropriate systems and controls are in place to mitigate exposure to the major risks. One area that is considered to be the most significant risk to us is *Fundraising Income*. A high proportion of income is from fundraising. The trustees monitor the progress through the year and ensure targets are challenging but achievable.

There are no outstanding loans, liabilities or commitments being carried by the Trust.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Policies and procedures are in place to ensure compliance with:

- safeguarding of beneficiaries, staff and volunteers;
- health and safety;
- risk assessments for activity & projects;
- data protection & privacy;
- equality, diversity & inclusion;

INTERMISSION YOUTH

- financial & expenses transactions;
- conflicts of interest;
- complaints.

Reporting Responsibilities

Company law requires the trustees, who are also directors for the purpose of company law, to prepare financial statements for each financial year. Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select the most suitable accounting policies and then to apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by Section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 24 February 2023 and signed on its behalf by



Alexander S Hoare
Chair

INTERMISSION YOUTH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTERMISSION YOUTH

Independent examiner's report to the trustees of Intermission Youth ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am registered member of ICAEW which is one of the bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Matthew Dobbins FCA
Dunkley's
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol BS32 4JY

Date: 03/03/2023

INTERMISSION YOUTH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted		Restricted funds £	2022 total funds £	Unrestricted		Restricted funds £	2021 total funds £
	General funds £	Designated funds £			General funds £	Designated funds £		
Income and endowments from:								
Donations and legacies	370,105	32,563	61,386	464,053	159,323	51,508	18,788	229,619
Charitable activities	22,003	-	-	22,003	21,796	-	-	21,796
Other trading activities	12,600	-	-	12,600	11,505	-	-	11,505
Total	404,708	32,563	61,386	498,656	192,624	51,508	18,788	262,920
Expenditure on:								
Raising funds	12,270	-	-	12,270	868	-	-	868
Charitable activities	222,911	49,897	62,961	335,769	152,648	30,434	131,626	314,708
Other	2,623	-	-	2,623	1,947	-	-	1,947
Total	237,804	49,897	62,961	350,662	155,464	30,434	131,626	317,524
Net income/(expenditure)	166,904	(17,334)	(1,575)	147,995	37,160	21,074	(112,838)	(54,603)
Transfers between funds	(3,645)	3,645	-	-	(82,649)	82,649	-	-
Other recognised gains/(losses):								
Gains and losses on revaluation of fixed assets for the charity's own use	1,549	-	(167)	1,382	-	-	-	-
Net movement in funds	164,808	(13,689)	(1,742)	149,377	(45,489)	103,723	(112,838)	(54,603)
Reconciliation of funds:								
Total funds brought forward	36,032	107,804	2,088	145,924	81,521	4,081	114,925	200,527
Total funds carried forward	200,840	94,115	346	295,301	36,032	107,804	2,088	145,924

The results of the year as set out above have been derived entirely from continuing operations.

The notes on pages 16 to 23 form part of these financial statements.

INTERMISSION YOUTH

BALANCE SHEET AS AT 31 DECEMBER 2022

		Unrestricted		Restricted	2022 total	2021 total
	Notes	General funds £	Designated funds £	funds £	funds £	funds £
Fixed assets						
Tangible assets	7	4,091	348	343	4,783	5,000
Total fixed assets		4,091	348	343	4,783	5,000
Current assets						
Debtors	8	93,309	13	-	93,322	3,955
Cash at bank and in hand		118,106	94,675	853	213,633	173,865
Total current assets		211,415	94,687	853	306,955	177,819
Creditors: amounts falling due within one	9	14,666	921	850	16,437	36,896
Net current assets/(liabilities)		196,749	93,767	3	290,518	140,924
Total assets less current liabilities		200,840	94,115	346	295,301	145,924
Total net assets or liabilities	10	200,840	94,115	346	295,301	145,924

The notes on pages 16 to 23 form part of these financial statements.

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022. The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on 24 February 2023 and were signed on its behalf by:

Alexander S. Hoare

Alexander S Hoare
Chair

INTERMISSION YOUTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. Basis of preparation

1.1. Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling and are rounded to the nearest pound.

1.2. Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

1.3. Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted.

1.4. Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5. Material prior year errors

No material prior year error has been identified in the reporting period.

2. Accounting policies

2.1. Income

Income is included in the Statement of Financial Activities when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

INTERMISSION YOUTH

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income was only recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

The charity has not received government grants in the reporting period.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount 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 or the terms of the appeal have specified otherwise.

Contractual income and performance related grants are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

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 voluntary help received is not included in the accounts but is described in the trustees' annual report.

2.2. Recognition of expenditure and liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

No material item of deferred income has been included in the accounts.

The charity has creditors which are measured at settlement amounts less any trade discounts.

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

2.3. Assets

Tangible fixed assets for use by charity are capitalised if they can be used for more than one year, and are valued at cost. The depreciation rates and methods used are disclosed in note 7.

Debtors (including trade debtors) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

INTERMISSION YOUTH

3. Income

	Unrestricted				Unrestricted			
	General funds £	Designated funds £	Restricted funds £	2022 total funds £	General funds £	Designated funds £	Restricted funds £	2021 total funds £
Donations and legacies								
Donations and gifts	212,620	27,050	816	240,486	22,990	38,670	-	61,660
Gift Aid	894	5,513	142	6,549	3,804	7,931	-	11,735
Grants	23,000	-	60,428	83,428	8,000	4,907	18,788	31,695
Donated goods, facilities and services	29,091	-	-	29,091	15,729	-	-	15,729
Trusts' donations	104,500	-	-	104,500	108,800	-	-	108,800
Total	370,105	32,563	61,386	464,053	159,323	51,508	18,788	229,619
Charitable activities								
Production & performances	21,403	-	-	21,403	17,703	-	-	17,703
Community Engagement	600	-	-	600	4,093	-	-	4,093
Total	22,003	-	-	22,003	21,796	-	-	21,796
Other trading activities								
Consultancy	12,600	-	-	12,600	7,625	-	-	7,625
Events	-	-	-	-	3,880	-	-	3,880
Total	12,600	-	-	12,600	11,505	-	-	11,505
Total income	404,708	32,563	61,386	498,656	192,624	51,508	18,788	262,920

4. Expenditure

	Unrestricted				Unrestricted			
	General funds £	Designated funds £	Restricted funds £	2022 total funds £	General funds £	Designated funds £	Restricted funds £	2021 total funds £
Incurring seeking grants	2,420	-	-	2,420	-	-	-	-
Staging fundraising events	250	-	-	250	868	-	-	868
Fundraising agents	9,600	-	-	9,600	-	-	-	-
Total expenditure on raising funds	12,270	-	-	12,270	868	-	-	868
Expenditure on charitable activities:								
Staff Costs	104,187	32,494	12,421	149,102	64,503	3,533	89,960	157,995
Administration fees	42,948	24	2,450	45,422	11,240	5,885	14,267	31,392
Insurance	3,274	-	-	3,274	2,758	-	-	2,758
Bank & Other Charges	245	61	34	339	171	101	58	330
Rent	18,039	-	-	18,039	9,847	-	11,443	21,291
Telephone, Internet & IT	4,436	-	-	4,436	2,223	-	2,225	4,448
Office, gifts & cards	4,160	-	-	4,160	287	804	208	1,298
Small assets	167	389	852	1,408	319	-	361	680
Governance	3,669	52	155	3,876	1,719	-	694	2,413
Subsistence & Travel	803	-	-	803	126	-	238	364
PR, Marketing & Communications	651	-	-	651	794	-	232	1,026
IYT Programme	35,774	4,989	42,350	83,122	49,460	-	10,107	59,567
Graduate Programme	-	-	-	-	1,200	4,952	100	6,252
Community Engagement	3,843	-	3,871	7,714	7,780	-	-	7,780
Bursaries	-	11,792	-	11,792	-	15,159	-	15,159
I AM Agency	29	-	-	29	22	-	-	22
Depreciation	685	87	827	1,600	198	-	1,733	1,931
Total expenditure on charitable activities	222,911	49,897	62,961	335,769	152,648	30,434	131,626	314,708
Other								
Consultancy	2,623	-	-	2,623	1,947	-	-	1,947
Total other expenditure	2,623	-	-	2,623	1,947	-	-	1,947
Total expenditure	237,804	49,897	62,961	350,662	155,464	30,434	131,626	317,524
Governance costs breakdown								
Independent Examiner's Fees	1,116	-	-	1,116	960	-	-	960
Legal fees	670	-	-	670	-	-	432	432
Other (including safeguarding)	1,883	52	155	2,090	759	-	262	1,021
Total	3,669	52	155	3,876	1,719	-	694	2,413

INTERMISSION YOUTH

5. Paid employees

	2022	2021
	£	£
Salaries and wages	135,842	149,359
Social security costs	10,117	4,868
Pension costs - defined contribution	3,143	3,664
Training & conferences	-	105
Total staff costs	149,102	157,996
of which		
Payment to key management	81,781	104,493

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000 nor for the previous period.

The charity had an average head count of 3 this year (2021: 5).

There were no ex-gratia payments to employees and others (excluding trustees) and no redundancy or termination payment was made in the period nor in the previous period.

None of the trustees has been paid any remuneration or received any other benefits from an employment with their charity or a related entity in the reporting period nor in the previous period.

No trustees' expenses have been incurred in the reporting period or the previous period.

6. Defined contribution pension

The charity assesses each employee for eligibility as a jobholder under the auto-enrolment system. Any eligible jobholders are auto-enrolled to a group money purchase defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents the contributions payable under the scheme by the charity and the charity has no further liability other than the payment of those contributions and the jobholder is responsible for their own pension fund with the pension administrators.

7. Tangible Fixed Assets

	Fixtures, fittings and equipment	Total
Cost	£	£
At the beginning of the year	6,931	6,931
Revaluations	1,549	1,549
At end of the year	8,480	8,480
Depreciation		
At beginning of the year	1,931	1,931
Depreciation	1,600	1,600
Impairment	167	167
At end of the year	3,697	3,697
Net Book Value		
Net book value at the beginning of the year	5,000	5,000
Net book value at the end of the year	4,783	4,783

Furniture & fittings over £400 are capitalised at historic cost and depreciated on a straight-line basis over 7 years. Equipment below £400 is written off when acquired, otherwise is capitalised in fixed assets and depreciated on a straight-line basis at 20% per annum. An exception to these rates applied to fittings and equipment received in kind when the charity was formed, as the useful life of those items was lower than stipulated above. Those donations received were depreciated between 1 and 3 years in accordance with their useful life and on a straight-line.

INTERMISSION YOUTH

The revaluation and impairment considered in 2022 were due to one of the charity's laptop being stolen. A brand new one was bought and paid by the insurance company.

8. Debtors & Prepayments

	2022	2021
	£	£
Trade debtors	90,787	2,321
Prepayments	2,397	1,564
Other debtors	138	70
Total	93,322	3,955

The debtors' increase in 2022 is due to confirmed donations of £90,274, subject to exchange rate's fluctuations on some. £59,407 had been received at close of business on 23 February 2023.

9. Creditors & Accruals

	2022	2021
	£	£
Trade creditors	9,793	9,560
Payments received on account for contracts or performance-related grants	-	19,049
Accruals	2,692	2,831
Taxation and social security	3,953	4,625
Other creditors		832
Total	16,437	36,896

Additionally, the charity is expecting to pay £11,608 in rent/lease during 2023.

The movement of the deferred income account was as follows:

	2022	2021
	£	£
Balance at the start of the reporting period	19,049	500
Amounts added in current period	50,758	46,286
Amounts released to income from previous periods	(69,807)	(27,737)
Balance at the end of the reporting period	-	19,049

10. Charity funds

	2022					
	Fund balance brought forward	Income	Expenditure	Transfer	Gains and losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted - General Fund	36,032	404,708	237,804	(3,845)	1,549	200,840
Designated - Bursaries	-	15,063	11,845	3,645	-	6,863
Designated - Executive Assistant	21,158	12,500	32,965	-	-	693
Designated - Food	-	5,000	5,000	-	-	-
Designated - Graduate Film Production	11,069	-	-	-	-	11,069
Designated - Reserves	75,000	-	-	-	-	75,000
Designated - Technical equipment	578	-	87	-	-	491
Restricted - The Foyle Foundation	-	30,000	30,000	-	-	-
Restricted - Jack Petchey Foundation: Film programme	-	8,544	8,544	-	-	-
Restricted - Jack Petchey Foundation: Relignite	-	5,000	5,000	-	-	-
Restricted - Jack Petchey Foundation: Awards	971	1,650	2,444	-	-	177
Restricted - Ticket for a Young Person	-	958	956	-	-	3
Restricted - Wellbeing grant	-	15,234	15,234	-	-	-
Restricted - Youth Fund	1,117	-	783	-	(167)	167
	145,924	498,656	350,662	-	1,382	295,301

INTERMISSION YOUTH

Since 2020, the charity has been supporting a small number of young people who have been struggling financially as a result of the pandemic and cost of living crisis, by awarding them food bursaries. Initially, these costs were borne by a small grant and private donations received throughout 2020 and 2021 and recorded in a designated fund. As the fund became exhausted, the General Fund started transferring money to the Bursaries Fund from June 2021 in order to maintain the much-needed scheme. However, a kind donor revitalised this fund in May 2022, allowing for the continued support of food and travel bursaries to those most in need.

In 2022, the charity received one major donation to enable the payment of salary costs associated with the Executive Assistant to the Artistic Director, who was recruited at the end of 2021. Those funds, recorded as a designated fund, have been specifically used for the recruitment and salary costs of the Executive Assistant.

During the rehearsals and the run of the year-end play, the charity provides a hot meal to the young people involved in the production, as this is an identified need of the young people supported by the charity. This year, a generous donor gave £5,000, which were recorded in a separate designated fund and specifically used to pay for the cooked meals.

A new Graduate Film fund was created in 2021, enabled through two major donations, to support a film production programme for the charity's graduates. This project has now been deferred to 2023 and the funds carried forward. We are grateful to Mark Rylance, Claire van Kampen and Trudie Styler for their support of this programme.

In 2021, the Trustees decided to prudently set in a separate designated fund the amount deemed to maintain sufficient operating reserves to cover three months of overheads and salaries (£75,000 in December 2020).

A technical equipment fund was set up, following an appeal, to enable the purchase of technical equipment for the benefit of the charity. The outstanding balance will be carried forward to 2023 as a designated fund.

In 2022, the charity was awarded a restricted grant from The Foyle Foundation to support the production of *MSND*, which was fully utilised.

In the first quarter of 2022, the final filming of the 'Introduction to Filmmaking' segment within the 2021 Intermission Youth Theatre 10-month programme was completed, which allowed the charity to fully spend the restricted Covid Recovery Grant awarded in 2021 by the Jack Petchey Foundation.

The Jack Petchey Foundation awarded the Relgnite grant in 2022 for the charity to help young people make a positive and meaningful transition out of the pandemic. This restricted grant was fully utilised with the delivery of 'Play in a Week' and the 'MSND Masterclass'.

The charity has restricted funds of £177 from the Jack Petchey Foundation, which are earmarked for depreciation of the equipment already bought in accordance with the grants' conditions.

In the last quarter of 2022, the charity started the 'Buy a Ticket for a Young Person' campaign to raise funds to offer free tickets to those young people struggling financially to come and watch Intermission Youth Theatre's end-of-the-year show. Almost £1k were raised, allowing 63 young people to enjoy *MSND* for free.

The London Community Response Fund awarded a restricted grant in 2021 from City Bridge Trust to support and increase the charity's mentoring and well-being support of young people. The grant was fully spent by June 2022.

INTERMISSION YOUTH

The charity was formed with funds that had a geographical restriction, which were accounted in the restricted Youth Fund. In accordance with Charity Commission conditions when the restriction was lifted, the funds remained restricted towards the activities of Intermission Youth as the trustees considered appropriate through 2021. These funds were largely spent-out by the end of 2021, with a small amount left to be used in depreciation until 1 January 2023.

	2021				
	Fund balance brought forward	Income	Expenditure	Transfer	Fund balances carried forward
	£	£	£	£	£
Unrestricted - General Fund	81,521	192,624	155,464	(82,649)	36,032
Designated - Bursaries	4,081	3,495	15,225	7,649	-
Designated - Executive Assistant	-	31,250	10,092	-	21,158
Designated - Graduate Film Production	-	11,250	181	-	11,069
Designated - Grant for Hear My Voice	-	4,907	4,907	-	-
Designated - Reserves	-	-	-	75,000	75,000
Designated - Technical equipment	-	606	29	-	578
Restricted - Jack Petchey Foundation: Film programme	-	11,106	11,106	-	-
Restricted - Jack Petchey Foundation: Awards	1,250	-	279	-	971
Restricted - Wellbeing grant	-	7,682	7,682	-	-
Restricted - Youth Fund	113,675	-	112,559	-	1,117
	200,627	262,920	317,524	-	145,924

11. Transactions with related parties

Alexander Hoare, a Trustee/Director of Intermission Youth is a Director of Messrs Hoare Trustees which involves hundreds of trusts, including the Golden Bottle Trust. The Golden Bottle Trust donated £104,500 to support the work of Intermission Youth in the 2022 financial year (£108,800 in 2021).

12. Events after the end of the reporting period

Following a review of the reserves policy in February 2023 to four months, the Reserves designated fund was increased to £87,000.

INTERMISSION YOUTH

England & Wales - Charity number 1190391

Accounts

INTERMISSION YOUTH

(A REGISTERED CHARITY AND COMPANY LIMITED BY GUARANTEE)

REPORT BY THE TRUSTEES AND DIRECTORS

and

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

COMPANY REGISTRATION NUMBER: 12359502

REGISTERED CHARITY NUMBER: 1190391

INTERMISSION YOUTH

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

	Page
Reference & Administrative Details	2
Report of the Chair	3
Trustees' Annual Report	4
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14

INTERMISSION YOUTH

REFERENCE & ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees & Directors

Alexander Hoare (Chair)
Sir Mark Rylance
Esther Odejimi
Danny Sapani
Amanda Parker

Registered office

40 Morpeth Terrace
London
SW1P 1ET

Address of principal office

24 Greencoat Place
London
SW1P 1RD

Company Registration Number

12359502 (England and Wales)

Charity Registration Number

1190391

Company Secretary

Sue Catford (professional surname Radford)

Bankers

Unity Trust Bank
Four Brindleyplace
Birmingham
B1 2JB

Independent Examiner

Dunkley's Chartered Accountants
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol
BS32 4JY

INTERMISSION YOUTH

REPORT OF THE CHAIR FOR THE YEAR ENDED 31 DECEMBER 2021

I am delighted to present the annual report and the financial statements for Intermission Youth for the year ended 31 December 2021.

Intermission Youth was able to operate in person from the start of the year as the government recognised the pressing need for organisations like ours to carry on with our vital support to vulnerable young people facing increased anxiety and wellbeing issues, greater inequality and disadvantage, economic and employment uncertainties.

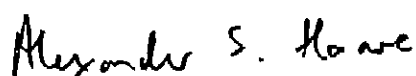
As we emerge from the global Covid pandemic that has dominated all our lives for nearly two years, it's inspiring to look back at what the charity has achieved this year. The Youth Theatre and Graduate programmes and our Community Engagement work have helped young people to make positive choices, increase their life skills, discover new talents and opportunities in safe environments. Watching the creativity and energy of the youth theatre's critically-acclaimed production *Juliet & Romeo* at The Chelsea Theatre at the end of the year reminded us all of the need to invest in these young people who represent our present and our hope for the future.

I remain hugely grateful to the tremendous work of the Intermission Youth team and volunteers who look after the day-to-day operations and organisation of our work. Fellow Trustees have given unceasing professional expertise, vision, practical support and time to our programmes and beneficiaries. We remain grateful to Intermission's founder, the Rt Rev'd Rob Gillion, Patron Naomie Harris and our Ambassador Sylvia Syms, for their ongoing support and faith in our work.

The economic future looks challenging, particularly for young people who lack opportunities, and for small charities like Intermission Youth. We are grateful to our existing funders, donors and partners who enable this vital work to continue and we press ahead with finding more supporters who can help us create a sustainable future going forward.

The objects of the charity are to develop the skills and capabilities of young people, to help them into education and employment opportunities and to improve their wellbeing and welfare through performing arts and film. But it's not a one-way relationship. The young people in our Intermission Family continue to teach us, to challenge us, to support us, to enrich us and to entertain us. They are indeed the reason we are so passionate about the work we do.

As one youth theatre cohort member wrote at the end of the year: *"I've made myself proud of what I've achieved as an individual and collectively. I've made my family proud. And, for a fact, we've impacted hundreds of people who have had the opportunity to see our shows."*



Alexander S Hoare
Chair

INTERMISSION YOUTH

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees, who are also directors for the purpose of company law, present their annual report and the financial statements of the charitable company for the financial year ended 31 December 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with accounting policies set out in notes to the accounts and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

PUBLIC BENEFIT STATEMENT

The trustees have paid due regard to the Charity Commission guidance on public benefit when reviewing the charity's objectives and activities.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The objects of the charity are to advance in life and help young people from socially and economically disadvantaged communities and particularly, but not limited to, young people from such communities in Greater London and other such communities in the United Kingdom of Great Britain and Northern Ireland, as a means of:

1. Developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals;
2. Advancing education;
3. Relieving unemployment; and
4. Providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their social and economic circumstances with a view to improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, through the performing arts including but not limited to the field of drama in the form of theatre, film and television by the provision, or assisting in the provision, of productions, workshops, summer schools, training, outreach programmes and mentoring and pastoral support.

ACHIEVEMENTS AND PERFORMANCE FOR THE PUBLIC BENEFIT

We continue to transform the lives of 16–25-year-olds who are lacking in opportunity, surrounded by challenging environments and are predominantly (but not exclusively) from diverse ethnic communities in Greater London. The cornerstone of our work is our 10-month Youth Theatre programme, using theatre, and specifically the works of Shakespeare, to develop creativity, build confidence, increase life skills and encourage self-expression in a safe environment. Through mentoring and wellbeing support, we help them make positive choices, encourage them into further education, provide routes into employment opportunities and increase their life chances. We continue to provide professional development, ongoing life-skills and mentoring support to our graduates, many of whom are navigating their way through systemic barriers in the film, TV and theatre industries. Through our Community Engagement programme, we support excluded pupils, young people in local communities and (when permitted) young offenders and adults in prison.

Intermission Youth Theatre (IYT) 2021

Government regulations enabled us to start two new Youth Theatre cohorts in January at our interim space in central London. Each cohort was made up of 15 young people, with the cohorts meeting on alternate weeks for drama workshops on Saturdays and a new *Introduction to Filmmaking* course on Thursday evenings. We are so grateful to the Jack Petchey Foundation's Covid Recovery Grant which enabled us to pilot the filmmaking segment to provide additional skills training for the young people, creating opportunities for self-expression and opening up future employment options. The filmmaking segment covered an introduction to directing, cinematography, sound, lighting, editing, acting for screen, writing for screen, and the production of showreels for each of our cohort members. We are very thankful to our external film practitioners, London Film School and the BFI for their support and encouragement.

The two cohorts were finally able to come together at our 2-week intensive Summer School, where external facilitators provided workshops including trust, timing, comedy, voice, stage combat, mask work, movement and mime. The highlight was the team-building day – a 5km inflatable Obstacle Fun Run in Oxfordshire where the competitive stakes to win were high!

Having identified that the pandemic, lockdowns and global equal rights protests were going to adversely impact young people's mental wellbeing, we are very grateful to the City Bridge Trust for awarding us a grant to bolster our wellbeing and counselling support. We welcomed Camilla Brown as IYT Group Mentor this year. In addition, we have been able to access professional one-to-one counselling for those in need of extra wellbeing and mental health support. Both services have made a positive impact on the lives of our young people.

In September, the Trustees and executive team gave the greenlight to go ahead with putting on a 4-week professional, Shakespeare-inspired production based on the Bard's classic *Romeo and Juliet*. We knew it was imperative for our young people to perform, to express their feelings, to showcase their talents in a live performance space if possible. It was also important for the charity to reconnect with its supporters and donors, attract new audiences, young people and potential donors following nearly two years of Zoom and online performances. Having reimaged the issues and characters in the play throughout the year, *Juliet & Romeo* opened to critical acclaim at The Chelsea Theatre for a 4-week run in November. Media coverage included *ITV National News*, *ITV London News*, *Evening Standard Cultural Capital Broadcast*, *The Guardian*, with a number of our young people having their first experience of being interviewed on radio and TV.

It was no coincidence that the production was held in The Chelsea Theatre on the World's End Estate in Chelsea, an area populated by some of the capital's most wealthiest and poorest residents. The production attracted audiences comprising multi-millionaires and those experiencing economic hardship – proving the power of theatre to bring people together. The majority of our audience was from diverse ethnic communities, with many being first-time theatre-goers. We are grateful to the Trustees and staff of The Chelsea Theatre for gifting us rehearsal space from September and welcoming us to the theatre, as well as other professionals and supporters who gave of their time and talents (See 2.1 in Notes to the Financial Statements).

The impact of the pandemic and a reduction in social services provision required us to create a designated Bursary Fund in order to make modest weekly payments to those most in need on our youth theatre and graduate cohorts for basic food, utilities and travel support. The recipients are generally care leavers and those who live alone, or with family members who are in need. There is an audit trail for all payments made and receipts given for the modest weekly payments. One young IYT member who was diagnosed with multiple sclerosis in 2021, reported: *"Thanks to you I can eat! I used not to eat that much because of stress and low money and I'm getting my healthy weight back!!! I don't know if I told you but I lost 11kg when I got diagnosed and it's nearly all back! I'm happier now! xx"*

We are immensely grateful to RISE.365, a London community interest company (CIC) supporting young people and young adults, who have provided IYT cohort members with weekly food parcels throughout the year.

We do not see how some of our most vulnerable young people can continue without the financial and in-kind support provided by Intermission Youth and organisations like Rise.365. We are committed to the ongoing support and are actively seeking donor funding to continue our much-needed Bursary Fund support going forward.

Community Engagement

Tunmarsh Pupil Referral Unit

Following our 2020 pilot programme, we were able to continue working at Tunmarsh PRU through 2021, funded by BlackRock global asset management and a grant from the Westfield East Bank Creative Futures Fund.

Drama activities, games, exercises, improvisations and discussions culminated in a performance of *Love me to Death*, a Shakespeare-inspired version of *Romeo & Juliet*, at the end of the Summer and December terms, in front of a live audience of teachers, peers and family members, and also online.

Key benefits for the young students included:

- Increased confidence in an exceptionally hard and turbulent time
- Increased self-esteem and sense of belonging
- Development of new skills (working as a team, increased patience, communication & listening skills)
- Feeling safe in the space

"I've learned how to work as a team with other people. I loved every minute!" [Pupil]

"Students have learnt to address their own fears, commit to rehearsals, and work as a team. They have definitely become more resilient and more communicative. They love talking about Intermission & the friendships they have made." [Teacher]

Two Temple Place Summer Workshop

Intermission Youth delivered a 5-day summer programme in conjunction with Two Temple Place in the City of London for 15 young people aged 13-25 year from inner London. The project culminated in a promenade performance, supported by IYT peer-mentors and facilitators. All the young people felt more confident, learnt new skills and enjoyed performing.

'An unforgettable experience.' [Participant].

A number came to see IYT's *Juliet & Romeo* production in November and applied to join Intermission Youth Theatre's 2022 programme.

Grenfell Tower Half-term Workshop

In October, the Community Engagement team delivered a half-term drama project for young people in the St Clement and St James parish in North Kensington, adjacent to Grenfell Tower. It was great to keep in touch with some of the young people who subsequently attended IYT's *Juliet & Romeo*.

Graduate programme 2021

We have continued to provide ongoing mentoring, personal and professional development support to our IYT graduates.

London Short Film Festival

Ten short films created by our graduates and IYT cohort members in 2020 were premiered at *Shakespeare on Smartphone*, part of the London Short Film Festival in January 2021. We are grateful to Mark Rylance, director Peter Kosminsky, US actor André Holland, editor Folasade Oyeleye, award-winning iPhone filmmaker Cassius Rayner and London Short Film Festival for making this possible. A number of our young people also participated in the Festival online panel discussions on first-time filmmaking and a discussion about navigating privilege and structural barriers when starting out in short filmmaking.

One of the short films, *Crown*, was selected to be shown on BBC Two's Festival of Funny: Shorts. And *21:42* was selected for further development support.

Online Masterclasses

One of the great highlights was a series of online Question & Answer Masterclasses between some of the industry's leading talent and Intermission Youth Theatre cohort and graduate members. Whoopi Goldberg, Andrew Garfield, David Oyelowo and Danial Kaluuya shared their own experiences of getting into the industry, their insight and advice, and their passion for storytelling. It was a real privilege to have such inspiring evenings with them over the spring and summer months. We are so thankful to our Trustee Mark Rylance for connecting us with them and for hosting each session.

National Diversity Awards 2021

We were delighted that our Artistic Director, Darren Raymond, won the National Diversity Positive Role Model Award in the Race, Faith and Religion category. That National Diversity Awards, supported by ITV News, celebrates the excellent achievements of grass-root communities that tackle the issues in today's society, giving them recognition for their dedication and hard work.

As one of our 2021 Youth Theatre cohort members said: *'Darren changed my life. He's a G for that. He gave me an opportunity and it's one of the greatest things that's ever happened for me.'*

Consultancy

Royal Shakespeare Company

Intermission Youth's ongoing relationship with the RSC Education Department has included co-devising and delivery of a series of *Shakespeare Ambassador* leadership training programmes, helping develop the *Next Generation Direct* programme and participating in the Regional Theatre Partners group.

UKTV

Using interactive Forum Theatre, we provided an online training workshop on diversity and inclusion to the Executive team at leading production company UKTV. This was followed by our young people performing an evening of Shakespeare & contemporary monologues online.

Space

In December 2020 Intermission Youth signed a Service Level Agreement with The Oxford Group to use office and drama workshop space in central London. We are grateful to the team at Greencoat Place for their support and encouragement during a challenging year of Covid and countless government guidelines.

We are aware of the need for Intermission Youth to have its own dedicated home – a safe haven for the young people. The staff and Trustees have been proactive in looking at short-term and long-term options going forward and are thankful to the team at award-winning architects Foster + Partners who are working with us on a vision for a longer-term, creative home.

FINANCIAL REVIEW

The financial year in review has inevitably seen an increase in expenditure compared with the previous year, due to the ability to return to in-person programme delivery throughout 2021.

This year we have delivered a busy IYT programme, including a new *Introduction to Filmmaking* segment, as well as a return to a 4-week end-of-year Shakespeare production, which have increased our programme costs compared with 2020. The cost of delivering our in-person Community Engagement programme has likewise increased on 2020. We have also had to significantly increase our Bursary Fund in order to help our most vulnerable young people with modest food, utility and IYT-related travel support.

The differential in income reflects a transfer of funds in the previous reporting period of £131,800 (including donations in kind) as the project moved from the Parish of Holy Trinity and St Saviour, Upper Chelsea, into a wholly independent charitable company, as well as two unexpected one-off corporate donations amounting to around £95,000.

We are grateful to the following trusts for helping fund our work in 2021: City Bridge Trust, The Coln Trust, The Golden Bottle Trust, The Jack Petchey Foundation, Westfield East Bank Creative Futures Fund.

The Trustees are aware of the need to increase major donor and corporate support going forward to give the charity a sustainable future, as well as continuing with its trusts and grants applications and earned income opportunities.

Reserves Policy

The Charity aims to maintain a surplus of funds and in particular to maintain sufficient unrestricted operating reserves to cover three months of overheads and salaries (amounting to around £79,000 in December 2021). This also provides financial cover for contingent situations, especially shortfalls in fundraising achievement. The trustees aim to increase the level of resources going forward.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of resources for the charity to be able to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company, is limited by guarantee and was incorporated on 11 December 2019 (number 12359502). The company was established under a Memorandum of Association and is governed under its Articles of Association. The company was registered as a charitable company limited by guarantee on 13 July 2020 with the registered charity number 1190391.

The Directors of the company are also charity trustees for the purposes of charity law. The Directors and trustees who served during the financial period are listed on page 2.

Organisational Structure and Appointment of Trustees

The business of the charity is managed by the trustees who may exercise all the powers of the charity.

New trustees are nominated by individual trustees and are approved and elected by the trustees at their regular meetings. New trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association. The trustees give their time voluntarily and without remuneration.

The trustees are responsible for the overall management of the charitable company, its strategic direction and policy making. In the financial year under review, the trustees met on seven occasions, most of which were online due to the coronavirus pandemic.

The day-to-day operations are managed by the Executive Director and the Artistic Director.

Management and Staff

Darren Raymond continued as Artistic Director and Sue Radford as Executive Director.

Nana Antwi-Nyanin's job title changed to Youth Engagement & Facilitation Manager to better reflect his role.

Claire Chappell-Meade continued as Community Engagement Manager, managing our work in schools, pupil referral units, young offenders' institutions, prisons and community groups.

Cecilia Shaw made the difficult decision not to return as Intermision Youth's Producer, following her second maternity leave at the end of August 2021. Cecilia has worked with Intermision since 2014 and has given tremendous service to the projects, the team and the young people. She will be much missed.

In November, we were delighted to welcome Olivia Fraser to a new position as Executive Assistant to the Artistic Director, to provide Darren with diary, project management and research support.

Throughout the year we were very ably supported by our freelance Administrator Lila Razakandisa, our Finance Officer, our Payroll Administrator, Morenike Onajobi our HR consultant and Jaci Harman who provides one-to-one counselling to the young people.

Key Risks and Uncertainties

The Trustees have reviewed the risks to which the charitable company is exposed, in particular those related to its operations and finances, and are satisfied that appropriate systems and controls are in place to mitigate exposure to the major risks. One area that is considered to be the most significant risk to us is *Fundraising Income*. A high proportion of income is from fundraising. The trustees monitor the progress through the year and ensure targets are challenging but achievable.

There are no outstanding loans, liabilities or commitments being carried by the Trust.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Policies and procedures are in place to ensure compliance with:

- safeguarding of beneficiaries, staff and volunteers;
- health and safety;
- risk assessments for activity & projects;
- data protection & privacy;
- equality, diversity & inclusion;
- financial & expenses transactions;
- conflicts of interest;
- complaints.

Reporting Responsibilities

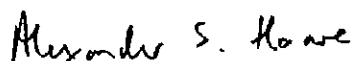
Company law requires the trustees, who are also directors for the purpose of company law, to prepare financial statements for each financial year. Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select the most suitable accounting policies and then to apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing this report, the trustees have taken advantage of the small companies' exemptions provided by Section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 20 April 2022 and signed on its behalf by



Alexander S Hoare
Chair

INTERMISSION YOUTH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTERMISSION YOUTH FOR THE YEAR ENDED 31 DECEMBER 2021

Independent examiner's report to the trustees of Intermission Youth ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am registered member of ICAEW which is one of the bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Matthew Dobbins FCA
Dunkley's
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol BS32 4JY

Date: 21/04/2022

INTERMISSION YOUTH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

		Unrestricted			Unrestricted				
	Notes	General funds £	Designated funds £	Restricted funds £	2021 total funds £	General funds £	Designated funds £	Restricted funds £	2020 total funds £
Income and endowments									
	3								
		159,323	51,508	18,788	229,619	286,319	8,182	133,350	427,851
		21,796	-	-	21,796	2,028	-	-	2,028
		11,505	-	-	11,505	4,410	-	-	4,410
		192,624	51,508	18,788	262,920	292,757	8,182	133,350	434,289
Expenditure on:									
	4								
		152,648	30,434	131,626	314,708	209,544	4,193	18,425	232,162
		1,947	-	-	1,947	1,600	-	-	1,600
		155,464	30,434	131,626	317,524	211,144	4,193	18,425	233,762
Net Income/(expenditure)									
		37,160	21,074	(112,838)	(54,603)	81,613	3,990	114,925	200,527
Transfers between funds									
	10	(82,649)	82,649	-	-	(92)	92	-	-
Net movement in funds									
		(45,489)	103,723	(112,838)	(54,603)	81,521	4,081	114,925	200,527
Reconciliation of funds:									
		81,521	4,081	114,925	200,527	-	-	-	-
		36,032	107,804	2,088	145,924	81,521	4,081	114,925	200,527

The results of the year as set out above have been derived entirely from continuing operations.

The notes on pages 14 to 20 form part of these financial statements.

INTERMISSION YOUTH

BALANCE SHEET AS AT 31 DECEMBER 2021

		Unrestricted		Restricted funds £	2021 total funds £	2020 total funds £
	Notes	General funds £	Designated funds £			
Fixed assets						
Tangible assets	7	3,227	435	1,337	5,000	3,838
Total fixed assets		3,227	435	1,337	5,000	3,838
Current assets						
Debtors	8	3,955	-	-	3,955	2,476
Cash at bank and in hand		43,824	108,562	21,479	173,865	204,428
Total current assets		47,779	108,562	21,479	177,819	206,904
Creditors: amounts falling due within one year	9	14,974	1,193	20,729	36,896	10,215
Net current assets/(liabilities)		32,805	107,369	750	140,924	196,689
Total assets less current liabilities		36,032	107,804	2,088	145,924	200,527
Total net assets or liabilities	10	36,032	107,804	2,088	145,924	200,527

The notes on pages 14 to 20 form part of these financial statements.

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021. The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on 20 April 2022 and were signed on its behalf by:

Alexander S. Hoare

Alexander S Hoare
Chair

INTERMISSION YOUTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. BASIS OF PREPARATION

1.1. Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling and are rounded to the nearest pound.

1.2. Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

1.3. Change of accounting policy

The accounts present a true and fair view and the only change in 2021 to the accounting policies adopted was for depreciation as explained in note 7.

1.4. Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5. Material prior year errors

No material prior year error has been identified in the reporting period.

2. ACCOUNTING POLICIES

2.1. Income

Income is included in the Statement of Financial Activities when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income was only recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

The charity has not received government grants in the reporting period.

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount 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 or the terms of the appeal have specified otherwise.

Contractual income and performance related grants are only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

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 voluntary help received is not included in the accounts but is described in the trustees' annual report.

2.2. Recognition of expenditure and liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

No material item of deferred income has been included in the accounts.

The charity has creditors which are measured at settlement amounts less any trade discounts.

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date

2.3. Assets

Tangible fixed assets for use by charity are capitalised if they can be used for more than one year, and are valued at cost. The depreciation rates and methods used are disclosed in note 7.

Debtors (including trade debtors) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. INCOME

	Unrestricted			2021 total funds £	Unrestricted			2020 total funds £
	General funds £	Designated funds £	Restricted funds £		General funds £	Designated funds £	Restricted funds £	
Donations and legacies								
Donations and gifts	38,719	38,670	-	77,389	93,581	5,752	131,800	231,133
Gift Aid	3,804	7,931	-	11,735	1,672	1,130	-	2,803
Grants	8,000	4,907	18,788	31,695	54,500	-	1,250	55,750
Trusts' donations	108,800	-	-	108,800	136,566	1,300	300	138,166
Total	159,323	51,508	18,788	229,619	286,319	8,182	133,350	427,851
Charitable activities								
Production & performances	17,703	-	-	17,703	-	-	-	-
Community Engagement	4,093	-	-	4,093	2,028	-	-	2,028
Total	21,796	-	-	21,796	2,028	-	-	2,028
Other trading activities								
Consultancy	7,625	-	-	7,625	2,500	-	-	2,500
Commercial	-	-	-	-	200	-	-	200
Events	3,880	-	-	3,880	1,710	-	-	1,710
Total	11,505	-	-	11,505	4,410	-	-	4,410
Total Income	192,624	51,508	18,788	262,920	292,757	8,182	133,350	434,289

4. EXPENDITURE

	Notes	Unrestricted			2021 total funds	Unrestricted			2020 total funds
		General funds	Designated funds	Restricted funds		General funds	Designated funds	Restricted funds	
		£	£	£	£	£	£	£	£
Total expenditure on raising		868	-	-	868	-	-	-	-
Expenditure on charitable activities:									
Staff Costs	5	64,503	3,533	89,960	157,995	149,663	-	13,584	163,247
Administration fees		11,240	5,885	14,267	31,392	30,063	-	1,579	31,642
Insurance		2,758	-	-	2,758	1,968	-	-	1,868
Bank & Other Charges		171	101	58	330	222	-	251	472
Rent		9,847	-	11,443	21,291	3,554	-	1,840	5,394
Telephone, Internet & IT		2,223	-	2,225	4,448	2,902	-	313	3,214
Office, gifts & cards		287	804	208	1,298	509	-	6	515
Small assets		319	-	361	680	-	-	-	-
Governance		1,719	-	694	2,413	13,809	-	-	13,809
Subsistence & Travel		126	-	238	364	800	-	-	800
PR, Marketing &		794	-	232	1,026	503	-	28	531
IYT Programme		49,460	-	10,107	59,567	3,002	-	525	3,528
Graduate Programme		1,200	4,952	100	6,252	-	-	-	-
External Productions & Tours		-	-	-	-	-	1,322	-	1,322
Community Engagement		7,780	-	-	7,780	2,550	-	-	2,550
Bursaries		-	15,169	-	15,169	-	2,871	300	3,171
I AM Agency		22	-	-	22	-	-	-	-
Depreciation		198	-	1,733	1,931	-	-	-	-
Total expenditure on charitable		152,648	30,434	131,626	314,708	209,544	4,193	18,425	232,162
Other									
Consultancy		1,947	-	-	1,947	1,450	-	-	1,450
Commercial		-	-	-	-	150	-	-	150
Total other expenditure		1,947	-	-	1,947	1,600	-	-	1,600
Total expenditure		155,464	30,434	131,626	317,524	211,144	4,193	18,425	233,762
Governance costs breakdown									
Independent Examiner's Fees		960	-	-	960	960	-	-	960
Legal fees		-	-	432	432	12,468	-	-	12,468
Other (including safeguarding)		759	-	262	1,021	381	-	-	381
Total		1,719	-	694	2,413	13,809	-	-	13,809

5. PAID EMPLOYEES

	2021	2020
	£	£
Salaries and wages	149,359	148,818
Social security costs	4,868	10,776
Pension costs - defined contribution	3,664	3,513
Training & conferences	105	140
Total staff costs	157,996	163,247
of which		
Payment to key management	104,493	107,420

The variation in social security costs is due to more accurate calculations relating to the employer's NIC for each employee in 2021, given the annual allowance on NIC.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

The charity had an average head count of 5 this year.

There were no ex-gratia payments to employees and others (excluding trustees) and no redundancy or termination payment was made in the period.

None of the trustees has been paid any remuneration or received any other benefits from an employment with their charity or a related entity in the reporting period.

No trustees' expenses have been incurred in the reporting period.

6. DEFINED CONTRIBUTION PENSION

The charity assesses each employee for eligibility as a jobholder under the auto-enrolment system. Any eligible jobholders are auto-enrolled to a group money purchase defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents the contributions payable under the scheme by the charity and the charity has no further liability other than the payment of those contributions and the jobholder is responsible for their own pension fund with the pension administrators.

7. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment	Total
Cost	£	£
At the beginning of the year	3,838	3,838
Additions	3,093	3,093
At end of the year	<u>6,931</u>	<u>6,931</u>
Depreciation		
At beginning of the year	-	-
Depreciation	1,931	1,931
At end of the year	<u>1,931</u>	<u>1,931</u>
Net Book Value		
Net book value at the	3,838	3,838
Net book value at the end of	<u>5,000</u>	<u>5,000</u>

In the previous reporting period that ended 31 December 2020, furniture & fittings over £100 were capitalised at historic cost and depreciated on a straight-line basis over 7 years. Equipment below £100 was written off when acquired, otherwise was capitalised in fixed assets and depreciated on a straight-line basis at 20% per annum. An exception to these rates applied to fittings and equipment received in kind when the charity was formed, as the useful life of those items was lower than stipulated above. Those donations received are being depreciated between 1 and 3 years in accordance with their useful life and on a straight-line.

In 2021, the Trustees deemed reasonable to increase the threshold above which furniture & fittings and equipment are capitalised from £100 to £400. The rates of depreciation remained the same.

8. DEBTORS & PREPAYMENTS

	2021 £	2020 £
Trade debtors	2,321	-
Prepayments	1,564	1,332
Other debtors	70	1,144
Total	<u>3,955</u>	<u>2,476</u>

9. CREDITORS & ACCRUALS

	2021	2020
	£	£
Trade creditors	9,560	4,560
Payments received on account for contracts or performance-related grants	19,049	500
Accruals	2,831	1,280
Taxation and social security	4,625	3,179
Other creditors	832	697
Total	36,896	10,215

Additionally, the charity is expecting to pay £22,377 in rent/lease during 2022.

The movement of the deferred income account was as follows:

	2021	2020
	£	£
Balance at the start of the reporting period	500	-
Amounts added in current period	46,286	500
Amounts released to income from previous periods	(27,737)	-
Balance at the end of the reporting period	19,049	500

10. CHARITY FUNDS

	2021				
	Fund balance brought forward	Income	Expenditure	Transfer	Fund balances carried forward
	£	£	£	£	£
Unrestricted - General Fund	81,521	192,624	155,464	(82,649)	36,032
Designated - Bursaries	4,081	3,495	15,225	7,649	-
Designated - Executive Assistant	-	31,250	10,092	-	21,158
Designated - Graduate Film Production	-	11,250	181	-	11,069
Designated - Grant for Hear My Voice	-	4,907	4,907	-	-
Designated - Reserves	-	-	-	75,000	75,000
Designated - Technical equipment	-	606	29	-	578
Restricted - Jack Petchey Foundation: Film programme	-	11,106	11,106	-	-
Restricted - Jack Petchey Foundation: Awards	1,250	0	279	-	971
Restricted - Wellbeing grant	-	7,682	7,682	-	-
Restricted - Youth Fund	113,675	-	112,559	-	1,117
	200,527	262,920	317,524	-	145,924

Since 2020, the charity has been supporting a small number of young people who have been struggling financially as a result of the pandemic, by awarding them food bursaries. Initially, these costs were borne by a small grant and private donations received throughout 2020 and 2021 and recorded in a designated fund. As the fund became exhausted, the General Fund has been transferring money to the Bursaries Fund since June 2021 in order to maintain the much-needed scheme.

In 2021, the charity received two major donations to enable the recruitment of an Executive Assistant to the Artistic Director. Those funds, recorded as a designated fund, have been specifically used for the recruitment and salary costs of the Executive Assistant.

A new Graduate Film fund was created in 2021, enabled through two major donations, to support a film production programme for the charity's graduates. This project has now been deferred to 2022 and the funds carried forward. We are grateful to Mark Rylance, Claire van Kampen and Trudie Styler for their support of this programme.

A grant to deliver a series of *Hear My Voice* music workshops with Project 1961 was received in April 2021 with the project being successfully delivered over the summer.

In 2021, the Trustees decided to prudently set in a separate designated fund the amount deemed to maintain sufficient operating reserves to cover three months of overheads and salaries (£75,000 in December 2020).

A technical equipment fund was set up, following an appeal, to enable the purchase of technical equipment for the benefit of the charity. The outstanding balance will be carried forward to 2022 as a designated fund.

The charity was awarded a restricted Covid Recovery Grant from the Jack Petchey Foundation towards a new 'Introduction to Filmmaking' segment within the Intermission Youth Theatre 10-month programme. Final filming is due for completion in the first quarter of 2022. Should any of the grant remain unspent, it will be returned to the Foundation in accordance with the grant conditions.

The charity has funds of £971 from the Jack Petchey Foundation which are restricted for specific projects in accordance with the grants' conditions. The trustees know the charity will fulfil those conditions in the first quarter of 2022 and the remainder will be used in depreciation for the equipment already bought.

The London Community Response Fund awarded a restricted grant from City Bridge Trust to support and increase the charity's mentoring and well-being support of young people.

The charity was formed with funds that had a geographical restriction, which were accounted in the restricted Youth Fund. In accordance with Charity Commission conditions when the restriction was lifted, the funds remained restricted towards the activities of Intermission Youth as the trustees considered appropriate through 2021. These funds were largely spent-out by the end of 2021, with a small amount left to be used in depreciation until 1 January 2023.

	2020				
	Fund balance brought forward £	Income £	Expenditure £	Transfer £	Fund balances carried forward £
Unrestricted - General Fund	-	292,757	211,144	(92)	81,521
Designated - Bursaries	-	6,952	2,871	-	4,081
Designated - Performance The Tempest	-	1,230	1,322	92	-
Restricted - Jack Petchey Foundation	-	1,250	-	-	1,250
Restricted - National Youth Arts Trust	-	300	300	-	-
Restricted - Youth Fund	-	131,800	18,125	-	113,675
	-	434,289	233,762	-	200,527

11. TRANSACTIONS WITH RELATED PARTIES

Alexander Hoare, a Trustee/Director of Intermission Youth is a Director of Messrs Hoare Trustees which involves hundreds of trusts, including the Golden Bottle Trust. The Golden Bottle Trust donated £100,000 to support and Hoare Trustees donated £8,800 to the work of Intermission Youth in the 2021 financial year.

INTERMISSION YOUTH

England & Wales - Charity number 1190391

Accounts

INTERMISSION YOUTH

(A REGISTERED CHARITY AND COMPANY LIMITED BY GUARANTEE)

REPORT BY THE TRUSTEES AND DIRECTORS

and

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

COMPANY REGISTRATION NUMBER: 12359502

REGISTERED CHARITY NUMBER: 1190391

INTERMISSION YOUTH

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

	Page
Reference & Administrative Details	2
Report of the Chair	3
Trustees' Annual Report	4
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14

INTERMISSION YOUTH

REFERENCE & ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees & Directors

Alexander Hoare (Chair) (Appointed 11 December 2019)
Sir Mark Rylance (Appointed 11 December 2019)
Esther Odejimi (Appointed 11 December 2019)
Danny Sapani (Appointed 3 February 2020)
Amanda Parker (Appointed 10 August 2020)

Registered office

40 Morpeth Terrace
London
SW1P 1ET

Address of principal office

24 Greencoat Place
London
SW1P 1RD

Company Registration Number

12359502 (England and Wales)

Charity Registration Number

1190391

Company Secretary

Sue Catford (professional surname Radford)

Bankers

Unity Trust Bank
Four Brindleyplace
Birmingham
B1 2JB

Independent Examiner

Dunkley's Chartered Accountants
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol
BS32 4JY

INTERMISSION YOUTH

REPORT OF THE CHAIR FOR THE YEAR ENDED 31 DECEMBER 2020

I am delighted to present the annual report and the financial statements for Intermission Youth for the year ended 31 December 2020.

'Intermission' was originally established in 2000, and 'Intermission Youth Theatre' in 2008, as a youth project of The Parish of Holy Trinity and St Saviour, Upper Chelsea in the Diocese of London. In 2019, the decision was taken to set up 'Intermission Youth' as an independent charitable company to enable the project to enter a new chapter for the benefit of its future operational, governance and development needs.

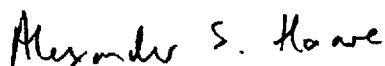
We are delighted that Intermission's founder, the Rt Rev'd Rob Gillion, accepted the invitation to become Patron of the new charity, alongside Patron Naomie Harris OBE. We are also thankful for the faithful and generous support of our Ambassador, Sylvia Syms OBE and Sir Mark Rylance, a former Patron of Intermission who has become a Trustee of the charity.

The Coronavirus pandemic, lockdowns and global equal rights protests have challenged and affected the lives of everyone, not least those who suffer disadvantage, inequality and negative influences. Intermission Youth has continued to maintain its vital work throughout this extraordinary year using drama, Shakespeare, filmmaking and mentoring to support young people at a time when they face greater disadvantage, increased mental well-being issues, and an uncertain future.

For much of the year, the young people have not been able to meet together. Technology has provided them with the opportunity to tell their stories and express their feelings in creative, fresh ways, through the ongoing support and coaching from the Intermission Youth team and industry professionals who have given of their time and talents.

The work of Intermission Youth is required more than ever as we face economic uncertainty, a huge need for mental well-being support and pressure on social service budgets. We are grateful to our funders and donors who enable this much-needed work to continue in helping young people to make positive choices, increase their life-opportunities and become the best version of themselves.

I am deeply grateful to every member of the Intermission Youth team and the volunteers who run the day-to-day operations, as well as fellow Trustees for giving their expertise, vision, time and practical support to this vital work. I am also humbled by and proud of our beneficiaries, the Intermission Youth Theatre members and graduates, who enrich our lives and are the reason why we are passionate about the work we do.



Alexander S Hoare
Chair

INTERMISSION YOUTH

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees, who are also directors for the purpose of company law, present their annual report and the financial statements of the charitable company for the period 11 December 2019 to 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with accounting policies set out in notes to the accounts and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

PUBLIC BENEFIT STATEMENT

The trustees have paid due regard to the Charity Commission guidance on public benefit when reviewing the charity's objectives and activities.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The objects of the charity are to advance in life and help young people from socially and economically disadvantaged communities and particularly, but not limited to, young people from such communities in Greater London and other such communities in the United Kingdom of Great Britain and Northern Ireland, as a means of:

1. Developing the skills, capacities and capabilities of young people to enable them to participate in society as independent, mature and responsible individuals;
2. Advancing education;
3. Relieving unemployment; and
4. Providing recreational and leisure time activity in the interests of social welfare for young people who have need by reason of their social and economic circumstances with a view to improving their conditions of life; and in particular, but without prejudice to the generality of the foregoing, through the performing arts including but not limited to the field of drama in the form of theatre, film and television by the provision, or assisting in the provision, of productions, workshops, summer schools, training, outreach programmes and mentoring and pastoral support.

ACHIEVEMENTS AND PERFORMANCE FOR THE PUBLIC BENEFIT

We continue to transform the lives of disadvantaged 16-25 year olds who are predominantly (but not exclusively) from ethnic diverse communities in Greater London. We mentor and support them principally through our 10-month Youth Theatre programme, giving them the necessary practical tools and life-skills to help them to make positive choices, encourage them into further education, provide routes into employment opportunities and increase their life chances. We continue to provide professional development, ongoing life-skills and mentoring support to our graduates, many of whom are navigating their way through systemic barriers in the film, TV and theatre industries. Through our Community Engagement programme, we support excluded pupils, young offenders and young people in local communities.

Although we have maintained good, regular contact with our beneficiaries throughout the year, the pandemic has meant our regular interaction with our audiences and supporters was inevitably scaled-down.

During lockdown we were able to provide numerous resources and opportunities for our youth theatre cohort (26 members) and graduates (up to 125 members) to engage:

- Daily online pre-recorded *video workshops* covering movement, voice, well-being/meditation, yoga and writing.
- Weekly online pre-recorded *Question Time* videos in which industry leaders answered questions asked by the young people, including: Oscar-winning actor Sir Mark Rylance; award-winning actor Naomie Harris; theatre critic & broadcaster Libby Purves; directors from the RSC and Royal Court; *Call the Midwife* actor Jenny Agutter; *EastEnders* actor Rudolph Walker; actor Paapa Essiedu. All were password protected so they were only available to our young people.
- Weekly online *Chill 'n Chat* nights, giving the young people a safe online space to chill out, chat and be together as they were unable to meet face-to-face as a group/family.
- Weekly *Saturday Watch Together*, giving them the chance to come together online to watch a short film, recordings of our youth theatre productions, an opportunity to relax together.
- An online production of *Shakespeare's Monologue Slams*, in which 16 young people performed Shakespeare monologues, re-imagined in their culture and fusing Shakespeare's original text with current slang. Performing over two nights, they received positive feedback from a panel of industry professions. Over 300 people from around the world watched live online; the YouTube recordings have had over 1,450 views. It was a huge morale booster to our cohorts at a challenging time of lockdown.
- Weekly online rehearsals of *The Tempest*. The face-to-face February workshops were moved online in March and provided a great opportunity over the months to explore issues around isolation, loneliness, anxiety, mirroring the text of the play with what they were experiencing in lockdown. It was originally conceived as a joint project with Jenny Agutter and Ariel Films, with a view to creating a joint community project with the people on the island of Tobago.
- Daily *Workout Challenge* to help them keep fit and well.
- A series of online script development workshops, providing paid work to a number of our members as they participated in the development film *Hear my voice* (a Billy Elliot story for opera turned on its head), a co-production with 1961 Productions and Royal Opera House.
- Ongoing 1-2-1 *support & mentoring* via phone. This was the most valued part of our work during lockdown as evidenced in the Warwick Edinburgh Mental Well-being Survey conducted in June 2020. The survey showed that activities in which the members and cohort could interact socially with one another and with members of the team were highly valued.

"I'd have had nothing to do, no hope and been bored if we hadn't had this. When I do come online and get involved, I come away feeling better. But I just want to get back to normal Intermission."
(Intermission Youth Theatre 2020 cohort member).

"The Tempest allows me to work towards something. I see familiar faces. I create something practical. Even in a period of unknown, this has been a continuity, an anchor, which has given me structure every Monday." (Intermission Youth Theatre 2020 cohort member).

Intermission Film Festival

In June we launched the *Intermission Film Festival*, an opportunity for our graduates and youth theatre cohort members to devise, produce and film a short 5-minute film on smartphones responding to the extraordinary events of 2020, each inspired by a line of Shakespeare. Meeting in teams of 6, following Covid-guidelines, ten groups created, filmed and edited over the summer and autumn. For most, this was their first experience of filmmaking and we are enormously grateful to Mark Rylance and award-winning iPhone filmmaker Cassius Rayner, for making this possible. We are also very grateful to actor André Holland, film editor Folasade Oyeleye, award-winning director Peter Kosminsky, trustee Amanda Parker and other industry professionals who helped to coach and mentor the young people through the process.

We were delighted to be invited by the London Short Film Festival to premiere the ten films at their January 2021 festival and to participate in a panel discussion on first-time filmmaking; navigating structural barriers and prejudice in the film industry; and providing a jury to vote the best Lo-Budget short films. We hope this will be the start of an ongoing relationship with the London Short Film Festival.

Responding to racial injustice and championing diversity

2020 gave a global voice and movement to people around issues of racial injustice, inequalities and inclusion. Intermission Youth has responded in a number of ways.

Speaking Out

We were invited by one of the UK's leading TV production companies to create five interactive training sessions to help staff understand racism, diversity, inclusion and micro-aggression in the workplace. Forum theatre, facilitated by 3 of our graduates, was an effective and impactful tool to help participants engage, change the enacted scenarios and open up really important conversations around diversity.

We have been invited by a number of companies to deliver the *Speaking Out* sessions to their staff, to better understand issues young people of colour face in the workplace and to challenge unacceptable behaviour and practices.

Why it Matters

Four films were created over the summer in which Intermission Youth members re-enacted monologues based on stories from members of the public about their experiences around racial injustice, equality and opportunities (positive and negative). This was a project with Ariel Films. Further stories are in the pipeline for filming, awaiting funding.

Roundtables

During 2020 we began to pilot a series of roundtables with senior executives of companies, led by our graduates, to help them understand some of the systemic barriers that people of colour face in industry and in the workplace and for them to make a commitment to change attitudes, behaviour and practices. We will be looking to develop these further in 2021.

Royal Shakespeare Company

We have had an ongoing relationship with the RSC Education Department for a number of years, having been a theatre partner in its Associate Schools Programme. This year has also provided us with the opportunity to start to devise several projects with them, including an online schools course *Shakespeare and Race*; and a number of anti-racism training courses to help people identify micro aggressions and bias in the workforce and how to report it.

Community Engagement

We were developing a number of programme ideas with young offenders institutions, prisons, schools and pupil referral units when the pandemic struck. Most of our community engagement programme had to be postponed.

Tunmarsh Pupil Referral Unit

We were delighted to be able to finally begin a 14-week drama programme at Tunmarsh PRU in Newham in September. This was a difficult time of transition for young students, most of whom had not been at school for six months. Around 20 young people attended the weekly drama sessions, in which we explored and discussed some of the issues Shakespeare wrote about in his plays around identity, exclusion, isolation, anxiety, inequality – all issues that resonated with the young pupils. The workshops culminated in a 25-minute production of our play *Excluded*, which was set in a current-day PRU and featured some of Shakespeare's iconic characters (Romeo, Juliet, Caesar, Shylock, Macbeth) as they prepared for GCSEs and imaged their back stories and home situations that might have led them to be the characters we meet in Shakespeare's plays. The impact on the pupils was incredibly positive. Teachers could see a marked improvement in behaviour, concentration, participation and engagement, supporting each other in learning lines, all taking part in a production. Watching pupils who had been excluded from school, family and society, receive tumultuous applause and a standing ovation from a small, socially-distanced audience of peers and teachers, was moving and life-changing for them. We have been invited to continue the work through 2021 for which we have been awarded grant funding.

"The journey for so many of the pupils has been exception and inspiring to watch. That's down to you all for the organisation, but also hugely to Intermission graduate facilitators Jigga and Sara for their commitment, resilience and enthusiasm every week supporting the kids to be the best they can be."
(Assistant Head, Tunmarsh PRU).

FINANCIAL REVIEW

In spite of the pandemic, the enforced closure of live performance and economic challenges, we have remained financially resilient during this year of transition into a wholly independent charitable company. We gained new individual donors, corporate donors and trust funding, achieving £284,009 in income, of which £6,952 was designated for food bursary awards, £300 was restricted by the National Youth Arts for the food bursary award scheme, and £1,250 was restricted to projects funded by the Jack Petchey Foundation. We are grateful to the following trusts for helping fund our work in 2020: The Coln Trust, The Golden Bottle Trust, The Jack Petchey Foundation, The Wilhelm Helmut Trust.

In November 2020, the Charity Commission approved the removal of a geographical restriction in the objects of the Parish of Holy Trinity and St Saviour, Upper Chelsea, relating to funds of £128,950

transferred through 2020. The funds will remain restricted towards the activities of Intermission Youth as the trustees consider appropriate through 2021 until the funds are spent out. Due to moving from being a youth project of the Parish of Holy Trinity and St Saviour, Upper Chelsea, the new charity had to find a new home. We were without premises for much of the year, which saved on rental costs. We are very grateful to The Oxford Group (Initiatives of Change) for providing us with office and workshop/rehearsal space in Victoria, London from December 2020.

Our fundraising strategy continues to focus on four main sources: trusts, grants and foundations; corporate support; individual giving; earned income (including events and consultancy).

As this is the first year of Intermission Youth operating as an independent charitable company, there are no year-on-year comparison figures.

Reserves Policy

The Charity aims to maintain a surplus of funds and in particular to maintain sufficient unrestricted operating reserves to cover three months of overheads and salaries (amounting to around £75,000 in December 2020). This also provides financial cover for contingent situations, especially shortfalls in fundraising achievement. The trustees aim to increase the level of resources going forward.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of resources for the charity to be able to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company, is limited by guarantee and was incorporated on 11 December 2019 (number 12359502). The company was established under a Memorandum of Association and is governed under its Articles of Association. The company was registered as a charitable company limited by guarantee on 13 July 2020 with the registered charity number 1190391.

The Directors of the company are also charity trustees for the purposes of charity law. The Directors and trustees who served during the financial period are listed on page 2.

Organisational Structure and Appointment of Trustees

The business of the charity is managed by the trustees who may exercise all the powers of the charity.

New trustees are nominated by individual trustees and are approved and elected by the trustees at their regular meetings. New trustees are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association. The trustees give their time voluntarily and without remuneration.

The trustees are responsible for the overall management of the charitable company, its strategic direction and policy making. In the financial year under review, the trustees met on nine occasions, most of which were online due to the coronavirus pandemic.

The day-to-day operations are managed by the Executive Director and the Artistic Director.

Management and Staff

Darren Raymond continued as Artistic Director, Sue Radford continued as Executive Director and Cecilia Shaw continued as Producer of Intermission Youth, effective 1 January 2020. The continuing roles formed part of a TUPE agreement (Transfer of Undertakings (Protection of Employment) Regulations) between Intermission Youth and the Parish of Holy Trinity and St Saviour, Upper Chelsea.

In February 2020, we were thrilled to appoint Nana Antwi-Nyanin as Deputy to Artistic Director, following several years of excellent freelance mentoring and artistic work at Intermission. We were also delighted to re-appoint Claire Chappell-Meade as Community Engagement Manager (formerly Outreach Manager) to develop and manage our work in schools, pupil referral units, young offenders institutions, prisons and community groups.

Key Risks and Uncertainties

The Trustees have reviewed the risks to which the charitable company is exposed, in particular those related to its operations and finances, and are satisfied that appropriate systems and controls are in place to mitigate exposure to the major risks. One area that is considered to be the most significant risk to us is *Fundraising Income*. A high proportion of income is from fundraising. The trustees monitor the progress through the year and ensure targets are challenging but achievable.

There are no outstanding loans, liabilities or commitments being carried by the Trust.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Policies and procedures are in place to ensure compliance with:

- safeguarding of beneficiaries, staff and volunteers;
- health and safety;
- risk assessments for activity & projects during coronavirus;
- data protection & privacy;
- equality, diversity & inclusion;
- financial & expenses transactions;
- conflicts of interest;
- complaints.

Reporting Responsibilities

Company law requires the trustees, who are also directors for the purpose of company law, to prepare financial statements for each financial year. Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

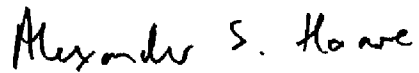
- select the most suitable accounting policies and then to apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In preparing this report, the trustees have taken advantage of the small companies exemptions provided by Section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 15 April 2021 and signed on its behalf by

A handwritten signature in black ink that reads "Alexander S. Hoare". The signature is written in a cursive, slightly informal style.

Alexander S Hoare
Chair

INTERMISSION YOUTH

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INTERMISSION YOUTH FOR THE PERIOD 11 DECEMBER 2019 TO 31 DECEMBER 2020

Independent examiner's report to the trustees of Intermission Youth ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the period 11 December 2019 to 31 December 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

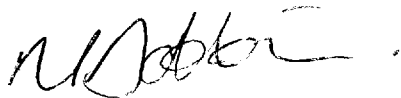
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am registered member of ICAEW which is one of the bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Matthew Dobbins FCA
Dunkley's
Woodlands Grange
Woodlands Lane
Bradley Stoke
Bristol BS32 4JY

Date: 20/04/2021

INTERMISSION YOUTH

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD 11 DECEMBER 2019 TO 31 DECEMBER 2020

	Notes	Unrestricted		Restricted funds	2020 total funds
		General funds	Designated funds		
		£	£	£	£
Income and endowments from:	3				
Donations and legacies		286,319	8,182	133,350	427,851
Charitable activities		2,028	0	0	2,028
Other trading activities		4,410	0	0	4,410
Total		292,757	8,182	133,350	434,289
Expenditure on:	4				
Charitable activities		209,544	4,193	18,425	232,162
Other		1,600	0	0	1,600
Total		211,144	4,193	18,425	233,762
Net income/(expenditure)		81,613	3,990	114,925	200,527
Transfers between funds	10	-92	92	0	0
Net movement in funds		81,521	4,081	114,925	200,527
Reconciliation of funds:					
Total funds brought forward		0	0	0	0
Total funds carried forward		81,521	4,081	114,925	200,527

The results of the year as set out above have been derived entirely from continuing operations.

The notes on pages 14 to 20 form part of these financial statements.

INTERMISSION YOUTH

BALANCE SHEET AS AT 31 DECEMBER 2020

	Notes	Unrestricted		Restricted funds £	2020 total funds £
		General funds £	Designated funds £		
Fixed assets					
Tangible assets	7	988	0	2,850	3,838
Total fixed assets		988	0	2,850	3,838
Current assets					
Debtors	8	1,187	868	421	2,476
Cash at bank and in hand		82,031	3,334	119,064	204,428
Total current assets		83,218	4,201	119,485	206,904
Creditors: amounts falling due within one	9	2,685	120	7,410	10,215
Net current assets/(liabilities)		80,533	4,081	112,075	196,689
Total assets less current liabilities		81,521	4,081	114,925	200,527
Total net assets or liabilities		81,521	4,081	114,925	200,527
<u>Represented by</u>					
Unrestricted - General Fund		81,521	0	0	81,521
Designated - Bursaries	10	0	4,081	0	4,081
Designated - Performance The Tempest	10	0	0	0	0
Restricted - Jack Petchey Foundation	10	0	0	1,250	1,250
Restricted - Youth Fund	10	0	0	113,675	113,675
Restricted - National Youth Arts Trust	10	0	0	0	0
Funds of the charity		81,521	4,081	114,925	200,527

The notes on pages 14 to 20 form part of these financial statements.

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020. The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006, and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees on a 15 April 2021 and were signed on its behalf by:

Alexander S. Hoare

Alexander S Hoare
Chair

INTERMISSION YOUTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. BASIS OF PREPARATION

1.1. Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling and are rounded to the nearest pound.

1.2. Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

1.3. Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted.

1.4. Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.5. Material prior year errors

No material prior year error has been identified in the reporting period.

2. ACCOUNTING POLICIES

2.1. Income

Income is included in the Statement of Financial Activities when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income was only recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount 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 or the terms of the appeal have specified otherwise.

Contractual income and performance related grants were only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

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 voluntary help received is not included in the accounts but is described in the trustees' annual report.

2.2. Recognition of expenditure and liabilities

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

No material item of deferred income has been included in the accounts.

The charity has creditors which are measured at settlement amounts less any trade discounts.

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date

2.3. Assets

Tangible fixed assets for use by charity are capitalised if they can be used for more than one year, and are valued at cost. The depreciation rates and methods used are disclosed in note 7.

Debtors (including trade debtors) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

3. INCOME

Analysis of income	Unrestricted		Restricted funds	2020 total funds
	General funds	Designated funds		
	£	£	£	£
Donations and legacies				
Donations and gifts	93,581	5,752	131,800	231,133
Gift Aid	1,672	1,130	-	2,803
Grants	54,500	-	1,250	55,750
Trusts' donations	136,566	1,300	300	138,166
Total	286,319	8,182	133,350	427,851
Charitable activities				
Community Engagement	2,028	-	-	2,028
Total	2,028	-	-	2,028
Other trading activities				
Consultancy	2,500	-	-	2,500
Commercial	200	-	-	200
Events	1,710	-	-	1,710
Total	4,410	-	-	4,410
Total income	292,757	8,182	133,350	434,289

4. EXPENDITURE

Analysis of expenditure	Unrestricted		Restricted funds £	2020 total funds £
	General funds £	Designated funds £		
Expenditure on charitable activities:				
Staff Costs	149,663	-	13,584	163,247
Administration fees	30,063	-	1,579	31,642
Insurance	1,968	-	-	1,968
Bank & Other Charges	222	-	251	472
Rent	3,554	-	1,840	5,394
Telephone, Internet & IT	2,902	-	313	3,214
Office	509	-	6	515
Governance	13,809	-	-	13,809
Subsistence & Travel	800	-	-	800
PR, Marketing & Communications	503	-	28	531
IYT Programme	3,002	-	525	3,528
External Productions & Tours	-	1,322	-	1,322
Community Engagement	2,550	-	-	2,550
Bursaries	-	2,871	300	3,171
Total expenditure on charitable activities	209,544	4,193	18,425	232,162
Other				
Consultancy	1,450	-	-	1,450
Commercial	150	-	-	150
Total other expenditure	1,600	-	-	1,600
Total expenditure	211,144	4,193	18,425	233,762
Governance costs breakdown				
Independent Examiner's Fees	960	-	-	960
Legal fees	12,468	-	-	12,468
Other	381	-	-	381
Total	13,809	0	0	13,809

5. PAID EMPLOYEES

	2020
	£
Salaries and wages	148,818
Social security costs	10,776
Pension costs (defined contribution scheme)	3,513
Training & conferences	140
Total staff costs	163,247
of which	
Payment to key management	107,420

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

The charity had an average head count of 5 this year.

There were no ex-gratia payments to employees and others (excluding trustees) and no redundancy or termination payment was made in the period.

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity in the reporting period.

No trustees' expenses have been incurred in the reporting period.

6. DEFINED CONTRIBUTION PENSION

The charity assesses each employee for eligibility as a jobholder under the auto-enrolment system. Any eligible jobholders are auto-enrolled to a group money purchase defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents the contributions payable under the scheme by the charity and the charity has no further liability other than the payment of those contributions and the jobholder is responsible for their own pension fund with the pension administrators.

The charity's pension contribution of £299 in December was allocated to the Youth Fund, a restricted fund, in line with the geographical de-restriction of those funds on 15 November 2020 by the Charity Commission. Please see note 10.

7. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment	Total
Cost	£	£
At the beginning of the year	-	-
Additions	3,838	3,838
Disposals	-	-
At end of the year	<u>3,838</u>	<u>3,838</u>
Net Book Value		
Net book value at the end of the year	<u>3,838</u>	<u>3,838</u>

The fittings and equipment include £2,850 valued at fair-market and which were donated in kind by The Parish of Holy Trinity and St Saviour, Upper Chelsea.

Furniture & fittings over £100 are capitalised at historic cost and depreciated on a straight-line basis over 7 years. Equipment below £100 is written off when acquired, otherwise is capitalised in fixed assets and depreciated on a straight-line basis at 20% per annum. An exception to these rates will apply to fittings and equipment received in kind, as the useful life of those items is lower than stipulated above. The donations received will be depreciated between 1 and 3 years in accordance with their useful life and on a straight-line.

8. DEBTORS & PREPAYMENTS

	2020 £
Trade debtors	-
Prepayments	1,332
Other debtors	<u>1,144</u>
Total	2,476

9. CREDITORS & ACCRUALS

	Amounts falling due within one year 2020 £
Trade creditors	4,560
Payments received on account for contracts or performance-related grants	500
Accruals	1,280
Taxation and social security	3,179
Other creditors	697
Total	10,215

Additionally, the charity will pay £21,161 in rent/lease during 2021.

10. CHARITY FUNDS

	Fund balance brought forward £	Income £	Expenditure £	Transfer £	Fund balances carried forward £
Unrestricted - General Fund	-	292,757	211,144	-92	81,521
Designated - Bursaries	-	6,952	2,871	-	4,081
Designated - Performance The Tempest	-	1,230	1,322	92	-
Restricted - Jack Petchey Foundation	-	1,250	-	-	1,250
Restricted - Youth Fund	-	131,800	18,125	-	113,675
Restricted - National Youth Arts Trust	-	300	300	-	-
	-	434,289	233,762	-	200,527

Intermission formally separated as the youth project from The Parish of Holy Trinity and St Saviour, Upper Chelsea, on 31 December 2019 with its assets transferred to the newly-formed charitable company 'Intermission Youth'. The balance of funds of £128,950 was transferred to Intermission Youth's bank account in staged payments, with the final tranche paid on 11 June 2020. In November 2020, the Charity Commission approved the removal of a geographical restriction in the objects of the Parish of Holy Trinity and St Saviour, Upper Chelsea, relating to the funds. The funds will remain restricted towards the activities of Intermission Youth as the trustees consider appropriate through 2021 until they have been fully spent.

The charity received a grant from the National Youth Arts Trust, restricted for food bursaries to support selected young people who were struggling financially as a result of the pandemic.

Private donations were received throughout the year to enable the continuation of the food bursary awards scheme, which are recorded as designated funds.

The charity has funds of £1,250 from the Jack Petchey Foundation which are restricted for specific projects in accordance with the grants' conditions. The trustees believe the charity will still be able to fulfil those conditions in spite of Covid-19.

The original concept for an adaptation and overseas community performance of the play *The Tempest* was unable to be completed due to the pandemic. A transfer between the General Fund and The Tempest fund took place at year end in order to close The Tempest fund.

11. TRANSACTIONS WITH RELATED PARTIES

The Parish of Holy Trinity and St Saviour, Upper Chelsea, was no longer a related party of Intermission Youth in 2020, following the youth project's separation from the Parish on 31 December 2019 into an independent charitable company. Funds of £128,950 were transferred by the Parish of Holy Trinity and St Saviour, Upper Chelsea, during 2020 in accordance with the transfer agreement. A number of donations and a grant totalling £2,024 were received in the Parish bank account in 2020 and transferred into the Intermission Youth account in line with the donors' and grant-making body's intentions.

Alexander Hoare, a Trustee/Director of Intermission Youth is a Director of Messrs Hoare Trustees which involves hundreds of trusts, including the Golden Bottle Trust. The Golden Bottle Trust donated £100,000 to support the work of Intermission Youth in the 2020 financial year.

