

PAN INTERCULTURAL ARTS

England & Wales · Charity number 295324

Details

Other names	PAN CENTRE FOR INTERCULTURAL ARTS LIMITED, PAN PROJECT LIMITED
Status	Registered
Legal form	Charitable company
Company number	02051893
Registered	1986-10-13
Register	View on the Charity Commission register

Contact

Address
Ground Floor Wing
Camelford House
Albert Embankment
London
SE1 7TP

Phone 02078332111

Email post@pan-arts.net

Website www.pan-arts.net

Activities

Objects: TO PROMOTE, MAINTAIN, IMPROVE AND ADVANCE THE EDUCATION OF THE PUBLIC PARTICULARLY BY THE ENCOURAGEMENT OF THE ARTS INCLUDING THE ARTS OF DRAMA, BALLET, MUSIC, SINGING, LITERATURE, SCULPTURE AND PAINTING AND WITH SPECIAL REFERENCE TO THE TRADITIONS AND INFLUENCE OF THE ARTS AS PRACTISED IN OTHER COUNTRIES.

Activities: Pan works across cultures, faiths and experiences to use the arts to empower young people to effect change in their lives, both in the UK and internationally. We particularly focus on disadvantaged groups and individuals who feel they have no voice to express their problems and no routes to re-imagine themselves and their futures.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- Vietnam
- Kent
- Suffolk
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£468,806	£449,105	-	-
2024-08-31	£652,606	£639,692	£173,129	4
2023-03-31	£491,108	£511,962	-	-
2022-03-31	£520,950	£419,022	£181,069	4
2021-03-31	£347,048	£335,078	-	-

Trustees

Name	Role	Appointed
Abubaker Haron		2021-11-09
Adam Rupert Hugh Bray		2023-07-13
Alice Wan Hu Wagner		2023-10-10
Brian St Louis		
Hannah Wengard		2025-03-10
Hatice Soyol		2025-03-10
Heather Fokerd		2015-04-21
Lloyd Philip Goldby		2023-07-13
Maite Pierreux Brazier		2023-10-10
Melanie Hargreaves		2025-03-10
Olajumoke Fashola		
Sophie Froment		2023-07-13
Takudzwa Mukiwa		2016-03-01

PAN INTERCULTURAL ARTS

England & Wales - Charity number 295324

Accounts



ANNUAL REPORT



1 SEP 2024 - 31 AUG 2025

**Pan Intercultural Arts Limited (A Company Limited by Guarantee)
Trustees' Report and Unaudited Financial Statements
for the year ended 31 August 2025**

Company Number 02051893 Charity Number 295324



Legal & Administrative Information

Trustees

H Wengard (appointed 10 March 2025) M
Hargreaves (appointed 10 March 2025)
H Soyal (appointed 10 March 2025)
M P Brazier
A Wan Hu Wagner
L P Goldby
A Bray
S Froment
A Haron
T Mukiwa
H Fokerd
O Fashola
B St Louis
Dr S Schutt (resigned 24 November 2025)
T J Moloney (resigned 25 February 2024)

Secretary

J C Martin

Charity Number

295324

Company Number

02051893

Registered Office

Ground Floor Wing , Camelford House
Albert Embarkment
London
England SE1 7TP

Independent Examiner

Price Bailey LLP
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Bankers

CAF Bank Limited
24 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ



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At Pan, we do what we do with the hope that our participants can lead fulfilling lives, free of fear and limitations, finding new paths, careers, and moving beyond the trauma and problems they have experienced.

Our projects with marginalised and vulnerable communities are, of course, tough and serious work. Our participants are refugees and asylum seekers, survivors of human trafficking and young people without a voice or at risk of the effects of crime. All face huge challenges in this increasingly difficult world.

Sadly, divisiveness in politics and society risks making life even more difficult for our participants. We have decided to meet this increased need in whatever way we can and we have spent the year making sure our work is a strong base for future development.

This year we reached more participants than ever before — delivering more workshops than there are days in the year. We launched two new projects: one supporting male survivors of trafficking, and another expanding our work with female survivors. We also kickstarted our new training programme, Emerge, which gives 12 past participants the chance to become facilitators themselves — gaining vital skills and confidence as budding artists.

We've also invested in sharing our story — developing a new website, brand, and social media strategy to raise awareness of why our work matters and celebrating the wonderful success stories of so many of our participants who have gone on to do brilliant things.

During Refugee Week, we launched Bread & Bond, a growing network of over 30 charities using art, baking, gardening and sport to help refugees feel more integrated in their new country. Together we are building an ecosystem of support while shining a light on the need for greater government action.

Like many charities, fundraising remains tough, but we are adapting. This year we raised over £15,000 through fundraising events. We also launched our giving circle — Forty for 40 — encouraging 40 supporters to give £1,000 annually in commemoration of our 40th birthday in September 2026. The challenges continue and we are all too aware of the fragility of the landscape but we continue to work tirelessly for the consistency we offer our participants.

I am often reminded of the transformational impact our work has on the participants. In our first Amal (male survivors) session after summer we had two new participants who attended, unsure of what to expect. At the end of the session one said to us *"It was like a miracle. I didn't want to get out of bed but I came. It took me out of where I was. It really lifted me"* and the other responded with *"It was amazing. It made me feel so much better. I want to fly"*.

We do this work because it works, and helps.

A handwritten signature in black ink, appearing to read "John Martin".

John Martin,
Artistic Director





The trustees present their annual report and financial statements for the period ended 31 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)".

Structure, Governance and Management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements were:

O O Fashola
H M Fokerd
T Mukiwa
T J Moloney (resigned 25 Feb 2024)
S A Schutt
B St Louis
A Haron
L P Goldby
S Froment
A Bray
A W Hu Wagner
M L Pierreux
M Hargreaves (Appointed 10 March 2025)
H Wengard (Appointed 10 March 2025)
H Soyal (Appointed 10 March 2025)

Recruitment and Appointment of New Trustees

The trustees regularly review the structure, size and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice. We also hold an annual Board Strategy Day to review this and overall strategy.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

ACHIEVEMENTS & OBJECTIVES



Our Impact: The year in numbers

In the year **September 2024** to **August 2025** we achieved...

374

**WORKSHOP
SESSIONS**

615

**PARTICIPANTS
SUPPORTED**

8,488

**PARTICIPANT
HOURS**

11

**ANNUAL
PROJECTS**

52

**PERFORMANCES
& EVENTS**

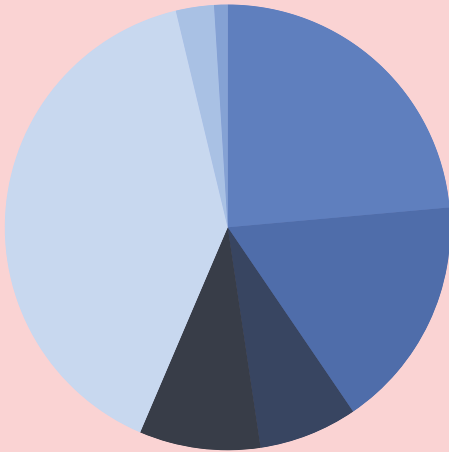
3,677

**AUDIENCE
MEMBERS**

Our Impact: Combined evidence from all our projects.

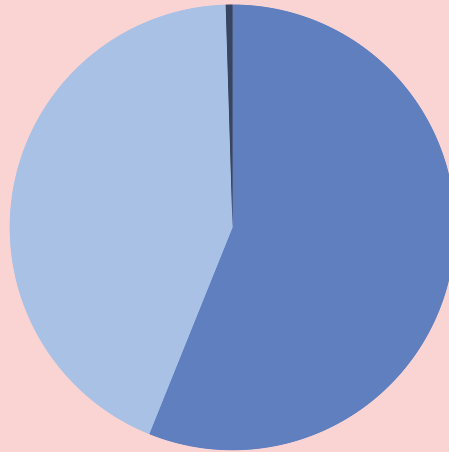
Participant Ethnicity

- Black
- White
- South Asian
- Middle Eastern
- South East/East Asian
- Mixed
- South/Central American



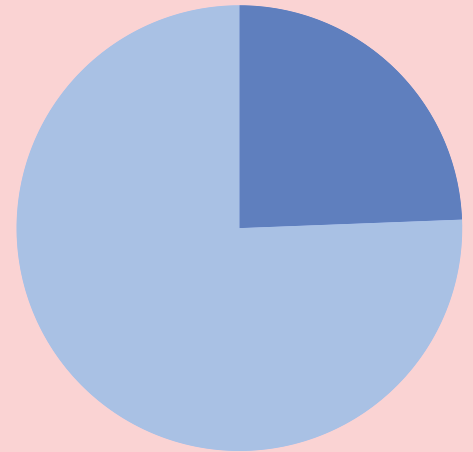
Participant Gender

- Male
- Female
- Other



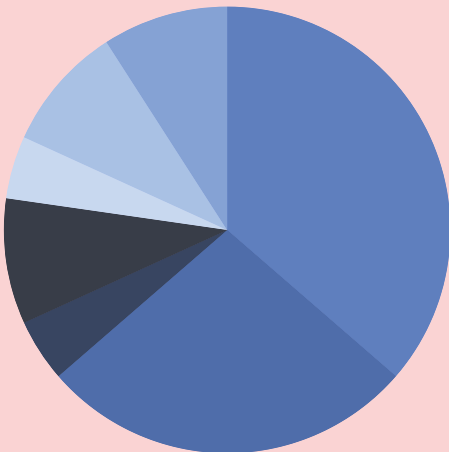
Participant Age

- Under 18
- Over 18

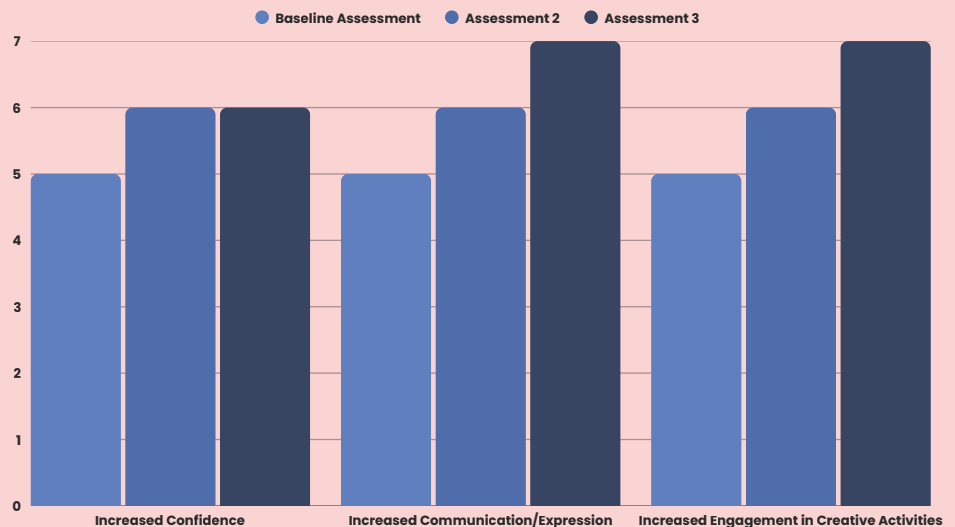


Staff Ethnicity

- Black
- White
- South Asian
- Middle Eastern
- South East/East Asian
- Mixed
- South/Central American



Monitoring Participant Growth



70% of our artists are past participants

All participants saw an increase in confidence, communication and engagement in creative activities.



Our Refugee Arts programme has engaged with young people from many different backgrounds in a range of venues, helping them take the vital first steps into their new lives and enabling them to follow their aspirations.

Total Sessions: 84
Events & Performances: 9
Total Participants: 79
Participant Hours: 1839

Fortune - A drama project for ages 18 - 25.

Participants found new strength in sharing elements of their own cultures with each other. Working with a PhotoVoice project, gave them a new way of revealing inner thoughts and feelings to an invited audience by taking photos of their realities and narrating them.

Future - A drama project for under 18s.

Many of these younger participants have never been in a school situation and they find it difficult. We discovered that playful masks, some made of enlarged emojis, gave them a release to be playful.

T found the joy that friendship and creativity can bring...

'T' joined midway through the year and appeared contained and confident, even aloof. In her first session we were using emoji masks which had been enjoyed by everyone. She was hesitant and said "It's boring". However as she made friends with the other girls, who enjoyed drama sessions, she seemed to like them more. She progressed quickly, enjoying strong roles as characters, such as teachers and bosses, and by the end of the year was the conversation leader in her group when preparing a scene. A strong smile always erupted after scenes and improvisations. In the evaluation she headed straight for the "Fantastic" area, to describe her feelings for the drama sessions.





Those who are not well served by education or those who find that they don't have an easy voice in society find new pathways in these projects. The arts encourage the ability to imagine alternatives to negative narratives, a place to express their issues and move onto positive pathways.

Total Sessions: 94
Events & Performances: 4
Total Participants: 110
Participant Hours: 947
Audience Numbers: 118

WoC Theatre Group - Creating scenes from life situations to reflect on alternatives

Working on how people use language to express or mask their feelings they brought 'The Mist Under The Standing' to Brixton House, a performance challenging us to examine our own words.

WoC Residencies - working in alternative provision academies

Participants expressed that sessions gave them a safe and enjoyable space to be creative, build confidence, and connect with others. Many reported attending school only to attend our workshops.

WoC Expansion - providing creative opportunities in deprived areas

The sessions are preparing participants for employability through active confidence raising.

D found her voice at Pan...

D' joined us through our Weapon of Choice work in a PRU school and then progressed onto our WoC Theatre Project. She used the project as a platform to explore deeply personal themes around body image, self-acceptance, and identity. Through poetry and performance, she courageously articulated her experiences with scars and how they affect her self-perception, using her words to challenge societal norms and expectations around appearance.

D expressed a strong desire to inspire others, stating, ***"I want people like me to know that it's OK the way you look."*** Her journey reflects the project's success in providing a safe and supportive space for authentic self-expression, empowerment, and the development of confidence.





Our work with female survivors of trafficking expanded to meet the extra need. This was the first year of our groundbreaking project for male survivors of trafficking.

Total Sessions: 164

Events & Performances: 14

Total Participants: 104

Participant Hours: 3,712

Audience Numbers: 1,806

Amies London - Drama and storytelling

Three Amies members have increased in confidence so much this year that they have signed up for our 'Emerge' Training of Trainers scheme.

Amies Freedom Choir - For those who have rarely, if ever, sung together

Several participants described the choir as "medicine" or "therapy," noting how it helped with trauma, depression, or anxiety. One participant referred to it as being more effective than the GP in supporting her mental health.

Amies Graduate Choir - an 'overflow group' for those not wanting to sing publicly

A new group to meet the increased need for the work, understanding that some participants need more than a year to fully benefit from the positive effects.

Amies Alumnae Choir - Creating new songs and preparing to perform them in public

Southwark Cathedral put the choir centre stage for their Modern Slavery Awareness days for hundreds of people to enjoy. They also composed a new song this year 'Deep Breath'.

You can hear the choirs recordings here:



Amal - our new project for Male Survivors

We found the needs of the participants to be very different from female survivors. They are more withdrawn and anxious and less likely to bond with each other in friendship groups. Working through art, song and drama we see real, if slow, positive change.

Although the groups are fluid, as men are moved around the country by the authorities, many stayed and were beginning to create rhythms, songs and image-based scenes about their lives, their hopes and their dreams.

The Metropolitan Police anti-trafficking unit have highly praised the project for helping their clients and staff report that they see the effects of or sessions long after we have left, especially in their socialising together.

Some changes are small but mighty...

J is a big man from Afghanistan. He shuffled into the room about halfway through the year. His body showed signs of stiffness, unable to move easily, even to raise his arms or turn his neck. His face seemed similarly 'frozen', his eyes un-engaged. He had almost no language to communicate.

J's progress was by micro-stages. There was no great leap forward. We noticed the tiny changes, each one impressive in itself. J did not progress to full confidence, full communication or easy creativity but the progress from his initial state was remarkable. The first time he smiled and said 'hello' was unforgettable. The first time he raised his arms above his shoulders was a breakthrough.

Sometimes it is the small steps and the slow progress which are the success.

These projects are by invitation from the host country or international organisations.

VIETNAM

After our intensive Forum Theatre training in Ho Chi Minh City last year the work has cascaded across the south of the country with workshops and performances in schools and universities. But the most unexpected impact has been seen within the Catholic Church in Saigon. One trainee is in charge of training novice nuns and has used Forum Theatre to role play situations of sexual abuse they might face, and how to deal with it.

KENYA

Another former trainee with Pan, Sami Gathii, contacted us. He runs an organisation Youth Arts, Development and Entrepreneurship Network (YADEN East Africa) and says “There is always Pan's signature in my work.”

PAKISTAN

Wagma Feroz, a trainee from over a decade ago, invited us to run a Zoom presentation for her new Shezey project looking at gender issues through theatre in the Peshawar area.

“The course brought significant positive impacts, helping participants transform their thoughts, emotions, and actions regarding the topic of “Listening to the Body - Protecting Oneself.”

Sister Nguyen





Trustees Report

Objectives & Activities: Pan & the Public

Pan's work is not primarily public facing as our participants are vulnerable and our projects work on the processes of growth rather than putting them in the spotlight, which can bring other pressures and anxieties. But when participants are ready we are able to share their work with friends, carers, youth workers and the public and have **reached over 3,500** this year including these performances & sharings:

- **THE AMIES CHOIRS** twice at Southwark Cathedral, International Women's Day.
- **WOC THEATRE GROUP** at Brixton House & New Diorama Theatre.
- **THE FORTUNE GROUP** at the Old Diorama Arts Centre.
- **THE FUTURE GROUP** at Croydon College Studio Theatre.

Presentations about Pan's work have also been given to university audiences at Goldsmiths' College, SOAS and King's College London and three of our staff co-authored a blog for KCL discussing dominant anti-immigration narratives and what can be done to improve integration and belonging.

External communications have focused on a new website design and rebrand, and recruiting a new Social Media Officer who has improved our socials to raise Pan's profile. We have increased our overall followers by 50% with a 100% increase in Instagram followers. We reached over 100,000 people via Instagram alone this year and 50,000 via Facebook. Our highest engaged post on Linked had 64.81% of engagement with our followers. Over 550 people subscribe to our newsletter with a CTR of over 50%.

“Togetherness and love binds us together. Minds relaxing give us peace and feel at home. When we dance and sing we feel free.”

Amies Participant



Partnerships remain a key way for us to develop our work and reach new communities. We finished the second year of our three year partnership with **Cemex** in the Bradby Youth Club in Rugby which has led to one young person volunteering at the sessions thanks to her passion for the work.

We were invited by **Care for Calais** to run a workshop for Syrian men in one of the many hotel accommodations in London. It was a joyous event and great to see how, even with just a few hours, our work can impact so many.

Work in education settings continued with strong and supportive sessions in school time at Ormiston Beachcroft Alternative Provision Academy and the ESOL department in Croydon College. **We were incredibly proud that our work in Beachcroft won the Scottish Power Foundation Education Award.**

Fortune project partnered with PHD Student studying refugee health & psychology Zara Asif through a PhotoVoice project.

We have also partnered with Company **Stomping Pictures** who have captured and edited several films showing our work which will be used on socials and our new website.

Integration Exploration

Extending the idea of our annual Pan Talks event to reach out to greater circles of people, we took the opportunity to call a sector wide meeting during Refugee Week. This morning networking session, called **'Bread & Bond'**, started with a great breakfast for 30 people but then addressed how we could better work together to overcome obstacles to integration experienced by so many of our participants. The voices of those with lived experience was particularly useful.

“It was a great morning and so wonderful to be given the opportunity to connect with depth, nuance and purpose.”

Aex, Kazzum Arts CEO and Bread & Bond member



40 years of arts for social change

It is incredible that we are entering our 40th year. In September we marked this milestone with a fundraising cycle ride from London to Brighton. We had 40 people cycling and backing them up. It was a great day, but with many obstacles of punctures and storms, finishing cold and gale-battered, but really happy we had made it, and (almost) everyone keen for another one in the future.

That is a bit like Pan's history. We have been resilient and resourceful for decades, weathering storms (mostly financial ones) but surviving and pushing forward.

And on this wonderful journey we have impacted so many people along the way. In some cases by seeding new ideas for them to grow into their own projects in the UK and across the world. In other cases we really have changed lives. People have come back to us and told us that being with Pan got them off the streets, out of difficult situations, into new careers, able to solve social and personal problems through the spark which we gave them to see things more clearly. Refugees in the UK, slum dwellers in India, war survivors in Sri Lanka, natural disaster survivors in Myanmar, kids tempted by gangs in Ipswich, young people excluded from schools in London, victims of torture, survivors of trafficking; these are just some of the hundreds of thousands of people we have impacted in this journey.

Like many in the charity sector, much as we love our work, we wish we didn't have to do it, we wish the problems that lead to trauma did not exist, we wish the need was not there. But the need is there, and while it is there we at Pan will continue to answer it. The journey goes on.

Building plans, bridging communities...

Over the coming year our impact will have a different dimension:

In November 2025 we moved into a new centre for Pan. This is the first time that most of our projects will happen under one roof and where participants from different projects can meet, interact and feel they have a safe space together in an increasingly hostile world.

This will not only have an effect on them but there will be impact for many more people.

Over the coming years we shall have the space to substantially increase the number of projects we run and the number of participants who can benefit from our presence there. Our aim is to double them. We shall also have space for community projects, exhibitions, small performances, talks, concerts and conferences. It will be a very exciting time.

Our projects don't just help our participants, it impacts on society at large by allowing people to find pathways to productive lives, away from isolation, anxiety and extremist thought and to help society see that cooperation is always better than division.





“Now I think differently about British people. When I arrived here I thought they would say to me ‘you can't speak English’ and ‘go back to your country’ but they didn't. I made new friends. When you come to a country you don't know, you want to go back to your own country. When I arrived at Pan, I found my place.”

Fortune Participant





The financial year is now in line with our project timetable running from 1 September 2024 - 31 August 2025. Total income was £468,806 (2024: £668,866) and total expenditure was £449,105 (2024: £639,691) giving a small surplus of £19,701 (2024: £29,175).

Fundraising is the core method of financing both core and project needs. The organisation received grants from a number of statutory bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2025/26 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 August 2025.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Reserves policy

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

1. To establish a Strategic Development fund, to support Pan's mission and strategic objectives outlined in its business plan. In particular Pan has earmarked funds in the coming year support the transition to a new permanent centre for all of Pan's activities.
2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

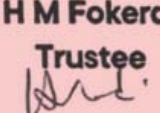
The trustees aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £75,000 to £125,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £80,000 to support Strategic Development objectives.

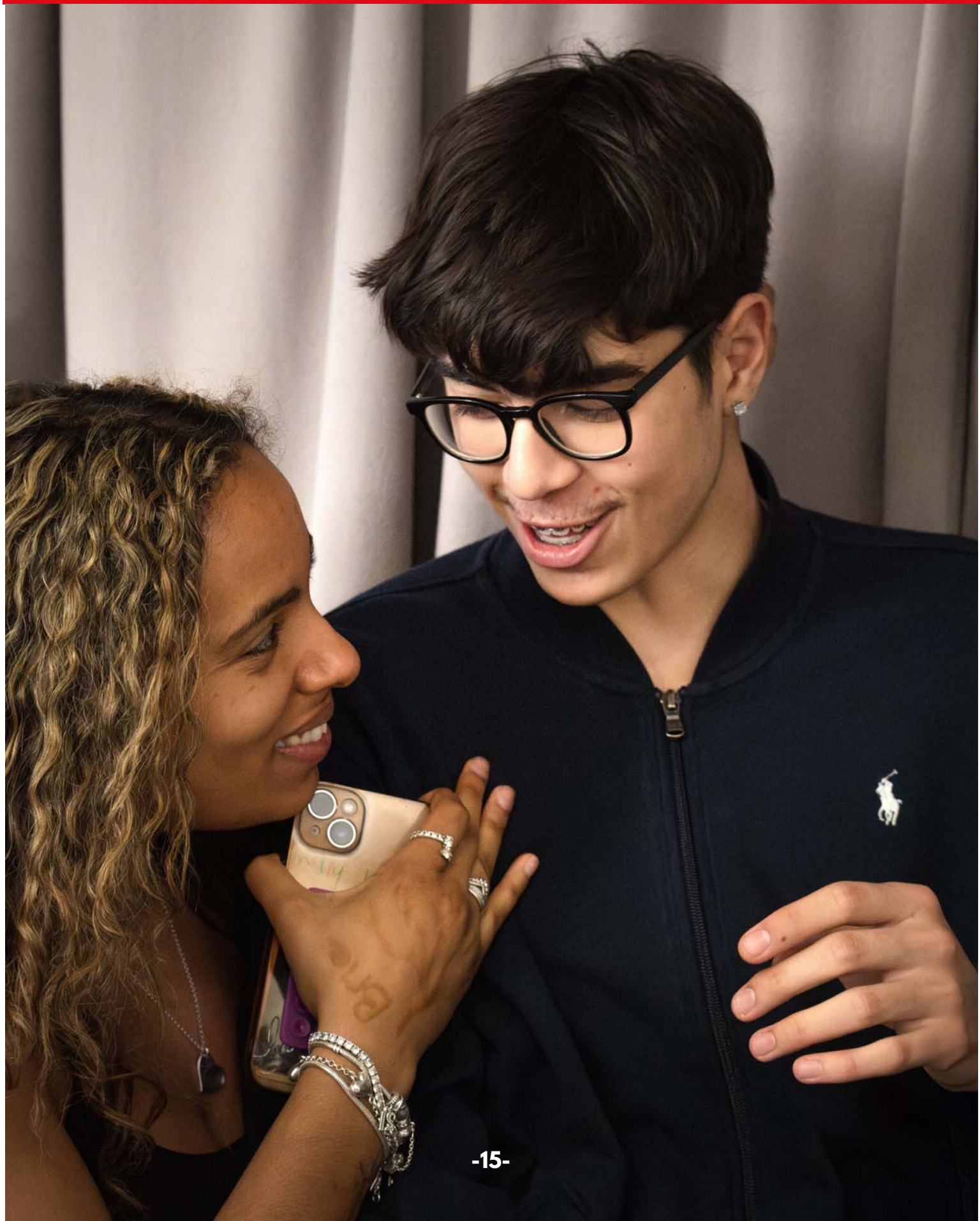
The trustees' report was approved by the Board of Trustees.

B St Louis
Trustee

Dated: 25/2/2026

H M Fokerd
Trustee

Dated: 25/2/26

FINANCIAL REVIEW





Independent Examiner's Report for the period ended 31 August 2025

Independent Examiner's Report to the Trustees of Pan Intercultural Arts Limited ('the Company')

I report to the trustees on my examination of the accounts of the Company for the year ended 31 August 2025.

Responsibilities and basis of report

As the charity 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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England & Wales which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving 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.

A handwritten signature in black ink, appearing to read 'Suzanne Goldsmith'.

Suzanne Goldsmith FCA

For and on behalf of Price Bailey LLP
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT
Date: 2 March 2026



Statement of Financial Activities incorporating Income & Expenditure Account for the period ended 31 August 2025

		Unrestricted funds	Restricted funds	Total funds for the 12 months ended 31 August 2025	As restated Total funds for the 17 month period ended 31 August 2024
		2025	2025	2025	2024
		£	£	£	£
	Notes				
Income from:					
Grants and donations	2	68,100	395,491	463,591	661,294
Charitable activities	4	3,960	98	4,058	6,160
Investments	5	1,157	-	1,157	1,412
Total income		<u>73,217</u>	<u>395,589</u>	<u>468,806</u>	<u>668,866</u>
Expenditure on:					
Raising funds	6	-	44,334	44,334	48,281
Charitable activities	7	20,537	384,234	404,771	591,410
Total expenditure		<u>20,537</u>	<u>428,568</u>	<u>449,105</u>	<u>639,691</u>
Net (expenditure/income)		52,680	(32,979)	19,701	29,175
Transfers between funds	17	(62,558)	62,558	-	-
Net movement in funds		(9,878)	29,579	19,701	29,175
Reconciliation of funds					
Total funds brought forward as restated	21	164,761	24,629	189,390	160,215
Fund balances at 31 August 2025		<u><u>154,883</u></u>	<u><u>54,208</u></u>	<u><u>209,091</u></u>	<u><u>189,390</u></u>

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.



Balance Sheet for the period ended 31 August 2025

	Notes	£	12 months ended 31 August 2025 £	As restated 17 month period ended 31 August 2024 £
Fixed assets				
Tangible fixed assets	14			
Current assets				
Debtors: due within one year	15	23,156		3,920
Cash at bank and in hands	16	198,773		356,107
		<u>221,929</u>		<u>360,027</u>
Creditors: due within one year		<u>(12,838)</u>		<u>(170,637)</u>
			209,091	189,390
Net current assets			<u>209,091</u>	<u>189,390</u>
The funds of the charity				
Restricted income funds	17		54,208	24,629
Unrestricted funds	17		154,883	164,761
			<u>209,091</u>	<u>189,390</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006 for the year ended 31 August 2025.

The directors acknowledge their responsibilities for the complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of the financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on Wednesday 25 February 2026


.....
H M Fokerd
Trustee


.....
B St Louis
Trustee

Company registration number 02051893 (England and Wales)



1 ACCOUNTING POLICIES

Charity information

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The address of the principal office is given in the Legal and Administrative Information page of these financial statements.

The nature of the Charity's operations and principal activities are noted in the Trustees' Report.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all periods presented unless otherwise stated.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Trustees have at the time of approving the financial statements, a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1 ACCOUNTING POLICIES (continued)

1.5 Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Governance costs reflect expenditure related to the running of the charity rather than pursuing the charitable activities.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 ACCOUNTING POLICIES (continued)

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.9 Taxation

The Charity is exempt from corporation tax on its charitable activities.

1.10 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Grants and donations

	Unrestricted funds	Restricted funds	Total funds for the 12 months ended 31 August 2025	As restated Total funds for the 17 month period ended 31 August 2024
	2025 £	2025 £	2025 £	2024 £
Donations	18,100	-	18,100	54,220
Grants received (see note 3)	50,000	395,491	445,491	607,074
	<u>68,100</u>	<u>395,491</u>	<u>463,591</u>	<u>661,294</u>

In 2024, £537,165 of total grants and donations received were restricted and £124,130 was unrestricted.

3 Grants received

	Unrestricted funds	Restricted funds	Total funds for the 12 months ended 31 August 2025	As restated Total funds for the 17 month period ended 31 August 2024
	2025 £	2025 £	2025 £	2024 £
Aēsop Foundation	50,000	-	50,000	77,821
Albert Gubay Charitable Foundation	-	-	-	100,000
BNP Paribas	-	16,648	16,648	-
Arts Council England	-	17,358	17,358	32,752
Bupa UK Foundation	-	-	-	4,590
CEMEX UK	-	20,000	20,000	24,071
City Bridge Trust	-	-	-	15,100
Beckenham Theatre Trust	-	3,977	3,977	-
Eyre Estate Foundation	-	-	-	25,000
Garfield Weston Foundation	-	-	-	25,000
Groundwork UK	-	-	-	2,663
Lifelines International	-	37,500	37,500	133,125
The Maingot Charitable Trust	-	-	-	15,000
The National Lottery Community Fund	-	108,226	108,226	35,584
Prospero World	-	-	-	5,000
Scottish Power Foundation	-	10,000	10,000	59,149
St Andrew Holborn	-	-	-	17,940
British Council	-	1,000	1,000	38,996
The Bromley Trust	-	-	-	15,000
The Grocers' Charity	-	-	-	5,000
Young Westminster Foundation	-	20,000	20,000	10,000
Movement of deferred income	-	160,782	160,782	(34,717)
	<u>50,000</u>	<u>395,491</u>	<u>445,491</u>	<u>607,074</u>

In 2024, £504,253 of total grants received were restricted and £102,821 was unrestricted.

4 Charitable activities

	Unrestricted funds	Restricted funds	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Charitable activities	3,960	98	4,058	6,160

In 2024, all income from charitable activities was restricted.

5 Investments

	Unrestricted funds	Restricted funds	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Interest receivable	1,157	-	1,157	1,412

All interest income in 2025 and 2024 was unrestricted.

6 Cost of raising funds

	Direct costs	Support costs (see note 8)	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Fundraising activities	34,193	10,141	44,334	48,281

7 Charitable expenditure

	Direct costs	Support costs (see note 8)	Total funds for the 12 months ended 31 August 2025	Total funds for the 17 month period ended 31 August 2024
	2025 £	2025 £	2025 £	2024 £
Arts of survivors of trafficking	135,078	84,791	219,869	241,572
Refugee Arts	24,891	15,624	40,515	111,113
Arts for Opportunity	75,316	47,277	122,593	172,744
International Projects	-	-	-	48,815
Emerge Training	4,134	2,595	6,729	-
Pan Talks	605	380	985	-
Development project costs	8,649	5,431	14,080	17,166
	<u>248,673</u>	<u>156,098</u>	<u>404,771</u>	<u>591,410</u>

8 Support costs

	Raising funds	Charitable activities	Total funds for the 12 months ended 31 August 2025	Total funds for the 17 month period ended 31 August 2024
	2025 £	2025 £	2025 £	2024 £
Artistic Director	5,560	37,100	42,660	58,122
Administration Officer	-	25,121	25,121	29,264
Company Manager	4,581	30,566	35,147	49,299
Marketing Manager	-	22,211	22,211	20,291
Rent	-	8,654	8,654	9,450
General Running	-	23,197	23,197	33,850
Training and Supervision	-	4,209	4,209	7,577
Governance Costs (see note 9)	-	5,040	5,040	10,749
	<u>10,141</u>	<u>156,098</u>	<u>166,239</u>	<u>218,602</u>

9 Governance costs

	2025 £	2024 £
Independent examination fees	<u>5,040</u>	<u>10,749</u>

9 Governance costs	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Independent examination fees	5,040	10,749
10 Net expenditure	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Independent Examiner's remuneration	5,040	10,749
Operating lease expense	8,654	14,175
11 Independent Examiner's remuneration	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Fees paid to Independent Examiner for:		
Independent examination	2,700	5,375
Other assurance services	2,340	5,375
	5,040	10,749

12 Trustee's remuneration and reimbursed expenses

No trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

13 Employees

	Total funds for the 12 months ended 31 August 2025 £	Total funds for the 17 month period ended 31 August 2024 £
Wages and salaries	90,469	83,424
Pension costs	1,792	4,383
Social security costs	9,920	2,979
	102,181	90,786

The average monthly number of employees during the year/period was:

	2025 Number	2024 Number
Employees	4	4

There were no employees whose annual remuneration was £60,000 or more (2024: none).

Total remuneration and benefits of key management personnel was £102,181 (2024: £90,786).

14 Tangible fixed assets

	Fixtures and fittings £	Total 2025 £
Cost		
As at 1 September	30,001	30,001
Disposals	(26,538)	(26,538)
As at 31 August	3,463	3,463
Depreciation		
As at 1 July	30,001	30,001
Additions	-	-
Disposals	(26,538)	(26,538)
As at 31 August	3,463	3,463
Net book value for the year ended 31 August 2025	-	-
Net book value for the 17 month period 31 August 2024	-	-

15 Debtors

	12 months ended 31 August 2025 £	17 month period ended 31 August 2024 £
Trade debtors	20,000	-
Taxation and other social security	-	2,740
Prepayments	3,156	1,180
	23,156	3,920

16 Creditors: amounts falling due within one year

	12 months ended 31 August 2025 £	As restated 17 month period ended 31 August 2024 £
Trade creditors	197	336
Deferred income	3,977	164,759
Accruals	5,040	5,140
Other creditors	398	402
Taxation and other social security	3,226	-
	12,838	170,637

Deferred income is included in the financial statement as follows:

	12 months ended 31 August 2025 £	As restated 17 month period ended 31 August 2024 £
--	--	---

Movements in the year:

Deferred income at 1 September 2024	164,759	130,042
Released from previous periods	(164,759)	(130,042)
Resources deferred in the year/period	3,977	164,759
Deferred income at 31 August 2025	3,977	164,759

Other deferred income relates to grants and donations received for charitable purposes for which the performance conditions have not been met at the balance sheet date.

17 Funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2024 £	Income £	Expenditure £	Transfers £	12 months ended 31 August 2025 £
Arts for Survivors of Trafficking	-	200,319	(226,973)	26,654	-
Refugee Arts	24,629	24,187	(47,639)	17,694	18,871
Arts for Opportunity	-	124,470	(142,060)	17,590	-
Emerge Training	-	46,613	(11,896)	620	35,337
	<u>24,629</u>	<u>395,589</u>	<u>(428,568)</u>	<u>62,558</u>	<u>54,208</u>

Prior period as restated:

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	17 months ended 31 August 2024 £
Arts for Survivors of Trafficking	-	243,794	(264,615)	20,821	-
Refugee Arts	-	110,760	(130,887)	44,756	24,629
Arts for Opportunity	-	143,188	(178,593)	35,405	-
International Projects	-	45,583	(53,990)	8,407	-
	<u>-</u>	<u>543,325</u>	<u>(628,085)</u>	<u>109,389</u>	<u>24,629</u>

Balances previously held within the Fundraising and Charity Running Cost restricted funds have been redistributed to other restricted funds in line with how the funds have been used. This reallocation has no effect on total restricted funds, but ensures that each restricted fund now reflects the activities for which the charity intends to apply the resources.

Arts for Survivors of Trafficking

For women who have escaped or been rescued from sexual or domestic slavery, who are often in safe houses or sheltered accommodation and are referred to us via organisations including Medaille Trust, Salvation Army, Helen Bamber.

The groups are:

Amies London: Drama and storytelling group to build confidence for stepping into a positive future.

Amies Freedom Choir : For those who have rarely, if ever, sung together.

Amies Alumnae Choir: Creating new songs and preparing to perform them in public.

Amal: A new group for male survivors

17 Funds (continued)

Refugee Arts

For young refugees, migrants and unaccompanied minor asylum seekers from ages 14 - 24 using drama games, rhythm and voice exercises, story telling, to devise scenes from their imagination, improving their English and honing life skills.

The groups are:

Fortune: A drama project for young adult refugees, asylum seekers and migrants.

Future: A drama project for unaccompanied minor asylum seekers.

Arts for Opportunity

For young people who have been failed by education and risk being drawn into negative pathways (15 - 21 years) and are referred to us via Pupil Referral Units/Alternative Provision Academies, community centres or we bring our work directly to them.

The groups are:

WoC Theatre Project: Creating scenes from life situations to reflect on alternatives.

WoC Residencies in School Project: In Beachcroft Alternative Provision Academy, we embed into the curriculum to foster new ways of learning.

WoC Residencies after School Project: in Beachcroft Alternative Provision Academy we focus on participants leadership and communication skills.

WoC Expansion in Rugby: Providing creative opportunities for disaffected young people in Bradby Youth Club.

International projects

As part of the British Council's UK Vietnam Season, Pan worked in collaboration with Vietnamese art charity Life Art on a year-long theatre for development project with schools across Vietnam culminating in a festival of Forum Theatre at the National Theatre in Hanoi.

Emerge Training

Many of our artist facilitators began their journey as participants. Their lived experience is a powerful asset, enabling them to lead with empathy, insight and authenticity. Emerge formalises this pathway, giving past and present participants the opportunity to learn professional facilitation skills and join our creative team as fully paid members. This training not only builds careers but ensures that the voices of those we work with remain at the heart of everything we do.

17 Funds (continued)

Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2024 £	Income £	Expenditure £	Transfers £	12 months ended 31 August 2025 £
General	<u>164,761</u>	<u>73,217</u>	<u>(20,537)</u>	<u>(62,558)</u>	<u>154,883</u>

Prior period as restated:

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	17 months ended 31 August 2024 £
General	<u>160,215</u>	<u>125,541</u>	<u>(11,606)</u>	<u>(109,389)</u>	<u>164,761</u>

18 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2025 £
12 months ended 31 August 2025:			
Net current assets/liabilities	<u>154,883</u>	<u>54,208</u>	<u>209,091</u>
17 months ended 31 August 2024 as restated:			
Net current assets/liabilities	<u>164,761</u>	<u>24,629</u>	<u>189,390</u>

19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	<u>2,363</u>	<u>9,450</u>

20 Related party transactions

There were no disclosable related party transactions during the period (2024-none).

21 Prior period adjustment

During the preparation of the annual accounts it was determined that income which had been included within deferred income brought forward had met all the criteria for income recognition in the prior period as there were no time constraints or performance conditions attached to its use.

As a consequence, an adjustment was made to increase grant and donation income in the prior period by £16,261 and reduce deferred income brought forward by a corresponding amount. The adjustment also impacts restricted funds brought forward.

At 31 August 2024

	As previously stated £	Adjustment £	As restated £
Grant and donations	645,034	16,261	661,295
Deferred income	181,019	(16,261)	164,758
Total funds			
Restricted funds	8,368	16,261	24,629
Unrestricted funds	164,761	-	164,761
	<u>173,129</u>	<u>16,261</u>	<u>189,390</u>



Thank you to our generous donors, funders and supporters and to all the generous individuals who have supported us through our campaigns and events.

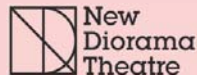


FUNDERS



And thank you to all our monthly donors

IN KIND SUPPORT



SUPPORTED BY

SIGNIFICANT INDIVIDUAL SUPPORT

- Matthias Kelly KC
- Peter Carter
- Riel Karmy-Jones KC
- Simon Folley
- Tariq Carrimjee

PAN INTERCULTURAL ARTS

England & Wales - Charity number 295324

Accounts



ANNUAL REPORT



1 APRIL 2023 - 31 AUGUST 2024

Pan Intercultural Arts Limited (A Company Limited by Guarantee)

Annual Report and Unaudited Financial Statements

Company Number 02051893 Charity Number 295324



Trustees

A Bray
O O Fashola
H M Fokerd
S Froment
L P Goldby
A Haron
A W Hu Wagner
T Mukiwa
T J Moloney
M L Pierreux
S A Schutt
B St Louis

Secretary

J C Martin

Charity Number

295324

Company Number

02051893

Registered Office

32 O'Donnell Court
Brunswick Square
London
WC1N 1NX

Independent Examiner

Moore (South) LLP
33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

Bankers

CAF Bank Limited
24 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ



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Independent Examiner's Report	12
Statement of financial activities	13
Balance Sheet	14
Notes to the financial statements	15-25



Trustees Report

Note from the Artistic Director & Chair

This financial year has spanned 17 months from April 2023 - August 2024 as we bring it in line with our project year timetable. The successes of our work over this period take time and dedication from our hugely experienced artists. Their methods are very effective in achieving our outcomes, working through playfulness and imagination, encouraging people to step out of their everyday thoughts and bodies to imagine other ways of seeing the world, of communicating and of achieving their goals. Over this period we delivered 450 sessions over 14 projects including 2 projects in Vietnam, 3 projects in PRU or ESOL schools and celebrated 10 years of our award-winning Amies Freedom Choir.

We also celebrated one of our artists who has been with Pan for an amazing 30 years. Jamaican actress, singer and music therapist, Adwoa Dickson, joined Pan as a performer in "Story Trail" at the Commonwealth Institute. Since then she has performed, devised, trained trainers with Pan across the world, helping initiate projects in Sri Lanka and Myanmar. From facilitating in our Refugee Arts projects she helped develop our "Amies" work with female survivors of trafficking and took the resulting Amies Choirs to win awards both from Women of The Year and Youth Music.

This period has not been without its challenges. The funding landscape is becoming hugely competitive, with trusts and foundations receiving more than 100 times the amount of applications they did before COVID.

Together with the cost-of-living crisis and divisive forces within society ever more participants can feel vulnerable and need the support we deliver. We know and we have evidenced that the arts can change lives and even save lives. We know it helps bring justice and peace to our participants. So we continue to think pragmatically about how we adapt to continue providing our work to those who need it.

This meant that 2023/24 saw lots of planning for an exciting future. We were very grateful to receive a 5-year grant from National Lottery Community Fund which will enable us to launch a formalised programme for our participants to train to become artist facilitators. This will give employability for those who would otherwise never have accessed formal training at this level. We have also been searching for a new centre for Pan to allow us to develop most of our activities in one place and hope to share updates soon.

Finally, Pan is approaching its fortieth anniversary. It is an impressive story and we have touched the lives of tens of thousands of people (if we count our overseas work it is closer to a million) and can't wait to celebrate with you next year. Watch this space!

A handwritten signature in black ink, appearing to read "John Martin".

John Martin, Artistic Director

A handwritten signature in black ink, appearing to read "Brian St Louis".

Brian St Louis, Chair of Trustees



The trustees present their annual report and financial statements for the period ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)".

Structure, Governance and Management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements were:

O O Fashola
H M Fokerd
T Mukiwa
A Meyric-Hughes (Resigned 9 July 2024)
T J Moloney
S A Schutt
B St Louis
R Ramnauth (Resigned 10 October 2023)
A Haron
L P Goldby (Appointed 13 July 2023)
S Froment (Appointed 13 July 2023)
A Bray (Appointed 13 July 2023)
R Begum (Resigned 8 July 2024)
A W Hu Wagner (Appointed 10 October 2023)
M L Pierreux (Appointed 10 October 2023)

Recruitment and Appointment of New Trustees

The trustees regularly review the structure, size and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.



A QUICK LOOK AT OUR IMPACT

April 2023 - August 2024

450

WORKSHOP SESSIONS



79

1047*

PARTICIPANTS



11,740

PARTICIPANT HOURS



PERFORMANCES
& EVENTS

14

ONGOING
PROJECTS



3,613

AUDIENCE
MEMBERS



*Please note as projects run from September - July, these figures include participants over two project years.

Pan Intercultural Arts uses the arts to rekindle creativity and imagination in people who have been through extreme events in their lives which have reduced those vital elements.

We work across ethnic, cultural and faith boundaries to encourage understanding, integration and empowerment throughout our diverse society.

Working with survivors of trafficking, refugees, asylum seekers and young people in special educational situations, we imagine and explore alternative pathways to change lives. We invest in them over long periods of time so that they can become strong, independent individuals and leave us because they are ready to, not because the project ends.

We run projects in response to the need and this has seen an increase in our projects for female survivors of trafficking who now operate a waiting list of over 20.

Our Weapon of Choice project, working with young people who have been let down by society, has often been enlisted by partners who see a need for our work in a certain location. We are currently working in Bradby Youth Club in Rugby over 3-years commissioned by CEMEX.

We continue to offer a strong, supportive and creative provision in Ormiston Beachcroft Alternative Provision School (Westminster) which has been incredibly successful in engaging young people differently within their studies.

Over this period we also worked with two ESOL schools in Newham College and Croydon College. Both colleges have separate areas for refugees and unaccompanied asylum seeking children and our work was vital in offering them a time to explore, create and feel part of a community.

Our International Work is always by invitation and this year we collaborated with Vietnamese social change charity Life Arts run by Thu Dang. Much of our international work is run with the hope that the work can continue for many years after our input and often it reaches millions of people.



Working with asylum seekers, refugees and migrants, our Refugee Arts programme has engaged with hundreds of young people from many different backgrounds helping them take the vital first steps into their new lives to follow their aspirations.

Fortune - A drama project for ages 18 - 25.

Participants' English language skills increased considerably after they had been allowed to improvise in their own languages, seen clearly in their performance at Little Angel Theatre.

Future - A drama project for under 18s.

Participants' teachers noticed that sessions increased their ability to make friends outside their ethnic groups, decreased tensions and improved communication skills.

Papillon - Drama/visual art project for young female refugees from Afghanistan.

After two years of this project participants reported becoming sufficiently independent that they could adapt to UK life when they were dispersed from their hotel accommodation.

Building Bridges - bringing young people from refugee and host community groups together to explore commonalities and respect differences.

In each group there was a large difference in levels of behaviour, concentration and language skills but we witnessed impressive advances in confidence and communication and in taking responsibility and ownership of their work.

CASE STUDY

Mani (not his real name) was incredibly shy when he started, not speaking much, even in his own language, only spending time with the people he came with. He didn't participate in improvisation exercises, only in the games and then observed the others. Change came in a session where participants could use their own languages. For the first time Mani got up in front of the group unprompted, suddenly eager to act, becoming the main character in scenes that made part of the final performance. He then grew more confident in his English, comfortably speaking in front of the whole group. In the final term he invited his friends to Fortune, proud of the project and wanting to share it with others. He now feels ownership of Fortune, and has become an integral part of the group.



Weapon of Choice’s projects work in youth clubs and alternative provision schools allowing young people who have not been well-served by society a space to imagine new paths, solutions and possibilities.

WoC Theatre Group - Creating scenes from life situations to reflect on alternatives

This Year’s play “Loving You, It’s Complicated” reached large numbers of students in schools who were able, through interactive theatre, to examine their own lives and challenges. They performed in two theatres to public audiences and were filmed by young people as part of Kids On The Green charity.

WoC Residencies - working in alternative provision academies

Successfully embedded into the curriculum, they worked within lessons and after school. Their work was presented at The Royal Albert Hall for a book launch. Participants were seen to overcome their anxiety to read their work and speak out.

WoC Expansion - providing creative opportunities in deprived areas

The young people at Bradby Youth Club start with very low attention spans, always demanding vape-breaks, slowly realised the advantage of staying with the work to develop their ideas.

CASE STUDY

Amid joined the WOC Theatre Project in 2023. Initially he was shy, introverted, and hesitant to engage in activities such as games, improvisations, and scene work. With time, Amid began to actively participate, sharing his ideas and taking the sessions more seriously. Punctuality, once an issue for him, improved significantly—he is now rarely late and tells us if he will be. This transformation is a testament to the trust Amid has developed in the team and his growing appreciation for the sessions. Amid has shown remarkable progress in his vocal development and responsiveness to direction. He has become a pleasure to work with and a valued member of the project.



Our work with female survivors of trafficking is at maximum capacity and a new group is now starting to meet the extra need. We have seen impressive growth in participants' confidence and ability to move into education, employment & training.

Amies London - Drama and storytelling

There is strong evidence that the movement aspects of the session are having a huge impact on both the physical and mental wellbeing of the participants.

Amies Freedom Choir - For those who have rarely, if ever, sung together

Enormous joy and pride was generated by creating a new song in many of their languages.

Amies Alumnae Choir - Creating new songs and preparing to perform them in public

The introduction of short spoken personal "testimonies" between songs has given new advocacy role to the more senior members in performances, of which they are rightly proud.

Happy Baby Community Choir: For young trafficked mothers

This collaboration between Pan and Happy Baby was facilitated by funder Lifelines International. Visiting their centre, we introduced our singing methods to the mothers over 19 sessions.

CASE STUDY

Clara (not her real name) joined Amies two years ago. At first she barely spoke, she was withdrawn, introverted and not confident in English. She always wore a hat drawn low, isolated herself by speaking in her language on the phone or listening to music with headphones and physically separated herself from other participants. Despite what must have been a painful shyness, Clara attended choir sessions regularly and, although she would not speak much, she sang extremely well. Gradually Clara became less withdrawn. The most noticeable change was how much she flourished as a volunteer in the Amies Freedom Choir, as if a sense of responsibility boosted her confidence. She has now built strong friendships and shares more information about her life when asked. And, she no longer wears a hat drawn low!



These projects are by invitation from the host country or international organisations.

VIETNAM

As a continuation of the British Council's UK Vietnam Season, Pan curated a festival of Forum Theatre at the National Theatre in **Hanoi**, presenting youth groups using this form to address challenges they face in their adolescent lives. Four performance events with workshops and seminars drew full houses across a busy weekend. In turn they have spawned further projects across the country.

With a follow up Legacy Grant we led a similar training for teachers and university staff in **Ho Chi Minh City** in June 2024, which has already cascaded to four further trainings and the formation of Viet Nam Forum Theatre.

LEBANON

Feedback from Lebanon came to us from a former volunteer (from 2016) who now uses Pan's techniques both there and at a multi-national Baltic Arts Centre.

"Pan's Theatre for Development Handbook has been a blessing...(it) has been our companion for so long now and still, we keep finding gems and insights everytime we go back to it - the book that keeps on giving! From games and activities, to session planning, to structure, to values.. all were precious aids in our work as trainers and facilitators".

PAKISTAN

Wagma Feroz of Mafkoora in Peshawar, tells us she is creating a new women's theatre group, Shezey, based on the training she received from Pan in 2013 in Sri Lanka.

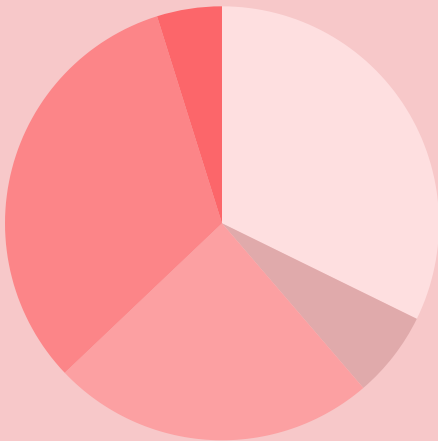




EVIDENCE FROM ALL OUR PROJECTS AND PEOPLE.

PARTICIPANT ETHNICITY

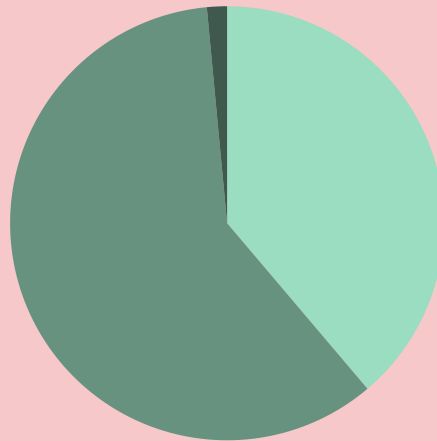
- Black
- White
- South Asian/Middle Eastern
- East Asian/South East Asian
- Mixed/Other



PARTICIPANT GENDER

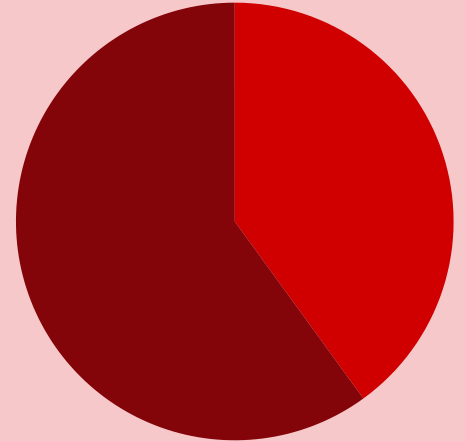
Four of Pan's projects are female only.

- Male
- Female
- Other



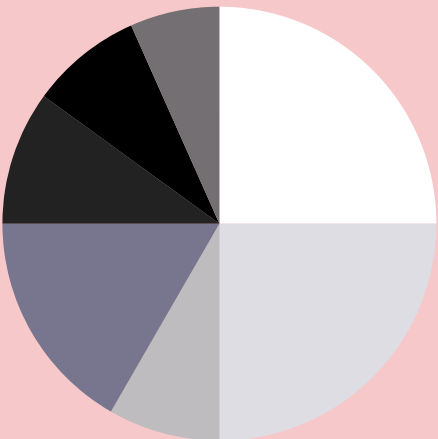
PARTICIPANT AGE

- Over 18
- Under 18



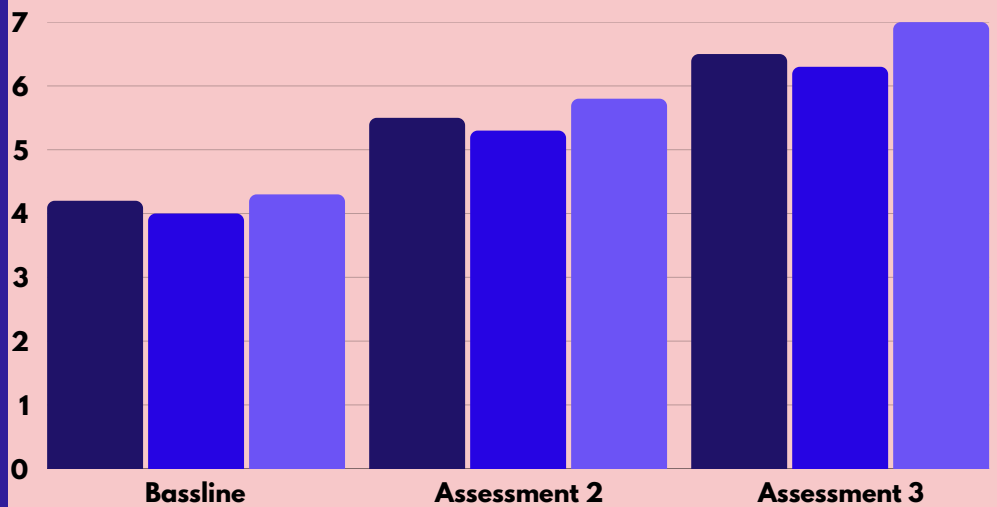
STAFF ETHNICITY

- Black
- White
- South Asian
- Middle Eastern
- South East/East Asian
- Mixed Heritage
- South American



MONITORING PARTICIPANT GROWTH

- Increased Confidence
- Increased Communication/Expression
- Increased Engagement in Creative Activities



50% of our artists are past participants

All participants saw an increase in confidence, communication and engagement in creative activities.

Pan's work is not primarily public facing as our participants are vulnerable and our projects work on the processes of growth rather than putting them in the spotlight, which can bring other pressures and anxieties. But when participants are ready we are able to share their work with friends, carers, youth workers and the public. This year we have "gone public" with our work on many occasions, including:

- **The Amies Choirs** at London's Cadogan Hall, Conway Hall, Sadler's Wells Theatre, Aesop Head Office and St Ethelburga's Centre for Peace & Reconciliation.
- **Weapon of Choice Theatre Group** at Theatre Peckham & New Diorama Theatre.
- **Weapon of Choice Beachcroft Group** at the Royal Albert Hall.
- **The Fortune Group** at the Little Angel Theatre.
- **The Future Group** at Croydon College Graduation.

We also organise annual public events to inform audiences of our work and to broaden the knowledge of how useful the arts are in society. **Pan Talks**, at Sadler's Wells Theatre, brought together singing groups which help participants develop and re-form their lives. **Singing Together, Growing Together** drew a full house and the post show discussion highlighted the lived experience as well as the medical theory behind this theme.

Presentations about Pan's work have also been given to university audiences at Goldsmiths College, University of the Arts London and King's College London.

Pan's communications remain focused on raising the charity's profile to highlight the need for the work that we do and also to celebrate our successes. Our primary audience for marketing remains funders and influencers although, increasingly, we are directing communications to other organisations that share our values. We are also connecting with other charities that support refugees to make the connections for a one day conference on the theme of 'Refugee Integration' in the coming year.

External communications have focused on Instagram, LinkedIn and our newsletter to raise Pan's profile. Followers on these platforms (over 2,000) have increased on Instagram by 20%, LinkedIn by 24%, and newsletter circulation is up by 7%.

Pan's Artistic Director, John Martin, was interviewed at length for Vietnam national TV about our Forum Theatre project in Hanoi, reaching an audience of several million. Two of our artist facilitators were featured on BBC Radio London on separate occasions.



The financial year was extended to seventeen months from 1 April 23 to 31 August 2024, to bring it in line with our project timetable. This period made a small unrestricted surplus £4,546 (2023 – deficit £20,854), and restricted funds of £8,368 (2023 – £Nil), with unrestricted reserves carried forward of £164,761 (2023 £160,215).

Fundraising is the core method of financing both core and project needs. The organisation received grants from a number of statutory bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2024/25 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 August 2024.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Reserves policy

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

1. To establish a Strategic Development fund, to support Pan's mission and strategic objectives outlined in its business plan. In particular Pan has earmarked funds in the coming year support the transition to a new permanent centre for all of Pan's activities.
2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

The trustees aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £75,000 to £125,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £80,000 to support Strategic Development objectives.

The trustees' report was approved by the Board of Trustees.



Independent Examiner's Report to the Trustees of Pan Intercultural Arts Limited

I report to the trustees on my examination of the financial statements of Pan Intercultural Arts Limited (the charity) for the period ended 31 August 2024.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to under the examination because I am a member of the ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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 financial statements to be reached.

Robert Macdonald
Moore (South) LLP

33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP12TJ

Dated: 19.3.25



Statement of Financial Activities including Income & Expenditure Account for the period ended 31 August 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	2	124,129	520,905	645,034	159,786	312,891	472,677
Charitable activities	3	-	6,160	6,160	17,486	494 48	17,980
Investments	4	1,412	-	1,412	403		451
Total income		125,541	527,065	652,606	177,675	313,433	491,108
Expenditure on:							
Charitable activities	5	11,606	628,086	639,692	25,705	486,257	511,962
Total expenditure		11,606	628,086	639,692	25,705	486,257	511,962
Net income/(expenditure)		113,935	(101,021)	12,914	151,970	(172,824)	(20,854)
Transfers between funds		(109,389)	109,389	-	(172,824)	172,824	-
Net movement in funds		4,546	8,368	12,914	(20,854)	-	(20,854)
Reconciliation of funds:							
Fund balances at 1 April 2023		160,215	-	160,215	181,069	-	181,069
Fund balances at 31 August 2024		164,761	8,368	173,129	160,215	-	160,215

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.



Balance Sheet for the period ended 31 August 2024

	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors Cash at bank and in hand	9	3,920 356,107		3,284 296,875	
		<u>360,027</u>		<u>300,159</u>	
Creditors: amounts falling due within one year	10	<u>(186,898)</u>		<u>(139,944)</u>	
Net current assets			<u>173,129</u>		<u>160,215</u>
The funds of the charity					
Restricted income funds	12		8,368		-
Unrestricted funds	13		164,761		160,215
			<u>173,129</u>		<u>160,215</u>

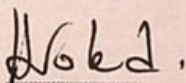
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 August 2024.

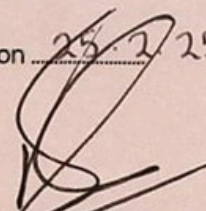
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the period in question in accordance with section 476.

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

The financial statements were approved by the trustees on 25/2/25


H M Fokerd
Trustee


B St Louis
Trustee

Company registration number 02051893 (England and Wales)



Notes to the Financial Statements for the period ended 31 August 2024

1 Accounting policies

Charity information

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 32 O'Donnell Court, Brunswick Square, London, WC1N 1NX.

1.1 Reporting period

The charity has extended their accounting reference date from 31 March to 31 August, therefore these accounts include a seventeen month period. The period end was amended to coincide with the reporting periods for their projects.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1.6 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

1 Accounting policies

Continued

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1 Accounting policies

Continued

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Donations and legacies

	Unrestricted funds	Restricted funds general	Total	Total
	2024 £	2024 £	2024 £	2023 £
Donations and gifts	21,308	32,912	54,220	45,725
Grants	102,821	487,993	590,814	426,952
	<u>124,129</u>	<u>520,905</u>	<u>645,034</u>	<u>472,677</u>
For the period ended 31 March 2023	<u>159,786</u>	<u>312,891</u>		<u>472,677</u>
Donations and gifts	21,308	32,912	54,220	45,725
Other	<u>21,308</u>	<u>32,912</u>	<u>54,220</u>	<u>45,725</u>

2 Donations and legacies

Continued

	Unrestricted funds	Restricted funds general	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Grants receivable for core activities				
Aēsop Foundation	77,821	-	77,821	85,311
Albert Gubay Charitable Foundation	-	100,000	100,000	-
Arts Council England	-	32,752	32,752	-
Bupa UK Foundation	-	4,590	4,590	-
CEMEX UK	-	24,071	24,071	-
City Bridge Trust	-	15,100	15,100	20,620
The Clarion Futures Charitable Foundation	-	-	-	5,122
DWP Kickstart Scheme	-	-	-	2,096
Eyre Estate Foundation	-	25,000	25,000	-
Garfield Weston Foundation	25,000	-	25,000	-
Groundwork UK	-	2,663	2,663	14,256
Lifelines International	-	133,125	133,125	85,952
Lloyds Bank Foundation	-	-	-	27,250
The Maingot Charitable Trust	-	15,000	15,000	10,000
The National Lottery Community Fund	-	35,584	35,584	35,452
Prospero World	-	5,000	5,000	5,100
ScottishPower Foundation	-	59,149	59,149	-
St Andrew Holborn	-	17,940	17,940	-
Strand Parishes Trust	-	-	-	3,000
British Council	-	38,996	38,996	2,500
The Bromley Trust	-	15,000	15,000	15,000
The Grocers' Charity	-	5,000	5,000	-
The Leathersellers' Foundation	-	-	-	15,000
Young Londoners Fund	-	-	-	6,111
Young Westminster Foundation	-	10,000	10,000	11,288
Youth Music	-	-	-	8,583
Movement of deferred income	-	(50,977)	(50,977)	74,311
	<u>102,821</u>	<u>487,993</u>	<u>590,814</u>	<u>426,952</u>



Notes to the Financial Statements for the period ended 31 August 2024 (continued)

3 Charitable activities

	2024 £	2023 £
Other income	6,160	17,980
Analysis by fund		
Unrestricted funds	-	17,486
Restricted funds -general	6,160	494
For the period ended 31 March 2023		
Unrestricted funds	17,486	
Restricted funds - general	494	
	17,980	

4 Investments

	Unrestricted funds	Unrestricted funds	Restricted funds general	Total
	2024	2023	2023	2023
	£	£	£	£
Interest receivable	1,412	403	48	451



Notes to the Financial Statements for the period ended 31 August 2024 (continued)

5 Charitable activities

	2024 £	2023 £
Artistic Director	58,122	38,084
Administration Officer	29,264	25,621
Fundraising Manager	38,257	22,923
Company Manager	49,299	31,902
Marketing Manager	20,291	7,211
Rent	9,450	9,450
General Running	44,599	48,565
Weapon of Choice Residencies	45,511	25,266
Weapon of Choice Theatre Group	46,252	37,924
Weapon of Choice Rugby	20,058	-
Weapon of Choice Ipswich	-	5,600
Weapon of Choice Lewisham	-	3,792
Weapon of Choice Orchard Gardens	-	5,366
Fortune	27,086	22,673
Amies London	43,234	36,709
Amies Broadstairs	-	8,320
Amies Freedom Choir	50,567	34,605
Amies Alumnae	52,653	53,038
Amies Happy Baby	9,608	-
Future	21,263	30,330
Strategic Development	11,112	25,704
Theatre Development Books	-	(314)
Building Bridges	3,863	4,179
Kickstart assistant	-	4,200
Papillon	19,714	26,405
Male Survivors of Trafficking	313	-
Training and Supervision	7,577	2,103
International projects	31,599	2,306
	<hr/>	<hr/>
	639,692	511,962
	<hr/>	<hr/>
	639,692	511,962
	<hr/> <hr/>	<hr/> <hr/>
Analysis by fund		
Unrestricted funds	11,606	25,705
Restricted funds -general	628,086	486,257
	<hr/>	<hr/>
	639,692	511,962
	<hr/> <hr/>	<hr/> <hr/>
For the period ended 31 March 2023		
Unrestricted funds	25,705	
Restricted funds - general	486,257	
	<hr/>	
	511,962	
	<hr/> <hr/>	

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

There were no trustees' expenses paid for the period ended 31 August 2024 nor for the year ended 31 March 2023.

7 Employees

The average monthly number of employees during the period was:

	2024 Number	2023 Number
Permanent staff (PAYE)	4	3
Support (Freelance)	23	22
	<hr/>	<hr/>
Total	27	25
	<hr/> <hr/>	<hr/> <hr/>

There were no employees whose annual remuneration was £60,000 or more.

8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

9 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	2,740	2,104
Prepayments and accrued income	1,180	1,180
	<hr/>	<hr/>
	3,920	3,284
	<hr/> <hr/>	<hr/> <hr/>

10 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Deferred income	11	181,019	130,042
Other creditors		476	4,550
Accruals		5,403	5,352
		<hr/>	<hr/>
		186,898	139,944
		<hr/> <hr/>	<hr/> <hr/>

11 Deferred income

	2024 £	2023 £
Other deferred income	181,019	130,042
	<u>181,019</u>	<u>130,042</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	181,019	130,042
	<u>181,019</u>	<u>130,042</u>
Movements in the period: Deferred income at 1 April 2023 Released from previous periods Resources deferred in the period	130,042 (130,042) 181,019	204,353 (204,353) 130,042
	<u>181,019</u>	<u>130,042</u>
Deferred income at 31 August 2024	181,019	130,042
	<u>181,019</u>	<u>130,042</u>

Other deferred income relates to grants and donations received for charitable activities for which the performance conditions have not been met at the balance sheet date.

12 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2024 £
Amies Projects	-	197,614	(156,061)	(41,553)	-
Refugee Arts Projects	-	88,799	(71,926)	(16,873)	-
Weapon of Choice Projects	-	122,708	(111,822)	(10,886)	-
International Projects	-	40,190	(31,599)	(8,591)	-
Fundraising	-	8,080	(38,257)	30,177	-
Charity running costs	-	69,674	(218,421)	157,115	8,368
	<u>-</u>	<u>527,065</u>	<u>(628,086)</u>	<u>109,389</u>	<u>8,368</u>
	<u>-</u>	<u>527,065</u>	<u>(628,086)</u>	<u>109,389</u>	<u>8,368</u>
Previous year:					
	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
Restricted	-	313,433	(486,257)	172,824	-
	<u>-</u>	<u>313,433</u>	<u>(486,257)</u>	<u>172,824</u>	<u>-</u>



12 Restricted funds

(Continued)

Amies Projects

For women who have escaped or been rescued from sexual or domestic slavery, who are often in safe houses or sheltered accommodation and are referred to us via organisations including Medaille Trust, Salvation Army, Helen Bamber.

The groups are:

Amies London: Drama and storytelling group to build confidence for stepping into a positive future.

Amies Freedom Choir : For those who have rarely, if ever, sung together.

Amies Alumnae Choir: Creating new songs and preparing to perform them in public.

Happy Baby X Amies Community Choir For young trafficked mothers.

Refugee Arts Projects

For young refugees, migrants and unaccompanied minor asylum seekers from ages 14 - 24 using drama games, rhythm and voice exercises, story telling, to devise scenes from their imagination, improving their English and honing life skills.

The groups are:

Fortune: A drama project for young adult refugees, asylum seekers and migrants.

Future: A drama project for unaccompanied minor asylum seekers.

Papillon: Drama/visual art project for young female refugees from Afghanistan.

Building Bridges:

Weapon of Choice Projects

For young people who have been failed by education and risk being drawn into negative pathways (15 - 21 years) and are referred to us via Pupil Referral Units/Alternative Provision Academies, community centres or we bring our work directly to them.

The groups are:

WoC Theatre Project: Creating scenes from life situations to reflect on alternatives.

WoC Residencies in School Project: In Beachcroft Alternative Provision Academy, we embed into the curriculum to foster new ways of learning

WoC Residencies after School Project: in Beachcroft Alternative Provision Academy we focus on participants leadership and communication skills

WoC Expansion in Rugby: Providing creative opportunities for disaffected young people in Bradby Youth Club.

International Projects

As a part of the British Council's UK Vietnam Season, Pan worked in collaboration with Vietnamese arts charity Life Art on a year-long theatre for development project with schools across Vietnam culminating in a festival of Forum Theatre at the National Theatre in Hanoi.

Charity Operations

This includes all costs associated with running and supporting projects and ensuring the charity is run effectively and correctly including all administrative and staffing costs.

13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2024 £
General	160,215	125,541	(11,606)	(109,389)	164,761
Previous year:					
	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
General funds	181,069	177,675	(25,705)	(172,824)	160,215

14 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 August 2024:			
Current assets/(liabilities)	164,761	8,368	173,129
	164,761	8,368	173,129
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Current assets/(liabilities)	160,215	-	160,215
	160,215	-	160,215



Notes to the Financial Statements for the period ended 31 August 2024 (continued)

15 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	9,450	9,450

16 Related party transactions

There were no disclosable related party transactions during the period (2023-none).

17 Legal Status

The company is limited by guarantee and has no share capital. The extent of each member's liability, should the charity be unable to continue as a going concern, is limited to an amount not exceeding £1.

PAN INTERCULTURAL ARTS

England & Wales - Charity number 295324

Accounts



Charity registration number 295324

Company registration number 02051893 (England and Wales)

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION**



Trustees

O O Fashola
H M Fokerd
T Makiwa
A Meyric-Hughes
T J Moloney
S A Schuff
B St Louis
R Ramnauth
A Haroun
R Begum
L P Goldby
S Froment
A Bray

(Appointed 13 July 2023)
(Appointed 13 July 2023)
(Appointed 13 July 2023)

Secretary

J C Martin

Charity number

295324

Company number

02051893

Registered office

32 O'Donnell Court
Brunswick Square
London
WC1N 1NX

Independent examiner

Moore (South) LLP
33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

Bankers

CAF Bank Limited
24 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
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Statement of financial activities	9
Balance sheet	10
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**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023**



The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)".

Structure, governance and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

O O Fashola	
H M Fokerd	
T Makiwa	
A Meyric-Hughes	
T J Moloney	
S A Schutt	
B St Louis	
C Minvielle	(Resigned 6 February 2023)
R Ramnauth	
A Haroun	
R Begum	
L P Goldby	(Appointed 13 July 2023)
S Froment	(Appointed 13 July 2023)
A Bray	(Appointed 13 July 2023)

Recruitment and appointment of new trustees

The trustees regularly review the structure, size and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

PAN'S ACHIEVEMENTS IN 2022/23

"Pan gave me the spark I needed to continue my life"

Pan has had an intense and successful year, making the full return to activity after the COVID pandemic and all its social consequences.

Activity Highlights

Pan has continued to work for its key communities, enabling those who feel they do not have the confidence or a voice to fulfil their potential to take significant steps to more fulfilling futures. In times when immigration, modern day slavery, social cohesion and opportunities for the more deprived are key issues in our society, we are proud to continue this work as long as it is needed and are grateful to our funders who have enabled this.

This year we ran 14 projects providing over 356 workshop sessions and increased our participants from 321 to an astounding 984.

REFUGEE ARTS:

Papillon - weekly in Crawley for young Afghan women, recently relocated to the UK

Since arranging childcare provision for a number of young mothers, we have seen the benefits of spending time with young women their own age, establishing a sense of self outside of the mother role. The sessions provided a consistent and safe space for the young women to grow and a documentary was created around the participants' experience of arriving in the UK.

"It is very nice that people still think of us and we don't feel so abandoned by the country which brought us here. We love attending the sessions"

Fortune - weekly in Euston for young adult refugees and migrants

We noticed a considerable increase in the number of participants whose growing confidence has allowed them to enter employment. Their creation of 'The Shape of Love' saw them thrive in the creative elements of the process, with their willingness to share showing their growth of confidence.



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



Building Bridges - a short term project at Newham College bringing young people from refugee and host community groups together to explore commonalities and differences

Both groups thoroughly enjoyed and benefited from the exercise to work together. The research into Hate Speech and Unifying Speech led to fascinating observations on how language is used to manipulate, stimulate and tempt. We were particularly proud of how several young Muslim women developed strong confident voices in the group and were impressed by their own progress.

Future - weekly in Croydon for unaccompanied minor asylum seekers

With many participants approaching 18 and major life decisions surrounding them, we observed the importance of play and positioning Future as a place of fun and relaxation. The group bonded well while sharing food after the session sharing their hopes, concerns and advice for others.

WEAPON OF CHOICE (WoC):

WoC Theatre Group - weekly in Camden, addressing life challenges through drama for young people in difficult circumstances

WOC Theatre Group embarked on a dynamic journey throughout the year filled with creative exploration, skills development, and memorable experiences. The group grew their theatrical talents by attending three captivating theatre trips and devising and presenting a powerful performance. They actively participated in peer mentorship, training sessions, and master classes, enhancing their skills and fostering a deeper appreciation for the theatrical arts.

WoC Residencies (in school) - weekly at an alternative provision academy using drama to help embrace the curriculum

Alternating between poetry and drama sessions, students were encouraged to work on personal poetry pieces which culminated in a powerful performance to an audience of peers and teachers. Previously, many students would often leave classes early and these sessions saw massive growth in attendance and retention.

WoC Expansions Projects

Where a specific need is identified, our WoC team is able to respond and take our methodologies to them. This work was taken to two housing estates in Lewisham and a youth centre in Ipswich. As part of the Ipswich project, all participants were given the opportunity to be an 'extra' in Call the Midwife which they all found incredibly exciting and empowering.



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



WoC Residencies (after school) - a short term 18 week project training students in leadership skills

During improvisation exercises and group scenes, participants learned how to negotiate ideas, listen to others' suggestions, and contribute constructively to the creative process. In preparing for the final performance, participants guided their fellow participants, providing direction and making creative choices as well as taking accountability for their actions and making steps towards making positive changes.

"The support from everyone here made me feel like my words matter. I've never felt this confident before."

AMIES (for female survivors of trafficking, weekly in Homerton):

Amies London - preparing participants for stepping into positive futures

Using drama, movement and storytelling empowered the women to rediscover their confidence and aspirations, leading many members into employment and education (including a degree in accountancy and another in psychology).

Amies Freedom Choir - singing for joy and to overcome trauma-related symptoms

Through successful partnerships, the participants experienced three masterclasses in Afro-Cuban music, three theatre visits and two theatre workshops. They performed alongside the Alumnae choir in a captivating sharing, and recorded their songs at Goldsmiths University music studio.

Amies Alumnae Choir - developing and creating repertoire for performance

This year they have reached record numbers of people, bringing a positive image of survivors of trafficking to thousands of people with 17 performances. This included a commission to compose a piece of music for an installation as part of Hull Freedom Festival.

Amies Choir Broadstairs - in Kent, finished in July 2022

The participants who attended these weekly sessions achieved a beautiful work share with the staff at the end of the project in July 2022.

"I feel proud to hear our voices. I'm intrigued that people are listening to our voices. I was looking at people who came to visit it and listening, I was thinking, I wonder if they know it's me. I wanted to tell everyone 'that's me, that's me!'"



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



Spreading and Sharing Pan's Work

Pan's work is not primarily public facing as our participants are vulnerable and our projects work on the process of growth rather than putting them in the spotlight which has other pressures and anxieties. However, when participants are ready we are able to share their work with friends, carers, youth workers and the public. One performer proudly told us *"Now I can give something back through my performance"*.

Pan was part of 22 events, growing our audiences significantly from 2,000 people to reaching over 32,000.

We also organise annual public events to inform audiences of our work. This year, one of our artists curated a stand up poetry event which drew a full audience, many of whom knew little about Pan. Through radio interviews, good publicity and a wonderful atmosphere the richness of creative writing and performed poetry as an agent of change was celebrated.

We have had a steady flow of PR activities including an interview on BBC Radio London, interview for The national 'i' News and one of our facilitators profiled in a magazine. We shared on Instagram our Artistic Director John Martin at a conference in Finland on playfulness and Adwoa Dickson, Director of the Amies Projects, at a conference in Prague.



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



Celebrating and Supporting our Staff

Cultivating the talent, creativity and growth of our inspiring team of artists delivering the work continues to be a key priority at Pan.

Over 50% of our facilitators are former participants in our projects, bringing invaluable lived experience to the work, over 78% identify as non-white, and 65% are female or non-binary.

To sustain and celebrate this, we have been training three new peer facilitators (past participants) across our projects, have promoted a peer facilitator to artist facilitator and continue to offer further training and development to all of our staff including ensuring their voices are at the forefront of decision making at Pan.

Post-Covid we have needed to acknowledge and address the shift in the way that charities engage with their stakeholders and the negative effect the ongoing economic crisis has impacted on sources of funding.

We are engaging more effectively with existing and new supporters by appointing our first part-time Marketing and Communications Manager and increasing our fundraising staff capacity to allow a focus on diversifying our income streams.

The Impact of our work

Ricardo is from Peru, and has been attending the group for over three years. At first his English was poor and his body language was stiff and withdrawn. Although he attended - even by Zoom during Covid - it was rare that he expressed an opinion, suggested an idea or led in an exercise. Progress was slow but the fact that he attended constantly showed he wanted to be with us.

This year we noticed a change. He became the first to arrive, he quietly told us he had been writing poetry, his body language relaxed and he became more expressive in face and gesture. In groups he started to bring new ideas and in a recent development he conceived a scene (a meeting of two poets; one open, one private) and performed in it.

Although he has found an evening job he strives to get to sessions. More poems were written and these formed the base for Fortune's performance of "The Shape of Love" at the Little Angel Theatre. He published his poems in the programme and took his writer's name, Federico.



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



Financial review

All work is undertaken on a project basis and fundraising must be undertaken to finance every project. This continues to be the main method of financing the company. The organisation received grants from a number of public funding bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2023/24 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 March 2023.

Reserves policy

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

1. To establish a Strategic Development fund, to support Pan's mission and strategic objectives outlined in its business plan. In particular Pan has earmarked funds in the coming year to pilot new projects, expand existing projects, introduce a training programme for participants and find a new permanent centre for all of Pan's activities.

2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

The trustees aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £75,000 to £125,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £80,000 to support Strategic Development objectives.

The trustees' report was approved by the Board of Trustees.



H M Fokerd

Trustee

Dated: 10/10/23



B St Louis

Trustee

Dated: 10/10/2023

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT**



TO THE TRUSTEES OF PAN INTERCULTURAL ARTS LIMITED

I report to the trustees on my examination of the financial statements of Pan Intercultural Arts Limited (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

**R MacDonald
Moore (South) LLP**

33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

Dated: 19th October 2023

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT



FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<u>Income from:</u>							
Donations and legacies	2	159,786	312,891	472,677	107,178	409,687	516,865
Charitable activities	3	17,486	494	17,980	595	3,485	4,080
Investments	4	403	48	451	-	5	5
Total income		<u>177,675</u>	<u>313,433</u>	<u>491,108</u>	<u>107,773</u>	<u>413,177</u>	<u>520,950</u>
<u>Expenditure on:</u>							
Charitable activities	5	25,705	486,257	511,962	6,934	412,088	419,022
Net incoming/(outgoing) resources before transfers		151,970	(172,824)	(20,854)	100,839	1,089	101,928
Gross transfers between funds		(172,824)	172,824	-	1,089	(1,089)	-
Net (expenditure)/income for the year/ Net movement in funds		<u>(20,854)</u>	<u>-</u>	<u>(20,854)</u>	<u>101,928</u>	<u>-</u>	<u>101,928</u>
Fund balances at 1 April 2022		<u>181,069</u>	<u>-</u>	<u>181,069</u>	<u>79,141</u>	<u>-</u>	<u>79,141</u>
Fund balances at 31 March 2023		<u><u>160,215</u></u>	<u><u>-</u></u>	<u><u>160,215</u></u>	<u><u>181,069</u></u>	<u><u>-</u></u>	<u><u>181,069</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2023



	Notes	2023		2022	
		£	£	£	£
Current assets					
Debtors	9	3,284		1,720	
Cash at bank and in hand		296,875		395,394	
		300,159		397,114	
Creditors: amounts falling due within one year	10	(139,944)		(216,045)	
Net current assets			160,215		181,069
Income funds					
Unrestricted funds			160,215		181,069
			160,215		181,069

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

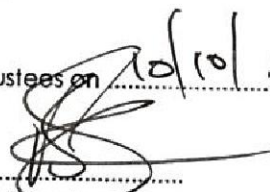
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on



 H M Fokerd
 Trustee

10/10/2023


 B St Louis
 Trustee

Company registration number 02051893

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**



1 Accounting policies

Charity information

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 32 O'Donnell Court, Brunswick Square, London, WC1N 1NX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



1 Accounting policies

(Continued)

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	45,185	540	45,725	6,818
Grants	114,601	312,351	426,952	510,047
	<u>159,786</u>	<u>312,891</u>	<u>472,677</u>	<u>516,865</u>
For the year ended 31 March 2022	<u>107,178</u>	<u>409,687</u>		<u>516,865</u>
Donations and gifts				
Other	45,185	540	45,725	6,818
	<u>45,185</u>	<u>540</u>	<u>45,725</u>	<u>6,818</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



2 Donations and legacies

(Continued)

	Unrestricted funds	Restricted funds	Total	Total
	2023	2023	2023	2022
	£	£	£	£
Grants receivable for core activities				
Aesop Foundation	85,311	-	85,311	79,880
Arts Council England	-	-	-	23,006
BBC Children in Need	-	-	-	9,037
BNP Paribas	-	-	-	4,700
CEMEX UK	-	-	-	15,000
City Bridge Trust	-	20,620	20,620	24,250
Clarion Futures	-	5,122	5,122	21,372
Co-op Local Community Fund	-	-	-	2,576
DWP Kickstart	-	2,096	2,096	5,543
Garfield Weston Foundation	-	-	-	25,000
Groundwork London	-	14,256	14,256	908
Howard de Walden Estates Ltd	-	-	-	10,000
Ipswich Borough Council	-	-	-	14,487
Lifelines International	-	85,952	85,952	36,132
Lloyds Bank Foundation	25,000	2,250	27,250	25,000
Maingot Charitable Trust	-	10,000	10,000	10,000
Moira Bradley Foundation	-	-	-	500
National Lottery Community Fund	4,290	31,162	35,452	31,198
Postcode Society Trust	-	-	-	25,000
Prospero World	-	5,100	5,100	-
Strand Parishes Trust	-	3,000	3,000	-
The British Council	-	2,500	2,500	-
The Bromley Trust	-	15,000	15,000	15,000
The Leathersellers' Company Charitable Fund	-	15,000	15,000	15,000
Westminster City Council	-	-	-	10,643
Young Londoners Fund	-	6,111	6,111	19,341
Young Westminster Foundation	-	11,288	11,288	11,290
Youth Music	-	8,583	8,583	25,747
Movement of deferred income	-	74,311	74,311	49,437
	<u>114,601</u>	<u>312,351</u>	<u>426,952</u>	<u>510,047</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



3 Charitable activities

	2023	2022
	£	£
Other income	17,980	4,080
Analysis by fund		
Unrestricted funds	17,486	595
Restricted funds	494	3,485
	<u>17,980</u>	<u>4,080</u>
For the year ended 31 March 2022		
Unrestricted funds	595	
Restricted funds	3,485	
	<u>4,080</u>	

4 Investments

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Interest receivable	403	48	451	-	5	5
	<u>403</u>	<u>48</u>	<u>451</u>	<u>-</u>	<u>5</u>	<u>5</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



5 Charitable activities

	2023	2022
	£	£
Artistic Director	38,084	34,999
Administration Officer	25,621	29,843
Fundraising Manager	22,923	26,242
Company Manager	31,902	29,901
Marketing Manager	7,211	-
Rent	9,450	9,450
General Running	48,565	30,649
Weapon of Choice Residencies	25,266	19,140
Weapon of Choice Theatre Group	37,924	31,614
Weapon of Choice Intercity	-	240
Weapon of Choice Ipswich	5,600	11,592
Weapon of Choice Lewisham	3,792	-
Weapon of Choice Orchard Gardens	5,366	-
Fortune	22,673	19,965
Amies London	36,709	30,782
Amies Broadstairs	8,320	13,338
Amies Freedom Choir	34,605	33,125
Amies Alumnae	53,038	35,890
Future	30,330	35,071
Strategic Development	25,704	6,935
Theatre Development Books	(314)	-
Building Bridges	4,179	112
Kickstart assistant	4,200	5,556
Papillon	26,405	11,124
Training and Supervision	2,103	3,454
International projects	2,306	-
	<u>511,962</u>	<u>419,022</u>
	<u>511,962</u>	<u>419,022</u>
Analysis by fund		
Unrestricted funds	25,705	6,934
Restricted funds	486,257	412,088
	<u>511,962</u>	<u>419,022</u>
For the year ended 31 March 2022		
Unrestricted funds	6,934	
Restricted funds	412,088	
	<u>419,022</u>	

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2023

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

7 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
Permanent staff (PAYE)	3	4
Support (Freelance)	22	21
Total	<u>25</u>	<u>25</u>

There were no employees whose annual remuneration was £60,000 or more.

8 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9 Debtors

Amounts falling due within one year:	2023	2022
	£	£
Other debtors	2,104	540
Prepayments and accrued income	1,180	1,180
	<u>3,284</u>	<u>1,720</u>

10 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		-	2,212
Deferred income	11	130,042	204,353
Other creditors		4,550	4,340
Accruals and deferred income		5,352	5,140
		<u>139,944</u>	<u>216,045</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



11 Deferred income

	2023	2022
	£	£
Other deferred income	130,042	204,353

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	130,042	204,353
Movements in the year:		
Deferred income at 1 April 2022	204,353	256,091
Released from previous periods	(204,353)	(256,091)
Resources deferred in the year	130,042	204,353
Deferred income at 31 March 2023	130,042	204,353

Other deferred income relates to grants and donations received for charitable activities for which the performance conditions have not been met at the balance sheet date.

**AN INTERCULTURAL ARTS LIMITED
 COMPANY LIMITED BY GUARANTEE)
 NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
 FOR THE YEAR ENDED 31 MARCH 2023**



Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Balance at 1 April 2022	Transfers	Movement in funds		Transfers	Balance at 31 March 2023
	Incoming resources	Resources expended			Incoming resources	Resources expended		
	£	£	£	£	£	£	£	£
Restricted	413,177	(412,088)	-	(1,089)	313,433	(486,257)	172,824	-

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023



13 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	<u>9,450</u>	<u>9,450</u>

14 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

15 Legal Status

The company is limited by guarantee and has no share capital. The extent of each member's liability, should the charity be unable to continue as a going concern, is limited to an amount not exceeding £1.

PAN INTERCULTURAL ARTS

England & Wales - Charity number 295324

Accounts



Pan Annual Report

Pan Intercultural Arts Limited
(A company limited by guarantee)

Report and Unaudited Financial Statements
For the year ended 31 March 2022

Charity registration number 295324

Company registration number 02051893 (England and Wales)

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION



Trustees	O O Fashola H M Fokerd T Makiwa A Meyric-Hughes T J Moloney S A Schutt B St Louis C Minvielle R Ramnauth A Haroun R Begum	(Appointed 9 November 2021) (Appointed 9 November 2021)
Secretary	J C Martin	
Charity number	295324	
Company number	02051893	
Registered office	32 O'Donnell Court Brunswick Square London WC1N 1NX	
Independent examiner	Moore (South) LLP 33 The Clarendon Centre Salisbury Business Park Dairy Meadow Lane Salisbury Wiltshire SP1 2TJ	
Bankers	CAF Bank Limited 24 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
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**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**



FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)".

Structure, governance, and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

O O Fashola	
H M Fokerd	
W H C Gutteridge	(Resigned 5 May 2021)
T Makiwa	
A Meyric-Hughes	
T J Moloney	
S Rook	(Resigned 31 March 2022)
S A Schutt	
B St Louis	
C Minvielle	
R Ramnauth	
A Haroun	(Appointed 9 November 2021)
R Begum	(Appointed 9 November 2021)

Recruitment and appointment of new trustees

The trustees regularly review the structure, size, and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Our Achievements in 2021/22 **Growing Activities in a Phoenix Year**

"Pan plays a big part in me wanting to do more. It set up my future"
a former participant

After our success and flexibility in working through the obstacle course of Covid-restrictions over the last two years, this year has seen Pan able to not only reclaim its former position but to grow beyond that and plan for a better future.

Whereas before Covid we had nine ongoing projects (which dropped to six during the restrictions) this year we:

- Ran **eleven projects**
- Grew our participant numbers **from 250 to 321**
- Increased our participant hours **from 19,000 to 24,057**

We started to run all our workshops where they belong, in face-to-face sessions, and even began to meet our public again as we were able to begin public performances and sharings.



- **Over 2,000** people saw our performances
- **3,000 people** actively engaged with us on social media and our website
- We **reached around 4 million people** through national press, interviews, broadcasting channels and filmed content

Rising from the ashes of Covid's worst periods has been invigorating and with new members of staff joining our management team we have been able to undertake a thorough look at the state of the company and plan the coming years with confidence. One of many signs of our re-emergence was our Amies Choir being commissioned to create a new piece of vocal music for the Hull Freedom Festival which will form part of a major art installation.

Another new initiative was the first of a series of Pan Talks where we invite the public to consider the arts' role in social change.

This was in partnership with Guardian Films at the Rio Cinema in Dalston and considered how documentary films can throw light on similar issues to those which Pan deals with.

Over 100 audience members attended the screenings and Q&A and was a key opportunity for Pan to raise its profile publicly.



FOR THE YEAR ENDED 31 MARCH 2022

The Big Picture **Arts For Social Change**

"I enjoyed becoming part of a team. I didn't work as a part of a team before - now I am learning" Fortune participant 2021

Pan continues to work for its key communities, enabling those who feel they do not have the confidence or a voice to fulfil their potential to take significant steps to more fulfilling futures. In times when immigration, modern day slavery, social cohesion, and opportunities for the more deprived are key issues in our society, we are proud to continue this work as long as it is needed.

Our ongoing projects, mostly happening weekly throughout the year, are:

Refugee Arts:

Future - for unaccompanied minor asylum seekers

Fortune - for young adult refugees and migrants

Papillon - for young Afghan women, recently relocated to the UK

Weapon of Choice:

Beachcroft in school - working in an alternative provision academy to use drama to help embrace the curriculum

Beachcroft after school - training students in leadership skills

Theatre Group - addressing life challenges through drama for young people in difficult circumstances

Expansion projects - on housing estates to equip young people with confidence and creativity

Amies (for female survivors of trafficking):

Amies London - to approach employment, education and training

Amies Freedom Choir - singing for joy and to overcome trauma-related symptoms

Amies Choir Broadstairs - a similar project in Kent

Amies Alumnae Choir - creating repertoire for performance

"I didn't know I had people skills until I took on this role"

a participant in Future taking on the role of peer mentor



FOR THE YEAR ENDED 31 MARCH 2022

The Team

"When I started at Pan, I knew I was going to learn a lot and build my confidence. This happened 100%. I am a different person now."

Emily, Pan's Kickstart Placement in 2021/22

Delivering this work is only possible due to a committed, experienced, and inspiring team of Artist Facilitators. We are particularly proud of the fact that not only over fifty percent of our Artists are former participants in our projects bringing invaluable lived experience to the work, but in 2021 we appointed four more such artists to become Project Directors. It is of course due to their predecessors that they have learned these skills to take on these roles and we thank them.

We were pleased to welcome to the team an employee funded by the government's Kickstart Scheme. At the end of the supported six months, we were able to continue her employment, giving her a great start to her employment path.

As we finished the year, we said farewell to Susanna Rook who had served 15 years as a trustee, many of them as chair, and we welcomed the appointment of trustee, Brian St. Louis QC, as our new chair.



Diversity

As we think forward with a new Business Plan for the coming four years, we have been able to focus on Diversity, Inclusion and Equality. Although Pan's intercultural roots have naturally led to it being a diverse company we undertook a consultant-led diversity audit to take stock of our position and offer suggestions for further initiatives.

While our participant body is very diverse with over 85% identifying as non-white and our artist facilitator team is over 80% non-white, we are working to improve our recruitment processes to attract a more diverse team into our administration and office team. Open discussions and Unconscious Bias will become regular parts of our all-company training.

Of course, diversity should be in every part of the organisation and to that end we were able to fulfil a long-held dream of welcoming two past participants to our Board of Trustees in this year. Their lived experience will help us see the work of the company in a more complete way.

FOR THE YEAR ENDED 31 MARCH 2022

Changing Circumstances

The post Covid world will have new realities for us to face but we have the flexibility and experience to change with the times. There is certainly more work to be done in our field of activities and we wish to gradually expand to take this on. A wonderful example of this is the way in which we, and our funders, reacted with lightning speed to provide workshops for young Afghan women who had arrived with families from Kabul and were housed in cramped hotel accommodation. The young women had nowhere to be themselves, to enjoy their creativity and adapt to their new surroundings. Our Papillon project provided weekly sessions for them, in private and away from males where they could be free to develop. As their accommodation was moved from Central London to Crawley, we moved our workshop session there too and this continues today.

"Ostad (teacher), I feel like I can be free here. You let us dance and sing and laugh out loud and even when we eat, we gossip. It's so good to come to sessions."

A Papillon participant



To secure our future we continue to broaden our funding base and are very pleased that we had three corporate donors in this year to add to our generous collaborators from trusts and foundations, family trusts, individual donors, and public funding bodies. We look forward to the future with confidence.



PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

Financial review

All work is undertaken on a project basis and fundraising must be undertaken to finance every project. This continues to be the main method of financing the company. The organisation received grants from a number of public funding bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2021/22 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 March 2022.

Reserves policy

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

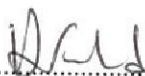
1. To establish a Strategic Development fund, to support Pan's mission and strategic objectives outlined in its business plan. In particular Pan has earmarked funds in the coming year to pilot new projects, expand existing projects, introduce a training programme for participants and find a new permanent centre for all of Pan's activities.

2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

The trustee's aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £75,000 to £125,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £80,000 to support Strategic Development objectives.

The trustees' report was approved by the Board of Trustees.



H M Fokerd

Trustee

Dated: 22 Nov 2022


.....
B St Louis

Trustee

Dated: 29/11/2022

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT**



TO THE TRUSTEES OF PAN INTERCULTURAL ARTS LIMITED

I report to the trustees on my examination of the financial statements of Pan Intercultural Arts Limited (the charity) for the year ended 31 March 2022.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Moore (South) LLP

33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT



FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	2	107,178	409,687	516,865	18,975	327,144	346,119
Charitable activities	3	595	3,485	4,080	-	811	811
Investments	4	-	5	5	-	118	118
Total income		<u>107,773</u>	<u>413,177</u>	<u>520,950</u>	<u>18,975</u>	<u>328,073</u>	<u>347,048</u>
Expenditure on:							
Charitable activities	5	6,934	412,088	419,022	5,524	329,554	335,078
Net incoming resources before transfers		100,839	1,089	101,928	13,451	(1,481)	11,970
Gross transfers between funds		1,089	(1,089)	-	(1,394)	1,394	-
Net income for the year/ Net movement in funds		101,928	-	101,928	12,057	(87)	11,970
Fund balances at 1 April		79,141	-	79,141	67,084	87	67,171
Fund balances at 31 March 2022		<u>181,069</u>	<u>-</u>	<u>181,069</u>	<u>79,141</u>	<u>-</u>	<u>79,141</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET



AS AT 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Current assets					
Debtors	8	1,720		4,489	
Cash at bank and in hand		395,394		349,386	
		397,114		353,875	
Creditors: amounts falling due within one year					
	9	(216,045)		(274,734)	
Net current assets			181,069		79,141
Income funds					
Unrestricted funds			181,069		79,141
			181,069		79,141

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

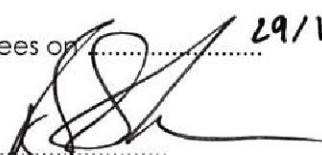
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 29/11/22



 H M Fokerd
Trustee



 B St Louis
Trustee

Company registration number 02051893

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS



FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 32 O'Donnell Court, Brunswick Square, London, WC1N 1NX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

Although the Covid 19 pandemic has led to unexpected challenges, the trustees are proud to report that the charity has continued to provide the majority of its activities despite the difficulties.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

1.9 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Donations and gifts	5,778	1,040	6,818	8,562
Grants	101,400	408,647	510,047	337,557
	<u>107,178</u>	<u>409,687</u>	<u>516,865</u>	<u>346,119</u>
For the year ended 31 March 2021	<u>18,975</u>	<u>327,144</u>		<u>346,119</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2022	2022	2022	2021
	£	£	£	£
Grants receivable for core activities				
Aēsop Foundation	26,400	53,480	79,880	-
Arts Council England	-	23,006	23,006	-
BBC Children in Need	-	9,037	9,037	36,148
BNP Paribas	-	4,700	4,700	-
CAF Coronavirus Emergency Fund	-	-	-	2,705
Camden Council	-	-	-	6,000
CEMEX UK	-	15,000	15,000	25,000
City Bridge Trust	-	24,250	24,250	35,000
Clarion Futures	-	21,372	21,372	20,000
Co-op Local Community Fund	-	2,576	2,576	3,269
Croydon London Borough Council	-	-	-	747
DWP Kickstart	-	5,543	5,543	-
Garfield Weston Foundation	25,000	-	25,000	25,000
Groundwork	-	908	908	9,092
Howard de Walden Estates Ltd	-	10,000	10,000	-
Ipswich Borough Council	-	14,487	14,487	-
John Lyon's Charity	-	-	-	2,280
Lifelines International	-	36,132	36,132	-
Lloyds Bank Foundation	25,000	-	25,000	25,000
Maingot Charitable Trust	-	10,000	10,000	10,000
Moira Bradley Foundation	-	500	500	-
National Lottery Community Fund	-	31,198	31,198	22,710
Nelumbo Stiftung	-	-	-	25,000
Postcode Society Trust	25,000	-	25,000	15,000
The Bromley Trust	-	15,000	15,000	15,000
The Leathersellers' Company Charitable Fund	-	15,000	15,000	15,000
Trial & Error	-	-	-	10,775
Westminster City Council	-	10,643	10,643	-
Young Londoners Fund	-	19,341	19,341	41,260
Young Westminster Foundation	-	11,290	11,290	19,443
Youth Music	-	25,747	25,747	25,747
Movement of deferred income	-	49,437	49,437	(52,619)
	<u>101,400</u>	<u>408,647</u>	<u>510,047</u>	<u>337,557</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

3 Charitable activities

	2022	2021
	£	£
Other income	4,080	811
Analysis by fund		
Unrestricted funds	595	-
Restricted funds	3,485	811
	<u>4,080</u>	<u>811</u>
For the year ended 31 March 2021		
Restricted funds	<u>811</u>	

4 Investments

	Restricted funds	Restricted funds
	2022	2021
	£	£
Interest receivable	5	118
	<u>5</u>	<u>118</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

5 Charitable activities

	2022	2021
	£	£
Artistic Director	34,999	35,001
Administration Officer	29,843	21,892
Fundraising Manager	26,242	27,757
Company Manager	29,901	11,048
Rent	9,450	5,906
General Running	30,649	26,534
Weapon of Choice Residencies	19,140	25,366
Weapon of Choice Theatre Group	31,614	33,495
Weapon of Choice Intercity	240	3,448
Weapon of Choice Ipswich	11,592	1,389
Fortune	19,965	14,845
Amies London	30,782	35,597
Amies Broadstairs	13,338	8,678
Amies Freedom Choir	33,125	22,173
Amies Alumnae	35,890	21,599
Future	35,071	27,433
Strategic Development	6,935	5,523
Building Bridges	112	5,383
Kickstart assistant	5,556	-
Papillon	11,124	-
Training and Supervision	3,454	2,011
	<u>419,022</u>	<u>335,078</u>
Analysis by fund		
Unrestricted funds	6,934	5,524
Restricted funds	412,088	329,554
	<u>419,022</u>	<u>335,078</u>
For the year ended 31 March 2021		
Unrestricted funds	5,524	
Restricted funds	329,554	
	<u>335,078</u>	

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

6 Trustees

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

7 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Permanent staff (PAYE)	4	4
Support (Freelance)	21	16
Total	<u>25</u>	<u>20</u>

There were no employees whose annual remuneration was £60,000 or more.

8 Debtors

Amounts falling due within one year:	2022	2021
	£	£
Other debtors	540	2,794
Prepayments and accrued income	1,180	1,695
	<u>1,720</u>	<u>4,489</u>

9 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Other taxation and social security		2,212	1,307
Deferred income	10	204,353	256,091
Other creditors		4,340	12,196
Accruals and deferred income		5,140	5,140
		<u>216,045</u>	<u>274,734</u>

10 Deferred income

	2022	2021
	£	£
Other deferred income	<u>204,353</u>	<u>256,091</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

10 Deferred income

	2022	2021
	£	£
Deferred income is included within:		
Current liabilities	204,353	256,091
Movements in the year:		
Deferred income at 1 April 2021	256,091	203,372
Released from previous periods	(256,091)	(203,372)
Resources deferred in the year	204,353	256,091
Deferred income at 31 March 2022	204,353	256,091

Other deferred income relates to grants and donations received for charitable activities for which the performance conditions have not been met at the balance sheet date.

**I INTERCULTURAL ARTS LIMITED
 COMPANY LIMITED BY GUARANTEE)
 ES TO THE FINANCIAL STATEMENTS (CONTINUED)**

THE YEAR ENDED 31 MARCH 2022



Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at		Movement in funds			Movement in funds			Balance at	
	1 April 2020	£	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	31 March 2022
	£	£	£	£	£	£	£	£	£	£
Restricted	87	327,720	(329,201)	1,394	-	413,177	(412,088)	(1,089)	-	-

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)



FOR THE YEAR ENDED 31 MARCH 2022

12 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	9,450	9,450

13 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

14 Legal Status

The company is limited by guarantee and has no share capital. The extent of each member's liability, should the charity be unable to continue as a going concern, is limited to an amount not exceeding

PAN INTERCULTURAL ARTS

England & Wales - Charity number 295324

Accounts

Charity Registration No. 295324

Company Registration No. 02051893 (England and Wales)

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	O O Fashola H M Fokerd T Makiwa A Meyric-Hughes T J Moloney S Rook S A Schutt B St Louis C Minvielle R Ramnauth
Secretary	J C Martin
Charity number	295324
Company number	02051893
Registered office	32 O'Donnell Court Brunswick Square London WC1N 1NX
Independent examiner	Moore (South) LLP 33 The Clarendon Centre Salisbury Business Park Dairy Meadow Lane Salisbury Wiltshire SP1 2TJ
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling ME19 4JQ

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
CONTENTS**

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Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
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PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)".

Structure, governance and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

O O Fashola
H M Fokerd
W H C Gutteridge (Resigned 5 May 2021)
T Makiwa
A Meyric-Hughes
T J Moloney
S Rook
S A Schutt
B St Louis
C Minvielle
R Ramnauth

Recruitment and appointment of new trustees

The trustees regularly review the structure, size and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities

Significant activities

This has been a year of unexpected challenges for Pan Intercultural Arts. We started the year having just entered the Covid-19 related Lockdown and have had to navigate our way through projected dates to end the Lockdown, new restraints, periods of great optimism and periods of uncertainty. We have spent most of the year unable to meet participants face to face but we ended it with the first of our projects going back into real spaces, rediscovering how we do our work best - with people in a space.

In the face of these challenges the trustees are delighted and proud to report that the commitment and ingenuity of our artist-facilitators have enabled Pan to continue the majority of its work despite the difficulties.

Before the first Lockdown we were running 9 regular weekly projects. By mastering the possibilities of virtual sessions, especially Zoom, we were able to continue 6 of these during lockdown periods. We were only unable to continue where schools were closed or safe houses were not admitting visitors and did not have sufficient internet access.

However during the year, in periods when lockdowns were eased, some of these projects were able to restart and one completely new project was launched, only to go back online in Lockdown 3. Using the new-found possibilities of Zoom another completely new project emerged linking different parts of the UK.

Over the year we were able to deliver more than 19,000 participant hours on and offline, only slightly less than in more 'normal' years.

Realising the importance of online communication in these unusual times Pan implemented strategies to support other areas of its work, with a focus on fundraising, campaigning and digitalisation. Overall there has been a consistent increase in the number of people reached through social media and the press, with an estimated 410,000 people reached on social media and 4.7 million people reached through newspapers, tv and radio.

Nevertheless the Covid-19 situation had an effect on our staff, participants and work. We have experienced:

- Greater stress and anxiety in our participant groups.
- Difficulty in adapting our normal work to online platforms.
- The 'Digital Divide' whereby many of our participants did not have sufficient devices, wi-fi or data to access our sessions.
- Some partners unable to continue offering space to us for sessions, leading to a search for alternative venues.
- Changes in the Funding Landscape whereby many funders diverted funds to emergency needs, making it difficult to forward fund for future projects.
- Reduced opportunities to showcase and present our work to a wider public, except in online contexts.

In general our funders have been understanding, generous and flexible, enabling us to adapt to the constantly changing situation.

Covid-19 did not reduce the need for our work. Our target groups remained the same and still needed the benefits our sessions afford them. Pan Intercultural Arts has continued to engage with some of the most disadvantaged and marginalised members of society, through its London-based activities, adding new areas of work and seeding new collaborations throughout the UK and overseas.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

In London

London continues to be the base for our administration and our core projects, reacting to some of the most current and important social situations. Our projects work creatively with:

- young adult refugees and unaccompanied asylum-seeking minors (2 ongoing programmes; **Fortune** for young adult refugees and **Future**, for under 18 year olds). A new programme "**Building Bridges**" was launched this year bringing migrant groups together with "host community" groups to increase understanding between them.
- women who have survived trafficking into the sex industry or domestic slavery (ongoing programmes; **Amies London**, the **Amies Freedom Choir** and the **Amies Alumnae Choir** - for those who have completed one year with the former choir). We were delighted that the Amies Freedom Choir was chosen for a Women of The Year (Community Spirit) Award in a virtual awards ceremony.
- those affected by gun and knife crime, bullying or gang involvement (residencies in schools and Pupil Referral Units, and one-off interventions, all under the project name: **Weapon of Choice**). A new out-of-school programme, the Weapon of Choice Theatre Group, ran with only minor breaks throughout the year for those who have attended our residencies.

Across the UK

Our Expansion Programme of "seeding" projects in other towns and cities where there are needs which our work can meet, has given us considerable experience in this field.

Expansion programmes have been less easy to run this year and were mostly suspended except for a few sessions. These are

- A Weapon of Choice programme in a deprived and crime-affected area of Ipswich, in collaboration with Stoke High School and Clarion Futures which had to end early in the year after Lockdown closed schools.
- A broader Ipswich-wide Weapon of Choice summer programme was planned but is delayed until the coming year.
- The Amies Freedom Choir partnering with Medaille Broadstairs to bring the benefits of choral singing to survivors of trafficking in a residential safe house.
- Intercity Choices – a new online Forum for young people to compare their experiences from different cities across the UK. This uses what Zoom does best, connect people who otherwise would not be able to meet.

The nature of the work

Our artistic and creative sessions, which give new possibilities of expression to our participants, include theatre, video making, choral singing, creative writing, presentation skills, mask work, puppetry and rap.

Our primary goal is the development of individuals and groups to cope with their everyday lives. This year our outreach work to the public was mainly online, especially through streamed videos during Refugee Week. Television and print media also widely covered the Women of The Year award.

We continue to encourage our participants to take on roles of responsibility within the projects, as peer mentors, moving to peer facilitators and finally to become fully employed artists. Half of our artist-facilitators were former participants in our groups. Having experience of the realities which participants face makes them ideally suited to work in and lead these projects.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

We see many personal stories of growth and development from participants from very difficult backgrounds and are proud of their new ability to take their place in society, while we continue to offer support to those who need it. Many have overcome huge obstacles to gain employment, develop leadership skills, move into tertiary education and much more.

This is made possible by our skilled and motivated artists and managers, who have given new chances to people who previously saw no hope for their futures.

Pan's advisors and supporters

Our Development Committee of voluntary advisors and consultants continues to explore and initiate new areas of fundraising and advocacy. In limited circumstances events had to be organised online, including the 2.6 Challenge and a Bake-Doughnate challenge.

Overseas

We continue to track the many companies and projects we have seeded and trained in different parts of the world, and we give advice to many other groups where our knowledge is most useful.

Pan's techniques in Theatre for Development were passed on to five provincial performing arts groups in workshops in Northern Vietnam so that they could develop Forum Theatre plays to initiate debates around human trafficking. The second phase of training had to be through online rehearsals and video presentations to increase skills.

The resulting plays were performed in communities from which people are trafficked, reaching audiences of ca. 10,000. Funding is in place for further performances. This was a collaboration with British Council, the International Office of Migration and the Vietnamese Government.

Conclusion

Pan's work continues to be needed in areas of deprivation and marginalisation. Our artists achieve remarkable results with thousands of people benefiting from our interventions in their lives. This year has presented new challenges and Pan's team has reacted with innovative ways of working to keep the groups intact and the creativity flowing. This was helped by the creation of a new post, Company Manager, to increase the company's efficiency.

Financial review

All work is undertaken on a project basis and fundraising must be undertaken to finance every project. This continues to be the main method of financing the company. The organisation received grants from a number of public funding bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2020/21 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 March 2021.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Reserves policy

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

1. To establish Strategic Development/General Running reserves, to support the delivery of Pan's mission and securing operational stability.
2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

The trustees aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £50,000 to £100,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £10,000 to support Strategic Development.

The trustees' report was approved by the Board of Trustees.

H M Fokerd

Trustee

Dated: 19 October 2021

S Rook

Trustee

Dated:19 October 2021

**PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF PAN INTERCULTURAL ARTS LIMITED**

I report to the trustees on my examination of the financial statements of Pan Intercultural Arts Limited (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act;
or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Moore (South) LLP

33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

Dated: 19 October 2021

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income from:							
Donations and legacies	2	18,975	327,144	346,119	42,432	297,943	340,375
Charitable activities	3	-	811	811	4,632	1,891	6,523
Investments	4	-	118	118	-	324	324
Total income		<u>18,975</u>	<u>328,073</u>	<u>347,048</u>	<u>47,064</u>	<u>300,158</u>	<u>347,222</u>
Expenditure on:							
Charitable activities	5	<u>5,524</u>	<u>329,554</u>	<u>335,078</u>	<u>20,413</u>	<u>327,549</u>	<u>347,962</u>
Net incoming/ (outgoing) resources before transfers		13,451	(1,481)	11,970	26,651	(27,391)	(740)
Gross transfers between funds		<u>(1,394)</u>	<u>1,394</u>	<u>-</u>	<u>(27,304)</u>	<u>27,304</u>	<u>-</u>
Net income/(expenditure) for the year/ Net movement in funds		12,057	(87)	11,970	(653)	(87)	(740)
Fund balances at 1 April 2020		<u>67,084</u>	<u>87</u>	<u>67,171</u>	<u>67,734</u>	<u>174</u>	<u>67,908</u>
Fund balances at 31 March 2021		<u><u>79,141</u></u>	<u><u>-</u></u>	<u><u>79,141</u></u>	<u><u>67,081</u></u>	<u><u>87</u></u>	<u><u>67,168</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	8		-		322
Current assets					
Debtors	9	4,489		21,280	
Cash at bank and in hand		349,386		256,083	
		<u>353,875</u>		<u>277,363</u>	
Creditors: amounts falling due within one year	10	<u>(274,734)</u>		<u>(210,517)</u>	
Net current assets			79,141		66,846
Total assets less current liabilities			<u>79,141</u>		<u>67,168</u>
Income funds					
Restricted funds	12		-		87
Unrestricted funds			79,141		67,081
			<u>79,141</u>		<u>67,168</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 19 October 2021

H M Fokerd
Trustee

S Rook
Trustee

Company Registration No. 02051893

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 32 O'Donnell Court, Brunswick Square, London, WC1N 1NX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 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 (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

Although the Covid 19 pandemic has led to unexpected challenges, the trustees are proud to report that the charity has continued to provide the majority of its activities despite the difficulties.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.11 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Donations and gifts	8,293	269	8,562	54,076
Grants	10,682	326,875	337,557	286,299
	<u>18,975</u>	<u>327,144</u>	<u>346,119</u>	<u>340,375</u>
For the year ended 31 March 2020	<u>42,432</u>	<u>297,943</u>		<u>340,375</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

2 Donations and legacies

(Continued)

	Unrestricted funds	Restricted funds	Total	Total
	2021	2021	2021	2020
	£	£	£	£
Grants receivable for core activities				
BBC Children in Need	-	36,148	36,148	34,341
Young Londoners Fund	-	-	-	41,260
City Bridge Trust	-	35,000	35,000	21,000
National Lottery Heritage Fund	-	22,710	22,710	21,903
Arts Council England	-	-	-	28,757
Youth Music	-	25,747	25,747	35,733
Garfield Weston Foundation	-	25,000	25,000	25,000
Lloyds Bank Foundation	-	25,000	25,000	25,000
Nelumbo Stiftung	7,977	17,023	25,000	-
CEMEX Foundation	-	25,000	25,000	-
Greater London Authority	-	41,260	41,260	-
Clarion Futures	-	20,000	20,000	10,000
Peoples Postcode Trust	-	15,000	15,000	-
The Bromley Trust	-	15,000	15,000	15,000
The Leathersellers' Company Charitable Fund	-	15,000	15,000	15,000
The Young Westminster Foundation	-	10,643	10,643	-
Maingot Charitable Trust	-	10,000	10,000	10,000
Trial & Error	-	10,775	10,775	-
Groundwork	-	9,092	9,092	1,000
Young Westminster Foundation	-	8,900	8,900	8,900
Camden Council	-	6,000	6,000	-
The Grocers' Charity	-	-	-	5,000
St Andrew Holburn & Stafford's Charity	-	-	-	4,850
Young Camden Foundation	-	-	-	4,660
Co-op	-	3,269	3,269	-
CAF Coronavirus Emergency Fund	2,705	-	2,705	-
John Lyon's Charity	-	2,280	2,280	-
Chivers Trust	-	-	-	2,000
Souter Charitable Trust	-	-	-	1,650
Croydon Council	-	747	747	1,550
Worshipful Company of Makers of Playing Cards Charity	-	-	-	1,000
Fii Fii Limited	-	-	-	1,000
The Scarfe Charitable Trust	-	-	-	1,000
Bombo Productions	-	-	-	689
Movement in deferred income	-	(52,619)	(52,619)	(29,994)
	<u>10,682</u>	<u>326,875</u>	<u>337,557</u>	<u>286,299</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

3 Charitable activities

	2021	2020
	£	£
Other income	811	6,523
	<u>811</u>	<u>6,523</u>
Analysis by fund		
Unrestricted funds	-	4,632
Restricted funds	811	1,891
	<u>811</u>	<u>1,891</u>
For the year ended 31 March 2020		
Unrestricted funds	4,632	
Restricted funds	1,891	
	<u>6,523</u>	
	<u>6,523</u>	

4 Investments

	Restricted funds	Restricted funds
	2021	2020
	£	£
Interest receivable	118	324
	<u>118</u>	<u>324</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable activities

	2021	2020
	£	£
Artistic Director	35,001	35,000
Administration Officer	21,892	19,525
Fundraising Manager	27,757	27,822
Company Manager	11,048	-
Rent	5,906	7,088
General Running	26,534	22,372
Weapon of Choice Residencies	25,366	32,468
Weapon of Choice Theatre Group	33,474	32,477
Weapon of Choice Intercity	3,448	8,063
Weapon of Choice Ipswich	1,389	-
Fortune	14,845	26,221
Amies London	35,597	35,926
Amies Broadstairs	8,678	-
Amies Freedom Choir	22,173	30,692
Amies Alumnae	21,599	16,776
Future	27,433	33,114
Strategic Development	5,131	20,413
Theatre Development Books	-	5
Building Bridges	5,382	-
Training and Supervision	2,011	-
	<u>335,078</u>	<u>347,962</u>
	<u>335,078</u>	<u>347,962</u>
Analysis by fund		
Unrestricted funds	5,524	20,413
Restricted funds	329,554	327,549
	<u>335,078</u>	<u>347,962</u>
For the year ended 31 March 2020		
Unrestricted funds	20,413	
Restricted funds	327,549	
	<u>347,962</u>	

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

7 Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
Permanent staff (PAYE)	4	3
Support (Freelance)	16	15
	<u> </u>	<u> </u>
Total	20	18
	<u> </u>	<u> </u>

There were no employees whose annual remuneration was £60,000 or more.

8 Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 April 2020	30,001
	<u> </u>
At 31 March 2021	30,001
	<u> </u>
Depreciation and impairment	
At 1 April 2020	29,679
Depreciation charged in the year	322
	<u> </u>
At 31 March 2021	30,001
	<u> </u>
Carrying amount	
At 31 March 2020	322
	<u> </u>

9 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Other debtors	2,794	19,192
Prepayments and accrued income	1,695	2,088
	<u> </u>	<u> </u>
	4,489	21,280
	<u> </u>	<u> </u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

10 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Other taxation and social security		1,307	1,573
Deferred income	11	256,091	203,372
Other creditors		12,196	432
Accruals and deferred income		5,140	5,140
		<u>274,734</u>	<u>210,517</u>

11 Deferred income

	2021 £	2020 £
Other deferred income	256,091	203,372
	<u>256,091</u>	<u>203,372</u>

Other deferred income relates to grants and donations received for charitable activities for which the performance conditions have not been met at the balance sheet date.

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£	£	£	£
Restricted	174	300,158	(327,549)	27,304	87	327,720	(329,201)	1,394	-
	<u>174</u>	<u>300,158</u>	<u>(327,549)</u>	<u>27,304</u>	<u>87</u>	<u>327,720</u>	<u>(329,201)</u>	<u>1,394</u>	<u>-</u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13 Analysis of net assets between funds

	Unrestricted	Restricted funds	Total	Unrestricted	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:						
Tangible assets	-	-	-	148	87	322
Current assets/ (liabilities)	79,141	-	79,141	66,846	-	66,846
	<u>79,141</u>	<u>-</u>	<u>79,141</u>	<u>66,994</u>	<u>87</u>	<u>67,168</u>
	<u><u>79,141</u></u>	<u><u>-</u></u>	<u><u>79,141</u></u>	<u><u>66,994</u></u>	<u><u>87</u></u>	<u><u>67,168</u></u>

PAN INTERCULTURAL ARTS LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	9,450	9,450
	<u>9,450</u>	<u>9,450</u>

15 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

16 Legal Status

The company is limited by guarantee and has no share capital. The extent of each member's liability, should the charity be unable to continue as a going concern, is limited to an amount not exceeding £1.