



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.



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

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"

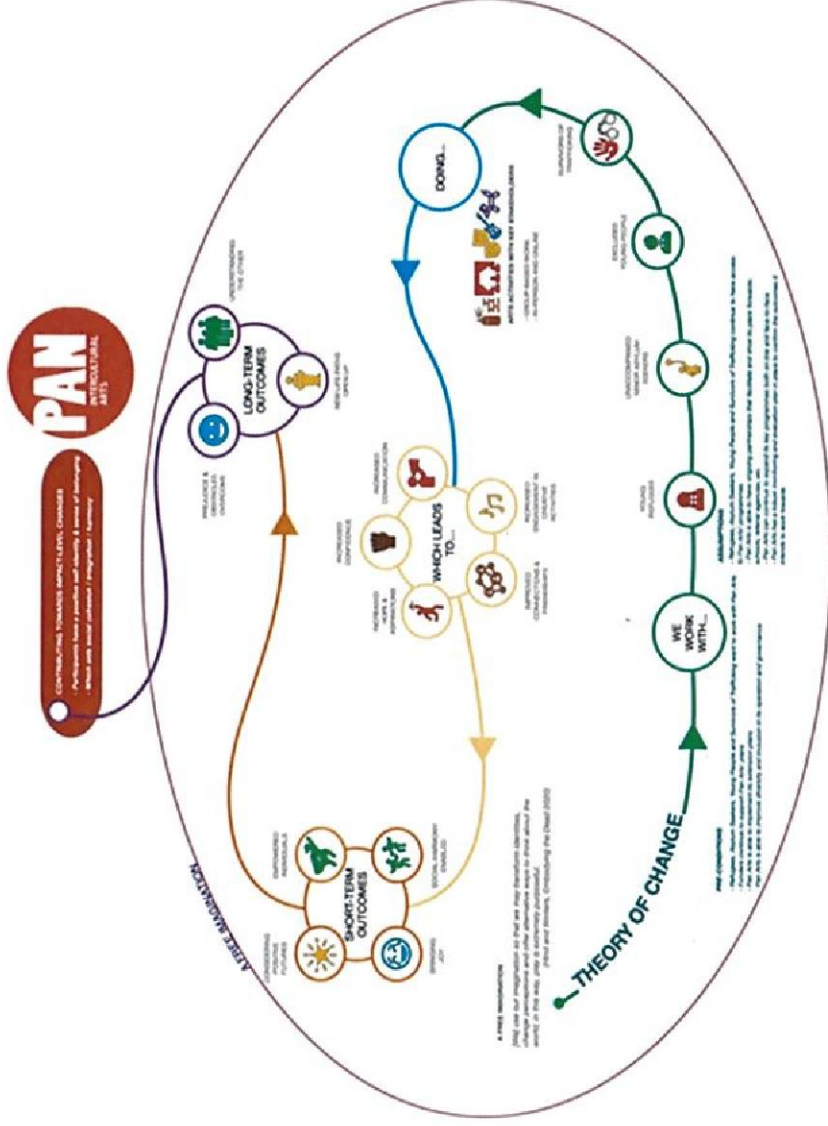
a participant in Future taking on the role of peer mentor





Our Theory of Change

press the complexities of our work we have developed a diagrammatic Theory of Change seen below. It shows the journey our work takes and how we this to our participants through the use of creativity, reflection and fun.



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

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

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
<u>Income from:</u>							
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		107,773	413,177	520,950	18,975	328,073	347,048
<u>Expenditure on:</u>							
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		181,069	-	181,069	79,141	-	79,141

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	
		<u>397,114</u>		<u>353,875</u>	
Creditors: amounts falling due within one year	9	(216,045)		(274,734)	
Net current assets			<u>181,069</u>		<u>79,141</u>
Income funds					
Unrestricted funds			<u>181,069</u>		<u>79,141</u>
			<u>181,069</u>		<u>79,141</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 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.

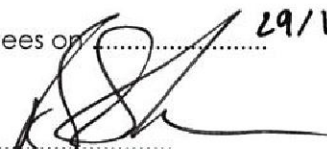
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

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

4 Investments

	Restricted funds	Restricted funds
	2022	2021
	£	£
Interest receivable	5	118
	<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 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	<u>412,088</u>	<u>329,554</u>
	<u>419,022</u>	<u>335,078</u>
For the year ended 31 March 2021		
Unrestricted funds	5,524	
Restricted funds	<u>329,554</u>	
	<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

	2022	2021
	£	£
Amounts falling due within one year:		
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

		2022	2021
	Notes	£	£
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
	<u> </u>	<u> </u>
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
	<u> </u>	<u> </u>
Deferred income at 31 March 2022	204,353	256,091
	<u> </u>	<u> </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.

**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 1 April 2020 £	Movement in funds			Balance at 1 April 2021 £	Movement in funds			Transfers £	Balance at 31 March 2022 £
		Incoming resources £	Resources expended £	Transfers £		Incoming resources £	Resources expended £	Transfers £		
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