



# 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



# Legal & Administrative Information

## 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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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



# Trustees Report - Structure, Governance and Management

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".

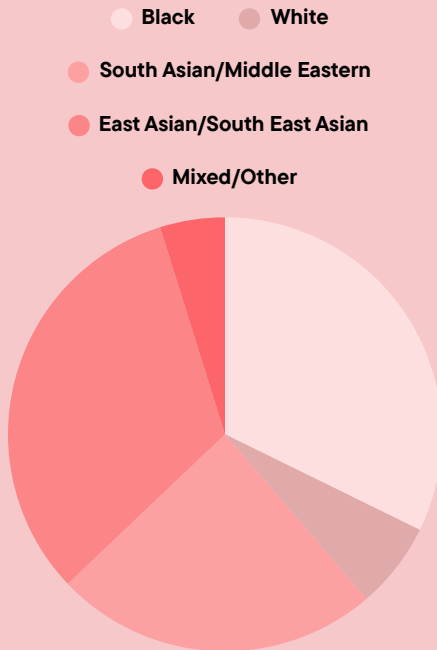
### PAKISTAN

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.



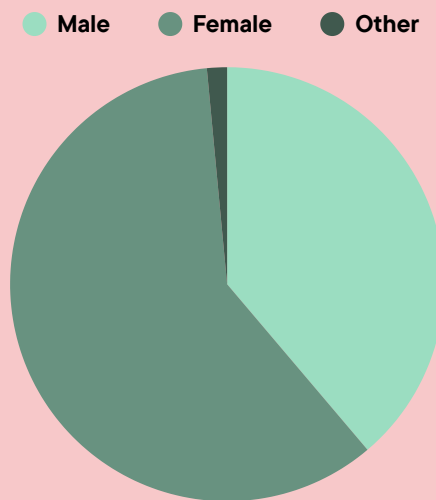
## EVIDENCE FROM ALL OUR PROJECTS AND PEOPLE.

### PARTICIPANT ETHNICITY

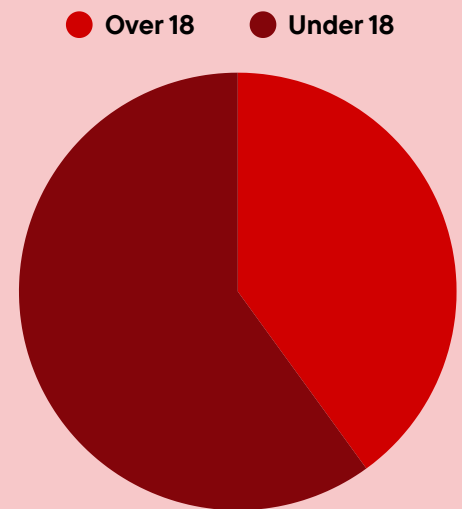


### PARTICIPANT GENDER

Four of Pan's projects are female only.



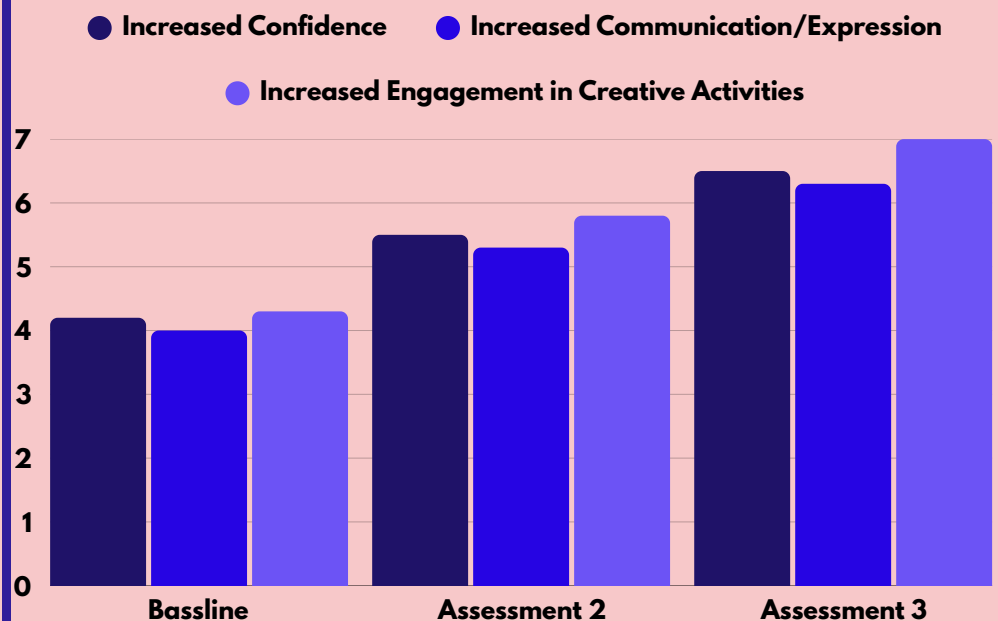
### PARTICIPANT AGE



### STAFF ETHNICITY



### MONITORING PARTICIPANT GROWTH



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.

A handwritten signature in black ink, appearing to read "Robert Macdonald", written over a faint circular stamp.

**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

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Notes							
<b>Income from:</b>							
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
<b>Total income</b>		125,541	527,065	652,606	177,675	313,433	491,108
<b>Expenditure on:</b>							
Charitable activities	5	11,606	628,086	639,692	25,705	486,257	511,962
<b>Total expenditure</b>		11,606	628,086	639,692	25,705	486,257	511,962
<b>Net income/(expenditure)</b>		113,935	(101,021)	12,914	151,970	(172,824)	(20,854)
Transfers between funds		(109,389)	109,389	-	(172,824)	172,824	-
<b>Net movement in funds</b>		4,546	8,368	12,914	(20,854)	-	(20,854)
<b>Reconciliation of funds:</b>							
Fund balances at 1 April 2023		160,215	-	160,215	181,069	-	181,069
<b>Fund balances at 31 August 2024</b>		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 £	£
<b>Current assets</b>					
Debtors Cash at bank and in hand	9	3,920 356,107		3,284 296,875	
		360,027		300,159	
<b>Creditors: amounts falling due within one year</b>	10	(186,898)		(139,944)	
<b>Net current assets</b>			173,129		160,215
<b>The funds of the charity</b>					
Restricted income funds	12		8,368		-
Unrestricted funds	13		164,761		160,215
			173,129		160,215

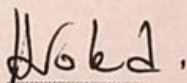
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 August 2024.

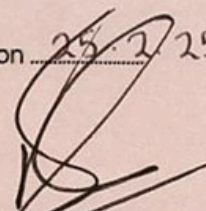
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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)

## 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
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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 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
	<hr/>	<hr/>	<hr/>	<hr/>
	124,129	520,905	645,034	472,677
	<hr/>	<hr/>	<hr/>	<hr/>
<b>For the period ended 31 March 2023</b>	159,786	312,891		472,677
	<hr/>	<hr/>		<hr/>
<b>Donations and gifts</b>	21,308	32,912	54,220	45,725
Other	<hr/>	<hr/>	<hr/>	<hr/>
	21,308	32,912	54,220	45,725
	<hr/>	<hr/>	<hr/>	<hr/>

## 2 Donations and legacies

Continued

	Unrestricted funds	Restricted funds general	Total	Total
	2024	2024	2024	2023
	£	£	£	£
<b>Grants receivable for core activities</b>				
Aësoq 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
	102,821	487,993	590,814	426,952



# 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
<b>For the period ended 31 March 2023</b>		
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/>
<b>Analysis by fund</b>		
Unrestricted funds	11,606	25,705
Restricted funds -general	628,086	486,257
	<hr/>	<hr/>
	639,692	511,962
	<hr/>	<hr/>
<b>For the period ended 31 March 2023</b>		
Unrestricted funds	25,705	
Restricted funds - general	486,257	
	<hr/>	
	511,962	
	<hr/>	



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

## 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/>

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

## 11 Deferred income

	2024 £	2023 £
Other deferred income	181,019	130,042

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	181,019	130,042
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
Deferred income at 31 August 2024	181,019	130,042

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
	-	527,065	(628,086)	109,389	8,368
<b>Previous year:</b>	<b>At 1 April 2022 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Transfers £</b>	<b>At 31 March 2023 £</b>
Restricted	-	313,433	(486,257)	172,824	-

## 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
	=====	=====	=====	=====	=====
<b>Previous year:</b>	<b>At 1 April 2022 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Transfers £</b>	<b>At 31 March 2023 £</b>
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 £
<b>At 31 August 2024:</b>	164,761	8,368	173,129
Current assets/(liabilities)	164,761	8,368	173,129
	=====	=====	=====
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
<b>At 31 March 2023:</b>	160,215	-	160,215
Current assets/(liabilities)	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.