

Company registration number: 01998448

Charity registration number: 518580

Women and Theatre (Birmingham) Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Bissell & Brown Birmingham Limited
12 Portman Rd
Kings Heath
Birmingham
B13 0SL

Women and Theatre (Birmingham) Limited

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Women and Theatre (Birmingham) Limited

Reference and Administrative Details

Principal Office	The Old Lodge Uffculme Centre Queensbridge Rd Birmingham B13 8QY
Company Registration Number	01998448
Charity Registration Number	518580
Independent Examiner	The charity is incorporated in England & Wales. Bissell & Brown Birmingham Limited 12 Portman Rd Kings Heath Birmingham B13 0SL

Women and Theatre (Birmingham) Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

Objectives and activities

Objects and aims

Women and Theatre is an award-winning theatre company with 40 years' experience of working with diverse groups to create exciting drama projects about things that matter. We create engaging theatre and use interactive drama to promote the wellbeing of the whole community. Working in a range of contexts across arts, health and community sectors, our work is united by core values of inclusion and empowerment, giving a voice to those who are not usually heard. We work closely with communities to develop projects which foster positive changes, stimulate debate and bring different people together.

Women and Theatre delivers diverse drama activity including workshops, performances and participatory drama projects in a range of settings including theatres, outdoor spaces, hospitals and community centres. The company also works digitally; delivering creative workshops and projects via online meeting platforms, and engaging with digital audiences through films and podcasts.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Structure, governance and management

Nature of governing document

The Company is limited by guarantee and does not have any share capital. It is governed by Memorandum and Articles of Association and was incorporated 11 March 1986. It is a charity, registered 9 March 1987.

Organisational structure

The Company is managed by a Board of Trustees with a minimum of four members, who meet regularly to administer the charity.

Highlights and achievements

Women & Theatre had a successful year of delivering a wide-ranging and high-quality programme that engaged and entertained. We reached audiences and participants in theatres, outdoor spaces, community centres, hospitals, and conference halls – as well as digitally through films & podcasts.

A significant highlight of the year was our 'A Thousand Threads' production, which was commissioned for the Birmingham 2022 Festival and supported by numerous other funders. Celebrating Women's Cricket being part of the Commonwealth Games for the first time, W&T produced a community theatre production and podcast series – exploring themes around women and girls' lives, both on and off the pitch. The production was developed following research & devising sessions with local women and girls from a range of communities and backgrounds. Structured as a 4-day cricket match, 'A Thousand Threads' was performed live in different outdoor locations in Birmingham & Smethwick, with audiences listening to a pre-recorded soundscape of words and music whilst watching the live action performed by intergenerational community casts. The whole series took place with community casts coming together for final performances at Midlands Arts Centre in July 2022.

Women and Theatre (Birmingham) Limited

Trustees' Report

The year also saw the culmination of our 'Moving On' project with care experienced young people. Funded by the Esmée Fairbairn Foundation, the second year of our programme involved making short films for children in care and other young people, with advice for living independently. Following consultative research and devising sessions, the group then wrote, planned, and performed in 8 short films entitled 'Things I wish I'd known'. They have been used as a basis for numerous workshops and been shared widely via partners' websites and on social media – getting over 1000 views on TikTok. We held a final Symposium in November 2022 for young people and professional stakeholders, which included presentations, discussions responding to the Care Review, the sharing of the short films, a live dance-based piece from the young people, as well as a performance of 'Taking Steps' – our professional production which follows three Leaving Care Workers, and through their work, shares snapshots of the lives of the young people they support.

Our 'Community Performance Club' programme for older adults and carers went from strength to strength, engaging a variety of people, and positively impacting on wellbeing, social connections, and skills. We delivered a summer course where participants wrote and performed their own monologues, followed by creating our second Brandwood Community Pantomime – 'Puss in Boots' – which featured lots of local references, and brilliant performances from the community cast. Following extensive delivery in the Brandwood area, in spring 2023, we shifted geographical focus to Druids Heath, just up the road. Our first course at Manningford Hall Community Centre was a comedy course which resulted in an uplifting community event with joyful performances from all involved, reflecting a combination of new and existing members.

Spring 2023 saw the return of our 'Word Lounge Theatre Company' at Midlands Arts Centre. Children in care, young carers and young people with additional needs collaborated to make a new production, 'Rabbit Rabbit' – inspired by April Fool's Day and Fake News. The entertaining piece incorporated live action, original music, and film; and reflected the thoughts, feelings and opinions of the young people involved. The process saw them develop skills, confidence, and friendships.

Throughout the year, we delivered uplifting sessions with service users through our partnership with Birmingham & Solihull Mental Health Foundation NHS Trust. We presented work with and for students at University of Wolverhampton and Birmingham City University, and we developed a new piece for Herefordshire & Worcestershire Health & Care NHS Trust. We also embarked on an exciting new partnership with mental health charity The Charlie Waller Trust, commissioning young artists to write & perform research-based films exploring aspects of young adults' mental health at work, for use in training contexts.

Another significant highlight of the year was receiving the news that Women & Theatre would be joining Arts Council England's National Portfolio from April 2023. We are thrilled to receive recognition from ACE at this point, in our 40th year, as we make plans to celebrate 4 decades of producing creative work with wide ranging communities, partners and practitioners. ACE NPO support will enable us to meaningfully plan for an exciting future, with the financial stability, and strong partnerships in place, to build upon the company's strong foundation and extensive experience of delivering impactful work.

We would like to thank everyone that has been part of our work this year, including our Board for their ongoing support, advice, and guidance. We thank all the core staff, freelance artists, students, volunteers, and partner organisations who have worked with the company, as well as our audiences and participants.

Financial review

W&T brought forward restricted grant income from 2021/22 of £64,092 from the Esmée Fairbairn Foundation, for our 'Moving On' project activity in 2022/23. This means that whilst these accounts detail a deficit for the period of £60,280, if we make adjustments for restricted grant income in relation to timescale for delivery, there is, in fact, a surplus of £3,812.

It is positive to achieve an annual surplus and add to our reserves. We aim to have the Charity Commission's recommended level of 6 months core running costs, plus reserves required to fulfil redundancy obligations – in line with W&T Reserves Policy.

As we look ahead to the coming year, we are delighted to have an exciting programme of work planned, with a high proportion of income secured, including core support from Arts Council England, through its National Portfolio programme as described above.

Women and Theatre (Birmingham) Limited

Trustees' Report

Policy on reserves

The income and expenditure of Women and Theatre fluctuates according to the pattern of grant and project income secured. The Charity is also required on occasion to incur the costs of developing and researching work before the grants which have been awarded, or other income is actually received. The Management Committee consider that reserves are needed to manage cash flow and provide for an orderly wind-down in the event of an unexpected reduction in the funds secured. In the opinion of the Management Committee the reserves of the Charity are appropriate for its scale of operation.

Women and Theatre ultimately aims to have reserves of The Charity Commission's recommended level of 6 months core running costs, plus reserves required to fulfil redundancy obligations.

Principal funding sources

Risk management

The company is aware of its reliance on public subsidy and charitable funding and the importance of partnerships within the sector. The Board will continue to monitor the funding and strategic position of the company and examine all strategic, business and operational risks.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Alison Finn
Ellie Griffiths
Angela Henry
Bethany Kapila
Margaret King
Hayley Meachin
Rebecca Phillips
Alice Tomlinson

Trustee cessations:

Amarjot Birdi - resigned 20/10/2022

Senior Management / Leadership Team:

Janice Connolly - Artistic Director
Jess Pearson - Executive Director

Women and Theatre (Birmingham) Limited

Trustees' Report

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Women and Theatre (Birmingham) Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on and signed on its behalf by:

.....
Ellie Griffiths
Trustee

Women and Theatre (Birmingham) Limited

Independent Examiner's Report to the trustees of Women and Theatre (Birmingham) Limited ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of Women and Theatre (Birmingham) Limited 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

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 Women and Theatre (Birmingham) Limited 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.

.....
B J Matthews FCA
Bissell & Brown Birmingham Ltd

12 Portman Rd
Kings Heath
Birmingham
B13 0SL

Date:.....

Women and Theatre (Birmingham) Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	2	1,191	-	1,191	1,287
Charitable activities	3	132,422	59,669	192,091	285,107
Investment income	4	578	-	578	20
Total Income		<u>134,191</u>	<u>59,669</u>	<u>193,860</u>	<u>286,414</u>
Expenditure on:					
Charitable activities	5	<u>(130,379)</u>	<u>(123,761)</u>	<u>(254,140)</u>	<u>(241,898)</u>
Total Expenditure		<u>(130,379)</u>	<u>(123,761)</u>	<u>(254,140)</u>	<u>(241,898)</u>
Net income/(expenditure)		<u>3,812</u>	<u>(64,092)</u>	<u>(60,280)</u>	<u>44,516</u>
Net movement in funds		3,812	(64,092)	(60,280)	44,516
Reconciliation of funds					
Total funds brought forward		<u>53,923</u>	<u>64,092</u>	<u>118,015</u>	<u>73,499</u>
Total funds carried forward	13	<u><u>57,735</u></u>	<u><u>-</u></u>	<u><u>57,735</u></u>	<u><u>118,015</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

Women and Theatre (Birmingham) Limited

(Registration number: 01998448)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9	1,028	1,261
Current assets			
Debtors	10	8,527	10,260
Cash at bank and in hand	11	<u>119,420</u>	<u>139,682</u>
		127,947	149,942
Creditors: Amounts falling due within one year	12	<u>(71,240)</u>	<u>(33,188)</u>
Net current assets		<u>56,707</u>	<u>116,754</u>
Net assets		<u>57,735</u>	<u>118,015</u>
Funds of the charity:			
Restricted		-	64,092
Unrestricted income funds			
Unrestricted		<u>57,735</u>	<u>53,923</u>
Total funds	13	<u>57,735</u>	<u>118,015</u>

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 7 to 14 were approved by the trustees, and authorised for issue on and signed on their behalf by:

.....
Ellie Griffiths
Trustee

The notes on pages 9 to 14 form an integral part of these financial statements.

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Women and Theatre (Birmingham) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees have considered budgets and cash flow forecasts through to March 2024 and the level of support secured from Arts Council England. On this basis, the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life, using 25% straight-line per quarter or in the case of computers, using 12.5% straight-line per quarter.

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2 Income from donations and legacies

	Unrestricted		
	General	Total	Total
	£	2023	2022
		£	£
Donations and legacies;			
Appeals and donations	1,191	1,191	1,287
	<u>1,191</u>	<u>1,191</u>	<u>1,287</u>

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2021 £
Arts Council England	42,130	-	42,130	27,194
Awards for all	-	-	-	8,196
Birmingham 2022 Org Committee	-	58,569	58,569	9,291
Birmingham City Council	43,554	-	43,554	84,770
Birmingham City University	4,900	-	4,900	4,947
Birmingham Women & Children's Hospital	2,925	-	2,925	-
B'ham & Solihull Mental Health Trust	-	-	-	4,648
The Charlie Waller Trust	12,113	-	12,113	-
Cole Charitable Trust	-	-	-	1,000
Edward & Dorothy Cadbury Trust	-	-	-	1,000
Esmee Fairbairn Foundation	-	1,100	1,100	116,438
The Eveson Trust	-	-	-	3,000
The Feeney Trust	4,000	-	4,000	-
GB Partnerships Fund	-	-	-	2,000
Government Kickstart programme	-	-	-	6,315
Grantham Yorke Trust	-	-	-	2,000
The Grimmitt Trust	1,650	-	1,650	2,000
Hereford and Worcs NHS Trust	5,420	-	5,420	-
Midland Arts Centre	1,447	-	1,447	-
The Roughley Trust	-	-	-	1,000
Shout Festival	-	-	-	1,900
University of Birmingham	-	-	-	800
University of Wolverhampton	4,000	-	4,000	2,025
WM Virtual Schools CIC Foundation	3,173	-	3,173	-
Book sale income	-	-	-	209
Box office	1,382	-	1,382	715
Other income	2,175	-	2,175	1,450
Theatre Tax credit	3,553	-	3,553	4,209
	<u>132,422</u>	<u>59,669</u>	<u>192,091</u>	<u>285,107</u>

4 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>578</u>	<u>578</u>	<u>20</u>

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

5 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Artistic director	11,011	14,147	25,158	29,543
Executive Director	22,849	7,880	30,729	29,387
Lead Arrtist Practitioner	154	10,150	10,304	18,979
Staff NIC (Employers)	3,178	-	3,178	5,302
Employers pension contributions	3,168	-	3,168	3,195
Project wages and fees	47,443	43,063	90,506	65,667
Project management	3,812	11,712	15,524	27,303
Ttravel	2,387	7,895	10,282	7,726
Production costs	5,783	17,311	23,094	13,538
Marketing and fundraising co-ordinator	16,602	2,125	18,727	16,646
Office expenses, repairs and renewals	3,476	2,161	5,637	1,113
Premises costs	2,197	2,414	4,611	6,530
Insurance	1,450	725	2,175	2,135
Telephone	558	279	837	2,760
Subscriptions	663	331	994	1,054
Marketing	2,433	3,568	6,001	7,915
Independent examination	1,200	-	1,200	1,200
Book-keeping	407	-	407	380
Bank charges and interest	145	-	145	97
Depreciation of office equipment	1,463	-	1,463	1,428
	130,379	123,761	254,140	241,898

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

7 Staff costs

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Trustees	9	9
Staff	4	3
	13	12

No employee received emoluments of more than £60,000 during the year.

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

9 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	7,386	7,386
Additions	1,229	1,229
At 31 March 2023	<u>8,615</u>	<u>8,615</u>
Depreciation		
At 1 April 2022	6,125	6,125
Charge for the year	1,462	1,462
At 31 March 2023	<u>7,587</u>	<u>7,587</u>
Net book value		
At 31 March 2023	<u>1,028</u>	<u>1,028</u>
At 31 March 2022	<u>1,261</u>	<u>1,261</u>

10 Debtors

	2023 £	2022 £
Trade debtors	6,118	4,246
Prepayments	2,409	1,805
Other debtors	-	4,209
	<u>8,527</u>	<u>10,260</u>

11 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	6	42
Cash at bank	119,296	139,615
Short-term deposits	118	25
	<u>119,420</u>	<u>139,682</u>

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	7,236	2,783
Other taxation and social security	1,642	1,506
Accruals	3,357	5,284
Deferred income	59,005	23,615
	<u>71,240</u>	<u>33,188</u>

13 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
<i>General</i>				
Unrestricted Income funds	53,923	134,191	(130,379)	57,735
Restricted funds				
Esmee Fairbairn Foundation	64,092	1,100	(65,192)	-
Birmingham 2022 organising committee	-	58,569	(58,569)	-
Total restricted funds	<u>64,092</u>	<u>59,669</u>	<u>(123,761)</u>	<u>-</u>
Total funds	<u>118,015</u>	<u>193,860</u>	<u>(254,140)</u>	<u>57,735</u>

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
<i>General</i>				
Unrestricted Income funds	49,405	169,976	(165,458)	53,923
Restricted				
Esmee Fairbairn Foundation	24,093	116,438	(76,439)	64,092
Total funds	<u>73,498</u>	<u>286,414</u>	<u>(241,897)</u>	<u>118,015</u>