

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 2025

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

Women and Theatre (Birmingham) Limited

Contents

Reference and Administrative Details 1 Trustees' Report 2 to 7 Independent Examiner's Report 8 Statement of Financial Activities 9 Balance Sheet 10 Notes to the Financial Statements 11 to 17

Women and Theatre (Birmingham) Limited

Reference and Administrative Details

Trustees Alison Finn

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

Principal Office The Old Lodge

Uffculme Centre
Queensbridge Rd
Birmingham
B13 8QY

Company Registration Number 01998448

Charity Registration Number 518580

The charity is incorporated in England & Wales.

Independent Examiner 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 2025.

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.

Women and Theatre (Birmingham) Limited

Trustees' Report

Objectives, strategies and activities

Women & Theatre had a successful year of delivering a wide-ranging and high-quality programme that both engaged and entertained. We reached audiences and participants in theatres, woods and parkland, community centres, hostels, hospitals, libraries, social clubs and conference halls – as well as digitally through podcasts. Significant highlights of the year included the first performances devised, written and created under our new leadership team: In spring a Steering Group was formed that led on the coproduction of our annual community led performance “The Land Girls” (performed in Warley Woods in September) and in summer “On Yer Bike” commissioned by West Midlands Combined Authority went on tour around North Solihull with the aim of increasing “active travel” specifically cycling.

Later in the year we completed a further community tour, this time with Miss Ida: Tek Charge of Yuh Health, a partnership project developed over the length of 12 months. This primarily began with a bid in December 2023 led by The William Wilson Turner Foundation to the Commonwealth Games Inclusive Communities Fund. The bid was successful and over summer 2024 consultation sessions took place with various groups of Caribbean elders that shaped the script and content so partners included the organisations who hosted these sessions but also those where the performances took place The Heritage Centre, Wolverhampton, The Legacy Centre of Excellence, Birmingham, The Brasshouse and Shiloh Church both in Sandwell. Performances reached a combined audience of over 300 people and evaluation was strong with examples of us meeting our aim of influencing small scale behaviour change.

Also under the Health agenda (which remains a core element of our focus) was a new relationship established with Go Further , a co-produced Public and Patient Involvement and Engagement group of volunteers linked to the University of Birmingham who are committed to raising awareness and inequalities of/within gynae cancer. Our role to date has been to shape their stories into a series of monologues.

Achievements included securing the long term future of our work with HM Prison and Probation service via a successful bid to The Barings Foundation - Creatively Minded Men Fund. Our previous scheme of work, directly commissioned by Probation had culminated in 23/24 so we looked for ways to continue this valuable work independently. We were granted funds for three years to work with our named partner, Elliott House Approved Premises and the new work began in Autumn. Also in early Spring we celebrated our success in securing funding from The National Lottery Community Fund for our long time objective of establishing an integrated Adult Theatre Company. This was the culmination of considerable work, triggered with the demise of the funding we used for our long term project, Community Performance Club and our increasing belief that what we provided remained essential in terms of meeting an untapped need primarily in how art and theatre can tackle loneliness and isolation. The Lottery application was coproduced with past participants and now that the project is confirmed they will be invited to join with others in forming a Steering Group that will oversee the strategic direction of what we have now named The Brummie Ensemble.

In terms of our established regular activity Spring 2025 saw the return of our ‘Word Lounge Theatre Company’ a group made up of children in care, young carers and young people with additional needs. This year the performance created was Unknown 3.0 at Midlands Arts Centre (MAC). Our established partnership with MAC on this work is highly valued as the young people clearly feel at home at the venue where they are made welcome but it also saves considerable work for us in negotiating new space and acclimatising us and the young people to this.

Throughout the year, we delivered sessions with service users through our partnership with Birmingham & Solihull Mental Health Foundation NHS Trust and continued our relationship with higher education through input into the Applied Theatre course and our routine delivery of “Permission to Be Nosey” to students of the Specialist Community Nurse qual, both with Birmingham City University. We also hosted two work experience placements.

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.

Senior Management / Leadership Team:

Adaya Henry - Artistic Director

Katherine Hewitt - Executive Director

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.

Financial review

The Company continues to use income secured from Arts Council England, through its National Portfolio Programme. This funding is essential to the organisation as it covers the bulk of core salary costs. We are enjoying the stability this gives us and the ability to focus on gaining the funding we need for activity costs rather than the constant distraction of funding the day to day. This year completes year two of our first period of National Portfolio Organisation funding.

W&T brought forward restricted grant income from 2023/4 of approx £19,000 from the John Thaw Charity and Awards for All (National Lottery), for our planned new activity “Act Up” that will be modelled on Word Lounge activity but for an older young adult age group and the Barings Foundation for our work with men currently on probation.

If we make adjustments for restricted grant income in relation to timescale for delivery, there is a deficit in this year of £25,515. Although this is not welcomed it is not unexpected. The Company is under new management and the Management Committee planned a period of induction and transition that they anticipated would likely cause a lull in usual activity, namely bidding for grants and revenue generation. The Management Committee felt a smooth and successful hand over was their main priority and that financial reserves would allow for a level of loss.

We aim to have the Charity Commission’s recommended level of 3-6 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 our schedule already secured although we still need to source the funding to support our work with young people, and we are also keen to prioritise new writing or in fact updating and added to previous work.

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 grants are secured so sometimes, where applications are unsuccessful this can be a loss. In the instance of new funded projects there can also be expenditure made before grants are awarded. However this is minimised and avoided if possible. 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 however as this year sees a considerable deficit the priority for any profit in next year will be for it to be added to the Company Reserve. Women and Theatre ultimately aims to have reserves of The Charity Commission's recommended level of 3-6 months core running costs, plus reserves required to fulfil redundancy obligations.

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.

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.

Reference and Administrative Details

Charity Registration Number: 518580

Company Registration Number: 01998448

The charity is incorporated in England & Wales.

Registered Office: [Registered office](#)

Principal Office: The Old Lodge

Uffculme Centre
Queensbridge Rd
Birmingham
B13 8QY

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

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

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006. Page

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 applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including

FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 the incoming resources and application of resources, including its income and expenditure, of the charitable company 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 accounting standards, comprising FRS 102 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 proper accounting records that can 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 trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act

Charitable activities 5 (194,591) (8,000) (202,591) (302,997) Total Expenditure (194,591) (8,000) (202,591)

(302,997) Net (expenditure)/income (22,915) 13,402 (9,513) 29,103 Net movement in funds (22,915) 13,402 (9,513) 29,103 **Reconciliation of funds**

Total funds brought forward 86,838 - 86,838 57,735 Total funds carried forward 13 63,923 13,402 77,325 86,838

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

The notes on pages 11 to 17 form an integral part of these financial statements.

Page 9

Women and Theatre (Birmingham) Limited 2025
2024

(Registration number: 01998448)

Balance Sheet as at 31 March 2025

Note

£

£

Fixed assets

Tangible assets 9 1,141 307

Current assets

Debtors 10 39,401 58,787 Cash at bank and in hand 11 61,565 45,389

100,966 104,176

Creditors: Amounts falling due within one year 12 (24,782) (17,645) **Net current assets** 76,184 86,531 **Net assets**
77,325 86,838 **Funds of the charity:**

Restricted 13,402 -

Unrestricted income funds

Unrestricted 63,923 86,838 **Total funds** 13 77,325 86,838

For the financial year ending 31 March 2025 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.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 9 to 17 were approved by the trustees, and authorised for issue on and signed on their behalf by:

.....
Ellie Griffiths
Trustee

The notes on pages 11 to 17 form an integral part of these financial statements.

Page 10

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

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.

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.

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.

Notes to the Financial Statements for the Year Ended 31 March 2025**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.

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

Total 2024	£	Unrestricted		General £ Total 2025 £
		Donations and legacies;		
Gift aid reclaimed - - 148 Appeals and donations 1,024 1,024 1,501				
				1,024 1,024 1,649

Page 12

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

3 Income from charitable activities

		Unrestricted				funds Restricted		Total Total	
General £		funds £		2025 £		2024 £			
Arts Council England projects - - -		9,462		Arts Council NPO 122,097 -		122,097		121,257 BVSC - - -	
Birmingham City Council - - -		21,228		Birmimgham City Universityr - - -		5,455		Other grants & commissions	
31,592 - 31,592		42,727		The Baring Foundation -		20,402		20,402 - Harry Payne Trust b/f - - -	
2,000		2,000		2,000		2,000		Edward & Dorothy Cadbury Trust b/f - - -	
2,000		2,000		2,000		2,000		Esmee Fairbairn Foundation b/f - - -	
1,080		1,080		1,080		1,080		1,000 The Eveson Trust b/f - - -	
1,000		1,000		1,000		1,000		3,000 Grantham Yorke Trust 2,000 - 2,000	
1,000		1,000		1,000		1,000		2,000 The Grimmitt Trust b/f - - -	
1,000		1,000		1,000		1,000		350 Owen Family Trust b/f - - -	
1,000		1,000		1,000		1,000		1,000 Patrick Trust 1,080 -	
1,000		1,000		1,000		1,000		1,080 - 1,080	
1,000		1,000		1,000		1,000		1,000 Sir Barry Jackson £2000 recvd & c/f - - -	
1,000		1,000		1,000		1,000		3,600 National Probation Service - - -	
1,000		1,000		1,000		1,000		9,891 William A Cadbury Trust 750 - 750 -	
1,000		1,000		1,000		1,000		John Thaw Foundation - 1,000	
1,000		1,000		1,000		1,000		64,827 Box office 562 - 562	
1,000		1,000		1,000		1,000		3,813 Other income - - -	
1,000		1,000		1,000		1,000		258 Theatre Tax credit (201) - (201)	
1,000		1,000		1,000		1,000		13,837 WW Turner 11,610 - 11,610 -	
1,000		1,000		1,000		1,000		169,490 21,402 190,892 328,705	

4 Investment income

2024 £	Interest receivable and similar income; 2025 £ General £	Unrestricted	funds Total Total

Interest receivable on bank deposits 1,162 1,162 1,746 Page 13

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

5 Expenditure on charitable activities

		Unrestricted		funds Restricted		Total	Total
General £	funds £	2025 £		2024 £			
Project wages and fees	28,854	8,000	36,854	90,581	Artistic Director	35,150	- 35,150
32,115 - 32,115	38,729	Wages & salaries	67,248	- 67,248	70,900	Project management	360 - 360
repairs and							
renewals	2,693	- 2,693	2,119	Travel	659 - 659	11,309	Production costs
1,878	857	Depreciation of office equipment	307 - 307	720	Accounting	2,562 - 2,562	1,279
214 - 214	168	Subscriptions	1,849 - 1,849	1,744	Insurance	2,509 - 2,509	2,361
Independent examination	2,000	- 2,000	1,600	Premises costs	302 - 302	276	Legal costs
miscellaneous	2,616	- 2,616	3,345				
						<u>194,593</u>	<u>8,000</u>
						<u>202,593</u>	<u>302,997</u>

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:

	2025 No	2024 No
Trustees	8	8
Staff	5	6
		<u>13</u>
		<u>14</u>

Page 14

Women and Theatre (Birmingham) Limited

Furniture and equipment
£

Notes to the Financial Statements for the Year Ended 31 March 2025

Cost

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

8 Taxation

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

9 Tangible fixed assets

Total £

At 1 April 2024 8,615 8,615 Additions 1,141 1,141

At 31 March 2025 9,756 9,756

Depreciation

At 1 April 2024 8,308 8,308 Charge for the year 307 307

At 31 March 2025 8,615 8,615 **Net book value**

At 31 March 2025 1,141 1,141 At 31 March 2024 307 307

10 Debtors

	2025 £	2024 £
Trade debtors 7,510 3,546 Prepayments 1,471 1,404 Other debtors 30,420 53,837		
		<u>39,401 58,787</u>

Page 15

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

11 Cash and cash equivalents

	2025	2024
	£	£
Cash on hand 63 33 Cash at bank 61,502 45,346 Short-term deposits - 10		
		<u>61,565 45,389</u>

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors 110 342 Other taxation and social security 3,923 7,429 Other creditors 63 - Accruals 10,266 6,072		
Deferred income 10,420 3,802		
		<u>24,782 17,645</u>

13 Funds

Balance at 31 March 2025	£	General Balance at 1 April 2024 £	Incoming resources £ Resources expended £
	Unrestricted funds		

Unrestricted Income funds 86,838 171,676 (194,591) 63,923

Restricted funds

The Barings Foundation - 20,402 (8,000) 12,402 John Thaw Foundationl - 1,000 - 1,000

Total restricted funds - 21,402 (8,000) 13,402 **Total funds** 86,838 193,078 (202,591) 77,325

Page 16

Women and Theatre (Birmingham) Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Balance at 31 March 2024	£	<i>General</i> Balance at 1 April 2023 £	Incoming resources £ Resources expended £
	Unrestricted funds		

Unrestricted Income funds 57,735 328,100 (298,997) 86,838

Restricted

Eveson Trust (b/f) - 3,000 (3,000) - Esmee Fairbairn Foundation (b/f) - 1,000 (1,000) -

Total restricted funds - 4,000 (4,000) - **Total funds** 57,735 332,100 (302,997) 86,838

