

Company registered number: 2931636

Charity registered number: 801552

ONE DANCE UK

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Contents

OUR PURPOSE	2
OUR WORK THIS YEAR	3
OUR STRATEGY	4
VOLUNTEERS	4
SUPPORTING DANCE	4
ADVOCACY	5
OUR PROGRAMMES AND WORK	5
OUR PRIORITIES	13
FUNDRAISING ACTIVITIES	14
PLANS FOR THE FUTURE	14
FINANCIAL REVIEW	15

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2023

The Trustees are pleased to present their annual Directors' report together with the financial statements of the charity for the year ended 31 March 2023, which are also prepared to meet the requirements for a Director's report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

OUR PURPOSE

A STRONGER, FULLY VIBRANT AND DIVERSE DANCE SECTOR FOR THE UK

We are a charity dedicated to raising the profile, excellence, diversity, and importance of UK dance. These are the cornerstones of our constitution:

Promoting Dance and its diversity

To advance arts and culture for the benefit of the public by promoting all forms of dance. This includes the promotion of good practice, education and specific forms of dance including but not limited to the promotion of the work of dance artists of the African Diaspora in all its expressions.

Education

To advance the education of the public, teachers, students, young people, dance practitioners and professionals in the UK in dance including but not limited to; research, the promotion of dance with and for young people, Dance of the African Diaspora, promoting standards of excellence in the teaching of dance for all ages (with a focus on the school curriculum) and the promotion of specific forms of dance.

Health

To advance the health and wellbeing of all those who dance.

Relief of poverty

To relieve poverty amongst dancers, dance artists, dance practitioners and their dependents.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)' and the Charity Governance Code. We rely on grants, fundraising, sponsorships, members' fees and ticket sales to cover our operating costs.

OUR WORK THIS YEAR

2022/23			
April to June 2022	July to September	October to December	January 2023 to March 2023
ADVOCACY: <i>Published research the state of dance in Primary and Secondary Education and started further research at Higher Education level.</i>	Working with other sector bodies in response to the cost of living crisis and energy prices	Dance APPG reformed with speakers on Dance Education appearing at the AGM in Parliament	Update to Decolonising the Curriculum (RiDE) resource published
HEALTH, WELLBEING AND PERFORMANCE <i>Continued engagement with individuals, schools, universities online, in person, within NHS and private dance and dance science settings</i>			
ODUK AWARDS <i>Nominations Opened</i>	<i>Nominations closed</i>	ODUK AWARDS <i>Ceremony took place in person in Bristol (for the first time post-pandemic)</i>	
	U.DANCE NATIONAL FESTIVAL IN BIRMINGHAM		U.DANCE LOCAL AND REGIONAL platforms in-person
YOUNG CREATIVES <i>Return to in person activity and mentoring for 2022 cohorts</i>	YOUNG CREATIVES <i>Final works presented as part of the U.Dance National Festival</i>	YOUNG CREATIVES <i>Application and selection process for 2023 cohorts</i>	YOUNG CREATIVES <i>Live and online delivery and mentoring for 2023 cohorts</i>
DANCE PASSION <i>Run of commissioned interactive works and short films extended to a full year</i>			DANCE PASSION <i>Online hosting of content comes to an end</i>
CONTINUED PROFESSIONAL DEVELOPMENT (CPD) <i>Online Training and Careers Talks with Dance teacher and students carried on across the year</i>			
EQUITY, BALANCE AND BELONGING <i>We continued to develop our Balance & Belonging survey with a view to developing resources for the</i>	All staff anonymously surveyed on feelings of inclusion and openness to be heard and make changes to ODUK	Roundtable on Decolonising the Curriculum reconvened to co-design an update to the RiDE resource	Balance & Belonging survey results compiled and analysed.

OUR STRATEGY

TOGETHER WE'RE STRONGER

With the mandate of our members, we provide one clear voice for dance and a clear strategy to meet our purpose.

- Providing information and direct support to dance professionals, dance teachers, schools and organisations to support a vibrant, healthy, and sustainable dance ecology
- Ensuring children and young people of any background participate in high quality dance through our advocacy and programmes
- Raising the profile of diverse dance practice and equality for diverse professionals, performances, education and leadership in organisations across the UK
- Advocating loudly for UK dance with government, CYP programme board and health and mental wellbeing providers
- Providing artists at all stages of their careers with opportunities, resources and information to survive and thrive.

VOLUNTEERS

We rely on, and are extremely grateful to, our volunteers who include our Dance Ambassadors, Board members, expert panels and other supporters at events.

Annually, we rely on 40 volunteers who generously give up to 560 hours of their time. Dance Ambassadors (aged 15 – 25 years) write blogs, speak to Members of Parliament, support us at our events and benefit from engaging with us. Through exciting opportunities, they find out about the various roles and careers in dance.

SUPPORTING DANCE

As the dance sector began to recover from the pandemic we continued to listen, learn and respond to what our dance community asked of us. We worked with other sector bodies to respond to the emerging cost of living crisis and hugely increased energy costs which impacted both individuals and organisational members.

During a testing time for dance and the dance economy, advocating for our member's needs to DCMS and DfE, funders and performing arts representative bodies remains our key priority.

DANCE PASSION, a collaboration with BBC Arts to increase public awareness of the diversity, creativity and sheer brilliance of UK Dance in all its form, saw the commissioned content having its run extended from an initial 3 months to a full year of online access to innovative interactive content short films hosted on the BBC Taster and iPlayer platforms.

We saw a decline in membership which is to be expected in very tough financial times. Our new strategy addresses the current needs of individual members, as well as continuing to provide essential support to organisational members. The One Dance UK Team is dedicated to listening and aligning our services to best serve the dance community's needs now and in the future, with work underway in 2023 to launch a new website with refreshed membership benefits, focusing on delivering increased value to our members and the sector we serve. We remain committed to providing freelancers with the support they need to maintain and develop sustainable careers in dance.

ADVOCACY

Regular engagement with Government and officials continued throughout 2022/23, covering issues which affect all of our members, both individual and organisational, including: EU exit; pandemic recovery; energy prices; and the cost-of-living crisis; as well our serious ongoing concerns about the impact of education policy on dance education and training.

We reformed the Dance APPG, welcoming back Luke Pollard MP as Co-Chair along with Baroness Hooper as the Lords Co-Chair. We took guest speakers into parliament to present updates to the APPG on the latest data on the state of dance in education, our previous research at Primary and Secondary levels and the follow up research we were carrying out on Dance In HE, as well as on our collaboration with a British Academy Fellow at the Centre for Dance Research at Coventry University on how to empower Freelancers in the Dance sector.

We worked closely with other Creative Sector bodies to provide DCMS with case studies and survey data from our members on both the impact of energy prices and the cost-of-living crisis on individuals and organisations across the dance sector, and gave a briefing to the DCMS Lords Minister, Lord Parkinson, on Monday 26 November. We met with the new Secretary of State, Lucy Frazer MP, and monthly meetings with DCMS officials continued throughout the early part of 2023 as the Department was restructured ahead of the publication of the Creative Industries Sector Vision in June 2023.

OUR PROGRAMMES AND WORK

CHILDREN AND YOUNG PEOPLE (CYP)

ADVOCACY

Programme Board: CYP Dance

The Programme Board: CYP Dance brings together organisations with a strategic remit for CYP dance in England, both in and outside school settings. We continue to have very positive engagement from key stakeholders including DfE, ACE and awarding organisations (Exam Boards). One Dance UK provides the Secretariat and meetings are chaired by Geoff Barton, General Secretary of the Association of School and College Leaders (ASCL), with meetings taking place termly to ensure key issues remain high on the agenda.

Dance education report - 'Taking it Higher: Dance in HE'

Following on from our large-scale survey of dance educators in 2021/22 titled 'Everything We Loved About Dance Was Taken' which focused on presenting an accurate picture of the dance education landscape in primary and secondary education, we carried out work during 2022/23 to ascertain the current state of dance education at Higher Education level. The headline findings are incredibly worrying, highlighting unprecedented change in the HE landscape, significantly impacting on the role of dance educators and staff capacity. There is a significant decline in numbers of young people able to take up study at HE level and further course closures anticipated. The report also includes an action plan for government, education leaders and others, as well as a commitment from One Dance UK to address the issues raised in the report.

The final report was published in April 2023 and can be viewed [here](#).

U.DANCE NATIONAL FESTIVAL 2022

We were delighted to see the U.Dance National Festival return to an in-person event for the first time post-pandemic and worked with partners at the Midlands Arts Centre (MAC) in Birmingham to host this in our home region.

U.Dance Regional Platforms

All U.Dance regional partners in the nine English regions, Scotland, Wales and NI committed to delivering a U.Dance regional event or at least managing applications of dance films from their region in 2022. Successful entries were screened as part of the U.Dance National Festival 2022 national showcases, with very positive engagement and feedback.

U.Dance National Festival

The U.Dance National Festival 2022 was delivered as a hybrid event, presented on stage, on screen and online in July 2022. There was a wide variety of activity on offer across these platforms for young people aged 11-19, or up to the age of 25 for disabled dancers.

Over 300 dancers from across the UK and internationally were invited to take part in a return to 'live' U.Dance National Festival featuring a range of dance styles and ages. 31 groups took part, selected from hundreds of entries at U.Dance Regional Platforms or by special guest invitation.

Special guests included the National Youth Dance Companies of England and Scotland and BBC Young Dancers winners and finalists. Activity was hosted primarily at the Midlands Arts Centre (MAC), Birmingham with additional activity at FABRIC (formerly DanceXchange), and Birmingham Hippodrome. 11 Dance Ambassadors assisted with the event in a range of roles.

Young people taking part in the live festival activity enjoyed:

- 3 U.Dance National Showcase performances on 22, 23 and 24 July
- Health & Wellbeing for Dance Workshops with Jason Reece Boyle, strength coach and massage therapist, Birmingham Royal Ballet, and James Austin, former international Judo champion and sport psychologist
- Daily Warmups with Birmingham-based Afrofusion dance artist Dance with Stago
- 32 Dance Workshops with a range of leading artists with a special focus on those from the West Midlands
- 8 Careers Talks with a range of leading dance professionals working across the dance sector
- Dance Pathways Marketplace where participants and the general public could talk directly to higher education and training providers
- Exclusive behind-the-scenes tours of Birmingham Royal Ballet's Jerwood Health Centre and studios, and backstage at We Will Rock You at Birmingham Hippodrome
- Free Foyer Performances from Midlands-based special guests Folk Friendly

YOUNG CREATIVES

The Young Creatives programme for aspiring choreographers goes from strength to strength, building on learning from the pandemic with the revised two-year model being retained and built on, with opportunities for young people to create both live and screen dance. The revised application process saw 70 applications for Year 1 of the programme from young people from diverse geographical locations. A renewed focus on data collection and analysis allows us to identify where gaps are for future cohorts.

The 2022/23 programme was delivered in-person and online, with 16 Year 1 participants taking part in skills building and creative sessions with high-profile practitioners to create high-quality group dance films. Of the 21 who previously took part in Year 1, eight were selected to continue into Year 2. January 2023 saw a live-activity intensive day for all participants, delivered by Creative Lead Rhian Robbins. Year 2 Young Creatives were mentored throughout the programme by Vidya Patel, Kate Flatt OBE and John-William Watson, leading to the creation of high-quality original work to be premiered at the U.Dance National Festival 2023.

“Young people never fail to astound me with their creativity, passion and ability to get right to the heart of the matter through dance. It feels like it is more vital than ever that young people have opportunity to express themselves and explore their creative voices. The Young Creatives programme does exactly that.”

Sir. Richard Alston, Young Creatives and U.Dance Champion

DANCE AMBASSADORS

18 Dance Ambassadors (aged 18-24) were selected from 50 applications in September 2022. An in-person induction took place in Newcastle with support from Dance Consortium enabling the group to visit the Theatre Royal, hear from the staff team there and watch a performance by The Trocks as well as learning more about the Dance Ambassadors programme and the wider work of One Dance UK. An online induction session also took place for those who were unable to attend in person.

Each Dance Ambassador was allocated a bespoke project at One Dance UK according to their interests and future aspirations, allowing them to gain real life work experience and to contribute to the work of the organisation in a meaningful way. In addition, Dance Ambassadors were provided with a range of additional volunteering experiences at One Dance UK events, such as the AGM, and with partner organisations.

CYP CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

‘Ready, Step, Teach!’ and ‘Take the Leap!’ – Primary and Secondary CPD

Due to popular demand, we once again delivered our series of 6 online ‘Ready, Step, Teach!’ CPD sessions aimed at those with limited subject knowledge in September and October 2022. There were 84 participants in the 2022-23 financial year.

The follow-up CPD series, ‘Take the Leap!’ was remodelled into bitesize ‘Snippets’ of key information to be recorded and presented as an on-demand member benefit.

Career Talks and Bespoke CPD

The CYP team delivered presentations to The Royal Ballet School and English National Ballet School on ‘How to work safely and successfully as a freelancer’ alongside other members of the One Dance UK team. ‘An introduction to Dance Education’ talks were also delivered to 4 PGCE providers, and our Head of CYP Dance delivered a presentation to the Wales Wide Partnership on the current dance education landscape. Bespoke career talks were also delivered to Yr12 and Yr13 students at Elstree Screen Arts Academy in November 2022.

BBC Teach Step-by-Step programme

The KS1 Step by Step CPD package that One Dance UK provided consultancy for went live on the BBC Teach website alongside the previous KS2 package we helped develop. Both are free to access and provide primary schools with a clear framework to help them develop high-quality cross-curricular dance activity for pupils. The success of these programmes has led to an approach for development of a similar programme for Key Stage 3.

DANCE PASSION

The run of the five special 1 hour long programmes and an additional BBC4 highlights show which were created for Dance Passion was extended from three month's to a full year on iPlayer, along with the co-commissioned Short Films and Interactive Experiences on BBC Taster. We were able to share the fantastic work spotlighted through this partnership with the BBC to a wider audience over a longer period of time with all content staying online until March 2023. We would like to thank the BBC and Arts Council England for their support which made this second iteration of Dance Passion even bigger and better.

EQUITY, DIVERSITY & INCLUSION

Our Head of Workforce Development, Jazlyn Pinckney, carried our consultation with the DAD community and practitioners facilitated by cultural producer, strategist, and dance artist Sara Dos Santos around the theme of 'How do you, and your practice, connect with the label "*Dance of the African Diaspora*"?' which will result in the reframing of this aspect of our work as a more explicit commitment to supporting Global Majority artists and culturally-specific dance forms across all of our programmes our work going forward.

We delivered Fundraising 101 for Global Majority Artists – a fully accessible event with BSL and captions to upskill members on income generation in partnership with WEAVE. Speakers included Haseena Farid, David Mbazira (CloF) and Will Southworth (ACE). 100% of participants reported growing in confidence with fundraising following the event. Content is still available to view online.

Decolonising the Curriculum and RIDE resource

The Decolonising the Dance Curriculum Roundtable was re-formed with One Dance UK as Secretariat. Roundtable attendees are representatives from examination boards, dance companies, freelancers, dance organisations, teachers and students. Youth voice is particularly important when looking at the future of dance education. The Roundtable worked together to update and expand the previous resource designed to celebrate Global Majority dance work in the sector, increase representation and affect positive change in dance education.

The RIDE resource (Representation in Dance Education) has three focus areas designed to support teachers to redress representation and access dance work by the global majority in the UK:

- Dance works that can be studied in schools
- Artists, workshops and CPD
- Music

The original RIDE resource launched on 2 March 2022 was updated and is available as a free resource to teachers.

HOTFOOT Online

The Spring edition was published on 27 May and focused on themes of education, fundraising, sustainability and advocacy with features on fundraising tips from our Head of Membership & Business Development, and overview of the RiDE Resource, features on IRIE! Dance Theatre and other partner organisations, and a tribute to Jackie Guy MBE.

Following feedback from the sector, and after reviewing statistics that suggested the publication was not being seen by as many people as sister publication ONE, in Autumn 2022, we trialled moving HOTFOOT into ONE magazine. A dedicated pullout section spotlighted Dr S. Ama Wray, Denise Saunders Thompson, Ian Abbott, Yami 'Rowdy' Löfvenberg and Nicolette Wilson Clarke, and aimed to see whether this would give the articles a wider reach and impact. The feedback from the Editorial Focus Group and the wider membership

was positive, and the articles were well received paving the way for more planning to be undertaken to ensure a positive evolution for HOTFOOT, DAD and global majority content across our platforms and publications.

Black History Month Competition 2022

We celebrated Black History Month with bursaries and free memberships specifically for Dance of the African Diaspora artists to support the incredible work they are doing in their community with the theme of 'How is dance supporting your community?'.

I MOVE Campaign

I Move continued spotlighting members of the DAD community with features for current active members, including our Black History Month competition winners, all of whom are active members of One Dance UK and have all made great contributions in dance in the wider community.

HEALTH, WELLBEING AND PERFORMANCE (HWbP) AND NATIONAL INSTITUTE OF DANCE MEDICINE AND SCIENCE (NIDMS)

One Dance UK's Health, Wellbeing and Performance team is a world leader in dancers' health, delivered in partnership with organisations and experts in healthcare, research, advocacy, and education. We are also a founding partner in the National Institute of Dance Medicine and Science, providing access to high quality, affordable, dance specific healthcare and dance science support services in private practice and the NHS, underpinned by dance medicine and science research, best practice, information, and resources are disseminated to the wider dance and health community through educational workshops, conferences, and publications.

HEALTHIER DANCER PROGRAMME (HDP) TALKS

In 2022-23, HDP Talks were delivered to over 650 dance students and dance professionals in 13 dance organisations on subjects including Healthy Dance Practice, Confidence and Anxiety, Psychology and Performance Preparation, Safe Dance Practice for Primary and Secondary Dance in Schools, Motivation and Wellbeing as a Freelancer. These talks in dancers' health and performance aim to promote safe and effective dance practice in educational and professional environments, educate dancers and educators on mechanisms for injury prevention and performance enhancement, and raise awareness of resources, programmes, and organisations that facilitate dancers' health and performance.

NIDMS NHS DANCE INJURY CLINICS

NIDMS dance injury clinics in London, Birmingham and Bath have reached an estimated 5000 dance students and professionals since 2012. Dancers require specialist care from medical practitioners who understand the demands and requirements of professional dance training and performance. The four NHS Dance Injury clinics at Royal National Orthopaedic Hospital Stanmore, London, Mile End Hospital, London, Royal United Hospital, Bath, and Queen Elizabeth Hospital, Birmingham are led by a Sport and Exercise Medicine consultant with experience treating dancers, alongside a dance-specialist physiotherapist. Each clinic can refer to a wider multidisciplinary team including podiatrists, surgeons, dieticians and psychologists/psychiatrists.

HEALTHCARE PRACTITIONERS' DIRECTORY

Our free searchable online database lists private medical, psychological, and complementary healthcare practitioners who are based throughout the UK and recommended by members of the dance profession. In March 2023, 22 Healthcare Practitioners were listed on the Directory, with 13 members experienced working with those with disabilities. The list currently includes dance specialist osteopaths, physicians, Pilates practitioners, counsellors, Somatic Movement Educators, podiatrists, dieticians, massage therapists, chartered physiotherapists, acupuncturists, yoga practitioners, and Franklin practitioners.

PERFORMANCE OPTIMISATION PACKAGE (POP)

One Dance UK offers the Performance Optimisation Package (POP) which is designed to help dancers maintain health, fitness, and optimum performance through the provision of a health cash plan and in March 2023, there were 77 active POP members. We also offer optional dance specific musculoskeletal screening including advice from dance-specialist physiotherapists and fitness specialists. This complements the existing specialist healthcare available at National Institute of Dance Medicine and Science (NIDMS) NHS clinics and is available as an add-on to One Dance UK individual membership. Companies and schools can also add it to their existing offer for dancers.

POP Taster Screening, developed in 2021, is a free opportunity to experience a miniature POP dance specific musculoskeletal screening offered to freelancers, students, and dancers of small to mid-scale companies. 2022 evaluation suggests that key incentives for attending taster screening were to gain a greater understanding of individual capabilities, injury prevention, how to improve and develop practice, and to learn more about POP. POP Taster Screening attendees feel better informed of the work of ODUK and NIDMS because of attending POP screening, and most attendees would be highly likely to recommend POP to a friend or colleague.

"I thoroughly enjoyed the POP Taster day at Laban. Everyone was so friendly and welcoming, and it felt like a safe place to ask questions and even meet new people. I learned some valuable insights from the screening that I wouldn't have known had I not come which will enable me to better the way I train in the future and ensure I am more mindful of injury prevention. I thoroughly recommend attending". – Trinity Laban attendee

BHSF RISE HEALTH & WELLBEING SERVICE

We completed a pilot of the new health and wellbeing service we are developing as an add on to One Dance UK membership, working with British Academy Fellow Dr. Karen Wood (Associate Professor at Coventry University's Centre for Dance Research, CDaRE) and a group of freelancers she was working with. We plan to introduce this new service as an add on to membership with the launch of refreshed membership benefits and a new website in the 2023/24 financial year. In addition to the usual employee assistance programme benefits of personal legal and financial/debt advice, our health and wellbeing service also includes telephone and face-to-face counselling, psychiatric assessment, complex case support and complex case management, and confidential expert carer support and advice.

SAFEGUARDING IN UK DANCE ORGANISATIONS

As a part of our ongoing collaboration with NIDMS and the University of Birmingham, in 2022, we continued to investigate safeguarding in dance by exploring the experiences of diverse current and former dancers of safe dance environments, specifically focussing on the perceptions of what characterises a safe dance environment, and researched how teachers are seen to contribute to creating a safe dance environments. A summary of the research findings from 22-23 was published by partner Dr Grace Tidmarsh from the University of Birmingham (see article [here](#)). We also determined the plans for the research in 2023/24, which will extend the 2022/23 research by enhancing participant recruitment and diversity.

GROWING UP IN DANCE (GuiDANCE)

In July 2022 representatives from the Royal Ballet School, Royal Academy of Dance and One Dance UK met in Birmingham to develop best practice guidelines for the dance sector based on the findings from this research project, and discussions of *GuiDANCE* research results formed the starting point for what best practice in growth and maturation should look like in the wider dance sector. Dr Siobhan Mitchell was awarded additional funding from the ESRC to continue collaborations to investigate how to support health and wellbeing among dancers during growth and maturation. Funding will support the establishment of a network across members of partner organisations to support the application of work developed in the *GuiDANCE* project to hold regular meetings (approximately every 2-3 months) across a period of twelve months, to co-create resources and practice in line with the best practice guidelines developed in the *GuiDANCE* project, establish a repository of information and resources led by the network, to provide a space for collaborating organisations to work together towards something which benefits the dance sector as a whole, and to include learning from guest speakers from other settings such as sport and education.

RELATIVE ENERGY DEFICIENCY IN DANCE

Relative Energy Deficiency (RED) is a complex syndrome that occurs when individuals consume less energy through their diet than the energy they require to sustain themselves and partake in their everyday activities, which is linked to a variety of health risks. Following the consensus statement of the International Olympic Committee on RED in Sport, a group of dance experts from The Royal Ballet, Birmingham Royal Ballet, English National Ballet, and Scottish Ballet began work in 2022 to produce a similar statement with advice on detecting and managing RED in dance. One Dance UK and NIDMS will support the project by disseminating this information to the UK Dance and Dance Medicine and Science sectors through creation of sector-facing dissemination of resources to be shared at a launch event at which key communities, funders, and decision makers will hear from keynote speakers on how to implement best practice and research into dance practice, and create a lecture series disseminating medical management strategies for RED-D, led by clinical leads in ballet healthcare.

INDUSTRY STANDARDS FOR DANCERS' HEALTH AND WELLBEING

Developed in 2022, the NIDMS Best Practice Standards are a benchmark for dance organisations in the UK to be recognised for existing good practice in healthcare, dance science support, and health education for dance professionals and students, and provide guidance to enhance support dance professional and student health, wellbeing and performance. Organisations wishing to be recognised for a Best Practice Mark will be required to provide evidence of their ability to meet the criteria and agree to possible visits from a NIDMS representative to view the environment and check criteria are met. Organisations will be invited to join closed networking groups for exchange on dance medicine and science, and will be invited to CPD and roundtables on specific topics in dance professionals' and students' health. Organisations will be given preferential rates on NIDMS Performance Optimisation Packages, Screenings, and One Dance UK membership. The guidelines have been fully approved by the NIDMS partners and are in the process of being designed for launch in 2023/24.

HEALTHIER DANCER PROGRAMME (HDP) FACEBOOK GROUP

The Facebook Group for the [Healthier Dancer Programme](#), established in April 2021 to boost engagement with audiences interested in dancers' health, wellbeing, performance, and dance medicine science, currently has 354 members. All content that is released on the Healthier Dancer Programme Facebook page is reviewed in line with our quality assurance policy, to ensure that material is: up-to-date, genuine, audience-specific, and evidenced (where appropriate).

ONE DANCE UK AWARDS 2022

'As the One Dance UK Awards were held in Bristol last year, it felt important and timely to host a panel that highlighted dance in the southwest. It gave us a moment to celebrate the great work we do and to share the challenges we face as we navigated the challenging times coming out of the pandemic. Since the panel, I have been in further conversations with artists in the region and nationally, advocating for the value of artist-led spaces and the innovative ways in which we can drive positive change in our society.' Dr. Victor Fung, Artistic Director, Pavilion Dance South West

'This event is so important as it creates awareness and creates a discussion which is so vital.' One Dance UK Awards 2022 attendee

'The team were super welcoming and the venue amazing! I really enjoyed the nod to the artists and community the event was held in. I was there with dance artists who had been nominated and whilst they didn't win, they felt celebrated and enjoyed being part of the event.' One Dance UK Awards 2022 attendee

The One Dance UK Awards 2022 celebrated, championed, and promoted the achievements of the sector across the previous 12 months, whilst spotlighting the diverse and vibrant dance ecology in Bristol and the Southwest region. This included working closely with our partner Impermanence to source technicians, catering, dressing of the space and performers based in Bristol for the ceremony and panel discussion.

The Awards returned to an in-person celebration for the first time post-pandemic with 120 nominees and their guests attending a live event co-hosted at the Mount Without in Bristol, home of the Awards 2022 co-producer and organisational member Impermanence who also performed live alongside Bristol Ballroom. Our objective was to provide a live Awards ceremony which promoted the host city and surrounding region on a national scale.

We received a total of 5447 nominations including 5003 nominations for the People's Choice Award which is an increase of 59% since 2021's ceremony.

MEMBERSHIP

Like many other membership organisations we have seen a decline in membership over the 2022/23 financial year, due mostly to the impact of vastly increased energy prices and the effects of the cost-of-living crisis on both organisations and individuals. We surveyed non-renewing members as their memberships lapsed to ascertain the main reasons for them letting their membership expire. The key reasons cited were financial (loss of funding and/or closure for organisational members, and affordability at the time of renewal for individual members), and a lack of understanding of membership benefits and/or the value of membership (mostly individuals citing that they had not used their membership or did not think they needed it anymore).

We continue to provide a consistent service and receive very high satisfaction ratings for all programmes, engaging with our members and supporting their needs through the resources, advocacy, training, networks and other bespoke support services which are all part of our membership offer. We acknowledge the need to strengthen and clarify our offer, and the team worked hard through 2022/23 to define and articulate a simpler and clearer summary of refreshed key membership benefits. We continue to strive to ensure we understand the current support needs of the sector we serve and have carried out a huge amount of work on preparing for the implementation of a new CRM solution in 2023/24. We have refreshed our CPD offer to reinvigorate Teacher, Trainee Teacher, and Educational Establishment memberships, and developed a new CPD Snippet series which will replace the previous bookable, ticketed programme in 2023/24. We aim within

the next year to further improve the membership experience, value of benefits, access to offers and the members area on our new website, with more targeted communications around membership.

Throughout the 2022/23 financial year, we have:

- Supported research with a representative group of dance freelancers to understand their current working patterns, support needs, and how to empower them to become more involved in advocacy. We took some of them to parliament to speak to members of the Dance APPG, and gave them access to our new health and wellbeing service as a pilot for the new add-on we will launch in 2023/24;
- Reviewed membership benefits and embedded a refreshed offer within plans for the new website and CRM for the 2023/24 financial year;
- Delivered the first year of support to our first Member Led Network serving historically underrepresented communities working in Jazz, and agreed joint actions for 2023/24 Learning from our first MLN will inform our approach to further MLNs in the future, with a view to improving awareness and growth of typically underserved communities within the dance sector;
- Clarified our CPD and training offer including benchmarking and standardising rates across all our in-house online and in-person CPD and training. In addition, we have recorded a CPD snippet series and generated a new webinar programme to form part of our growing bank of resources for launch in 2023/24;
- And offered discounted individual membership to our Dance Ambassadors.

Our membership at 31 March 2023 stood at 963

OUR PRIORITIES

DATA, EQUITY, BALANCE AND BELONGING

We are building our capacity to collect and analyse data in order to be able to present more convincing arguments and a stronger evidence base on the impact of sustained and increased investment in the dance sector.

We advocate an equitable, diverse and inclusive dance ecology that accurately reflects the multiple voices in dance and the dance community which everyone should feel included in.

We continue to develop benchmarks to map the make-up of our staff, members and the participants of our programmes, and the broader dance community. We will continue to identify and prioritise diversity gaps and build sustainable relationships that better represent the balance of the dance ecology.

We encourage our partners and members to be respectfully open and honest with us so that we can grow together and celebrate the richness of every person and idea.

OUR ENVIRONMENTAL RESPONSIBILITY

We are furthering our commitment to leveraging partnerships and facilitating important conversations, to ensure our dance ecology remains informed and can take relevant action to reduce the impact of the climate crisis. In partnership with The Theatre Green Book we have formalised a toolkit, which brings together sustainability experts and organisations to create a common standard for progressing sustainability within dance spaces. We will continue to build our understanding towards becoming more sustainable, including the challenges faced by our member and non-member communities.

FUNDRAISING ACTIVITIES

We have continued to deepen our relationship with funders and sustained current funding including with Arts Council England (securing regular funding as an NPO in the 2023-26 Investment Period) and the Paul Hamlyn Foundation. Our Head of Membership and Business Development is developing a new fundraising approach, supporting current and new areas of revenue.

We engaged one fundraiser with contracted obligation and company monitoring of compliance with the Charities Act 2016 and guidance from the Fundraising Regulator's voluntary regulation scheme. We required and monitored protection around vulnerable people and members of the public from unreasonable intrusion on a person's privacy, unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity or placing undue pressure on a person to give money or other property. These fit with our safeguarding policy on all activities. There were no complaints received by One Dance UK or our fundraiser for our fundraising activities.

PLANS FOR THE FUTURE

New Strategic Roadmap and Governance Review

We completed a strategic review conducted by the Board and senior staff and developed a new strategic roadmap to ensure our resources and operations continually maximise the social impact and benefit to our members and beneficiaries, articulating five new strategic focus areas:

- Advocacy & Communications
- Dance Ecology & Membership
- Data Collection & Analysis
- Pathways & Opportunities
- Access & Inclusion

The Trustees promote regular reviews of the charity's strategy in line with their Good Governance responsibilities. Board reports and meetings have been adjusted to keep track and monitor the progress of the updated strategic plans. The most recent strategic review was completed in 2022.

Trustee Recruitment

We carried out a Skills Audit of our Board at the end of 2022-23, and recruited two new Trustees in May 2023, one of whom is now also acting as Vice Chair of the Board. Further Trustees will be recruited over the coming 18 months to continue to refresh Board membership and ensure the range of skills amongst Trustees reflects the current make-up and needs of the organisation, our membership and the broader sector.

Membership

- Launch refreshed benefits to ensure our membership offer remains relevant, responsive, and aligned to support sector needs
- We have seen a decline in membership post-pandemic and want to ensure membership remains accessible and critical to the development and future of our sector. We have developed a new offer to improve individual member acquisition and retention
- Completing implementation of a new CRM will remain a key focus, automating the processing of memberships, improving member experience and providing a deeper understanding of the needs of our members
- We will continue to develop hybrid, live and digital events, reviewing uptake and member engagement and doing our best to ensure all delivery is accessible

Awards

One Dance UK's Award will take place in Coventry on 16th February at The Box FarGo Village. The ceremony and performances are co-designed in partnership with Ascension Dance Company and champion the vibrant and diverse dance offer in the city and wider Midlands region, as well as the important contributions of so many amazing individuals and organisations from across the UK dance sector. Other partners include Motionhouse, Lakshmi Srinivasan, Coventry University's Centre of Dance Research (C-DaRE), Mercurial Dance, and Marius Mates.

Leading Systemic Change

Chief Executive, Andrew Hurst, and Head of Children & Young People's Dance, Laura Nicholson, will be taking part in the Clore Leadership Programme's 'Leading Systemic Change: Scale and Complexity' over the course of 2024. We are excited about the opportunity to build organisational confidence and skill, enabling us to choose and operationalise approaches confidently, and with agility whilst becoming part of an inspiring and resourceful peer network with a collective understanding, creative empathy and practical support borne of shared experiences.

Ramps on the Moon Change Partner programme

We are finalising plans to join this programme of support for embedded change with 2 cohorts of performing arts organisations committed to disability equality and anti-ableism. We expect to be part of the first cohort beginning this work in early 2024. The programme has been designed and will be delivered in partnership between Ramps on the Moon and People Make It Work, based on the demonstrable success of founding partners' work elevating the place of disabled people in mainstream theatre, and contains elements which the founding partners have identified as key drivers of change.

FINANCIAL REVIEW

In the year to 31 March 2023 we made a deficit of £209 (a surplus of £45,108 in the year to 31 March 2022).

We recognise that inflationary pressures and the return to face-to-face activities will make for a difficult year in 2023/24. We have budgeted for cost reductions, recognising our lower income levels of 2022/23 and anticipated ongoing inflationary pressures. We expect to break-even or experience a small deficit.

The Trustees are satisfied that One Dance UK is a going concern at the time of signing the accounts as:

- Core funding of £763,800 per annum is confirmed to continue as NPO within Arts Council England's National Portfolio of Organisations to March 2026, with likely extension through 2026/27.
- We have adjusted our future budgets and cashflow projections to anticipate lower than projected earned income along with lower programme costs through hybrid delivery. We expect to cover our operating costs to March 2024.
- Our unrestricted reserves are at the appropriate level required by our Trustees.

We are a National Portfolio Organisation within Arts Council England's Investment Programme 2023-26, which has now been extended to March 2027. Arts Council England is our largest funder with funding used to meet our programme of activities and contribute to core costs.

PRINCIPAL RISKS AND MANAGEMENT

Our Trustees have a risk management strategy which comprises:

- six-monthly review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the six-monthly review and a quarterly risk summary to update progress on risk mitigation;
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Trustees have identified that inflationary pressures, a tight labour market, and ongoing recovery Covid-19 along with the impact of the cost-of-living crisis and increased energy prices are the major risks in meeting fundraising and income targets, and maintaining smooth operations to ensure we serve beneficiaries and maintain financial resilience.

The risks have been mitigated through:

- adjusting our business model, budgets and cashflows for the next two financial years in response to lower than originally budgeted earned income matched by equally lower operating costs through hybrid delivery;
- growing online delivery, communication and advocacy for the dance sector;
- bench marking salaries to West-Midland levels appropriate to our organisation's size and specialist skills;
- continued funding from Arts Council England as principal NPO funder to 31 March 2027 and Paul Hamlyn Foundation to 31 March 2024, contributing to core and educational costs based on funding conditions that we are certain will be met.

We regularly review the fundraising achieved against targets to make any adjustments to our activities should the need arise.

RESERVES AND RESERVES POLICY

The Trustees of the charity have set the unrestricted reserves policy at a level so that there are sufficient funds to cover:

- three months of operations in the event of any unplanned closure and its impact on beneficiaries, Staff and other financial commitments;
- fluctuations in annual projected income; and
- foreseeable financial commitments.

The Trustees have set a range of £300,000 to £350,000 as an appropriate level of unrestricted reserves for the future plans of the charity.

The Trustees have designated £99,212 of general funds for the purchase and implementation of a cloud-based CRM system and upgraded website for membership, events, marketing, donations and reporting. This system will be brought into operation in the year 2023/24. The costs incurred to date (£63,345) is represented as Fixed Assets in the accounts, and will begin to depreciate in the next financial year.

At the year end, the Charity held £376k in unrestricted and undesignated funds, marginally above the level required by trustees (2022: £347k).

At 31 March 2023, the Charity held £5,670 (2022: £2,701) in restricted funds for specific projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

One Dance UK is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 May 1994. It is registered as a charity with the Charity Commission. Anyone over the age of 18 can become a member of the Company and there are currently 963 members, each of whom agrees to contribute £1 in the event of the charity winding up.

Appointment of Trustees

As set out in the Articles of Association the Trustees are appointed by members of One Dance UK at the Annual General Meeting (AGM) or by postal vote. The Trustees shall retire from office at the fourth AGM following the AGM at which his or her current term commenced. Any Trustee who has served two consecutive terms can only be re-appointed after a one-year break from office.

All members are circulated with notice at least 21 days prior to the AGM advising them of the retiring Trustees and requesting votes for any newly proposed Trustees for the AGM. If a vacancy on the Board occurs between AGMs the Board may co-opt a person to serve until the next AGM when such person may stand for election. If the Trustees determine that the Board is lacking any particular skill then the Trustees may appoint an additional three Trustees at any time with a term not exceeding four years from the AGM that their appointment was accepted by members.

Trustee induction and training

New Trustees are required to have an induction into all key areas of One Dance UK's work and its constitution, and to be briefed on their legal obligations prior to their first Board meeting. They must sign a 'fit and proper person' declaration, conflict of interest memorandum, and are provided with good governance documentation, financial and management accounts, the Memorandum and Articles of Association and the latest business plan.

Organisation

The Board of Trustees, which can have up to 20 members, is responsible for decisions regarding policy and overall direction. The Board monitors progress of programmes and initiatives, finance and other developments at quarterly meetings and reports to the membership at the AGM. There is a Finance subcommittee that meets quarterly to report finance and risk matters to the Trustees.

A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment, project and programme delivery and fundraising

RELATED PARTIES AND UMBRELLA NETWORKS

None of our Trustees receive remuneration or other benefit from their work with the charity. Any Connection between a Trustee or senior manager of the charity with a related party must be disclosed to the full board of Trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

There were no related party transactions in the year to 31 March 2023

The charity is a paying member of umbrella groups Creative UK, Culture Counts and the UK Dance Network. The charity is also a non-paying participant of other umbrella groups that are WhatNext? and the Cultural Learning Alliance. Our membership and affiliations do not impact on the operating policies adopted by the charity.

COVID-19 control measures on our wider network have not impacted our operations.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Charity Trustees (who are also the Directors of One Dance UK for the purposes of company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity Trustees to prepare financial statements for each year which 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 the income and expenditure, of the Charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

ONE DANCE UK

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

One Dance UK has taken advantage of the small companies exemption in preparing the directors report for the year to 31st March 2023

By order of the Board of Trustees

Amanda Skoog MNZM, Chair

Director

ONE DANCE UK

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

CONTENTS	Page
Reference and Administrative Details of the Company	21
Independent Auditor's Report	22
Statement of Financial Activities	23
Balance Sheet	24
Statement of Cash Flows	25
Notes to the Financial Statements	26

ONE DANCE UK

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees

Amanda Skoog (Chair)
Andrew Carrick
Anthony Bowne
David Watson (resigned 7 April 2022)
Denise Nurse
Jane Mary Bonham-Carter
Julian Flitter
Susannah Simons
Victoria Igbokwe (resigned 7 April 2022)

Company registered number: 2931636

Charity registered number: 801552

Registered office: Dance Hub, Thorp Street, Birmingham, B5 4TB

Chief executive: Andrew Hurst

Independent Examiner: Jane Askew, Haysmacintyre LLP, 10 Queen Street, London
EC4R 1AG

Bankers: Cater Allan, 9 Nelson Street, Bradford, BD1 5AN

CAF Bank Ltd, 25 Kings Hill Avenue, West Malling
Kent ME19 4JQ

HSBC Bank Plc, 18 Ballards Lane, Church End, Finchley, London,
N3

Solicitors: Level Law, 20-22 Shelton Street, Covent Garden
London, WC2H 9JJ

ONE DANCE UK

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF ONE DANCE UK FOR THE YEAR ENDED 31 MARCH 2023

I report to the Trustees on my examination of the accounts of One Dance UK for the year ended 31 March 2023 which are set out on pages 23 to 39.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). The trustees are satisfied that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charitable company's accounts as carried out under section 145 of the 2011 Act. In carrying out my examination I have followed the requirements of 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 income is in excess of £250,000 your examiner must be a member of a body listed in the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of the ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jane Askew FCA
Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG
Date:

ONE DANCE UK

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted	Restricted		
		Funds	Funds	Total	Total
		2023	2023	2023	2022
	Note	£	£	£	£
Income from:					
Donations and legacies	2	790,759	69,000	859,759	1,123,348
Charitable activities	3	89,428	-	89,428	102,432
Fundraising activities	4	10,150	-	10,150	23,550
Other income		3,103	-	3,103	21
Total income		<u>893,440</u>	<u>69,000</u>	<u>962,440</u>	<u>1,249,351</u>
Expenditure on:					
Raising funds		72,712	-	72,712	66,610
Charitable activities	5,6	823,906	66,031	889,937	1,137,633
Total expenditure	7	<u>896,618</u>	<u>66,031</u>	<u>962,649</u>	<u>1,204,243</u>
Net income		<u>(3,178)</u>	<u>2,969</u>	<u>(209)</u>	<u>45,108</u>
Transfers between funds		-	-	-	-
Net movement in funds		<u>(3,178)</u>	<u>2,969</u>	<u>(209)</u>	<u>45,108</u>
Reconciliation of funds:					
Total funds brought forward	14	<u>478,462</u>	<u>2,701</u>	<u>481,163</u>	<u>436,055</u>
Total funds carried forward	14	<u><u>475,284</u></u>	<u><u>5,670</u></u>	<u><u>480,954</u></u>	<u><u>481,163</u></u>

All income derives from continuing activities.

The notes on pages 26 to 39 part of these financial statements.

BALANCE SHEET

AT 31 MARCH 2023

	Note	£	2023 £	£	2022 £
Fixed assets					
Intangible assets	10		63,345		21,936
Tangible assets	11		954		2,145
			<u>64,299</u>		<u>24,081</u>
Current assets					
Debtors	12	104,595		79,688	
Cash at bank and in hand		426,979		523,738	
		<u>531,574</u>		<u>603,426</u>	
Creditors: Amounts falling due within one year	13	(114,919)		(146,344)	
		<u></u>		<u></u>	
Net current assets			416,655		457,082
Total net assets			<u>480,954</u>		<u>481,163</u>
Charity Funds					
Restricted funds	14		5,670		2,701
Unrestricted funds	14		475,284		478,462
			<u>480,954</u>		<u>481,163</u>
Total funds			<u>480,954</u>		<u>481,163</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with The Charities SORP (FRS 102).

The financial statements were approved and authorised for issue by the Trustees on _____ and signed on their behalf by:

Amanda Skoog, Director

Julian Flitter, Director

The notes on pages 26 to 39 form part of these financial statements.

ONE DANCE UK
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in/(provided by) operating activities	16	(32,634)	(40,657)
Cash flows from investing activities:			
Purchase of fixed assets		(64,125)	(840)
Net cash used in investing activities		(64,125)	(840)
Change in cash and cash equivalents in the year		(96,759)	(41,497)
Cash and cash equivalents brought forward		523,738	565,235
Cash and cash equivalents carried forward		426,979	523,738

	At 1 April 2022 £	Cash Flows £	At 31 March 2023 £
Analysis of changes in net debt			
Cash and cash equivalents	523,738	(96,759)	426,979

The notes on pages 26 to 39 form part of these financial statements.

1. Accounting policies

1.1 Basis of preparation of the financial statements

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), Charities SORP (FRS 102) (Second edition – effective 1 January 2019), and the Companies Act 2006.

One Dance UK 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.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern at the time of signing the accounts as:

- Core funding of £763,800 per annum is confirmed as NPO within Arts Council England's National Portfolio of Organisations to March 2026;
- The Charity has adjusted its future budgets and cashflow projections to anticipate projected earned income along with significantly lower programme costs through switching to hybrid delivery. The Charity expects to cover its operating costs to March 2026 ; and
- The Charity's unrestricted reserves are at the appropriate level set by the Trustees.

1.4 Income

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

For legacies, entitlement is taken as the earlier of the date on which either: the company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Accounting policies (continued)

1.8 Expenditure

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

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company.

Charitable activities are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

1.9 Intangible fixed assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is charged over a period of five years.

1.10 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised at cost.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment – 50% and 33% on cost

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1. Accounting policies (continued)

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.12 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1. Accounting policies (continued)**1.15 Critical accounting judgements and estimation uncertainty**

In the application of the accounting policies, the Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

1.16 Subsidiary Holdings

One Dance UK is the sole shareholder in 4 dormant companies registered in England and Wales. None of the companies have traded during the year or the previous year. There are no assets or liabilities in the companies, and they have not been consolidated in these financial statements on the basis of immateriality.

One Dance UK Trading Limited 9532327

ADAAAD Limited 10274996

YDNE Limited 10274857

NDTA Limited 10275179

2. Income from donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total £
2023			
Donations	26,959	-	26,959
Grants	763,800	69,000	832,800
	<hr/>	<hr/>	<hr/>
Total 2023	790,759	69,000	859,759
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
2022			
Donations	1,108	-	1,108
Grants	763,800	358,440	1,122,240
	<hr/>	<hr/>	<hr/>
Total 2022	764,908	358,440	1,123,348
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

ONE DANCE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

2. Income from donations and legacies (continued)

The company recognised Public Funding income from:

	Arts Council England £	
2023		
Core	763,800	
Dance Passion	25,000	
Total 2023	788,800	
	Arts Council England £	Sport England £
2022		
Core	763,800	-
Dance Passion	225,000	-
Dance On	-	93,441
Total 2022	988,800	93,441

3. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total £
Projects 2023	89,428	-	89,428
Projects 2022	102,432	-	102,432

4. Fundraising income

	Unrestricted Funds £	Restricted Funds £	Total £
2023			
Fundraising events	150	-	150
Sponsorship	10,000	-	10,000
Total 2023	10,150	-	10,150
2022			
Fundraising events	15,000	-	15,000
Sponsorship	8,550	-	8,550
Total 2022	23,550	-	23,550

ONE DANCE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

5.	Charitable activities - Direct costs		Total 2023 £	Total 2022 £
	Project expenditure		168,680	398,893
	Wages and salaries		226,516	225,618
	National insurance		22,906	36,605
	Pension costs		5,090	6,808
			<u>423,192</u>	<u>667,924</u>
6.	Charitable activities - Support costs		Total 2023 £	Total 2022 £
	Office overheads		12,339	76,328
	Administration costs		78,247	29,786
	Professional finance		25,698	33,489
	Governance		3,044	12,030
	IT and software		23,492	30,429
	Wages and salaries		288,293	278,510
	National insurance		29,153	3,999
	Pension cost		6,479	5,138
			<u>466,745</u>	<u>469,709</u>
7.	Analysis of expenditure by expenditure type			
		Staff costs 2023 £	Other costs 2023 £	Total 2023 £
	Fundraising team costs	41,912	30,800	72,712
	Charitable activities	578,437	311,500	889,937
		<u>620,349</u>	<u>342,300</u>	<u>962,649</u>
		Staff costs 2022 £	Other costs 2022 £	Total 2022 £
	Fundraising team costs	36,549	30,061	66,610
	Charitable activities	556,678	580,955	1,137,633
		<u>593,227</u>	<u>611,016</u>	<u>1,204,243</u>

ONE DANCE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

8. Net income/(expenditure)

	Total 2023 £	Total 2022 £
This is stated after charging:		
Depreciation of tangible fixed assets:		
Owned by the charity	1,191	10,930
Amortisation of intangible fixed assets	22,716	21,936
Auditors' remuneration – audit	-	12,000
Independent examiner's fees	3,000	-
	<u> </u>	<u> </u>

During the year, no Trustees received any remuneration (2022 - £NIL).

During the year, no Trustees received any benefits in kind (2022 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2022 - £Nil).

9. Staff costs

Staff costs were as follows:

	Total 2023 £	Total 2022 £
Wages and salaries	556,721	540,677
Social security costs	52,059	40,604
Pension costs	11,569	11,946
	<u> </u>	<u> </u>
	620,349	593,227
	<u> </u>	<u> </u>

The average number of persons employed by the company during the year was as follows:

	2023 No.	2022 No.
Administration and projects	19	18
	<u> </u>	<u> </u>

The number of higher paid employees was:

	2023 No.	2022 No.
Earning between £60,000 - £70,000	1	1
	<u> </u>	<u> </u>

The Chief Executive, Finance Director and the heads of departments represent the key management of the Charity. Remuneration and benefits received by key management personnel in the year were £243,646 (2022 - £243,442).

ONE DANCE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

10. Intangible fixed assets

	Software £
Cost	
At 1 April 2022	111,239
Additions	64,125
	<u>175,364</u>
At 31 March 2023	<u>175,364</u>
Amortisation	
At 1 April 2022	89,303
Charge for the year	22,716
	<u>112,019</u>
At 31 March 2023	<u>112,019</u>
Carrying amount	
At 31 March 2023	<u>63,345</u>
At 31 March 2022	<u>21,936</u>

11. Tangible fixed assets

	Office Equipment £
Cost	
At 1 April 2022	62,298
Additions	-
	<u>62,298</u>
At 31 March 2023	<u>62,298</u>
Depreciation	
At 1 April 2022	60,153
Charge for the year	1,191
	<u>61,344</u>
At 31 March 2023	<u>61,344</u>
Net book value	
At 31 March 2023	<u>954</u>
At 31 March 2022	<u>2,145</u>

ONE DANCE UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

12. Debtors

	Total 2023 £	Total 2022 £
Trade debtors	7,309	25,946
Other debtors	10,740	49,493
Prepayments and accrued income	86,546	4,249
	<u>104,595</u>	<u>79,688</u>

13. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	38,741	45,794
Other taxation and social security	41,168	14,699
Accruals and deferred income	35,010	85,851
	<u>114,919</u>	<u>146,344</u>

14. Statement of funds

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	347,210	893,440	(864,720)	-	375,930
Designated Funds					
CRM	99,212	-	-	-	99,212
Dance on Toolkit	32,040	-	(31,898)	-	142
	<u>478,462</u>	<u>893,440</u>	<u>(896,618)</u>	<u>-</u>	<u>475,284</u>
Restricted funds					
Creative Scotland	751	-	-	-	751
Paul Hamlyn Foundation	-	44,000	(44,000)	-	-
Dance Passion	1,950	25,000	(22,031)	-	4,919
	<u>2,701</u>	<u>69,000</u>	<u>(66,031)</u>	<u>-</u>	<u>5,670</u>
Total of funds	<u>481,163</u>	<u>962,440</u>	<u>(962,649)</u>	<u>-</u>	<u>480,954</u>

14. Statement of funds (continued)

Comparative statement

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	317,888	890,911	(859,089)	(2,500)	347,210
Designated Funds					
CRM	100,000	-	(788)	-	99,212
Dance on Toolkit	-	-	-	32,040	32,040
	<u>417,888</u>	<u>890,911</u>	<u>(859,877)</u>	<u>29,540</u>	<u>478,462</u>
Restricted funds					
Dance On	19,916	93,441	(81,317)	(32,040)	-
Creative Scotland	751	-	-	-	751
Paul Hamlyn Foundation	-	40,000	(40,000)	-	-
Research	(2,500)	-	-	2,500	-
Dance Passion	-	224,999	(223,049)	-	1,950
	<u>18,167</u>	<u>358,440</u>	<u>(344,366)</u>	<u>(29,540)</u>	<u>2,701</u>
Total of funds	<u>436,055</u>	<u>1,249,351</u>	<u>(1,204,243)</u>	<u>-</u>	<u>481,163</u>

Designated funds

Customer Relationship Database (CRM): The Trustees designated in 2021/22 £100,000 of general funds for the purchase and implementation of a cloud-based CRM system and upgraded website for membership, events, marketing, donations and reporting. Expenditure of £788 was paid during 2021/22. During 2022/23, all payments towards the build of this system were capitalised. As the system will be live during the financial year 2023/24, no amortisation has yet been charged, therefore the value of the designated fund has not changed during the year.

Dance On Toolkit: The Trustees designated in 2021/22 £32,040 to create a 'Dance On Toolkit' based on the Dance for Health Links event research sharing to reduce the number of older people who are not achieving 30 minutes of moderate physical activity per week. The fund covers the staff time for each project lead organisation to contribute to creating the tool kit and its subsequent design. One Dance UK disseminates this with contributing partners through One Dance UK and host this on our website. £31,898 was spent during the year.

14. Statement of funds (continued)

Creative Scotland

Creative Scotland provided an Open Project Fund grant to build on the professional development support offered to Scottish dancers, choreographers and dance students.

Paul Hamlyn Foundation

One Dance UK was awarded a 5-year grant of £40,000 per year from the Backbone Fund as recognition of the important role that One Dance UK plays in the sector and as marking the establishment of a strategic relationship through which Paul Hamlyn Foundation may seek advice from time to time. The grant started in October 2018.

Dance Passion

One Dance UK collaborated with BBC Arts a month-long celebration of dance from February 2022, featuring leading names and exciting new talent across television and online on BBC networks, stations, and platforms. One Dance UK and BBC Arts pulled together talent from across all four nations to create five hour-long programmes from four hubs across the UK: Warwick Arts Centre in Coventry, Theatre Royal Plymouth's TR2, Leeds' Northern School of Contemporary Dance, and London's Sadler's Wells. Dance Passion 2022 also included thirteen BBC Arts and One Dance UK co-commissioned short films and interactive projects by UK-based professional and community dance companies, independent artists, choreographers, and associated technical partners based in dance education and dance medicine.

15. Analysis of net assets between funds

Analysis of net assets between funds – current year

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Intangible fixed assets	63,345	-	63,345
Tangible fixed assets	954	-	954
Net current assets	410,985	5,670	416,655
	<u>475,284</u>	<u>5,670</u>	<u>480,954</u>

Analysis of net assets between funds – prior year

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total funds 2022 £
Intangible fixed assets	21,936	-	21,936
Tangible fixed assets	2,145	-	2,145
Net current assets	454,381	2,701	457,082
	<u>478,462</u>	<u>2,701</u>	<u>481,163</u>

16. Reconciliation of net movement in funds to net cash flow from operating activities

	Total 2023 £	Total 2022 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	(209)	45,108
Adjustment for:		
Depreciation and amortisation charges	23,907	32,866
Decrease/(increase) in debtors	(24,907)	22,301
(Decrease)/increase in creditors	(31,425)	(140,932)
Net cash provided by/(used in) operating activities	<u>(32,634)</u>	<u>(40,657)</u>

17. Pension commitments

The company operates a defined contributions pension scheme which was implemented in February 2017. The assets of the scheme are held separately from those of the company in independently administered fund. The pensions cost charge represents contributions payable by the company to the fund and amounted to £13,297 (2022 - £11,946).

18. Operating lease commitments

At 31 March 2023 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	Office equipment	
	Total	Total
	2023	2022
	£	£
Amounts payable:		
Within 1 year	1,154	1,154
Between 2 and 5 years	1,646	2,800
	<hr/>	<hr/>
	2,800	3,954
	<hr/>	<hr/>

19. Related party transactions

Trinity Laban Conservatoire of Music and Dance, in which Anthony Bowne is a Director, were paid £nil during the year (2022 - £3,206). The transaction was on an arm's length basis and the trustee received no benefit as a result of the transaction.

As disclosed in note 8, there were no transactions with Trustees in the year (2022 – no transactions).

20. Statement of financial activities for the year ended 31 March 2022

	Unrestricted Funds Restated* 2022 £	Restricted Funds Restated* 2022 £	Total 2022 £
Income from:			
Donations and legacies	764,908	358,440	1,123,348
Charitable activities	102,432	-	102,432
Fundraising activities	23,550	-	23,550
Other income	21	-	21
Total income	890,911	358,440	1,249,351
Expenditure on:			
Raising funds	66,610	-	66,610
Charitable activities	793,267	344,366	1,137,633
Total expenditure	859,877	344,366	1,204,243
Net income	31,034	14,074	45,108
Transfers between funds	29,540	(29,540)	-
Net movement in funds	60,574	(15,466)	45,108
Reconciliation of funds:			
Total funds brought forward	417,888	18,167	436,055
Total funds carried forward	478,462	2,701	481,163

*** Restatement**

The allocation between restricted and unrestricted funds for both donations and legacies income and expenditure on charitable activities was misstated in the 2022 Statement of Financial Activities. Restricted income from donations and legacies was £15,001 lower than stated, with a corresponding increase in unrestricted income. Likewise, restricted charitable activities expenditure was £15,001 lower than stated with a corresponding increase in unrestricted expenditure. This is corrected in the above comparative Statement of Financial Activities. There is no impact on funds brought forward or carried forward, and the notes to the accounts in 2022 showed the correct income and expenditure position.