



Charity registration number 295324

Company registration number 02051893 (England and Wales)

**PAN INTERCULTURAL ARTS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**PAN INTERCULTURAL ARTS LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
LEGAL AND ADMINISTRATIVE INFORMATION**



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|-----------------------------|---|--|
| <b>Trustees</b>             | O O Fashola<br>H M Fokerd<br>T Makiwa<br>A Meyric-Hughes<br>T J Moloney<br>S A Schutt<br>B St Louis<br>R Ramnauth<br>A Haroun<br>R Begum<br>L P Goldby<br>S Froment<br>A Bray | (Appointed 13 July 2023)<br>(Appointed 13 July 2023)<br>(Appointed 13 July 2023) |
| <b>Secretary</b>            | J C Marfin  |  |
| <b>Charity number</b>       | 295324  |  |
| <b>Company number</b>       | 02051893  |  |
| <b>Registered office</b>    | 32 O'Donnell Court<br>Brunswick Square<br>London<br>WC1N 1NX  |  |
| <b>Independent examiner</b> | Moore (South) LLP<br>33 The Clarendon Centre<br>Salisbury Business Park<br>Dairy Meadow Lane<br>Salisbury<br>Wiltshire<br>SP1 2TJ   |  |
| <b>Bankers</b>              | CAF Bank Limited<br>24 Kings Hill Avenue<br>Kings Hill<br>West Malling<br>Kent<br>ME19 4JQ  |  |

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

**FOR THE YEAR ENDED 31 MARCH 2023**

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The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

**Structure, governance and management**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Pan Intercultural Arts Limited is dedicated to the presentation and exploration of interculturalism through the arts and to the role these can play in enriching the understanding of the diverse cultures now living side by side in contemporary urban society. There was no change to these aims in the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

**Trustees**

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

|                 |                            |
|-----------------|----------------------------|
| O O Fashola     |                            |
| H M Fokerd      |                            |
| T Makiwa        |                            |
| A Meyric-Hughes |                            |
| T J Moloney     |                            |
| S A Schutt      |                            |
| B St Louis      |                            |
| C Minvielle     | (Resigned 6 February 2023) |
| R Ramnauth      |                            |
| A Haroun        |                            |
| R Begum         |                            |
| L P Goldby      | (Appointed 13 July 2023)   |
| S Froment       | (Appointed 13 July 2023)   |
| A Bray          | (Appointed 13 July 2023)   |

**Recruitment and appointment of new trustees**

The trustees regularly review the structure, size and composition of the board, with the object of having a membership of varied experience that is able to offer help and advice.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

**Risk Management**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

## PAN'S ACHIEVEMENTS IN 2022/23

*"Pan gave me the spark I needed to continue my life"*

Pan has had an intense and successful year, making the full return to activity after the COVID pandemic and all its social consequences.

### Activity Highlights

Pan has continued to work for its key communities, enabling those who feel they do not have the confidence or a voice to fulfil their potential to take significant steps to more fulfilling futures. In times when immigration, modern day slavery, social cohesion and opportunities for the more deprived are key issues in our society, we are proud to continue this work as long as it is needed and are grateful to our funders who have enabled this.

**This year we ran 14 projects providing over 356 workshop sessions and increased our participants from 321 to an astounding 984.**

#### REFUGEE ARTS:

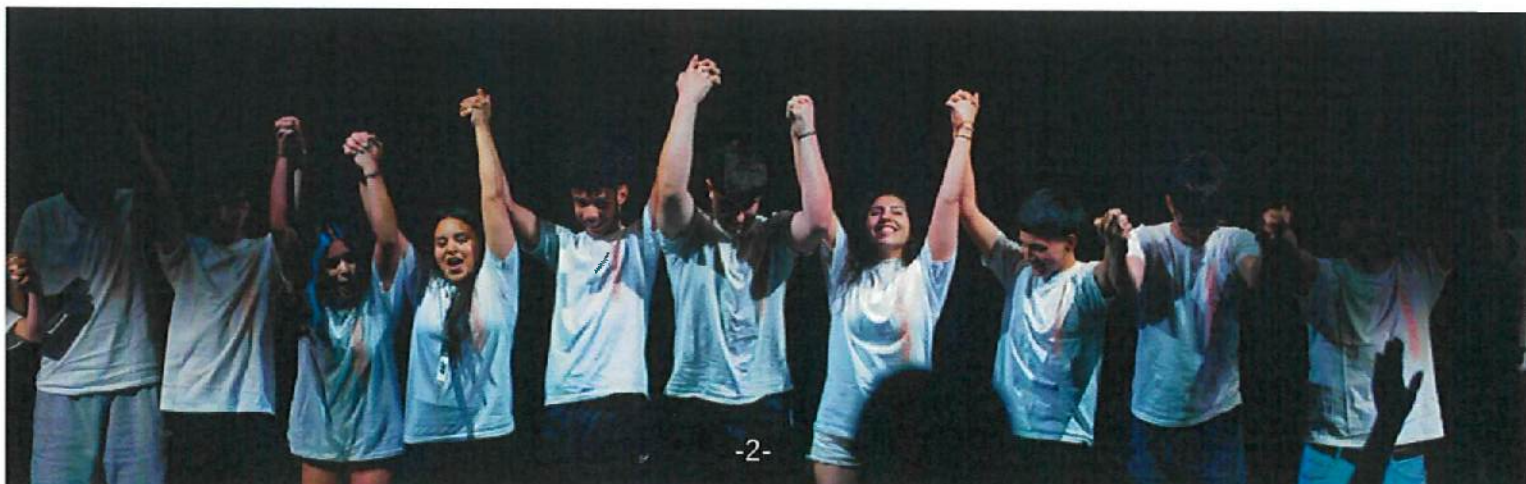
Papillon - weekly in Crawley for young Afghan women, recently relocated to the UK

Since arranging childcare provision for a number of young mothers, we have seen the benefits of spending time with young women their own age, establishing a sense of self outside of the mother role. The sessions provided a consistent and safe space for the young women to grow and a documentary was created around the participants' experience of arriving in the UK.

*"It is very nice that people still think of us and we don't feel so abandoned by the country which brought us here. We love attending the sessions"*

Fortune - weekly in Euston for young adult refugees and migrants

We noticed a considerable increase in the number of participants whose growing confidence has allowed them to enter employment. Their creation of 'The Shape of Love' saw them thrive in the creative elements of the process, with their willingness to share showing their growth of confidence.



**Building Bridges** - a short term project at Newham College bringing young people from refugee and host community groups together to explore commonalities and differences

Both groups thoroughly enjoyed and benefited from the exercise to work together. The research into Hate Speech and Unifying Speech led to fascinating observations on how language is used to manipulate, stimulate and tempt. We were particularly proud of how several young Muslim women developed strong confident voices in the group and were impressed by their own progress.

**Future** - weekly in Croydon for unaccompanied minor asylum seekers

With many participants approaching 18 and major life decisions surrounding them, we observed the importance of play and positioning Future as a place of fun and relaxation. The group bonded well while sharing food after the session sharing their hopes, concerns and advice for others.

### **WEAPON OF CHOICE (WoC):**

**WoC Theatre Group** - weekly in Camden, addressing life challenges through drama for young people in difficult circumstances

WoC Theatre Group embarked on a dynamic journey throughout the year filled with creative exploration, skills development, and memorable experiences. The group grew their theatrical talents by attending three captivating theatre trips and devising and presenting a powerful performance. They actively participated in peer mentorship, training sessions, and master classes, enhancing their skills and fostering a deeper appreciation for the theatrical arts.

**WoC Residencies (in school)** - weekly at an alternative provision academy using drama to help embrace the curriculum

Alternating between poetry and drama sessions, students were encouraged to work on personal poetry pieces which culminated in a powerful performance to an audience of peers and teachers. Previously, many students would often leave classes early and these sessions saw massive growth in attendance and retention.

### **WoC Expansions Projects**

Where a specific need is identified, our WoC team is able to respond and take our methodologies to them. This work was taken to two housing estates in Lewisham and a youth centre in Ipswich. As part of the Ipswich project, all participants were given the opportunity to be an 'extra' in Call the Midwife which they all found incredibly exciting and empowering.



WoC Residencies (after school) - a short term 18 week project training students in leadership skills

During improvisation exercises and group scenes, participants learned how to negotiate ideas, listen to others' suggestions, and contribute constructively to the creative process. In preparing for the final performance, participants guided their fellow participants, providing direction and making creative choices as well as taking accountability for their actions and making steps towards making positive changes.

***"The support from everyone here made me feel like my words matter. I've never felt this confident before."***

**AMIES (for female survivors of trafficking, weekly in Homerton):**

Amies London - preparing participants for stepping into positive futures

Using drama, movement and storytelling empowered the women to rediscover their confidence and aspirations, leading many members into employment and education (including a degree in accountancy and another in psychology).

Amies Freedom Choir - singing for joy and to overcome trauma-related symptoms

Through successful partnerships, the participants experienced three masterclasses in Afro-Cuban music, three theatre visits and two theatre workshops. They performed alongside the Alumnae choir in a captivating sharing, and recorded their songs at Goldsmiths University music studio.

Amies Alumnae Choir - developing and creating repertoire for performance

This year they have reached record numbers of people, bringing a positive image of survivors of trafficking to thousands of people with 17 performances. This included a commission to compose a piece of music for an installation as part of Hull Freedom Festival.

Amies Choir Broadstairs - in Kent, finished in July 2022

The participants who attended these weekly sessions achieved a beautiful work share with the staff at the end of the project in July 2022.

***"I feel proud to hear our voices. I'm intrigued that people are listening to our voices. I was looking at people who came to visit it and listening, I was thinking, I wonder if they know it's me. I wanted to tell everyone 'that's me, that's me!'"***



## Spreading and Sharing Pan's Work

Pan's work is not primarily public facing as our participants are vulnerable and our projects work on the process of growth rather than putting them in the spotlight which has other pressures and anxieties. However, when participants are ready we are able to share their work with friends, carers, youth workers and the public. One performer proudly told us *"Now I can give something back through my performance"*.

**Pan was part of 22 events, growing our audiences significantly from 2,000 people to reaching over 32,000.**

We also organise annual public events to inform audiences of our work. This year, one of our artists curated a stand up poetry event which drew a full audience, many of whom knew little about Pan. Through radio interviews, good publicity and a wonderful atmosphere the richness of creative writing and performed poetry as an agent of change was celebrated.

We have had a steady flow of PR activities including an interview on BBC Radio London, interview for The national 'i' News and one of our facilitators profiled in a magazine. We shared on Instagram our Artistic Director John Martin at a conference in Finland on playfulness and Adwoa Dickson, Director of the Amies Projects, at a conference in Prague.



## Celebrating and Supporting our Staff

Cultivating the talent, creativity and growth of our inspiring team of artists delivering the work continues to be a key priority at Pan.

**Over 50% of our facilitators are former participants in our projects, bringing invaluable lived experience to the work, over 78% identify as non-white, and 65% are female or non-binary.**

To sustain and celebrate this, we have been training three new peer facilitators (past participants) across our projects, have promoted a peer facilitator to artist facilitator and continue to offer further training and development to all of our staff including ensuring their voices are at the forefront of decision making at Pan.

Post-Covid we have needed to acknowledge and address the shift in the way that charities engage with their stakeholders and the negative effect the ongoing economic crisis has impacted on sources of funding.

We are engaging more effectively with existing and new supporters by appointing our first part-time Marketing and Communications Manager and increasing our fundraising staff capacity to allow a focus on diversifying our income streams.

## The Impact of our work

Ricardo is from Peru, and has been attending the group for over three years. At first his English was poor and his body language was stiff and withdrawn. Although he attended - even by Zoom during Covid - it was rare that he expressed an opinion, suggested an idea or led in an exercise. Progress was slow but the fact that he attended constantly showed he wanted to be with us.

This year we noticed a change. He became the first to arrive, he quietly told us he had been writing poetry, his body language relaxed and he became more expressive in face and gesture. In groups he started to bring new ideas and in a recent development he conceived a scene (a meeting of two poets; one open, one private) and performed in it.

Although he has found an evening job he strives to get to sessions. More poems were written and these formed the base for Fortune's performance of "The Shape of Love" at the Little Angel Theatre. He published his poems in the programme and took his writer's name, Federico.

**And he smiles, a lot.**





**PAN INTERCULTURAL ARTS LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2023**

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**Financial review**

All work is undertaken on a project basis and fundraising must be undertaken to finance every project. This continues to be the main method of financing the company. The organisation received grants from a number of public funding bodies, trusts and foundations and other sources and these funds, together with reserves brought forward from the previous financial year, were used to fulfil its objectives.

The charity was able to manage and undertake its planned tasks effectively and in a timely manner. All the grants received were applied in accordance with the terms and conditions stipulated within each funding agreement and, where appropriate, some funds have been carried forward to the year 2023/24 representing funding for projects not completed.

The financial position of the charity is as disclosed in the Statement of Financial Activities and the Balance Sheet as at 31 March 2023.

**Reserves policy**

The trustees have reviewed the reserves policy, with a view of achieving financial resilience and have established the following objectives:

1. To establish a Strategic Development fund, to support Pan's mission and strategic objectives outlined in its business plan. In particular Pan has earmarked funds in the coming year to pilot new projects, expand existing projects, introduce a training programme for participants and find a new permanent centre for all of Pan's activities.
2. To establish a General Fund reserve to maintain financial resilience on an on-going basis in the event of a shortfall in income or unexpected operating expenditure.

The trustees aim is to maintain Pan's Unrestricted Funds reserves, at a level that will allow Pan to weather fluctuations in the level of operational activity and income. This is deemed to be in the range of £75,000 to £125,000, equivalent to approximately 3 to 6 months operating expenditure in the event of a wind-up of the charity's operations.

Additionally, the trustees will seek to designate funds within the Unrestricted Funds reserves to a minimum of £80,000 to support Strategic Development objectives.

The trustees' report was approved by the Board of Trustees.

.....  
**H M Fokerd**  
Trustee  
Dated: .....

.....  
**B St Louis**  
Trustee  
Dated:.....



**PAN INTERCULTURAL ARTS LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
INDEPENDENT EXAMINER'S REPORT**

**TO THE TRUSTEES OF PAN INTERCULTURAL ARTS LIMITED**

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I report to the trustees on my examination of the financial statements of Pan Intercultural Arts Limited (the charity) for the year ended 31 March 2023.

**Responsibilities and basis of report**

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

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

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

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

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

**R MacDonald  
Moore (South) LLP**

33 The Clarendon Centre  
Salisbury Business Park  
Dairy Meadow Lane  
Salisbury  
Wiltshire  
SP1 2TJ

Dated: .....

**PAN INTERCULTURAL ARTS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**INCLUDING INCOME AND EXPENDITURE ACCOUNT**



**FOR THE YEAR ENDED 31 MARCH 2023**

|   | Notes | Unrestricted funds<br>2023<br>£ | Restricted funds<br>2023<br>£ | Total<br>2023<br>£    | Unrestricted funds<br>2022<br>£ | Restricted funds<br>2022<br>£ | Total<br>2022<br>£    |
|---|-------|---------------------------------|-------------------------------|-----------------------|---------------------------------|-------------------------------|-----------------------|
| <b><u>Income from:</u></b>  |       |                                 |                               |                       |                                 |                               |                       |
| Donations and legacies  | 2     | 159,786                         | 312,891                       | 472,677               | 107,178                         | 409,687                       | 516,865               |
| Charitable activities   | 3     | 17,486                          | 494                           | 17,980                | 595                             | 3,485                         | 4,080                 |
| Investments   | 4     | 403                             | 48                            | 451                   | -                               | 5                             | 5                     |
| <b>Total income</b>   |       | <u>177,675</u>                  | <u>313,433</u>                | <u>491,108</u>        | <u>107,773</u>                  | <u>413,177</u>                | <u>520,950</u>        |
| <b><u>Expenditure on:</u></b>   |       |                                 |                               |                       |                                 |                               |                       |
| Charitable activities   | 5     | 25,705                          | 486,257                       | 511,962               | 6,934                           | 412,088                       | 419,022               |
| <b>Net incoming/(outgoing) resources before transfers</b>               |       | 151,970                         | (172,824)                     | (20,854)              | 100,839                         | 1,089                         | 101,928               |
| Gross transfers between funds   |       | (172,824)                       | 172,824                       | -                     | 1,089                           | (1,089)                       | -                     |
| <b>Net (expenditure)/income for the year/<br/>Net movement in funds</b> |       | <u>(20,854)</u>                 | <u>-</u>                      | <u>(20,854)</u>       | <u>101,928</u>                  | <u>-</u>                      | <u>101,928</u>        |
| Fund balances at 1 April 2022   |       | <u>181,069</u>                  | <u>-</u>                      | <u>181,069</u>        | <u>79,141</u>                   | <u>-</u>                      | <u>79,141</u>         |
| <b>Fund balances at 31 March 2023</b>                                   |       | <u><u>160,215</u></u>           | <u><u>-</u></u>               | <u><u>160,215</u></u> | <u><u>181,069</u></u>           | <u><u>-</u></u>               | <u><u>181,069</u></u> |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.



**PAN INTERCULTURAL ARTS LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
BALANCE SHEET  
AS AT 31 MARCH 2023**

|   | Notes     | 2023<br>£        | £              | 2022<br>£        | £              |
|---|-----------|------------------|----------------|------------------|----------------|
| <b>Current assets</b>                                 |           |                  |                |                  |                |
| Debtors   | 9         | 3,284            |                | 1,720            |                |
| Cash at bank and in hand                              |           | 296,875          |                | 395,394          |                |
|   |           | <u>300,159</u>   |                | <u>397,114</u>   |                |
| <b>Creditors: amounts falling due within one year</b> | <b>10</b> | <b>(139,944)</b> |                | <b>(216,045)</b> |                |
| Net current assets                                    |           |                  | <u>160,215</u> |                  | <u>181,069</u> |
| <b>Income funds</b>                                   |           |                  |                |                  |                |
| Unrestricted funds                                    |           |                  | <u>160,215</u> |                  | <u>181,069</u> |
|   |           |                  | <u>160,215</u> |                  | <u>181,069</u> |

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on .....

.....  
H M Fokerd  
**Trustee**

.....  
B St Louis  
**Trustee**

**Company registration number 02051893**



**PAN INTERCULTURAL ARTS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1 Accounting policies**

**Charity information**

Pan Intercultural Arts Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 32 O'Donnell Court, Brunswick Square, London, WC1N 1NX.

**1.1 Accounting convention**

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

**1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

**1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

**1.5 Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.



**PAN INTERCULTURAL ARTS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**



**1 Accounting policies**

**(Continued)**

**1.10 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.11 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**2 Donations and legacies**

|   | <b>Unrestricted<br/>funds</b> | <b>Restricted<br/>funds</b> | <b>Total</b>   | <b>Total</b>   |
|---|-------------------------------|-----------------------------|----------------|----------------|
|   | <b>2023</b>                   | <b>2023</b>                 | <b>2023</b>    | <b>2022</b>    |
|   | <b>£</b>                      | <b>£</b>                    | <b>£</b>       | <b>£</b>       |
| Donations and gifts                     | 45,185                        | 540                         | 45,725         | 6,818          |
| Grants                                  | 114,601                       | 312,351                     | 426,952        | 510,047        |
|   | <u>159,786</u>                | <u>312,891</u>              | <u>472,677</u> | <u>516,865</u> |
| <b>For the year ended 31 March 2022</b> | <u>107,178</u>                | <u>409,687</u>              |                | <u>516,865</u> |
| <b>Donations and gifts</b>              |                               |                             |                |                |
| Other                                   | 45,185                        | 540                         | 45,725         | 6,818          |
|   | <u>45,185</u>                 | <u>540</u>                  | <u>45,725</u>  | <u>6,818</u>   |

**PAN INTERCULTURAL ARTS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**



**2 Donations and legacies**

**(Continued)**

|  | Unrestricted<br>funds | Restricted<br>funds | Total          | Total          |
|--|-----------------------|---------------------|----------------|----------------|
|  | 2023                  | 2023                | 2023           | 2022           |
|  | £                     | £                   | £              | £              |
| <b>Grants receivable for core activities</b> |                       |                     |                |                |
| Aēsop Foundation                             | 85,311                | -                   | 85,311         | 79,880         |
| Arts Council England                         | -                     | -                   | -              | 23,006         |
| BBC Children in Need                         | -                     | -                   | -              | 9,037          |
| BNP Paribas                                  | -                     | -                   | -              | 4,700          |
| CEMEX UK                                     | -                     | -                   | -              | 15,000         |
| City Bridge Trust                            | -                     | 20,620              | 20,620         | 24,250         |
| Clarion Futures                              | -                     | 5,122               | 5,122          | 21,372         |
| Co-op Local Community Fund                   | -                     | -                   | -              | 2,576          |
| DWP Kickstart                                | -                     | 2,096               | 2,096          | 5,543          |
| Garfield Weston Foundation                   | -                     | -                   | -              | 25,000         |
| Groundwork London                            | -                     | 14,256              | 14,256         | 908            |
| Howard de Walden Estates Ltd                 | -                     | -                   | -              | 10,000         |
| Ipswich Borough Council                      | -                     | -                   | -              | 14,487         |
| Lifelines International                      | -                     | 85,952              | 85,952         | 36,132         |
| Lloyds Bank Foundation                       | 25,000                | 2,250               | 27,250         | 25,000         |
| Maingot Charitable Trust                     | -                     | 10,000              | 10,000         | 10,000         |
| Moira Bradley Foundation                     | -                     | -                   | -              | 500            |
| National Lottery Community Fund              | 4,290                 | 31,162              | 35,452         | 31,198         |
| Postcode Society Trust                       | -                     | -                   | -              | 25,000         |
| Prospero World                               | -                     | 5,100               | 5,100          | -              |
| Strand Parishes Trust                        | -                     | 3,000               | 3,000          | -              |
| The British Council                          | -                     | 2,500               | 2,500          | -              |
| The Bromley Trust                            | -                     | 15,000              | 15,000         | 15,000         |
| The Leathersellers' Company Charitable Fund  | -                     | 15,000              | 15,000         | 15,000         |
| Westminster City Council                     | -                     | -                   | -              | 10,643         |
| Young Londoners Fund                         | -                     | 6,111               | 6,111          | 19,341         |
| Young Westminster Foundation                 | -                     | 11,288              | 11,288         | 11,290         |
| Youth Music                                  | -                     | 8,583               | 8,583          | 25,747         |
| Movement of deferred income                  | -                     | 74,311              | 74,311         | 49,437         |
|  | <u>114,601</u>        | <u>312,351</u>      | <u>426,952</u> | <u>510,047</u> |



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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**3 Charitable activities**

|   | <b>2023</b>   | <b>2022</b>  |
|---|---------------|--------------|
|   | £             | £            |
| Other income                            | <u>17,980</u> | <u>4,080</u> |
| Analysis by fund                        |               |              |
| Unrestricted funds                      | 17,486        | 595          |
| Restricted funds                        | <u>494</u>    | <u>3,485</u> |
|   | <u>17,980</u> | <u>4,080</u> |
| <b>For the year ended 31 March 2022</b> |               |              |
| Unrestricted funds                      | 595           |              |
| Restricted funds                        | <u>3,485</u>  |              |
|   | <u>4,080</u>  |              |

**4 Investments**

|                     | <b>Unrestricted<br/>funds</b> | <b>Restricted<br/>funds</b> | <b>Total</b> | <b>Unrestricted<br/>funds</b> | <b>Restricted<br/>funds</b> | <b>Total</b> |
|---------------------|-------------------------------|-----------------------------|--------------|-------------------------------|-----------------------------|--------------|
|                     | <b>2023</b>                   | <b>2023</b>                 | <b>2023</b>  | <b>2022</b>                   | <b>2022</b>                 | <b>2022</b>  |
|                     | £                             | £                           | £            | £                             | £                           | £            |
| Interest receivable | <u>403</u>                    | <u>48</u>                   | <u>451</u>   | <u>-</u>                      | <u>5</u>                    | <u>5</u>     |

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**5 Charitable activities**

|   | <b>2023</b>    | <b>2022</b>    |
|---|----------------|----------------|
|   | £              | £              |
| Artistic Director                       | 38,084         | 34,999         |
| Administration Officer                  | 25,621         | 29,843         |
| Fundraising Manager                     | 22,923         | 26,242         |
| Company Manager                         | 31,902         | 29,901         |
| Marketing Manager                       | 7,211          | -              |
| Rent                                    | 9,450          | 9,450          |
| General Running                         | 48,565         | 30,649         |
| Weapon of Choice Residencies            | 25,266         | 19,140         |
| Weapon of Choice Theatre Group          | 37,924         | 31,614         |
| Weapon of Choice Intercity              | -              | 240            |
| Weapon of Choice Ipswich                | 5,600          | 11,592         |
| Weapon of Choice Lewisham               | 3,792          | -              |
| Weapon of Choice Orchard Gardens        | 5,366          | -              |
| Fortune                                 | 22,673         | 19,965         |
| Amies London                            | 36,709         | 30,782         |
| Amies Broadstairs                       | 8,320          | 13,338         |
| Amies Freedom Choir                     | 34,605         | 33,125         |
| Amies Alumnae                           | 53,038         | 35,890         |
| Future                                  | 30,330         | 35,071         |
| Strategic Development                   | 25,704         | 6,935          |
| Theatre Development Books               | (314)          | -              |
| Building Bridges                        | 4,179          | 112            |
| Kickstart assistant                     | 4,200          | 5,556          |
| Papillon                                | 26,405         | 11,124         |
| Training and Supervision                | 2,103          | 3,454          |
| International projects                  | 2,306          | -              |
|   | <u>511,962</u> | <u>419,022</u> |
|   | <u>511,962</u> | <u>419,022</u> |
| <b>Analysis by fund</b>                 |                |                |
| Unrestricted funds                      | 25,705         | 6,934          |
| Restricted funds                        | 486,257        | 412,088        |
|   | <u>511,962</u> | <u>419,022</u> |
| <b>For the year ended 31 March 2022</b> |                |                |
| Unrestricted funds                      | 6,934          |                |
| Restricted funds                        | 412,088        |                |
|   | <u>419,022</u> |                |

**PAN INTERCULTURAL ARTS LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**



**6 Trustees**

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**7 Employees**

The average monthly number of employees during the year was:

|                        | <b>2023</b>                            | <b>2022</b>                            |
|------------------------|--|--|
|                        | <b>Number</b>                          | <b>Number</b>                          |
| Permanent staff (PAYE) | 3                                      | 4                                      |
| Support (Freelance)    | 22                                     | 21                                     |
|                        | <u>          </u>                      | <u>          </u>                      |
| Total                  | <u>          </u><br><u>          </u> | <u>          </u><br><u>          </u> |

There were no employees whose annual remuneration was £60,000 or more.

**8 Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**9 Debtors**

|   | <b>2023</b>                            | <b>2022</b>                            |
|---|--|--|
|   | <b>£</b>                               | <b>£</b>                               |
| <b>Amounts falling due within one year:</b> |  |  |
| Other debtors                               | 2,104                                  | 540                                    |
| Prepayments and accrued income              | 1,180                                  | 1,180                                  |
|   | <u>          </u>                      | <u>          </u>                      |
|   | <u>          </u><br><u>          </u> | <u>          </u><br><u>          </u> |

**10 Creditors: amounts falling due within one year**

|                                    | <b>Notes</b> | <b>2023</b>                            | <b>2022</b>                            |
|------------------------------------|--------------|--|--|
|                                    |              | <b>£</b>                               | <b>£</b>                               |
| Other taxation and social security |              | -                                      | 2,212                                  |
| Deferred income                    | <b>11</b>    | 130,042                                | 204,353                                |
| Other creditors                    |              | 4,550                                  | 4,340                                  |
| Accruals and deferred income       |              | 5,352                                  | 5,140                                  |
|                                    |              | <u>          </u>                      | <u>          </u>                      |
|                                    |              | <u>          </u><br><u>          </u> | <u>          </u><br><u>          </u> |

**PAN INTERCULTURAL ARTS LIMITED**  
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**FOR THE YEAR ENDED 31 MARCH 2023**



**11 Deferred income**

|                       | <b>2023</b> | <b>2022</b> |
|-----------------------|-------------|-------------|
|                       | £           | £           |
| Other deferred income | 130,042     | 204,353     |

Deferred income is included in the financial statements as follows:

|                                     | <b>2023</b> | <b>2022</b> |
|-------------------------------------|-------------|-------------|
|                                     | £           | £           |
| Deferred income is included within: |             |             |
| Current liabilities                 | 130,042     | 204,353     |
| Movements in the year:              |             |             |
| Deferred income at 1 April 2022     | 204,353     | 256,091     |
| Released from previous periods      | (204,353)   | (256,091)   |
| Resources deferred in the year      | 130,042     | 204,353     |
| Deferred income at 31 March 2023    | 130,042     | 204,353     |

Other deferred income relates to grants and donations received for charitable activities for which the performance conditions have not been met at the balance sheet date.

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FOR THE YEAR ENDED 31 MARCH 2023**



**12 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

|            | Movement in funds  |                    |           | Movement in funds       |                    |                    | Movement in funds |                          |  |
|------------|--------------------|--------------------|-----------|-------------------------|--------------------|--------------------|-------------------|--------------------------|--|
|            | Incoming resources | Resources expended | Transfers | Balance at 1 April 2022 | Incoming resources | Resources expended | Transfers         | Balance at 31 March 2023 |  |
|            | £                  | £                  | £         | £                       | £                  | £                  | £                 | £                        |  |
| Restricted | 413,177            | (412,088)          | (1,089)   | -                       | 313,433            | (486,257)          | 172,824           | -                        |  |

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**



**13 Operating lease commitments**

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

|                 | <b>2023</b> | <b>2022</b> |
|-----------------|-------------|-------------|
|                 | <b>£</b>    | <b>£</b>    |
| Within one year | 9,450       | 9,450       |

**14 Related party transactions**

There were no disclosable related party transactions during the year (2022 - none).

**15 Legal Status**

The company is limited by guarantee and has no share capital. The extent of each member's liability, should the charity be unable to continue as a going concern, is limited to an amount not exceeding £1.