

Immediate Theatre

(A company limited by guarantee)

**Annual Report and Unaudited Financial Statements
For the Year Ended 31 March 2023**

**Charity number 1061522
Company number 03272271 (England & Wales)**

IMMEDIATE THEATRE

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Legal and Administrative Information

Year ended 31 March 2023

Charity Legal Name:	Immediate Theatre
Charity registration number:	1061522
Company registration number:	03272271 (England & Wales)
Trustees	S Scarlett - Chair M Butcher L Oguntoyinbo – Vice Chair P Smith - Treasurer S Moss R Harris G Green J Wong S Summers A Lee (appointed 27 July 2022) M Howarth (resigned 27 July 2022) S Morris (appointed 27 July 2022)
Company Secretary	J Carter
Senior Management Team	J Carter – Artistic Director C Humphrey – Participation Manager S Smith – General Manager
Registered office & operational address:	Unit 1, Sidings House 10 Andre Street London E8 2AA
Independent Examiners:	Simpson Wreford LLP Chartered Accountants Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS

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Report of the Directors (Trustees)

Year ended 31 March 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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)

Structure, Governance and Management

Governing documents - Immediate Theatre 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.

Trustees

S Scarlett	Chair
L Oguntoyinbo	Vice Chair
P Smith	Treasurer
M Butcher	
S Moss	
R Harris	
G Green	
John Wong Tuck Hoi	
S Summers – also known as S Gorman	
M Howarth	(resigned 27/7/2022)
Anthony Lee	(appointed 27/7/2022)
Sophie Morris	(appointed 27/7/2022)

Management

The Board of Trustees governs the charity, meeting at least four times a year. The Trustees delegate daily management of the Company to a Senior Management Team currently consisting of Artistic Director, General Manager and Participation Manager.

Appointment and Retirement of Trustees

Trustees are appointed (or elected) at the AGM and those who have been standing the longest stand down and offer themselves for re-election. Those wishing to retire from the board do so at the time of the AGM.

Objectives and Activities

Immediate Theatre's charitable objective, as detailed in the Memorandum and Articles of Association, is to advance education for the public benefit through the promotion of the arts with particular, but not exclusive, reference to the dramatic arts.

Public Benefit

The Trustees have considered the Charity Commission guidance on public benefit and consider that the activities of the charity meet its charitable objectives and provide a benefit to the public.

Risk Management

The directors have examined the major strategic, financial, business and operational risks which the charity faces and confirm that systems have been established to enable regular reporting so that the necessary steps can be taken to lessen these risks.

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Our Objectives

Our Vision:

Immediate Theatre remains committed to our vision of a society where questioning, articulate and motivated people create and collaborate to build thriving communities.

Our Purpose:

Our purpose is to involve communities in creative projects that inspire wellbeing, break down barriers and engage people in the process of personal and social change.

Our Objectives:

- To provide inspiring participatory arts programmes, enabling people to reach their potential and preventing exclusion and social isolation
- To creatively explore social issues, engaging people in the process of change and encouraging and enabling them to influence decision making
- To improve health and wellbeing and increase life skills and employability through engagement in the arts

Our objectives are delivered across our programmes with thorough evaluation processes being used to evidence the impact of our work.

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Chair's Summary

It has been an immense privilege to lead Immediate Theatre during a year of significant change and growth during which we have been recognized with an Award from Children and Young people Now for our work in Arts and Culture.

In July 2022 we took on a 15-year lease for our own space, creating a home for our organisation, providing room for our workshops and meetings alongside office facilities. From my initial engagement in 2008 as a participant I have thought of Immediate Theatre as my “home” and it is wonderful to know that the company now has its own space to welcome participants and provide them with a sense of belonging. Thanks to support from our Patron Idris Elba and funding from London Borough of Hackney we transformed 177 square meters into creative spaces with staff working in the building by October and held a celebratory launch on 14th April 2023. We are now pleased to also be able to welcome other arts organisations and community groups to benefit from these new resources in Hackney Downs.

The transition to our new building also required a significant review of structures including transferring to a cloud-based IT system and the development of a new database which we hope will enable us to produce more robust evidence of impact in the coming years. Amongst all this structural change the staff have remained committed to supporting participants in the community and our work on estates continues to grow. This year we have seen a 30% increase in registered participants and almost doubled the number engaged in one-off workshops.

The cost-of-living crisis has had a significant impact on many of our participants and in response we have increased the number of holiday activities offered from 4 to 10 weeks and spent over £7,000 providing hot food for our youth theatres. We have also accessed food parcels for many of the families we engage with.

A highlight of the year was the production of a new play for schools, Pressure Drop, which reached 1117 people across Hackney in November 2022. Developed with our young participants, the play gives voice to some of the challenges they are facing and profiles the important work we are doing. Pressure Drop commenced an extended tour in April 2023, travelling beyond the borough as far as Croydon and Brent, and taking the work of Immediate Theatre to an even bigger audience.

I would like to thank all our staff, freelancers and volunteers for their passion and commitment, particularly our Senior Management team, Jo Carter Artistic Director, Suzy Smith, General Manager and Charmain Humphries Participation Manager for driving the organisation through this period of change.

Shekeila Scarlett – Chair of Trustees

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Year ended 31 March 2023

2022-2023 in Numbers

649	registered participants attended our regular sessions.
846	participated in one off workshops.
1274	audience numbers reached through 35 performances.
46	weeks of programme delivery.
196	AQA accredited certificates awarded to participants.
17	people supported into training, placements or employment.
19	young people employed as Peer Facilitators and support workers totalling 1167 hours.
61	creatives employed as freelancers.
18	employed as staff (excluding Peer Facilitators)
78%	of registered participants are of the global majority.
24%	of registered participants have special educational needs or a disability.



Projects

Speech Bubbles

- Ages: 5 to 7 | 140 Participants | 168 Sessions

A weekly drama programme for children in Years 1 and 2 with Speech, Language and Communication Needs (SLCN), designed to provide them an opportunity to improve communication skills through telling stories and acting them out. We reached a further 7 schools with 16 outreach sessions, providing a chance for 140 students to participate in our programme.

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Year ended 31 March 2023

Estate-based Youth Theatres

- **Ages: 5 to 25** | **282 Participants** | **264 Sessions**

Our 9 EbYTs provide a space for self-expression, creativity and growth. In addition to the 282 participants, we reached 204 young people with our outreach workshops this year. All our EbYTs explored pantomime in the winter and performed in our annual Social Action event, exploring contemporary societal issues. EbYT members formed a new Youth Board advising our Board of Trustees.

Holiday Projects

- **Ages: 5 to 25** | **404 Participants** | **10 Weeks**

We provide activities for young people during school holidays throughout the year - a space for them to express their creativity, have fun and enjoy a hot meal. We support their wellbeing and encourage them to collaborate and interact positively with their peers.

Interactions

- **Ages: 11 to 16** | **122 Participants** | **65 Sessions**

Working with young people facing or at risk of exclusion in schools and those already in Pupil Referral Units (PRUs) to develop life-skills, provide support with issues covering violence and victimisation, healthy relationships and with reintegration into the education system. In addition to the 122 participants, we engaged 41 young people through 4 outreach sessions. A highlight of the year was the residential in Clacton-on-Sea.

Schools Tour

- **Ages: 13-18** | **1274 Audiences** | **14 Shows**
- **Ages: 13-18** | **375 Participants** | **17 Workshops**

We had an incredibly successful tour of our new production Pressure Drop, reaching 13 schools with performances and workshops. Developed with our participants the play explored the challenges young people face growing up in East London including school exclusion, knife crime and sexting.

Pathways to Employment

- **Ages: 18+** | **62 Participants** | **58 Sessions**

Providing support for young people and women of the global majority we provide a combination of 1:1 support and group sessions. This includes our unique “What’s Your Story?” programme that uses a creative approach to supporting participants to identify their goals and make positive steps towards achieving them. Supported by Mind in the City, Hackney and Waltham Forest this project also connects participants with specialist mental health support. Eight young people (18-25) established a new Youth Advisory Group assisting with steering Hackney 16+ Network.

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The Indie Project

Ages: 25+ | **8 Participants** | **5 Sessions**

This new partnership project with Hackney Housing was launched in February 2023 supporting adults (25+) with Special Educational Needs and Disabilities. Participants develop life skills through creative learning and empower people with disabilities to make positive decisions.

Creative Connections (working with over 55s)

o Theatre Exchange:

• **Ages: 55+** | **16 Participants** | **54 Sessions**

The Theatre Exchange group continued to meet weekly using improvisation to develop new plays. Delivery was predominantly online creating 4 intergenerational dramas for Hackney Social Audio and an intergenerational show which was recorded live at The Arcola Theatre in December. In the Spring they started work on their next live performance for November 2023.

o Hackney Social Audio:

• **Ages: 55+** | **687 Listens** | **19 scripts created and recorded**
• **Ages: Adults** | **22 Participants** | **12 Podcast Training Sessions**
• **Ages: 55+** | **15 Participants** | **9 Production Club Sessions**
• **Ages: 55+** | **68 Participants** | **12 Community Sessions**

Our monthly HSA podcast produced 19 audio pieces this year, including 7 full-length episodes and 12 short features. Two series of podcast training were delivered for all adults and Production Club helped shape the audio output. The team also introduced audio work to all our Youth Theatres. Four community groups: Hackney Caribbean Elderly Organisation, Chatsworth Lunch Club, Shoreditch Trust Stroke Survivors group and Lime Tree Court (sheltered accommodation) took part in poetry and reminiscence workshops excerpts from which were featured on HSA.

Highlights of the Year:

Speech Bubbles

We are thrilled to report on the impact of Speech Bubbles, a programme that works specifically with Year 1 and Year 2 children with Speech, Language and Communication Needs. Speech Bubbles addresses these needs by providing a weekly drama intervention that develops communication skills and confidence through acting out the children's stories. Thanks to funding from UBS, we were able to run the programme in 6 schools this year and worked with 120 children. The post-programme evaluation scores given by class teachers are incredibly positive, revealing that:

94% of pupils showed improvement in their learning in the classroom.

83% displayed improvement in their emotional behaviour and conduct.

88% displayed improvement in their speaking and listening skills.

Case Study:

Provided by Year 2 Teacher, De Beauvoir Primary

Before:

Child A is often selective about when to speak and will use gestures to indicate a response after a question with options is posed to her. Since her sister has joined the class, she is even more reluctant to speak during carpet sessions.

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After:

The biggest improvement this year is Child A's progress from just talking to teachers to holding conversations with teachers. She is now more willing to speak in full sentences and won't wait for discussion prompts. The confidence she has in her own ability to roleplay is now apparent in class. This year I have seen her act out different story scenes, using facial expressions and character voices. I have also even heard Child A sing! The difference Speech Bubbles has made to Child A this year and the previous year has been life changing.

We are looking forward to providing professional development session, 'Drama Tools for a Communication Friendly Classroom', at five of our Speech Bubbles schools in the summer term. The sessions offer a toolkit of activities staff can use in their classrooms to support communication, which will hopefully embed Speech Bubbles practice in the wider school culture and raise the profile of Speech Bubbles and Immediate Theatre within the school.

“We have seen huge progress in the children taking part in Speech Bubbles. They are more confident to speak in class, and children who might otherwise slip under the radar are given time and space to express themselves, which is so valuable.”

Assistant Headteacher, Sebright primary

Estate-based Youth Theatres: We Want Your Views –

Nightingale Estate Regeneration Project

Our Nightingale Estate-based Youth Theatre finally returned to face-to-face work in April 2022. We were pleased to welcome 18 young people to the group for a partnership project with theatre-maker Mark Maughan and architects at UCL working together on The Great Regeneration Scheme which explores the regeneration of estates across London and those involved in and affected by it.

Work began through a 3-day Easter holiday project creating ideas for community spaces the young people wanted to see on their estate as part of current regeneration plans. They refined their ideas through the weekly sessions, discussing what was missing and important for them to see in their community space to improve quality-of-life for all. Architects at UCL rendered the young people's designs to visually demonstrate their ideas. Their 3 final ideas were: a multi-purpose community centre, improved playground and the 'Stegobus' – a dinosaur-shaped tour bus that serves as a café and food bank for the local community. The young people developed and led a public meeting event for residents and decision makers during the May half-term.

Young People's Key Achievements:

- ✓ Increased social awareness, especially around local area regeneration
- ✓ Engaged in debate, shared their views and advocated on behalf of their peers and community
- ✓ Created theatre exploring social issues
- ✓ Performed and presented to local councillors and developers and engaged with a Hackney Youth Parliament member
- ✓ Collaborated with architects and researchers at UCL, writers and theatre-makers.
- ✓ Provided food and hot meals during school holidays for children facing cost-of-living difficulties at home and learnt about nutrition and healthy eating

After the programme:

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75%

of young participants self-reported

increasing their confidence
feeling proud of themselves
gaining life-skills in trusting and supporting others
being able to they shared their ideas
worked as part of a team

“It was wonderful to see the young people, most of whom weren’t aware of the Nightingale regeneration at the start of the project, engage in meaningful conversations with adults who have a say in the regeneration process.”

Eleanor Clack – Immediate Theatre

“The fact that we were able to pull together all the disparate elements of the idea and combining them into a public presentation that went down well with the audience and yielded a request for further meetings with the council, was a huge achievement in my books.”

Mark Maughan – The Great Regeneration Scheme



Audience Feedback

**“Thought-provoking and incredibly impressed by the views of young people.
Love the fact they want all the community to benefit from these plans.”**

“I felt like the young people were extremely knowledgeable, confident and mature. I felt proud of our younger generation on the estate.”

Parent of young person in the group.

“Really great to hear from young people about their views.”

Clr Sem Moema.

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[Open Your Ears – EbYT Annual Social Action Event](#)

Open Your Ears brought the year to a wonderful climax in March 2023 with 79 young people from across our Estate-based Youth Theatres performing for each other and a panel of judges. This annual event focuses on the ways in which young people can use their voice to make change, educate and inform others on the issues and injustices facing our society today. The young people aged 5 – 25 from our eight groups worked throughout the Spring term (January to March). They were involved in the decision-making at all stages of the project, choosing their own topics, leading the team through the development of the ideas and ultimately shaping the final performance. The topics chosen focused on “foodbanks” “online safety” “homelessness” “discrimination” and “sexual harassment”. Performance styles varied enormously from hard hitting drama, to comedy, audience involvement and use of “agit prop” and dramatized letters to the world. Funding from Vinters and UBS enabled us to run 4 days of additional activities during the February half term, giving young people an opportunity to develop ideas further as well as having a hot meal. Four young people (13+) also attended the London Hope Hack at the Olympic Stadium, attended by Sadiq Khan. The event which brought young people together to tackle societal issues such as racism, education, mental health, cost of living and knife crime. We were very proud of the contributions made by our group. 40 Young people were awarded AQA certificates in Exploring Issue-Based Plays or Stories

Young people reported:

- 81%** Made friends
- 62%** Taking responsibility & being in-charge
- 81%** Improvising skills
- 76%** Working as a team

“I've gained empathy because I've told people about how I feel and discussed how they feel.”

“Through drama, I am able to understand myself more.”

“I feel proud of myself because I helped others on stage.”

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The judges said:

“Equality vs Equity highlighted well – Great audience engagement – Powerful reimaging of Rosa Parks experience updated for London 2023 – Convincing portrayal.”

Woodbury Down ages 8-12 years - 3rd prize winner

“Very Funny! - Political commentary was effective and relevant – Informative ‘even I learnt something’ Well structured”

Nightingale ages 8-12 years - 2nd Prize winner

“Great staging– Good balance of humour and seriousness – Loved the direct address to the audience – Very well balanced with everyone involved – Great job in handling a sensitive subject — forced us to self-reflect on our own role in spreading online toxicity – Strong message that needs to be told.”

Advanced Youth Theatre 13-18 1st Prize

The group won £150 and performed their piece at The Yard Theatre in April as part of the Pressure Drop events.

Case study

M has been attending our sessions for a couple of years now, the challenge that M has had to face is the co-dependant relationship she has with her sister. When working through our Social Action term, M was able to grow and flourish, using her imagination to create some wonderful work for her team. Previously, M would spend time supporting and communicating with her sister. Splitting them up gave M the opportunity to use those skills on other people and scenarios. This term she got the opportunity to broaden those skills by directing and taking lead within some rehearsals. M has been more engaged and inquisitive throughout the sessions this term than ever before, and her creative skills have improved because of this. We are looking forward to seeing M continue to engage with her natural abilities as a leader and creative.

We would like to thank our staff and freelance team: Charmain Humphrey, Hannah Drummond, Gavin Dent, Kyarna Morris, Deane Dixon Foster, Peer Facilitators Montell Pemberton, Ajia Lee Perkins, Kasino Morris, Joel Gibbons, and Jasmine Williams and Volunteer Nicky Wilson. Caterer Hannah Davis and photographer Ben Moss. Thanks to our youth theatre funders: Connecting Young Hackney, The National Lottery Reaching Communities Programme and Coutts.

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Interactions – Clacton-on-Sea Residential

A high point of the year for young people was our residential at Clacton-on-Sea in October 2022. Whilst year-round provision provides the core of our work, residential and intensive holiday projects can often create a real turning point for participants.



The Interactions project targets young people in school exclusion units and those at risk of exclusion within school settings. We work with them throughout the year both in school and evening programmes, creating consistent positive relationships with adults, increasing their life skills, confidence and

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aspirations. The residential is a critical opportunity for young people to escape the daily pressures on their lives, to relax, to enjoy themselves and to gain a sense of independence. It gives staff extended time to really get to know the young people.

We took 15 young people to Clacton-on-Sea for a 3-day trip from Friday 28th – Sunday 30th October 2022. This year we focussed on exploring mental wellbeing, using a range of workshops including teaching the young people how to use cameras. The group also requested workshops around sexual health and consent which we went on to use as the starting point of a show in the winter term.

Evaluation demonstrated that:

- Many of the group had not previously been away from home
- Participants felt that they had made friends, felt connected and had fun
- Young people enjoyed teamwork activities
- Young people were able to absorb and retain socio critical information

Two of the young people are now regularly working for us as Peer Facilitators. The young people are constantly asking when they can go again.

“The best memory of the project was the games and spending time as a family”

“I learned about different ways of relaxing yourself and stepped out my comfort zone”

Staff Comments

“I enjoyed seeing how young people developed their confidence throughout the trip”

Charmain Humphrey – Participation Manager

“I think this was a very well positioned experience, giving young people an appropriate level of freedom, responsibility and leisure time”

Ben Moss – Filmmaker

“I am so happy that I was given this opportunity to develop my skills”

Kasino Morris – Peer Leader

Case Studies

A allowed herself to play during this residential, they often find themselves in the background and can be quite shy, not under confident but not allowing themselves to be authentic around others. This residential allowed them to go to the Pier and have fun with the other young people and to engage in activities in the evening. A was able to create ideas for everyone to take part in, this was really great to witness.

Watch our video report of the Clacton trip [here](#).

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[Schools Tour: Pressure Drop- a new play for schools.](#)

It has been many years since Immediate Theatre has been able to mount a new production due to lack of investment for the arts and education, and a seeming lack of appreciation of the positive impact when young people see live a story for and about them. However, thanks to our patron, Idris Elba, and his #walkamileinmyshoes capsule collection produced with his wife Sabrina Elba and friend Christian Louboutin, we were able to utilise their investment to produce a new play that amplifies local young people's voices. *Pressure Drop* is a complex drama reflecting the compound challenges experienced by young people growing up in London and across the UK today.

Pressure Drop was written by playwright Anna Bennett. We initially explored ideas with young people at a residential who had experienced school exclusion in February 2022. We then ran research workshops with youth organisations in the Rise Up East project area at Hackney Quest, Project 365, and also at The Crib. We ran three days of research and development with our Advanced Youth Theatre Group in June 2022 and Summer Exposure 2022, exploring ideas and improvising scenes which formed the basis of the four characters in the play: Mya, Daniel, Jayden and Michael. The young people were consulted by the playwright Anna Bennett on the plot lines and language in the play to ensure authenticity and that they felt a sense of ownership over it.

“It meant a great deal to come back to Hackney to work on a play with young people from the borough, for the borough (and beyond). my passion for young people is equal to my passion for the creative arts, and *Pressure Drop* is very much a joining of the two.”

[Anna Bennett, Playwright](#)

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Pressure Drop launched officially in October of 2022, as it began its tour around 13 schools and venues in Hackney, which were accompanied by workshops led by a team of facilitators to explore the themes of knife crime, sexual harassment and mental wellbeing in greater depth. The work was targeted at young people in years 9 & 10 but was appreciated by a wider age group. **The play reached 1117 young people in its first tour.**

The project provided opportunities for an excellent team of freelancers that consisted of experienced and early-career actors and creatives, and we were proud to offer some of the actors their first professional credit.

“Anna’s writing is a gift for young actors and adults alike – the dialogue is motivated and transitive with little said as pure exposition, and so as a piece it’s a very exciting story that hurtles forwards.” Adam Karim, Director

Student Feedback:

- 100%** of students agreed that theatre is a good way to present these issues and themes
- 91%** of students rated the performance ‘good’ or ‘outstanding’.
- 87%** of students agreed or strongly agreed that the workshops allowed them to explore the themes and issues in the play.

“It will make people more aware of these issues and ways they should be dealt with. It also lets people see all perspectives.”

“Many people go to the theatre to enjoy themselves, but they can learn at the same time too, about issues people face and how to reduce these issues.”

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Staff Feedback

100% of schools agreed that:

- the themes in the play were relevant to their students.
- theatre is a good way to present these issues/themes.
- they'd recommend the production to other schools.
- the workshops were useful in supporting students to explore the issues raised in the play.
- their students would benefit from more workshops

“Theatre is the perfect medium for young people to have social issues played back to them to reflect on their own experiences.” - Teacher.

“The students will take away new/different ways to cope with difficult situations. The incidents included in the performance can and do happen everywhere.” - Teacher.

We're excited to be taking *Pressure Drop* to The Yard Theatre in early April so that we can facilitate post-show discussions with the wider community that allow them to engage with its themes, then run workshops for young people to explore these topics even further. Our week at The Yard Theatre will be followed by a second 4-week tour to secondary schools in Hackney and Newham from 18th April – 12th May.

We are immensely grateful to the very talented team who worked with us to create this superb piece of drama that has now been performed to over 6000 young people, bringing theatre to many who had not experienced it before.



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Pathways to Employment: Sixteen Plus Hackney Network

The power of partnership working is evidenced by our ongoing involvement in the Sixteen Plus Hackney Network. Chaired by Immediate Theatre in partnership with Hackney Quest, the Sixteen Plus network has brought together 100 individuals representing 60 organisations/departments across the voluntary and statutory sectors with expertise in employment, mental health and training.

The aims of the partnership are to:

- get to know and understand each other's work
- explore how we can work together to improve the offer for young adults
- share best practices
- fundraise as a collective
- influence local policy and approach to working across sectors

In addition to monthly partnership meetings where partners share information and challenges in the borough, we have established 5 subgroups to progress the work.

- **INFLUENCING STRATEGY AND IMPLEMENTING ACTION PLAN** – we have reviewed Hackney’s Emotional Health and Wellbeing Plan for Education, Training and Employment seeking to ensure that the trusted relationships the voluntary sector holds with residents is recognised, respected and involved in the decision-making process. This group is also looking at how to fundraise as a partnership.
- **SOCIAL MEDIA PLATFORM** – we have created a centralised information hub for young people aged 16-25 to raise awareness of the opportunities in Hackney and simplify the process of finding them.
- **EMPLOYERS** – we have been responding to the needs of employers in the borough to be creating accessible and inclusive opportunities for young people and working together to find better ways to work with and support employers.
- **YOUTH ENGAGEMENT, RESEARCH AND LEADERSHIP** - we have been coordinating all youth leadership, co-production and research opportunities for young adults to ensure the connection between groups and learning across Hackney. This group now goes well beyond the remit of the 16+ Network.
- **DATA COLLECTION AND MEMBERSHIP** – we have been supporting cross referral, gathering case studies of how integrated working benefits young people. We are exploring how we can share data between services to better understand the needs of young people and how best to support them.

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The Network was launched at an event at the Pembury Centre on 2nd February 2023 attended by Hackney's Mayor, partner organisations and young people.

Our work with Sixteen Plus Hackney has greatly enhanced the Pathways programme. The following case studies provide examples:

A was referred to us by Hackney Quest to take part in our Link Up project. This was a 10-week programme that upskilled young people in events management, culminating in the young people designing and implementing an event from scratch. The young people chose to host an employability event called Media Call Back, aimed at inspiring and presenting young people with opportunities within the creative industries. The event took place at the Good Growth Hub, another Sixteen Plus Hackney Network partner, with inspirational speakers from film, podcasting and marketing, workshops with film makers, DJs and local artists from the community. **A** acted as the Assistant Coordinator and as Host on the night, introducing all the speakers and performers. The confidence gained supported **A** to apply for work. In June he started work at the Lego shop, but is still in touch with the team and contributing to Youth Engagement activities and receiving counselling support from Hackney Quest.

M joined us in September 2022 and was seeking support to find her first paid role in the creative industry. **M** worked with our Creative Pathways Coordinator, to map out her ideal career pathway, which included developing herself as a creative, her skills and experience and eventually working in the industry.

We referred **M** to our partner LIFT which is part of the Sixteen Plus Hackney network and specialises in supporting residents in tech, sciences, digital and creative production. LIFT worked with **M** to find her a suitable paid placement in the creative marketing industry working with Our Friends In London starting in November.

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The Creative Pathways Coordinator maintained contact with M who reported “Working with Our Friends has made me very excited to continue my journey in the creative sector! I enjoyed that my contributions counted and they showed me a different way of approaching each campaign.”

Creative Connections: Hackney Social Audio

Building on the enormous success of Hackney Social Radio this year we are very proud to have included young and old in our 7 podcasts and engaged hundreds of local residents in making audio content. Subjects covered ranged from local history pieces, plays created by Theatre Exchange to a ghostly Halloween special. See [HSR S2 EP21: Highlights of the year so far 2021 by Hackney Social Audio \(spotify.com\)](#) We provided intergenerational training in making a podcast for 22 people, and worked with four community groups enabling 68 over 65's to contribute to the work. Our Youth Theatre's also got a taste of making podcasts and voice acting. Almost 200 people in total were involved in the project.

“Through this platform, my confidence has grown as I have felt valued being involved.... The meetings have been so helpful in terms of communication as sometimes I don't get out of the house. I would be lost without the Immediate group.”

Production Club and Podcast Training Participant

A highlight of the programme was Beauty and the Beastlies working in parallel with our Estate based Youth Theatre groups Theatre Exchange explored the story of Beauty and the Beast. For the older participants the starting point was– what is your inner beast? This provoked the creation of 9 wealthy retired characters living in acrimonious luxury in a gated community in Hackney – whilst Beauty's family live in poverty on the other side of the borough. Improvised scenes were recorded and then transformed into a 35-minute drama by Penny Cliff. For the final recording we worked with 7 young people from across our youth theatres taking on the roles of Beauty and her siblings. The play was recorded in a studio and then live in front of an audience at Arcola Theatre and broadcast as a Christmas Special on Hackney Social Audio. All involved really enjoyed the experience and look forward to further opportunities for intergenerational work.

“I enjoyed recording it and doing the acting through the mic.”

Youth Theatre Participant

“I enjoyed being able to work with older people.”

Youth Theatre Participant

“The young people were excellent – it definitely enhanced our performance.”

Theatre Exchange Participant

We would like to celebrate the achievements of Leo Dunlop, Production Assistant who joined us as a Kickstart Placement in 2022 and went on to become our first STEP intern (supported by A New Direction).

“I learnt so much during my time at Immediate Theatre working on Hackney Social Audio. It was a project that engaged with such a diverse range of communities that meant a lot of people

IMMEDIATE THEATRE

Report of the Directors (Trustees)

Year ended 31 March 2023

interacted with voices and experiences that they'd never usually encounter in their normal lives. I also was able to learn so much practically about recording audio that has led me to find more work in the audio industry. Without my time on Hackney Social Audio I wouldn't be where I am today."

[Leo Dunlop](#)



[Awards](#)

We are delighted that our work has been recognised through local and national awards.

We were thrilled to accept the **Arts and Culture Award 2022** from Children & Young People Now, recognising our Estate-based Youth Theatre work. It was an honour to be considered alongside so many other organisations and charities working to improve the lives of young people across the UK.

Our Artistic Director Jo Carter and participation manager Charmain Humphrey were nominated for Hackney CVS's **Adiaha Antigha Community Awards**. This award recognises individuals and organisations who had made a positive difference to Hackney and supported young people during the cost-of-living crisis.

We were shortlisted for the Third Sector Awards' **Celebrity Charity Champion Award**, thanks to our patron, Idris Elba. Although we didn't win the prize, Immediate Theatre were proud to attend the Awards Ceremony with a member from Idris Elba's team and celebrate the work of other charities and unsung heroes.

[Premises](#)

The biggest development of the year saw our move into the new office and studio space in Hackney in the summer of 2022, thanks to Hackney Council's Community Fund and the Walk a Mile in My Shoes campaign. For over 25 years, Immediate Theatre has worked on the streets, in schools and in community halls to connect people, give them a voice, and enable their stories to be heard. The fantastic impact of this new space has now enabled Immediate Theatre to provide a hub for the participants we work with, as well as the Immediate Theatre staff team. Our location next to Hackney Central has meant that we can easily welcome those we work with into a safe, warm environment for rehearsals, one-to-one support and workshops that encourage creativity and collaboration.

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The funding has also provided us with materials to establish our brand within this new space, allowing the production of office logo signs both inside and outside, as well as providing us with the means to fill the office space with enough technology and comfy furniture to ensure our team are also working in a comfortable environment.



Future Developments

2023/24 starts with a week of Pressure Drop performances and workshops at The Yard Theatre and continuing with a four-week tour of across London targeting areas of high deprivation and crime identified by the Greater London Authority's Violence Reduction Unit. In addition to taking this impactful work to thousands more young people the show will act as an introduction to Immediate Theatre as we look to extending our work beyond Hackney. The very positive feedback to Pressure Drop from teachers and students has made us commit to creating a new play for schools in the coming year, focussing on attitudes to women and girls. We will be developing the play with our participants in 2023 for a planned tour in April 2024.

Creative Connections – our programme for over 55s -is set to reach new heights in the coming year. Funded by City Bridge Trust, Theatre Exchange will return to their annual live tour to lunch and social clubs in November and we will be extending our work with community groups to Newham and Enfield. The Heritage Lottery Fund have now confirmed support for an extension of our audio work: Voices of Change will gather oral histories from Newham and Hackney residents, documenting their contributions to shaping our boroughs and creating podcasts that bring local history to life.

Our Estate based Youth Theatre team will be establishing a new group in Newham and looking forward to establishing a new ladder of accreditation using the AQA unit award scheme recognising participants' increasing level of skill as they progress through our programmes. Our Youth Board will take a lead on designing and leading their own new projects and continuing to ensure that the voices of young people are considered in our programming.

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Year ended 31 March 2023

We are looking forward to enjoying the creative potential of our new home, welcoming more participants and visitors to our space and embedding the new resources we have invested in the past year.

Financial Review

The company continued to improve its financial resilience, ending the year in a stronger position than we had expected. Income increased once again to £983,028 with expenditure of £751,071 in addition to £101,900 spent on leasehold improvements on the new office which has been capitalised on the balance sheet. An operating surplus of £231,957 is higher than we had budgeted for the year. We have a robust fundraising strategy and exercise prudent cost control and are in a position to develop ambitious new projects with a level of confidence in achieving funding targets. This strong position is due to the ongoing support of our key funders and partners and reflects the hard work of the staff team and their commitment to Immediate Theatre.

Increased income was largely due to support from the London Borough of Hackney, providing funding for us to develop and equip our new home in Andre Street, creating accessible workshop and meeting space alongside our office. Our Connecting Young Hackney contract was extended for a further year and we received an Infrastructure grant for our holistic support of Hackney residents and project grants for Theatre Exchange and for the new Indie project working with adults with SEND. Discover Young Hackney and Healthy Activities and Food grants enabled us to provide young people attending holiday activities with a hot meal. We partnered with Hackney Employment and Skills to deliver Kickstart posts for unemployed young people and were commissioned to undertake a reminiscence project in Hackney libraries. Continued support from the Clinical Commissioning Group (CCG) via Mind in the City, Hackney and Waltham Forest for our Pathways to Employment programme meant overall income from local government made up 28% of total income, an increase on the previous year and approaching pre-pandemic levels.

Income from Central and Regional Government grew to 21% of our total income, with the continuation of multi-year grants from the Big Lottery Reaching Communities Fund for Estate based Youth Theatre, the GLA Violence Reduction Unit (Rise Up East) and the Young Londoners Fund for Interactions as well as an Arts Council grant for Hackney Social Radio.

Income from Trusts and Foundations continued to be our largest source of income, thanks to support from our fundraiser, Katrina Duncan. Grants increased slightly to £389,833, but due to increased overall funding made up only 49% of our income (54% in 2022). The most significant of these once again was the grant from Global giving, for funds from the Idris and Sabrina Elba and Christian Louboutin collection to create and tour Pressure Drop to secondary schools and to support EbYT. The Coutts Foundation, Sanctuary, Vintners and a donation from the Zurich Community Trust also supported us to deliver EbYT. Angus Lawson Memorial Trust enabled us to take young people from Interactions on a residential and Harold Immanuel supported both Interactions and Pathways to Employment. West Hackney Parochial Trust and Henry Smith continued to support Pathways to Employment, with Henry Smith also providing funds to develop this work with women. UBS once again supported Speech Bubbles but also provided a cost-of-living grant which enabled us to provide additional holiday activities for young people, increase wages for our youngest staff and pay all staff a cost-of-living bonus. A New Direction contributed towards a Hackney Social Audio Intern and the Jack Petchey Foundation continued to support a young person's Internship on EbYT as well as the Achievement Awards. The CAF Resilience Fund contributed towards our Creative Pathways Coordinator and Administrator posts as well as supporting organisation development; improving our IT and financial systems, marketing data capture and Impact reporting.

IMMEDIATE THEATRE

Report of the Directors (Trustees)

Year ended 31 March 2023

Other income accounted for 2% of our total income. This included delivering work in local schools and holiday projects, attending voluntary sector leadership meetings, delivering CPD for Speech Bubbles and a residential for London Youth as well as a number of small donations.

The company ended the year with an operating surplus of £231,957 which includes an increase to unrestricted reserves of £114,660 to leave a closing balance in unrestricted reserves at the year end of £209,215. Of this balance £94,771 represents the grants received to fund the new office leasehold improvements less depreciation to date. The fund has been designated to account for future depreciation charges over the term of the lease. We also chose to designate a further £8,400 of this towards work in 2023/24 including staff wellbeing and to support creative projects.

Reserves Policy

The total reserves of the company at the close of 22/23 are £351,136 (2021/22: £119,179). This includes unrestricted funds of £106,044 (2021/22: £94,555), designated funds of £103,171 (made up £94,771 for new office building works and £8,400 towards work on staff wellbeing) and restricted funds of £141,921 which must be spent on specific projects. It is the aim of the trustees to have sufficient reserves to cover 3 months' running costs based on the prior year's financial statement, currently calculated at £142,762. These reserves will be used to safeguard against a temporary shortfall in income and any additional unforeseen costs. We have been rebuilding our reserves over the past five years and are pleased to have once again achieved an increase in unrestricted reserves. Trustees will continue to make prudent progress towards meeting the reserves target to match increased turnover. Trustees review the Reserves Policy annually to account for changing circumstances and will determine the amount needed to reflect increased operating costs and staff commitments.

Board Development

Our board of eleven Trustees includes ex-participants and Hackney residents, who bring a range of expertise and lived experience. Led by the Chair Shekeila Scarlett, Trustees meet quarterly and hold additional meetings with our Youth Board and other User Groups and staff team to ensure that they are listening to and responding to their needs and ideas. A Finance sub-committee, led by Treasurer Paul Smith, meets quarterly, reviewing financial performance, forecasting, financial controls and reserves, reporting all proceedings to the full Board. A Personnel sub-committee, led by Shekeila Scarlett meets to discuss staff salaries as needed. We have also identified named roles for Trustees leading on Safeguarding (Gifty Green) and Equalities, Diversity and Inclusion (Suzanne Gorman).

This year the Board has continued to play an active part in supporting the development of the organisation providing strong leadership and governance throughout. In July we were pleased to welcome Anthony Lee through our work with East London Business Alliance who has experience of employment support and Sophie Morris joined us as a parent of youth theatre participants. We were sorry to say goodbye to Melanie Howarth who stepped down in July. We are seeking a young trustee (18- 25) to join us in the coming year.

Staffing

We are immensely grateful to the staff team for their commitment to the organization. We have recognised the impact of the work on our growing team of staff and are pleased to have been able to support them with a cost-of-living payment over the winter months to supplement their salaries. We have also invested in Mental Wellbeing Training for Managers and enabled staff to support their own well-being through

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Report of the Directors (Trustees)

Year ended 31 March 2023

therapeutic interventions. Our core staff team remained relatively stable over the year, and we were joined by several new team members including a number of young people employed as Kickstart, Petchey and STEP Interns.

Artistic Director	Jo Carter
General Manager	Suzy Smith
Participation Manager	Charmain Humphrey
Training Projects Manager	Gbenga Olopade (until December 2022)
Estate-based Youth Theatre Coordinator	Gavin Dent
Schools Coordinator	Eleanor Clack
Positive Pathways Officer	Jermaine Julie (until December 2022)
Producer (Hackney Social Audio)	Lucie Regan (until December 2022)
Marketing & Administration Officer	Georgia Gill (until June 2022)
Youth Drama Leader	Kyarna Morris
Project Manager	Deji Adeosun
Administrator	Rebecca Mayer
Marketing Officer	Sorrel Allen
Youth Involvement Coordinator	Hannah Drummond
Creative Pathways Coordinator	Kianu Glasgow
Youth Drama Assistant (Petchey Intern)	Deane Dixon-Foster
Youth Drama Assistant (Kickstart Intern)	Frankie Bertolletti (until June 22)
Radio Production Assistant (STEP Intern)	Leo Dunlop
Marketing & Administration Assistant (Kickstart Intern)	Shemi Olaniran (until August 22)

We would particularly like to thank our long-term volunteer Nicky Wilson, who has supported across our youth theatre projects throughout the year, much would not have been possible without her.

We would also like to recognize the enormous contributions of our Peer Facilitators:

Montell Pemberton, Ajia Perkins, Joaquim Fortunato, Tecumseh Lee Cunningham, Shruti Shine, Rashane Headley, Jasmine Williams, Kasino Morris Diedrick, Akacia Wolfe, Abigail Burland, Whitney-Bola Lawal, Rashane Headley, Shruti Shine, Lennox Nelson, Jesse Orlando, Phoebe Sally Fisher, Chyna-mae Whyte, Latreece Brisport

Our wonderful team of freelancers:

Theatre Exchange: Penny Cliff - facilitator and playwright, Riitta Hakkarainen – designer.

Hackney Social Audio: Sue Elliott Nichols – host, May Dezateux Robson – trainer and feature maker, Neil McKeon – engineer, Steve Roberts – community workshop facilitator.

Speech Bubbles Facilitators: Charlotte Macrae, Flo Katesworth, Melanie Hering, Sophy Leys Johnstone, Sue Elliot Nichols, Stasa Dukric.

Estate based youth theatres and holiday projects: Mark Maughan – Lead facilitator on We Want Your Views, (for UCL Dr Pablo Sendra Sarah Goldzweig and Irene Manzini Ceinar). Wale Show – lead facilitator Summer Exposure, William Adomako-Opoku – facilitator.

IMMEDIATE THEATRE

Report of the Directors (Trustees)

Year ended 31 March 2023

Interactions/Rise Up East – Kevin Stuart – facilitator, Arlo Carter – film maker, Ben Moss – photographer, Hannah Davies – caterer.

Pressure Drop: Anna Bennet -Playwright, Adam Karim- Director, Eddie Latter -Stage Manager, Daniel Peart- sound design, Matilda O’Grady - movement director, Isabel Sun & Erin Guan - designers, Nick

Johnson Walker- set maker. The cast Mia Thompson-Semackor, Tyrelle Boyce, Bradley Luckett and Ivan Oyik. Deviniat Adedibu & Joshua Picton – workshop facilitators.

And our partners:

Hackney Council for the Voluntary sector, London Youth, Benthall Primary School, London Fields School, Randal Kremer School, Holmleigh School, Seabright School, Clapton Girls School, Speech Bubbles CIO, Apex/Daubeney Holiday projects, Hackney Caribbean Elderly Organisation, Odd Eyes Theatre, Tower Theatre, Hackney Quest, The Wickers.

Directors (Trustees) Responsibilities

The Trustees, as set out on page 3 (who are also the directors of Sound Connections for the purposes of company law) are responsible for preparing the Directors’ (Trustees) Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity’s transactions and 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 charitable company and hence for taking reasonable steps for 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.

IMMEDIATE THEATRE

Report of the Directors (Trustees)

Year ended 31 March 2023

Limited liability

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the company in the event of winding up.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Sound Connections charitable purpose is to provide increased access to music and musical education to young people in London, particularly those from disadvantaged backgrounds and provide them with opportunities to participate in a range of musical activities.

Independent examiners

Simpson Wreford LLP., were appointed as Independent Examiners during the year and have expressed their willingness to continue in that capacity.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of directors (trustees) on 5 December 2023

S Scarlett
Director (Trustee)

P Smith
Director (Trustee)

IMMEDIATE THEATRE

Independent Examiners' Report

To the Trustees of Immediate Theatre for the Year Ended 31 March 2023

I report to the charity trustees of the company for the year ended 31 March 2023, which are set out on pages 28 to 38.

Responsibilities and basis of report

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

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

Independent examiner's report

Since the company'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 the Institute of Chartered Accountants in England and Wales, 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:

- (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 accounting 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.

Kate Taylor FCA
For and behalf of Simpson Wreford LLP, Chartered Accountants
Institute of Chartered Accounts in England and Wales

Wellesley House
Duke of Wellington Avenue
London, SE18 6SS

Dated: 8 December 2023

IMMEDIATE THEATRE

Statement of Financial Activities (including Income and Expenditure Account)

Year ended 31 March 2023

	Notes	Unrestricted Funds	Restricted Funds	Total funds 2023	Total funds 2022
		£	£	£	£
INCOME	4				
Donations and legacies		1,339	-	1,339	5,630
Charitable activities		75,818	886,243	962,061	693,986
Other income		19,628	-	19,628	-
TOTAL INCOME		96,785	886,243	983,028	699,616
				-	
EXPENDITURE ON:	6				
Raising funds		6,440	-	6,440	6,497
Charitable activities		42,735	701,896	744,631	638,538
TOTAL EXPENDITURE		49,175	701,896	751,071	645,035
NET INCOME/(EXPENDITURE)		47,610	184,347	231,957	54,581
Transfers between funds		67,050	(67,050)	-	-
NET MOVEMENT IN FUNDS		114,660	117,297	231,957	54,581
RECONCILIATION OF FUNDS					
Total funds brought forward		94,555	24,624	119,179	64,598
Total funds carried forward		209,215	141,921	351,136	119,179

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 31 to 39 form part of these financial statements.

IMMEDIATE THEATRE

Balance Sheet as at 31 March 2023

	Notes	2023	2022
Fixed Assets			
Tangible assets	8	94,621	-
Current Assets			
Debtors	9	35,466	5,629
Cash at bank and in hand		<u>271,556</u>	<u>199,102</u>
		<u>307,022</u>	<u>204,732</u>
Creditors			
Amounts falling due within one year	10	<u>(50,507)</u>	<u>(85,552)</u>
Net current assets		<u>256,515</u>	<u>119,179</u>
Total net assets		<u>351,136</u>	<u>119,179</u>
The Funds of the Charity	11		
Unrestricted Funds		106,044	94,555
Unrestricted Funds - Designated		103,171	-
Restricted Funds		<u>141,921</u>	<u>24,624</u>
		<u>351,136</u>	<u>119,179</u>

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

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

The trustees 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 on pages 28 to 39 were approved by the Trustees on 5 December 2023 and signed on their behalf by:

S Scarlett
Director (Trustee)

P Smith
Director (Trustee)

Company Number – 03272271 (England & Wales)

IMMEDIATE THEATRE

Statement of Cashflows

For the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash used in operating activities			
Net cash provided by/(used in) operating activities	16	<u>174,354</u>	<u>89,133</u>
Cash flows from investing activities			
Interest income		-	-
Purchase of tangible fixed assets		(101,900)	-
Cash provided by/ (used) in investing activities		<u>(101,900)</u>	<u>-</u>
(Decrease)/Increase in cash and cash equivalents in the year		72,454	89,133
Cash and cash equivalents at the beginning of the year		199,102	109,969
Total cash and cash equivalents at the end of the year		<u>271,556</u>	<u>199,102</u>

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

Immediate Theatre is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit 1, Sidings House, 10 Andre Street, London, E8 2AA.

(a) Basis of accounting

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 (FRS102)– (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

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

The effects of events relating to the year ended 31 March 2023 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2023 and the results for the year ended on that date.

Immediate Theatre meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

(b) Going Concern

At the time of approving the accounts, 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 accounts.

(c) Fund accounting

- Unrestricted funds are available for use at the discretion of the Directors in furtherance of the general objectives of the charity. Unrestricted funds include donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal. Expenditure, which meets these criteria, is charged to the fund.

(d) Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

1. Accounting Policies continued

- Grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grant income is only deferred where the donor has clearly specified that it relates to a future period.
- Incoming resources from charitable consulting activities are accounted for when earned. Consultancy income is deferred where it relates to services to be carried out in the future.
- 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.

(e) Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on the basis of an estimate of the proportion of project size.

(f) Fixed assets

Fixed assets are initially measured at cost and subsequently measured at cost net of depreciation and any impairment losses.

It is the policy of the company to provide depreciation at the following annual rates in order to write off each asset over its estimated useful economic life. The following rates of depreciation have been applied throughout the year.

Fixtures & Fittings	-	2 years straight line
Leasehold Improvements	-	14 years straight line (over the remaining lease term)

(g) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

(i) Cash at bank and in hand

Cash at bank and cash 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.

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

1. Accounting Policies continued

(j) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(j) Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

(k) Employee benefits

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

(l) Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Related Party Transactions

No trustee (or persons connected with them) received any remuneration or benefits from the charity during the year. £82 of Trustee expenses were reimbursed.

3. Remuneration

The key management personnel of the charity comprise the Artistic Director and Participation Manager.

Remuneration of key management personnel	2023	2022
	£	£
Aggregate total	<u>97,677</u>	<u>91,107</u>

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

4 Income	<i>Unrestricted</i>	<i>Restricted</i>	<i>2023 Total</i>	<i>2022 Total</i>
	£	£	£	£
4.1 Income from donations and legacies				
<i>Donations</i>	1,339	-	1,339	5,630
<i>Grant income</i>				
Arts Council England	-	30,000	30,000	1,500
Young Londoners Fund	-	41,971	41,971	47,967
Violence Reduction Unit; GLA	-	42,928	42,928	50,080
Youth Endowment Foundation	-	-	-	6,126
Big Lottery Fund: Reaching Communities	-	50,124	50,124	25,061
London Borough of Hackney- Young Hackney	-	65,000	65,000	65,000
London Borough of Hackney - Community Response Wave	-	-	-	30,000
London Borough of Hackney - Infrastructure Grant	-	18,000	18,000	-
London Borough of Hackney - Home for Immediate Theatre	-	83,000	83,000	-
London Borough of Hackney - Hackney Social Radio	-	-	-	3,000
London Borough of Hackney - Discover Young Hackney	-	5,000	5,000	8,000
London Borough of Hackney - HAF free school meals	-	4,870	4,870	8,822
London Borough of Hackney - Libraries Projects	-	1,750	1,750	1,625
London Borough of Hackney - Kickstart	28,147	-	28,147	24,113
London Borough of Hackney	-	2,450	2,450	-
Mind in the City, Hackney and Waltham Forest	-	21,859	21,859	21,859
Sanctuary Housing Association	-	4,000	4,000	4,000
Coutts	38,500	-	38,500	39,500
Angus Lawson Memorial Trust	-	22,177	22,177	20,059
A New Direction - STEP Programme	-	5,000	5,000	-
Global Giving	-	279,122	279,122	102,672
Henry Smith Charity	-	42,600	42,600	67,500
Children in Need	-	-	-	36,473
Jack Petchey	-	17,875	17,875	26,879
Zurich Community Foundation	5,546	-	5,546	25,000
Vanguard Group	-	-	-	12,125
Vintners Foundation	-	3,000	3,000	-
Peabody	-	-	-	13,000
Sir Jules Thorn	-	-	-	1,000
CAF Resilience Emergency Fund	-	76,767	76,767	3,232
UBS - Speech Bubbles	-	21,300	21,300	18,769
UBS - Cost of Living Crisis	-	10,000	10,000	-
Harold Immanuel	-	20,000	20,000	-
London Bubble/Paul Hamlyn	-	-	-	11,600
West Hackney Parochial Trust	-	10,000	10,000	2,500
4.2 Income from charitable activities				
Income from schools	200	3,000	3,200	2,330
Speech Bubbles	-	500	500	-
Apex	2,394	-	2,394	6,284
London Youth	-	3,000	3,000	-
Earned income	1,031	950	1,981	1,910
UBS Client donation	-	-	-	5,000
<i>Other income - Access to Work</i>	19,298	-	19,298	-
<i>Interest received</i>	330	-	330	-
	96,785	886,243	983,028	698,616

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

5. Income by activity

	<i>Interactions</i>	<i>Speech Bubbles</i>	<i>Theatre Exchange</i>	<i>My Ends</i>	<i>Can I Walk in your Shoes?</i>	<i>Estate-based Youth</i>	<i>Pathways to Employment</i>	<i>Home for Immediate Theatre</i>	<i>Other income and donations</i>	<i>2023 Total</i>	<i>2022 Total</i>
	£	£	£	£	£	£	£	£	£	£	£
Donations	-	-	120	-	-	135	-	-	1,084	1,339	5,630
Grant income	74,148	21,300	44,750	42,928	247,498	228,693	124,115	83,000	84,554	950,986	677,462
Charitable activities	-	3,500	-	-	975	3,000	450	-	3,150	11,075	16,524
Other income	-	-	-	-	-	-	-	-	19,628	19,628	-
	<u>74,148</u>	<u>24,800</u>	<u>44,870</u>	<u>42,928</u>	<u>248,473</u>	<u>231,828</u>	<u>124,565</u>	<u>83,000</u>	<u>108,416</u>	<u>983,028</u>	<u>699,616</u>

6 Expenditure

	<i>2023 Total</i>	<i>2022 Total</i>	<i>Basis of support cost allocation</i>
6.1 Charitable activities			
Staff costs	441,907	415,729	
Depreciation and impairment	7,279	-	
Other project costs	293,363	217,251	
Support costs			
Trustee expenses	82	2,918	<i>Governance</i>
Accountancy	2,000	2,640	<i>Governance</i>
	<u>744,631</u>	<u>638,538</u>	
6.2 Raising funds			
Fundraising costs	<u>6,440</u>	<u>6,497</u>	
Total expenditure	<u>751,071</u>	<u>645,035</u>	

7. Staff Costs

Staff costs for the year were as follows:	<i>2023</i>	<i>2022</i>
	£	£
Salaries and wages	402,459	380,204
Social Security costs	32,704	29,152
Staff pension costs	6,744	6,373
	<u>441,907</u>	<u>415,729</u>

The average number of staff employed during the year, was as follows:

	<i>2023</i>	<i>2022</i>
	<u>20</u>	<u>13</u>

There were no employees whose annual income exceeded £60,000.

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

8. Tangible Fixed Assets

	Fixtures & Fittings	New Office - Designated	New Office - Restricted	Total
Cost				
At 1 April 2022	1,740	-	-	1,740
Additions	<u>-</u>	<u>82,850</u>	<u>19,050</u>	<u>101,900</u>
At 31 March 2023	<u><u>1,740</u></u>	<u><u>82,850</u></u>	<u><u>19,050</u></u>	<u><u>103,640</u></u>
Depreciation				
At 1 April 2022	1,740	-	-	1,740
Charge for year	<u>-</u>	<u>5,918</u>	<u>1,361</u>	<u>7,279</u>
At 31 March 2023	<u><u>1,740</u></u>	<u><u>5,918</u></u>	<u><u>1,361</u></u>	<u><u>9,019</u></u>
Net Book Value				
At 31 March 2023	<u><u>-</u></u>	<u><u>76,932</u></u>	<u><u>17,689</u></u>	<u><u>94,621</u></u>
At 31 March 2022	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>

9. Debtors

	2023	2022
	£	£
Trade debtors	23,699	3,089
Accrued income	3,000	-
Prepayments	1,747	-
Other debtors	6,253	2,540
VAT repayable	<u>767</u>	<u>-</u>
	<u><u>35,466</u></u>	<u><u>5,629</u></u>

10. Creditors: Amounts Falling Due within One Year

	2023	2022
	£	£
Trade Creditors	385	3,046
Accruals	2,000	2,640
Deferred income	35,900	69,312
Social security and other tax	<u>12,222</u>	<u>10,554</u>
	<u><u>50,507</u></u>	<u><u>85,552</u></u>

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

11. Movement in Funds

	<i>As at 1 April</i>			<i>As at 31</i>	
<i>Restricted funds</i>	<i>2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers</i>	<i>March 2023</i>
Interactions	2,681	74,148	(56,349)	-	20,480
Speech Bubbles	2,500	24,800	(27,300)	-	-
Pathways to Employment	-	124,565	(105,036)	-	19,529
Estate-based Youth Theatre	-	196,693	(230,693)	35,000	1,000
Theatre Exchange	1,650	44,750	(45,150)	-	1,250
My Ends	6,566	42,928	(49,494)	-	-
Home for Immediate Theatre	-	83,000	-	(83,000)	-
Can I Walk in your Shoes?	11,227	247,998	(140,513)	(19,050)	99,662
Other income and donations	-	47,361	(47,361)	-	-
	<u>24,624</u>	<u>886,243</u>	<u>(701,896)</u>	<u>(67,050)</u>	<u>141,921</u>
 <i>Unrestricted funds</i>					
Core	<u>94,555</u>	<u>96,785</u>	<u>(41,896)</u>	<u>(43,400)</u>	<u>106,044</u>
 <i>Designated funds</i>					
Home for Immediate Theatre	-	-	(7,279)	102,050	94,771
Staff wellbeing	-	-	-	8,400	8,400
	<u>-</u>	<u>-</u>	<u>(7,279)</u>	<u>110,450</u>	<u>103,171</u>
 <i>Total funds</i>	 <u>119,179</u>	 <u>983,028</u>	 <u>(751,071)</u>	 <u>-</u>	 <u>351,136</u>

12. Material funds during the year

Estate-based Youth Theatres:

After school and holiday drama projects delivered in areas of high deprivation for young people aged 5-19.

Speech Bubbles:

Supporting children in KS1 to develop their speaking, listening and attention skills, franchised from London Bubble.

Theatre Exchange:

Drama project with people over the age of 50 delivered to prevent isolation in the community, including intergenerational activities.

Can I Walk in Your Shoes:

Using a combination of theatre and film to shed light on the social injustices young people still experience and help them to identify a future that has purpose and prosperity.

Pathways to employment

Creative programmes and employability workshops and one-to-one support for participants who face barriers to employment including the long-term unemployed.

Designated funds – Home for Immediate Theatre

This represents the grants received to fund the new office leasehold improvements cost, the grants were restricted in nature and spent on assets that have been capitalised on the balance sheet. The fund balances have been transferred to designated funds to enable future depreciation charges in relation to these costs to be accounted for separately and not to confuse the reserves with free unrestricted reserves.

IMMEDIATE THEATRE

Notes to the financial statements – Year ended 31 March 2023

13. VAT

The charity registered for VAT in December 2001 when the charity's VAT taxable turnover reached the threshold. The charity has subsequently de-registered for VAT in April 2023.

14. Leasing Agreements

At the reporting end date the charity had outstanding future commitments for future minimum lease payments under operating leases as follows:

Whilst the lease is 15 years long, it is cancellable after 2, 5 and 10 years.

2023	2022
£	£
£46,898	£nil

15. Member's Guarantee

The members' liability is limited by guarantee.

The members guarantee that in the event of a winding up of the company each member will contribute such amounts as may be required, not exceeding £1.

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

	2023	2022
	£	£
Net movements in funds	231,957	54,581
Add back: Depreciation	7,279	-
(Increase)/decrease in debtors	(29,837)	13,804
(Decrease)/increase in creditors	(35,045)	20,748
	<u>174,354</u>	<u>89,133</u>

17. Transfers

There was a transfer from reserves during the year of £35,000 relating to funds from the Coutts Foundation which was transferred to the Estate Based Youth Theatre project.

There was also a transfer from the global giving funds received of £19,050 to fund the leasehold improvement works. This is sitting withing designated funds to account for future depreciation charges.

The grants received from London Borough of Hackney in relation to 'Home for Immediate Theatre' has also been transferred to designated reserves, as funds were spent on the restricted purpose. The balance was transferred to a designated reserve, as explained in note 12.