

Registered Charity No. 1119797
Company No. 6113653



Annual Report and Financial Statements
12 Months ended 31 March 2015

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GLOUCESTERSHIRE DANCE

I report on the financial statements of Gloucestershire Dance for the year ended 31 March 2015 set out on pages 15 to 26.

Respective responsibilities of trustees and independent examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company and is eligible for independent examination it is my responsibility to:

- examine the financial statements under Section 145 of the 2011 Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b)) of the 2011 Act and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an opinion as to whether the financial statements present a true and fair view and my report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance Section 386 and 387 of the Companies Act 2006; and
 - to prepare financial statements which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



For and on behalf of
Andorran Limited
6 Manor Park Business Centre
Mackenzie Way
Cheltenham
Gloucestershire
GL51 9TX

Date: 31 July 2015

Gloucestershire Dance

Trustees' Annual Report

12 Months ended 31 March 2015

The trustees, who are also directors for the charity for the purposes of the Companies Act 2006, present their report with the financial statements for the year ended 31 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting of Charities' issued 2005, (as amended 2008).

Reference and Administrative Details

Charity name	Gloucestershire Dance		
Charity Registration number	1119797		
Company number	6113653		
Registered office	Colwell Arts Centre, Derby Road, Gloucester. GL1 4AD		
Trustees			
Ms A Syvret	Chair		
Mr D Mullins	Vice Chair		
Mr A Burrow			
Mrs B Lloyd	Secretary		
Miss R Andrews			
Mrs E Brand			
Mrs J Cantwell			
Mr M Counsell, OBE			
Ms S Davies			
Mrs A James			
Mr M Jones	Resigned		
Mrs L Partridge			
Mrs D Rees			
Mr Paul Tarling			
Mr Simon Sheldon	Appointed	Treasurer	
Chief Executive	Cath Wilkins		
Bankers	CAF Bank Limited, 25 Kings Hill Avenue, West Malling, Kent		
Independent Examiner	Andorran Limited, 6 Manor Park Business Centre, Mackenzie Way, Cheltenham, Glos GL51 9TX.		

Structure, Governance and Management

Governing document

Gloucestershire Dance (GDance) is a charitable company limited by guarantee governed by its memorandum and articles of association adopted on 19 February 2007.

Appointment of Trustees

Trustees are appointed by election at the Annual General Meeting or by the co-option by Trustees subject to a maximum of one third being co-opted members.

Trustee Induction and Training

Following completion of an application form new trustees meet with the Chair of the Board and the Chief Executive to brief them on their legal obligations under charity and company law; the content of the memorandum and articles of association; the committee and the decision making processes of the charity. They are invited to meet key personnel and other trustees, and are given information regarding GDance activities they can go and see.

Trustees are encouraged to attend training and networking events in order to facilitate their role on the Management Committee. New trustees with relevant expertise are invited to serve on the Finance and General Purposes sub-committee.

A Disclosure and Barring Service check is completed for Trustees, where deemed necessary, in accordance with Government and/or Charity Commission guidelines for charities working with children and vulnerable adults.

Organisational Structure

The Charity operates under a governing Board of Directors consisting of the Trustees. The Chief Executive and occasionally specialist advisors also attend Board meetings which are held on a bi-monthly basis.

The Finance and General Purposes Committee meets at least four times a year and is involved with the preparation of the business plan.

The day to day management of the charity is delegated to the Chief Executive. Some of these same authorities are also delegated to the Finance Manager as limited by procedural indication.

Related Parties

GDance maintains close links with the organisation's primary investors and stakeholders, who are Arts Council England and Gloucester City Council. Other key investors in 2014/15 were Esme Fairbairn Foundation and Gloucestershire Community Foundation.

GDance continues to be a partner member in, and its Chief Executive continues to serve on the Board of Create Gloucestershire, the county's strategic body for the arts. GDance also maintains a close affiliation with Art Shape under the 'Arts Inc' partnership initiative.

GDance leads and administers ongoing work to implement a national strategy through The National Inclusive Dance Network which has grown through the year to include over 200 members.

GDance is represented within other relevant networks including Pavilion Dance South West and Gloucestershire's Aiming Higher network for organisations serving disabled children and young people and their families.

Risk Management

The trustees have a risk management strategy which comprises:

- An ongoing review of the risks the charity may face
- The establishment of systems and procedures to mitigate those risks identified in the plan, and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

The programme of work is set out in a rolling business plan which ensures that the proposed level of activity is within GDance's financial and human resource capabilities. The plan is approved by the Trustees before implementation. Projects are not initiated unless adequately funded.

Operational and financial policies and procedures are continually reviewed and updated and a minimum training requirement has been set to ensure all staff are sufficiently equipped to carry out their duties in a safe and responsible way. Continuing professional development is encouraged for all members of staff and volunteers.

All GDance personnel, including volunteers, who are in regular contact with children or vulnerable adults, are required to undergo an enhanced Disclosure and Barring Service check.

Objectives and Activities

The object of the charity is:

To foster and promote the maintenance, improvement and advancement of education through the development of the art of dance in particular, but not exclusively, in the county of Gloucestershire. Gloucestershire Dance (GDance) is a production and training company specialist in inclusive dance. We:

- produce live and / or filmed high quality professional and community dance performance, choreographed by and / or featuring, disabled artists
- programme or co-produce inclusive events
- work strategically with local and national dance / arts partners to improve inclusive practice and pathways for artists and young people facing disabling barriers
- provide training, placements and fellowships to support the development of disabled or inclusive artists, and inclusive dance leaders and teachers
- run an inclusive community company bringing together disabled and non-disabled dancers
- deliver inspiring projects, workshops and courses with arts, education, health and community partners improving access to dance and the arts for those facing disabling barriers
- invest in our Board, staff and volunteers.

Public Benefit

In planning GDance's activities for the year the trustees kept in mind the Charity Commission's guidance on public benefit.

The focus of GDance's activities during the year, which explains the delivery by GDance of public benefit, is set out below under Review of the Year.

Review of the Year

Organisational Development

Partners and Stakeholders:

GDance continued to work through the partnerships and networks to support expanding the reach and impact of its programmes:

- development of a national 'Tipping Point' strategy for the National Inclusive Dance Network (NIDN), and holding a 3rd annual full network meeting
- working with Gloucester-based partner Art Shape (www.artshape.co.uk) towards Arts Inc partnership projects and initiatives
- continuing to convene the Carnival Arts Partnership
- continuing on the Board of strategic arts development body Create Gloucestershire and working with partners on the 'Culture Matters' campaign for Gloucester, joint apprenticeship, evaluation, cultural commissioning and individual giving programmes
- a partnership with Ballet Cymru, Disability Arts Cymru and Wales Dance Consortium (and its partner venues) impacting on inclusive practice in Wales through Stuck in the Mud residencies and performances

Fundraising & Anniversary Appeal

GDance's primary funders this year were Arts Council England, Arts Council of Wales, the Esmée Fairbairn Foundation, Gloucester City Council and Gloucestershire Community Foundation.

GDance is reliant on grants and donations, as well as the invaluable support of advocates and volunteers, and would like to thank them for their generosity.

In November 2014, GDance launched a 20th Anniversary Appeal to encourage more individual and corporate donors. A range of tools and initiatives have been developed and a figurehead appointed (Dr Dawn Harper) to support the Appeal.

Human Resources:

The staff team structure at the end of the year was as follows:

Full Time

- Director

Part Time

- Artistic Director 0.6 fte
- Education Associate 0.6 fte
- Programme Coordinator 0.4 fte
- Programme Co-ordinator 0.6 fte
- Administrator 0.6 fte
- Apprentice Programme Assistant 0.8 fte
- Trainee Dance Leader 0.2 fte

Financial services were provided by Crana Trading.

The Marketing Coordinator (a 0.6 fte post) resigned from her post and the third Programme Coordinator (0.5 fte) took voluntary redundancy during this financial year.

The team received training in mandatory areas (ie. health & safety, first aid and safeguarding) as well as other areas to support practice and fulfilment of our mission (eg. outdoor production).

Profile Raising

- A vibrant programme of marketing and PR was sustained including extensive local newspaper and broadcast coverage, regular social media activity and published articles in national printed and online arts industry magazines
- GDance commissioned 3 documentary style films to promote the benefits and impact of our work: the Young Ignite training programme for disabled young creatives; the Arts Inc Academy for disabled and non-disabled 8-18 year olds and a 20th Anniversary Appeal film showcasing past highlights

- GDance's dance-for-camera short films and documentary style / promotional films were screened at: the national U-Dance platform and Dance4's Changing Perceptions seminar in Nottingham and at the Together! Disability festival, the Unlimited (disability arts) festival and at Sadlers Wells' =dance platform in London
- GDance Programme Coordinators attended the following events/conferences to speak and/or provide taster workshops:
 - Dance4's U.Dance 'Changing Perceptions' seminar in Nottingham,
 - the Gloucestershire Primary Physical Education Conference,
 - the National Network of Advisory Teachers for Physically Impaired Pupils Conference,
 - Gloucestershire Community Foundation's 25th birthday celebration
 - the Creative Minds learning disability-led conference in Bristol, and
 - the National Dance Teachers Association conference in Birmingham

PROGRAMMES

GDance's programmes were shaped and developed through sustained commitment to evaluation and embedding of learning, in line with our Artistic and Learning Statement. This included commissioning of disability-specialist external evaluator for our training project Young Ignite.

Sector Development

GDance impacted on local arts and regional and national dance sector development through the partners and networks listed under Organisational Development (above). Development was particularly notable through joint working with:

- **The Arts Inc partnership:**
 - delivering 4 week-long holiday clubs for disabled and non-disabled children;
 - sustaining and developing the affiliated Carnival Arts Partnership in Gloucester
 - completion of a feasibility study and running a pilot inclusive arts 'Academy'
 - development of a joint Arts Inc volunteer scheme
 - preparatory work for a pilot accredited (at level 3) inclusive arts leadership course (to run June – August 2015)
- **The National Inclusive Dance Network**, through which we:
 - expanded the network from c.170 (in March 2014) to more than 200 members
 - managed consultants Luke Pell and Margaret Meyer and worked with the core action group to develop a national strategic plan (Tipping Point)
 - holding a full network meeting exploring inclusive youth platforms (with Plymouth Dance and Youth Dance England) and leadership development (with Clore Leadership Programme) at Pavilion Dance South West's Integrated Dance Summit in May 2014
- A production partnership with **Ballet Cymru**, resulting in:
 - Strengthened commitment to inclusive practice from Ballet Cymru. GDance organised a 2.5 day disability awareness and choreographic development sessions at Ballet Cymru's studio prior to production weeks
 - Impact on inclusive dance across Wales through Stuck in the Mud partnerships and residencies
 - Devising of a new programme exploring inclusive ballet and the lack of physically disabled dancers in the UK, working alongside Royal Academy of Dance teachers / lecturers and Elmhurst School of Dance

Artform & Audience Development

GDance supported the development of the artform (of integrated dance), and impacted on audience perceptions and artists' learning, through:

- **Stuck in the Mud**, our large scale site-specific project in partnership with Ballet Cymru which was re-created with input from multiple local partners in: Swansea, Llandudno and Cardiff. It comprised a core cast of disabled and non-disabled professionals, and integrated community casts recruited locally to each performance venue.
Partners were: Llandudno Arts Weekend, Dawns i Bawb (dance agency), Venue Cymru, Wales Millennium Centre, Sherman Cymru, Hijinx Theatre, Taliesin Arts Centre, the Swansea Waterfront Museum, Tan Arts, Disability Arts Cymru and Wales Dance Consortium.

GDance Fellow Viv Gordon led on choreography for the community casts.

Funders were Arts Council of Wales, Crest Community Foundation and the Ernest Cook Trust.

Audience feedback was exceptionally positive. A total of approximately 2,250 people saw the shows in Wales, and there were 65 in the community casts (also involving 13 teachers / support workers).

Positive legacies include: Wales Dance Consortium are now including a strand of integrated dance in their ongoing programme; Ballet Cymru has appointed Marc Brew as Associate Artist; the Wales Millennium Centre is keen to work with GDance again, as are other partners, eg. Dawns i Bawb; US volunteer Eden Frasier has set up her own integrated dance group in Florida; *Stuck in the Mud* has attracted arts industry media interest and the documentary was selected for the Together disability festival in London.

- **All Fall Down research and development project:**
Artistic Director Helen Crocker researched and began development of choreographic material (with artist Marie-Louise Flexen) for GDance's new production *All Fall Down*, which explores the theme of recovery from trauma (through Equine therapy).
Collaborating partners for the pilot production are Barehoof Performance, GDance's VIA community dance company and Marketing Gloucester. The pilot shows will take place on Gloucester Carnival day (25 July 2015).
- **The Carnival Arts Partnership** (GDance, Art Shape, Global Arts & Gloucester City Council), through which we:
 - Delivered inclusive family participatory activities in Gloucester Park and the city centre on Carnival day
 - Delivered a week-long Carnival Course and parade opportunity for disadvantaged and disabled children and young people
 - Worked with 4 x community groups to develop their skills and costumes / moves in preparation for the parade (Increase the Peace youth project, Kingsholm Kickers, St Oswald's Environmental Wardens and Art Shape's adult disability group)
 - Commissioned Circus Zaparelli to enhance the artistic content of the parade (eg. bicycle sound systems, a stilt walker)
- **Pavilion Dance South West choreographic residency:** GDance's producer worked with 3 selected disabled artists during a week-long residency to develop their choreographic ideas at Pavilion Dance in Bournemouth in April 2014.

Training & Artist Development

GDance impacted on the training and development of disabled artists and/or understanding of inclusive practice through the following projects:

- **Young Ignite:** a 3-day residential with pre and post-residency mentoring, which ran from April – October 2014 in partnership with the University of Gloucestershire.
5 disabled young dancers from throughout the country joined us, alongside representatives of their nominating organisations. Course Director and mentor was Caroline Bowditch and the programme was managed by GDance's Programme Coordinator Ailsa Lane.
The programme was evaluated externally by Michele Taylor, a disability specialist. A short documentary style film can be seen at: <https://www.youtube.com/watch?v=tYe3FM-l8jU>
- **Choreographic Fellowships:** Viv Gordon, an artist with mental health challenges, was supported towards her fellowship goals (including through involvement in *Stuck in the Mud*) from May – November 2014
Young artists Tayla Wood (a non-verbal communicator from Cheltenham), Abbie Lightfoot (a young artist with autism from Nailsworth) and Leyla Bebb (a learning disabled emerging artist from Swansea) were also supported with fellowship aims for 4-5 months this year.
- **Placements and volunteering opportunities:** long-term volunteer Kelly Peattie continued to volunteer for GDance (primarily supporting VIA dance company); 3 University of Gloucestershire students on the dance-in-education degree came on placement to support Young Ignite in April 2014; gap year student Chloe Fear assisted on courses and with fundraising over 7 months; US undergraduate Eden Frasier joined GDance on a 3-week summer placement and Megan Birchley (of Gloucester-based Linda Virgo Academy) joined VIA Dance Company on placement for 6 weeks from June.

- GDance, working in partnership with Art Shape, expanded its pool of volunteers to just under 50.
- **Disabled artist support:**
 - GDance hosted former Ignite (2011) participant Niall Cullen at Colwell for a week of R&D on his new piece in October 2014
 - GDance's Producer mentored former Arts Inc lab (2012) participants Annet Richards-Binns, Katie Storer and Jo Sheppard
 - GDance's Producer also worked alongside Pavilion Dance South West and South East Dance producers to support 3 disabled artists at a residential in April 2014
- **Pilot Arts Inc inclusive leadership course:** with Glos Community Foundation and Arts Council England support, GDance and Art Shape developed the framework and content for an accredited by APTED (level 3) course of intensive training weekends and online learning
- **Lecturing and training services:** partners contracted GDance to deliver:
 - Teacher training (Picklenash Junior School and Drybrook Primary in the Forest of Dean and John Moore School in Tewkesbury and a training day at Tewkesbury secondary school for primary cluster schools)
 - Integrated choreography lectures for University of Gloucestershire Performing Arts undergraduates
 - An inclusive leadership training day for Active Gloucestershire
- **Associate Artist scheme:** established in January 2015 to support the leadership and artistic potential of disabled artists in return for an advisory / advocacy role for GDance. The Artists are:
 - Suzie Birchwood (http://artsbase.org.uk/people_suzie.php), Stuck in the Mud dancer and Artistic Director of ActOne Artsbase
 - Laura Dajao (<http://lauradajao.com/>), GDance Fellow in 2013
 - Kate Marsh (<http://www.candoco.co.uk/about-us/people/candoco-artists/kate-marsh/>), former Candoco dancer and participant in the PDSW choreolab week Helen Crocker supported in spring 2014
 - Nickie Wildin (<http://nicolamiles-wildin.com/index.htm>), who has co-delivered GDance leadership training courses and volunteered as Director/Co-choreographer for VIA Dance Company
 - Viv Gordon (<http://meanfeetdance.co.uk/team.asp>), GDance Fellow in 2014
 - Leyla-Marie Hall, a former Cando2 (youth co.) dancer and participant in Young Ignite

Youth & Community

GDance created access to dance and the arts for disabled children, young people and adults and their non-disabled siblings and peers through:

- VIA community dance company: a weekly intergenerational session for disabled and non-disabled dancers focused on performance outcomes. This year VIA performed at Cheltenham Performing Arts Festival, the National Star College platform and on the dance stage at Gloucester Carnival
- Integrated youth dance companies comprising weekly 1.5 hour sessions ran in Bristol and Gloucester until July 2014
- Arts Inc partnership projects: 4 x week-long holiday clubs and a pilot Arts Inc Academy (term-time cross arts weekend clubs which ran from November 2014 to March 2015) for disabled and non-disabled 8-18 year olds
- Services to schools, colleges, statutory partners and other charities / arts organisations. Bookers include:
 - Services for disabled adults: St Vincent & St George's Association in Cheltenham,
 - Courses for FE colleges for disabled young people: William Morris House college for disabled FE students in Stroud,
 - Courses, performance projects and workshops for schools: Briarwood special school in Bristol, Gastrells near Stroud, Hopelands & Shrubberies schools near Stroud, Brisham Green School in Yate
 - Workshops for holiday schemes: Gloucestershire Libraries Service, Paternoster summer scheme Cirencester, SENSE
 - Dance workshops for arts / sports partners: Art Shape, Active Gloucestershire

- An 8-week pilot mental health intervention project commissioned by the 2gether NHS Foundation Trust at Hempsted Primary in Gloucester
- The Carnival Arts Partnership community engagement programme: 26 Carnival Arts sessions for 4 community groups were delivered, as well as workshops in the park on Carnival day for Gloucester City Council (commissioned by Gloucester City Council)
- GDance's productions: 39 sessions were delivered in Wales for community / school groups who performed in *Stuck in the Mud*

Summary of Achievements and Performance

GDance has refined and developed its programmes, continuing to support the development of both disabled and non-disabled inclusive artists and leaders, as well as the artform of integrated dance.

In 2014/15, GDance delivered 478 dance and arts sessions.

We reached audiences of at least 7,500 (including through our social networks and film screenings); employed 44 artists, worked with 54 volunteers, 5 student placements / young fellows, and 1,636 participants.

The most significant achievements this year have been:

- Development of a national strategy to support the aims of the National Inclusive Dance Network
- Recreation of *Stuck in the Mud*, our seminal large-scale production, boosting our partnership with Ballet Cymru and forging new relationships with 10 new Wales based partners
- Impacting on the career development of 8 emerging disabled dance artists through our Young Ignite programme and fellowships
- Extension of our reach and impact, including through speaking / workshops delivery contracts for 7 conferences / national events, ongoing screening of our films and publication of 2 articles in industry magazines
- Development of our local offer, benefiting a broader range of disabled and non-disabled young people and adults through our Arts Inc partnership: launching a new Academy, sustaining holiday clubs and developing a new accredited inclusive leadership course and a joint volunteer scheme
- Launch and design of our 20th Anniversary Appeal to support an individual giving campaign

Financial Review

Total turnover for the period to 31 March 2015 was £273,413 compared with £216,724 in the previous financial period. This is a year on year increase of £56,689 in income. At the same time expenditure has decreased by £2,343 from £289,875 to £287,532. Total funds have decreased from £92,961 to £78,841, a decrease of £14,120. This decrease would include where funds for projects like *Stuck in the Mud 2* received in the previous year to 31 March 2014 but not expended to 2014/2015.

Grant funding of £241,942 (£173,973 2013/14) was received from a variety of sources including the Arts Council England, local authorities and private trusts. Grant funding accounted for 88% of the total income received, (2013/14 80%, 2012/13 78%, 2011/12 86%, 2010/11 70%, 2009/2010 65% and 2008/2009 55%).

The biggest single grant was from Arts Council England which paid £88,465 (towards the *All Fall Down* project. During the course of the year we also received £69,950 from the Arts Council Wales towards *Stuck in the Mud 2*.

Bank interest rates remained poor and coupled with decreasing bank balances only generated investment income of £298 (£704 2013/2014) which accounted for 0.1% of total turnover.

Income from charitable activities decreased from £42,047 to £31,173 a decrease of £10,874. Sector, Artform and Audience Development decreased from £21,195 to £6,056 a decrease of £15,139 on last year. Other income from charitable activities was as follows: Youth and Community £19,136 (2014; £17,550), Training and Artist Development £5,981 (2014; £3,302).

Total resources expended in the year decreased from £289,875 to £287,532, (93% of expenditure) a decrease in expenditure of £2,343 from the previous year. The main decrease in expenditure was in the cost of charitable activities which decreased by £6,899.

The cost of fundraising of £12,419 (4.3% of total costs) increased from £8,376 on last year. Governance £6,852 (2.3%) was broadly in line with last year of £6,339 (2.2%).

During the year the IT system was upgraded at a total cost of £6,034.

Strengthened partnerships and networks have been created in 2014/15 which will enable increased sharing of resources, stronger partnership funding applications and service provision.

Policy on Reserves

It is the Trustees' policy to maintain sufficient funds to satisfy both the current programme of work as well as providing a base reserve of unrestricted funds. These funds may be used to cover a funding shortfall in a project, either to its planned conclusion or to bridge a gap in its targeted funding. In addition, there is a contingency fund available for unforeseen organisational obligations and future salary commitments.

At the balance sheet date no projects were in deficit.

Plans for Future Periods

GDance's plans for 2015/16 are to:

Organisational Development (resource base & infrastructure)

- Raise £20K through our Anniversary Appeal through individual/private giving; and build and sustain a supporting working party, including a trained/briefed pool of volunteers
- Develop a sustainable model and base for the Arts Inc Academy
- Keep mandatory training for internal staff, regular freelance staff and volunteers up to date, and complete a programme of training to hone production and promotional skills development
- Identify (through ongoing headhunting and/or advertisement) a Production Manager, Stage Manager and technician(s) with whom GDance can sustain ongoing contractual relationships
- Develop our Associate Artist scheme
- Establish our joint volunteer scheme with Art Shape
- Maintain our PR campaign including initiatives specifically aiming to clarify GDance's 'usp' (in relation to other well-known UK integrated dance companies), eg. rewording on website, publication of articles on online dance magazines

Sector Development (local inclusive arts/national inclusive dance sectors)

- Strengthen the NIDN core action group and merge with People Dancing's National Alliance
- Establish a close working partnership with People Dancing for delivery of NIDN's national project and strategy
- Engage with Pavilion Dance South West and/or Create Gloucestershire partners and initiatives, engaging with joint projects where there is alignment with GDance strategic objectives (and funding to do so)
- Ongoing planning and fundraising for Arts Inc initiatives (bi-monthly meetings)

Artform & Audience Development (R&D and Production)

- Re-produce *Stuck in the Mud* as a short film and complete an international distribution plan
- Complete research & development and pilot new production *All Fall Down* as part of Gloucester Carnival events in July 2015 (with a choreographer, performing horse, and a community cast of c.30)
- Secure promotional and community partners, commissions and grants for a scaled up version of *All Fall Down*
- Develop small-scale piece for rural and potential overseas touring and to perform at events (expanding range of product)
- Deliver an artform development SitM legacy programme (called *Dance Unstuck*), including development of inclusive ballet approaches/tools, developing the choreography and leadership of Associate Artists and piloting a talent scouting initiative

- Deliver 2 x production support/consultancy packages for disabled artists/disability-led companies
- Boost the inclusivity and artistic quality of Gloucester Carnival day through:
 - Ongoing joined up planning and development with Carnival Arts Partnership
 - A Carnival Arts Programme engaging a minimum of 3 x local community groups
 - A Carnival themed Arts Inc summer holiday course (including participation in the parade)
 - Previewing All Fall Down as part of Carnival day

Training & Artist Development

- Deliver a 3-day Arts Inc lab instigating new collaborative relationships between local emerging disabled and non-disabled artists
- Complete planning for the next phase of GDance's Ignite training programme (in 2016), ensuring alignment with national strategy
- Train at least 8 participants in inclusive leadership through a pilot Arts Inc leadership course and online modules
- Develop the skills, confidence and career opportunities of at least 10 volunteers through establishment of a joint volunteer scheme with Art Shape
- Identify and recruit an emerging disabled choreographer to support through a Fellowship in 2016/17
- Provide at least 4 local teacher/leadership training and mentoring packages for school / arts bookers
- Host an apprentice and at least 2 student/youth placements
- Begin promotion of GDance 'on the job' training in inclusive practice opportunities to dance organisations nationally (aligned to NIDN strategy)

Youth & Community Programme

- Secure at least 2 long-term agreements / grants and begin to implement a sustainable business model for the Arts Inc Academy
- Sustain at least 2 courses as part of the Academy (over 2 x min. 10 week terms)
- Deliver at least 4 weeks of holiday clubs as part of the Academy
- Complete (in July 2015) and sustain (restarting Sep 2015) VIA community dance company
- Deliver at least 60 booked sessions for schools, colleges, health partners or community groups
- Deliver at least 15 sessions for community groups as part of the Carnival community engagement programme

Statement of Trustees' Responsibilities

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the Charity's financial activities during the year and its financial position at the end of the year. In preparing those financial statements the Trustees are required to follow best practice and to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Signature and Declaration

Declaration: I declare, in my capacity of charity trustee, that:

the trustees have approved the report above: and

have authorised me to sign it on their behalf.

Signature: _____

Full Name: Anita Syurer

Position: Chair

Date: 27/07/15

Gloucestershire Dance

Statement of Financial Activities

12 Months ended 31 March 2015

	note	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total 2015 £	Total 2014 £
INCOMING RESOURCES					
Incoming Resources from generated funds					
Voluntary income	2	0	241,942	241,942	173,973
Investment income	3	298	0	298	704
Incoming Resources from charitable activities	4	8,740	22,433	31,173	42,047
Total Incoming Resources		9,038	264,375	273,413	216,724
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	5	12,420	0	12,420	8,376
Costs of charitable activities	6	0	268,261	268,261	275,160
Governance costs	5	6,852	0	6,852	6,339
Total Resources Expended		19,272	268,261	287,533	289,875
Net Incoming resources before transfers		(10,234)	(3,886)	(14,120)	(73,151)
Gross Transfers Between Funds	16	(5,600)	5,600	0	0
Net Incoming Resources after Transfers		(15,834)	1,714	(14,120)	(73,151)
Net movement in funds		(15,834)	1,714	(14,120)	(73,151)
Total Funds brought forward		71,798	21,163	92,961	166,112
Total Funds carried forward		55,964	22,877	78,841	92,961

Gloucestershire Dance

Balance Sheet

As at 31 March 2015

		Unrestricted	Restricted		
		Funds	Funds	Total	Total
		2015	2015	2015	2014
	note	£	£	£	£
Fixed Assets					
Tangible assets	11	5,889	0	5,889	943
		<u>5,889</u>	<u>0</u>	<u>5,889</u>	<u>943</u>
Current Assets					
Debtors	12	323	9,304	9,627	13,169
Cash at bank and in hand		58,318	19,750	78,068	93,041
		<u>58,641</u>	<u>29,054</u>	<u>87,695</u>	<u>106,210</u>
Liabilities					
Creditors falling due within one year	13	(8,566)	(6,177)	(14,743)	(14,192)
Net Current Assets		<u>50,075</u>	<u>22,877</u>	<u>72,952</u>	<u>92,018</u>
Net Assets		<u>55,964</u>	<u>22,877</u>	<u>78,841</u>	<u>92,961</u>
Funds of the charity:					
Restricted income funds	15	0	22,877	22,877	21,163
Unrestricted income funds	15	55,964	0	55,964	71,798
Total Funds		<u>55,964</u>	<u>22,877</u>	<u>78,841</u>	<u>92,961</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2015.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31st March 2015 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of trustees on 27/07/15 and were signed

on its behalf by:

Trustee

Gloucestershire Dance

Notes to the Financial Statements

12 Months ended 31 March 2014

1. Accounting Policies

Basis of Accounting

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, the Companies Act 2006, Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2005), as amended 2008 and the Charities Act 2011.

Incoming Resources

- a) Voluntary income, investment income and income from charitable activities.
These are included in the Statement of Financial Activities when:
 - The charity becomes entitled to the income and conditions for receipt are met;
 - The trustees are reasonably certain they will receive it; and
 - The trustees are reasonably certain that the value can be reliably measured.
- b) Gifts in Kind
Gifts in kind received are accounted for at a reasonable estimate of their value to the charity and are included in the financial statements when receivable.
- c) Volunteer Help
The value of any volunteer help received is not included in the financial statements but is described in the annual report.
- d) Donated Facilities
These are only included in incoming resources (with an equivalent amount in resources expended) where another party is bearing the financial cost of the resources supplied and the benefit is quantifiable, receivable and material.
- e) Deferred income
Income is only deferred when received for core activities when it is clear that its' use will be for a future accounting period, e.g. a grant is received to provide for a core salary.
- f) Contingent liability
Various funders retain the right to claw back grants should the funds not be spent in accordance with the terms of the grant. In the opinion of the Trustees no such liability exists at 31 March 2015.

Resources expended

Liability recognition - Generally liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure.

- a) Costs of generating funds are those costs incurred in attracting voluntary income.
- b) Charitable activities include expenditure, both direct and indirect, associated with the provision of dance activities and services.
- c) Governance costs include those incurred in the governance of the charity, primarily those costs associated with constitutional and statutory requirements.
- d) Support costs include the core costs associated with running the charity. They have been apportioned across activities on a basis consistent with the use of resources, e.g. staff costs by the time spent on an activity.

Assets

a) Tangible fixed assets used by the charity

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or a reasonable value on receipt. The charity does not have a policy of revaluation.

b) Depreciation

Depreciation is calculated on the straight line basis less estimated residual value over estimated useful lives at the following rates:

Computers and equipment:	over five years
Dance Floor:	over three years

Funds structure

The charity has a number of restricted income funds to account for situations where a donor has specified that a donation must be spent on a specific purpose or where funds have been raised for a specific purpose.

All other funds are unrestricted income funds. The funds held in each of these categories are disclosed in note 15.

Pensions

All employees may opt to join the stakeholder pension scheme operated by HSBC Bank plc. This scheme is funded by employee contributions only and the charity acts as agent only in collecting and paying over employee pension contributions.

2. Voluntary Income

	Unrestricted Funds 2015 £	Restricted Funds 2015 £	Total 2015 £	Total 2014 £
Grants & donations received				
Grants received up to £1,000		1,420		1,257
Grants received from £1,001 to £5,000				
Gloucestershire disability fund		2,000		
Gloucester County		2,000		
Gloucester City Youth Grant		2,460		
Ernest Cook Trust		2,500		
Boshier Hinton		3,000		
Gloucester City Council		5,000		
		16,960		11,457
Grants received over £5,000				
BBC Children in Need Appeal		7,528		
Arts Council England (Final Ignite)		9,315		
Arts Council England (Development Grant)		13,374		
Arts Council England (NIDN)		14,930		
Esmee Fairbairn		20,000		
Arts Council Wales (Stuck in the Mud)		69,950		
Arts Council England (All Fall Down)		88,465		
		223,562		161,259
Total Incoming Resources from Voluntary Income		241,942		173,973

3. Investment Income

All the investment income is derived from interest bearing current and deposit accounts.

4. Incoming resources from charitable activities

Income was earned from the following sources:

	Unrestricted Funds	Restricted Funds	Total	Total
	2015 £	2015 £	2015 £	2014 £
Youth and community				
Workshop fees & INSETS	0	8,173	8,173	8,570
Subscriptions & audition fees	0	1,408	1,408	2,000
Youth classes and courses	0	815	815	673
Other income	8,740	0	8,740	5,167
	8,740	10,396	19,136	17,550
Training and artist development				
Workshop fees	0	3,425	3,425	1,352
Other income	0	2,556	2,556	1,950
	0	5,981	5,981	3,302
Sector, Artform and Audience Development				
Workshop fees & INSETS	0	230	230	1,614
Production and commissioning fees	0	4,500	4,500	15,000
Ticket and programme sales	0	326	326	4,361
Other income	0	1,000	1,000	220
	0	6,056	6,056	21,195
Total	8,740	22,433	31,173	42,047

5. Allocation of support costs

Support costs have been allocated as shown in the table below. These costs are further apportioned between the three main charitable activities undertaken, (see note 6). Support costs are allocated on a basis consistent with the use of resources.

	Costs of generating voluntary income	Costs of charitable activities	Governance	Total
	£	£	£	£
Unrestricted Support costs				
Core salaries	10,398	8,318	2,080	20,796
Core marketing	0	594	0	594
Overheads				
General office overheads	781	22,504	781	24,066
Audit fees	0	0	1,128	1,128
Accounting services	1,240	0	2,850	4,090
Legal fees	0	0	13	13
Restricted Support costs				
Core salaries	0	0	0	0
General office overheads	0	0	0	0
Total	12,419	31,416	6,852	50,687

6. Analysis of charitable expenditure

Gloucestershire Dance undertakes direct charitable activities only and does not make grant payments.

	Youth and Community	Training and Artist Development	Sector, Artform and Audience Development	Total
	£	£	£	£
Staff wages	47,303	20,245	48,496	116,044
Artists fees	4,051	5,999	43,365	53,415
Travel expenses & accommodation	2,757	4,268	26,645	33,670
Venue hire	1,934	0	211	2,145
Technical support	0	3,730	16,502	20,232
Marketing & publicity	863	280	6,862	8,005
Costumes/props & Resources	344	207	1,548	2,099
Catering & sundry expenses	17	86	186	289
Volunteer expenses	20	198	585	803
Training expenses	36	0	107	143
Total	57,325	35,013	144,507	236,845

Analysis between funds:

Unrestricted funds	0	0	0	0
Restricted fund	57,325	35,013	144,507	236,845
Total	57,325	35,013	144,507	236,845

Support costs	13,026	5,575	12,815	31,416
Total	70,351	40,588	157,322	268,261

7. Analysis of support for charitable expenditure

	Youth and Community	Training and Artist Development	Sector, Artform and Audience Development	Total
	£	£	£	£
Costs	70,351	40,588	157,322	268,261
Revenue	(10,396)	(5,981)	(6,056)	(22,433)
Net cost funded from other income	59,955	34,607	151,266	245,828

8. Trustees' expenses

No such expenses were incurred during this period or during the previous period.

9. Staff costs

	2015 £	2014 £
Gross wages & salaries	124,956	131,713
Employer's national insurance costs	9,706	11,384
Total Staff Costs	134,662	143,097

The average number of full time equivalent employees (including part time and casual staff) during the period was as follows:

	2015 Number	2014 Number
Costs of generating funds	0.25	0.25
Charitable activities	4.25	4.5
Governance	0.25	0.25
Total	4.75	5

No employees earned emoluments in excess of £60,000

10. Independent Examination

	2015 Ind. Exam £	2014 Ind. Exam £
Independent Examination fees for reporting on the financial statements	1,128	1,061

11. Tangible Fixed Assets

	Computers & Equipment £	Dance Floor £	Total £
Cost			
At 1 April 2014	25,284	1,657	26,941
Additions	6,034	0	6,034
Disposals	0	0	0
At 31 March 2015	31,318	1,657	32,975
Depreciation			
At 1 April 2014	24,391	1,607	25,998
Disposals	0	0	0
Charge for period	1,088	0	1,088
At 31 March 2015	25,479	1,607	27,086
Net Book Value			
At 1 April 2014	893	50	943
At 31 March 2015	5,839	50	5,889

12. Debtors

	Amounts falling due within one year		Amounts falling due after more than one year	
	2015 £	2014 £	2015 £	2014 £
Trade debtors	8,829	11,399	0	0
Other debtors	742	335	0	0
Prepayments	56	1,435	0	0
Closing balance as at 31 March 2015	9,627	13,169	NONE	NONE

13. Creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	2015 £	2014 £	2015 £	2014 £
Trade creditors	13,535	13,038	0	0
Credit card balance	80	54	0	0
Accruals	1,128	1,100	0	0
Closing balance as at 31 March 2015	14,743	14,192	NONE	NONE

14. Deferred income

Income released to incoming resources comprised of income received in the last financial year to provide for a workshop in this current period.

15. Analysis of charitable funds

Analysis of unrestricted fund movements

Fund Names	Youth and Community	Training and Artist Development	Sector, Artform and Audience Development	Total
	£	£	£	£
Incoming resources	0	0	9,038	9,038
Expenditure	(5,054)	(2,916)	(11,302)	(19,272)
Transfers	0	0	(5,600)	(5,600)
Net Movement	(5,054)	(2,916)	(7,864)	(15,834)
Opening Balance	(4,170)	(5,971)	81,939	71,798
Closing Balance	(9,224)	(8,887)	74,075	55,964

Analysis of restricted fund movements

Fund Names	Youth and Community	Training and Artist Development	Sector, Artform and Audience Development	Total
	£	£	£	£
Incoming resources	21,276	7,981	235,118	264,375
Expenditure	(70,351)	(40,588)	(157,322)	(268,261)
Transfers	48,686	31,373	(74,459)	5,600
Net Movement	(389)	(1,234)	3,337	1,714
Opening Balance	11,629	9,699	(165)	21,163
Closing Balance	11,240	8,465	3,172	22,877

Funds description and purposes:

Sector, Artform & Audience Development

Two programmes focused on:

- Development of the local inclusive arts, and regional and national dance, sectors through partnership working, and
- Development of audiences for, and the artform of, integrated dance (ie. performance and/or choreographic / teaching approaches where disabled and non-disabled dancers work together on an equal basis)

Delivered through:

- Hosting and management of the National Inclusive Dance Network, including sitting on the core action group (and affiliated National Alliance).
- Sitting on the Board of Create Gloucestershire and engaging with joint initiatives
- Development of the Gloucester Carnival Arts Partnership
- Development of the Arts Inc partnership, building on joint working with Art Shape
- Project / production partnerships
- Consultancy services for other arts organisations
- Choreographic / artists labs

Training & Artist Development

A programme through which to develop disabled / inclusive artists, leaders; and inclusive choreographic and teaching practice, through:

- Providing lecturing and training services for and / or in partnership with universities, colleges, schools, agencies and community dance organisations
- Inclusive leadership training courses
- Student / work placement, apprenticeship, trainee and volunteering opportunities
- The *Ignite* disabled artist development programme
- A Fellowship scheme
- In-house and GDance Associate sharings and training

Youth & Community

A programme to create / improve access to, and development through, the dance sector for people facing disabling barriers, including:

- An integrated intergenerational community company, VIA
- Dance services tailored to the needs of organisations working with disabled / disadvantaged people, including schools, colleges, health and / or local authorities, youth organisations and the voluntary and community sector
- Arts Inc holiday clubs and an 'Academy' (Saturday clubs) bringing together disabled and non-disabled children and young people

16. Transfers between funds

Transfer from Unrestricted Funds	Amount £	Transfer to Restricted Funds	Amount £	Purpose
Sector and Audience Development	5,600	Sector and Audience Development	5,600	Net contribution towards projects from Unrestricted Funds
Totals	5,600	Totals	5,600	
Transfer to Restricted Funds	Amount £	Transfer from Restricted Funds	Amount £	Purpose
Youth and Community	48,686			To allocate funds from General Grants such as Arts Council England (All Fall down) across the programmes during the course of the year.
Training and artist development	31,373			
Productions and Sector Development			(80,059)	
Totals	80,059	Totals	(80,059)	

17. Other Information

- **Commitments and Guarantees.** The charity has no material commitments not provided in the financial statements and no guarantees to third parties at the period end.
- **Loans.** The charity has no loans.
- **Ex-Gratia payments.** No ex-gratia payments were made during the period.

18. Declarations

Adequacy of assets to meet fund restrictions

Sufficient resources are held in an appropriate form to enable each fund to be applied in accordance with the restrictions imposed.