



**Taking Flight Theatre Company**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 March 2023**



*Photo: Natasha Hirst*  
*Our youth theatre members with Deaf Youth Leader, Steph Back*

**CARSTON**

Chartered accountants  
1st Floor, Tudor House  
16 Cathedral Road  
Cardiff  
CF11 9LJ

# **Taking Flight Theatre Company**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 March 2023**

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# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

#### REFERENCE AND ADMINISTRATIVE DETAILS

<b>Registered charity name</b>	Taking Flight Theatre Company	
<b>Charity registration number</b>	1131762	
<b>Company registration number</b>	06690647	
<b>Principal office and registered office</b>	Unit 8, Market House Chapter Arts Centre Market Road Cardiff CF5 1QE	
<b>Phone</b>	02920 230020	
<b>Website</b>	<a href="http://www.takingflighttheatre.org.uk">www.takingflighttheatre.org.uk</a>	
<b>The trustees</b>	Hadley Taylor	Co-Chair
	Andrew Tinley	Co-Chair
	Jeff Bratten-Wilson	
	Damien Dickens	
	Tafsila Khan	(Resigned 17 October 2022)
	Antony McKay	(Resigned 21 September 2023)
	Sara McKay	
	Dr Márta Minier	
	Ben Owen-Jones	
	Nigel Rees	(Resigned to 17 October 2022)
	Dr Sara Rhys-Jones	(Resigned 21 September 2023)
	Alan Thomas-Williams	(Appointed 13 March 2023)
	Lesley Rossiter-Roberts	(Appointed 13 March 2023)
	Roger Hudson	(Appointed 13 March 2023)
	Sophia Karpaty	(Appointed 13 March 2023)
	Lisa De Benedictis	(Appointed 13 March 2023)
<b>Senior management</b>	Elise Davison	
<b>Independent examiner</b>	Farzana Ahmed FCCA Carston Chartered Accountants 1st Floor, Tudor House 16 Cathedral Road Cardiff CF11 9LJ	

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### OBJECTIVES AND ACTIVITIES

##### Public Benefit Statement

The Trustees of Taking Flight have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties. Taking Flight continues to be one of the leaders in terms of access and inclusion in the arts scene in Wales. By showcasing the value of difference and celebrating the abilities of all, Taking Flight remains true to one of its core aims of challenging and changing perceptions of disability and Deafness in the wider public.

Taking Flight have always created productions with Deaf and disabled performers at the forefront and with creative access at the heart of every creation. In 2022 we returned to in real life indoor productions with our re-imaging of Jim Cartwright's Road. Relocated to the Welsh Valleys we focused our intentions on regaining building community trust and paid a lot of attention to continuing to develop our 'experience at home' offerings. This still needs a lot of development in terms of maintaining the high level of access we insist on for 'in real' life experiences to be replicated in our digital work.

Our training programmes were refined in direct response to the sector's desire to become more inclusive and accessible. We delivered training and consultancy to organisations such as National Theatre Wales, CULT Cymru, hynt and Welsh College of Music and Drama both digitally and in real life.

The pandemic was devastating to an already fragile part of the arts ecosystem. Deaf, disabled and neurodivergent creative continues to be let down throughout this time, we witnessed many young actors who were so damaged by their training that they were leaving the sector. Taking Flight decided to provided work based, industry led training programmes for disabled, Deaf ad neurodivergent creatives and are continuing to develop this strand of their work.

'Breaking the Box' is a pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage.

Partners are:

Pontio Arts Centre – Bangor

RCT Theatres

Carmarthenshire Theatres

Hynt Cymru

Disability Arts Cymru

This pan Wales project was focused on creating a network of venues who not only focus on access and inclusion for their audiences but who are also ready to welcome a more diverse workforce. Taking Flight is the lead partner in this project and much of this year's work has centred around co ordinating and facilitating this project. Breaking the box also focused on training and providing opportunities for early careers Deaf, disabled and ND creatives in backstage and off-stage theatre roles, developing a robust programme of training and placements.

Taking Flight's Youth Theatre - Wales' first and only Deaf-led youth theatre for Deaf and Hard of Hearing young children, continued to grow with the aim of increasing confidence, providing positive Deaf role models to increase positive perceptions of Deafness, improve communication and self-esteem.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Mission, Vision and Objectives

##### ***Our Mission***

... is to smash down barriers to participating in theatre & to constantly push the boundaries of creative access. It is to drive forward equal representation of D/deaf & disabled people in theatre by levelling the stage. It is to alter the arts landscape in Wales & beyond by challenging others to think more inclusively.

##### ***Our Vision***

... is of an arts world where the stories told & the voices heard are genuinely reflective of the world we live in; where the theatre we make understands audiences of all backgrounds & invites and welcomes them in.

##### ***Our Objectives***

- To create performances with the most talented & passionate disabled, D/deaf, blind & nondisabled performers
- To place access for both our audiences & our artistic teams at the heart of the creative process seamlessly incorporating audio description, captions, sign language & innovative direction to enhance the experience for everyone
- To inspire & enable future generations of D/deaf & disabled people to work in the creative industries
- To influence other arts & non arts organisations, individuals, venues & organisations to value D/deaf & disabled audiences, customers, collaborators
- To generate income to support our charitable aims & to be both financially and organisationally sustainable & resilient.

##### ***We do this by...***

- Creating 1-3 professional performances per year (in light of Covid these can be live or digital)
- Actively seeking to work with new D/deaf & disabled performers, especially those with connections to Wales on every project
- Continuing to research & learn how we can best support D/deaf & disabled artists & audiences
- Access is the starting point for new creative projects.
- Running Wales's only Youth Theatre for D/deaf & Hard of Hearing young people.
- Organising & running training events for emerging & established D/deaf, disabled, blind & nondisabled creatives so they have equal opportunities to build their careers & have successful futures in the creative industries
- Providing bespoke packages of access & awareness training & advice to creative practitioners, arts & non arts organisations, venues & agencies.
- Talking about our practice & the artists & non artists we work with everywhere we go; ensuring representation is on the agenda at every event.
- Supporting the arts sector in Wales to improve its infrastructure & embrace a more open & inclusive mindset
- Running a stable & sustainable organisation which is able to achieve these aims & ambitions
- Sharing best practice and "bright spots" through regular symposia or sharing events.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### ACHIEVEMENTS AND PERFORMANCE

##### Business and Organisational Development

There has been a continued programme of work funded under Arts Council Wales Creative Steps Programme, enabling us to further focus on the sustainable functioning of the organisation. It has allowed us to overhaul the website, begin to implement our trilingual policy and continue to build our digital offerings.

##### **Staff Changes**

The role of General Manager was formally made redundant in March 2022, and the incumbent offered the position of Executive Director. This was a refining of the previous joint CEO post, whose responsibilities changed from Creative producer to a Fundraising post before leaving. The new Joint CEO position is more focussed on strategy, reporting and accountability. This did leave a gap in fundraising capacity and experience, which was filled by the funding consultants Richard Newton Consulting.

Our Technical Manager resigned in February 2023, and we decided to review whether this post was sustainable in the longer term. This role was so driven and shaped by the skill set of the incumbent, that it was felt it better to not look for a replacement, but to return to freelance provision for those things we couldn't handle in-house.

Much of the year was preparing for the investment review process. Arts Council of Wales's overhaul and review of their funding and portfolio of organisations and artist they support. This was compounded by our next Creative Steps application having the same deadline.

The preparation for this meant much organisation and business oversight and retrospection as well as the implementation of some of our ambitions and ideals. Putting our policies into practise as well as deliver on our trilingual language policy among our successes.

We continued to derive Income from our array of access services (Deaf Awareness training, access consultancies etc) at similar levels as 2021-22. What did change however was the number of bookings. Similar income was raised from delivering forty-two sessions/ contracts in 2021-22, to thirty-two in 22-23. This may be because more people chose an array of services to be delivered across a production rather than piecemeal project support. This suggests that our mix of support, training and consultancies are making an impact across the sector and are becoming an integral part of project and production processes.

We also changed accountants and established a proper payroll system to support the senior management team and to ensure compliance with HMRC and pension regulations.

Self-funded activity: in 2021-22 we embarked on self-funding an outdoor project and this developed into our summer activity during 22-23 (see artistic activity: The Curious Case of Aberlliw and The Conjurer of Cwrt y cadno). All of our productions so far have been reliant on grant funding. We decided to try and mount our re-working of The Curious Case of Aberlliw with minimal project funding. Overall, whilst not a money spinner, it did demonstrate that with the right programming opportunities and a flexible cast, self-funded activity can augment our grant funded performances, providing greater employment opportunities for performers and designers/ creators, and raise the profile of accessible theatre and Taking Flight Theatre.

During this experiment, we employed four designers, two technicians, one Creative Technologist, twenty-four performers, and we performed all over Wales.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2023

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A wide variety of programmers booked us to perform at festivals or at outdoor venues including:

Theatr Brycheiniog  
Wye Valley River Festival  
Newport Live - Big Splash  
Pontio Arts and Innovation Centre  
Cardiff City Council

Awen Cultural Trust  
Barry Memo  
Arts Active Trust  
Theatrau Sir Gâr- Ffwrness  
Unity Festival (Bangor/ Cardiff)

Over this trial period- which seeded itself in 2021 and finished in Autumn 2023 all activity cost Taking Flight £3489 and helped to develop a new body of work and renewed enthusiasm for the outdoor and festival sector, which was then to inform our summer offer in the future.

An administrative assistant recruited in Nov 2022 but, due to ill health, the role did not start until February 2023.

We began implementing a training programme for access co-ordination with our first trainee starting in early 2023.

We began working closely with the new curriculums – creating resources for the BSL curriculum and expressive arts forums.

We have continued to offer wellbeing services for all staff and freelancers including access to counselling.

#### Artistic work

##### ***The Curious Case of Aberlliw***

As a response to the pandemic and wanting to inject a sense of hope into the world we collaborated with Awen Cultural Trust, Carmarthenshire Theatres and LAS theatre to create The Curious Case of Aberlliw. An app-based hybrid theatre adventure was developed. It cast the audience into the role of detectives as they are faced with the challenge to return colour to the small town of Aberlliw. Setting off with their agent packs and devices they follow the app to geo locate pockets of colour and complete challenges. This production toured across Wales from June – August 2022 in English/BSL and Cymraeg/BSL and featured a cast of Deaf, disabled and neurodivergent creatives. It was also developed into a Curriculum resource for Cardiff Commitment team's Expressive Arts portal linking it to the six areas of learning.

##### ***Road***

A reimagining of Jim Cartwright's masterpiece, relocated to the South Wales valleys and co-produced with RCT theatres. An ambitious project that combined live performance with digital elements, enabling disabled actors who were unable to perform live to do so via digital means. Performed at Park and Dare in Treorchy it was an access masterclass with animated creative captions, video, integrated BSL and audio description it played for over a week to full houses. By basing ourselves in Treorchy and running extensive outreach activity, this challenged the preconception that non-commercial work can only be programmed for one night of shows.

Foyer activities were showcased to the sector – including tactile model boxes, a tactile costume book, 80s themed chill out space with weighted blankets and bean bags, audio introductions, BSL introductions, pre-show visual stories and sonic stories.

Design wise our focus was environmental – over 90% of the elaborate 80s style set and costumes were recycled, upcycled and repurposed.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### ***The Conjurer of Cwrt y Cadno***

In October 2022 we produced a part show, part treasure hunt interactive family experiences in collaboration with Awen Cultural Trust and LAS theatre. This was a story based around the Book of Incantations by John Harries and recruited the audience to return some missing Tylwyth Teg (Welsh fairies) to their houses. Beautiful hand-made houses were positioned around Bryngarw Country Park and the audience were given fairy tokens to place in the relevant houses, to ensure that the seasons were preserved. Another wonderful way to connect theatre with nature this was a very popular activity.

#### ***A Real Sister R and D***

Taking Flight is proud to support emerging artist and this project was working with disabled playwright Ciaran Fitzgerald on his new piece. In July and December 2022 our Artistic Director worked with Ciaran and a group of actors workshopping and interrogating the script in the rehearsal space to inform future drafts.

#### ***Policy Panel sharing***

Taking Flight always share our discoveries with the theatre sector in Wales. In Summer 2022 we hosted a sharing day to launch our language policy, which was a piece of performance poetry, our environmental policy for which a mural made from recycled materials, and our equality and diversity and wellbeing policies were supported by filmed BSL conversations. These policies were also all created in BSL, audio and easy read formats.

#### ***You've got Dragons – research and development***

We continued working with Pontio Arts Centre in Bangor on a co-production of an adaptation of Kathryn Cave's book *You've got Dragons*. Working with a team of bilingual deaf, disabled and neurodivergent actors, composer Dan Lawrence and writer Manon Steffan Ross we workshopped the themes of the book to provide a new take on our much-loved production (which toured extensively in English/BSL 2017 – 2019). This new version will be written by Manon Steffan Ross and will be bilingual Cymraeg/BSL and Eng/BSL and will tour in Summer 2024

#### ***Dragon Taming Workshops***

Taking Flight have run family workshops to help open up conversations around mental health and wellbeing for a number of years. In early 2022 we developed these workshops to be a free-standing product, not attached to any specific production. They were created to be more theatrical: a pair of dragon taming trainers have lost everything from their happiness box - the audience are cast in the role of experts in dragon taming and with their help the trainers can refill their box with happiness. These workshops were programmed by venues and as part of the Summer of Smiles Festival in Cardiff in Summer 2022.

#### **Diversifying our audio description provision**

Taking Flight have begun audio describing theatre buildings in a bid to work alongside venues to make them more accessible. Chapter Arts Centre, Pontio Arts Centre Bangor, Park and Dare - Treorchy, The Coliseum Aberdare, Ammanford Miners, Carmarthenshire Lyric and Y Ffwrness Llanelli and these should feature on their websites very soon. In addition, we have begun collaboration with Chapter to audio describe some of their art exhibitions.

We continue to hire out our audio description headsets to theatres and companies across Wales.

In order to help the sector provide more audio described performances – especially those performed in Cymraeg, we trained 8 new Audio describers with Dr Louise Fryer in June 2022.



# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Staff training and other activity

Artistic Director and co-founder Elise Davison is continuing her BSL training, now undertaking level 6 (fluency).

The General Manager and the TPM have achieved BSL level 2 training, and the API Manager is now a trainee BSL translator

Throughout 2022 -23 the company have been learning Welsh to increase the Welsh language provision among the core team.

The Artistic Director has been undertaking extra Welsh language classes funded for the sector by ACW these began in December 2022.

We also offered more training opportunities to our board of trustees via the Independent Theatre Council's extensive training programme.

We also delivered specific training to a variety of organisations across Wales and brought in specific trainers to ensure quality of provision.

During the year we delivered the following training:

- Literature Wales - Deaf Awareness Training
- Literature Wales - Additional Deaf Awareness Training
- Krystal Lowe - Deaf Awareness Training (online)
- Theatr Genedlaethol Cymru - Audio Description Training
- Theatr Iolo - Audio Description Training
- Ballet Cymru - Audio Description Training
- Wales Millennium Centre - Audio Description Training
- Pontardawe Arts Centre - Deaf Awareness Training
- Creu Cymru - Deaf Awareness Training
- Theatr Genedlaethol Cymru - Deaf Awareness Training

#### Youth theatre

##### **Youth theatre**

April – July 2022 saw the conclusion of our participation in the tri-youth theatre project with Rising Stars Youth Theatre and Mess up the Mess. In August 2022, alongside our summer schools, we supported our eldest youth theatre member to represent youth theatre on a panel event at the Eisteddfod. During this time period youth theatre was successful in their application for the youth social action fund from BBC CIN, which began in Autumn 2022, as part of this youth theatre have:

- Taken part in masterclasses on: YouTube, creative writing, art (collage, painting, and screen-printing), Character creation and dance.
- Planned their youth social action projects and explored themes including Deaf awareness, homelessness, climate change, lying and inequality.

We took youth theatre on three theatre trips, including one to Birmingham to see The Gruffalo performed by Deaf and CODA actors in BSL. Outreach workshops to schools with Deaf units also took place alongside internal activity.

##### **Youth theatre Snapshot**

Through our sessions, and external outreach work: we have engaged with over 60 Deaf and HOH young people. We've worked on exposing them to a variety of role models, focusing on bringing in Deaf professionals representing a range of intersectional identities and opening doors to theatre skills and experiences. Despite covid-19 having a massive, ongoing impact on our young people's mental health, through youth theatre we've seen them come along in leaps and bounds, highlighting increased confidence and pride in their Deaf identities.

Youth theatre was funded during this time from BBC CIN/ and Youth Social Action Fund (BBC CIN).

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### FINANCIAL REVIEW

##### Funding picture

Taking Flight are primarily project funded, with a great reliance on projects funded by a variety of sources including BBC Children in Need and Arts Council of Wales (ACW). Further project support for productions came from Awards for All, Ty Cerdd, Pen Y Cymoedd and People's post code lottery. We regularly receive small awards from the Birkdale trust to support the employment of Deaf professionals.

##### Main Projects receiving ACW funding during this period:

**Creative Steps- Organisational Development:** A specific grant to support organisational development- initially to cover a 3-year period but we have been granted a sixth year.

**Covid Recovery Fund:** In 22-23 Taking Flight received £14,803 which was the completion payment for the work undertaken in the previous year.

**Connect and Flourish:** A two year long pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The funding started in 20-21, but most planning and delivery activity was during financial years ending '22 and '23.

And in Feb 2023 we received notification that the project has been extended to include more venues, offer more training opportunities for early career creatives on and off stage (this has yet to be drawn down with activity scheduled to start in Nov 2023)

**Production grant for 'Road' by Jim Cartwright:** The application for this project was initially submitted and granted in 2019. The original plan was to mount the production in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The community outreach element (funded by Pen Y Cymoedd wind farm and Awards for All) ran a series of workshops in schools, with walking groups, pensioners, local businesses, and families. It also included recruiting and rehearsing with a community cast who performed at the start of every performance.

##### Other Funding Sources

**Grants:** we received a significant grant from **Pen y Cymoedd Community Trust** which allowed us to fully develop a community outreach programme and to work with local creatives, schools and community groups on shaping the pre and post-show foyer activity.

##### Earned Income

The income generated from our **access work** remained at a similar level to 21-22.

What did change, however, was the number of individual services being booked and delivered. Similar income was raised from delivering forty-two sessions/ services in 2021-22, to thirty-two in 22-23. On average this works out at less than £500 per job undertaken, and an average of 1-2 access related services being delivered a week, plus the research, logistics and organising of communication support or creative enablers. We are mindful of the impact on health and wellbeing of in-house service deliverers which must be considered when trying to increase income from this strand of work.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2023

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##### Who we worked with.

We worked with a variety of arts organisations during the year, delivering a wide range of access services, consultancies, and training. Many organisations were repeat bookers of our services including creation of audio and BSL flyers for a variety of productions both in English and Welsh.

Cultural organisations include:

Theatr na nÓg	Nos Nad Nawr
National Theatre Wales	Cult Cymru
Britten Pears Arts	Prospect union
National Theatre Wales	Tin Shed Theatre
Articulture Wales	Likely Story Theatre Company
Theatr Genedlaethol Cymru	Chapter
National Youth Arts Wales	Grand Ambition
The Welfare	Ballet Cymru
Pontardawe Arts Centre	Theatre Iolo
Parc and Dare	

We also provided access services to individuals and schools/colleges:

Luke Hereford	University of South Wales, The Atrium
Hannah McPake	Ysgol Gynradd Holton
Catherine Dyson	Ysgol y Draig
Karol Cysewski	Royal Welsh College of Music and Drama

**Co-production Contributions** were a significant element to our income stream, although this was ringfenced to facilitate the productions.

##### Expenditure

Massive extra spending on most cost heads was visible during this year. The majority of increases was related to project delivery costs, particularly that spent on creatives.

There was a wide variety of increases across these categories:

Audio describer	Film maker
Choreography	Musicians/Composers
Communication/Support Costs	Other
Construction (set/ costume/props)	Other Freelance
Consultancy	Per Diems
creative technologist	Performers
Designers	Production/Technical
Facilitators	

Which is a reflection of our busy creative year and was mostly funded from project grants drawn down the previous financial year. All of the increases in the above categories doubled, and in some cases were three times the figures for the previous year.

We also saw a new category of expense: work placement fees. This was part of the Early Careers Creatives work placement fees paid as part of the Breaking the Box/ Connect and Flourish project.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2023

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##### Other increased expenses

We saw raises in expenditure across many expense headings that reflect the increase in activity and related project support, but also costs associated with less zoom/ online activity.

These costs were significantly increased-

Accommodation  
Diesel/petrol  
Meeting room Hire.  
Parking

Technical Equipment  
Travel and subsistence  
Vehicle Hire

In all the above cases, costs more than doubled. Vehicle hire, for example, rose over ten times from 21-22 figures. This reflects increased touring activity as we travelled Wales with our outdoor summer offer(s).

There was also an increase in spends across a few staple expenses- reflecting the rise in prices and activity during the year.

For example, electricity rose by 31%, reflecting the general rise in energy prices, but also the increased use of the office space as we moved to less working from home practises. Room hire costs for meetings rose by 46% again reflecting the increased face to face contact and the needs of some of our project activity. Our English to Welsh translation costs rose by 12% reflecting the increase in our Welsh language output especially through our monthly newsletter, and Welsh version of our website.

Other increases merely reflect the cost-of-living increases; Insurance increased by 8% and rent costs increased by 19%. The increase in rent also reflects the support offered in previous years by the landlord (Chapter) through the pandemic.

We did see a large rise in our HMRC and pension payments, particularly as our annual wage bill remained fairly static. This is due in part to catching up on missed payments during 2021-22 and reflects the value our new payroll system is having in keeping us compliant with our tax, National Insurance and pension obligations.

There were minor reductions and increases across a whole cohort of running and project costs, but the most significant was perhaps the decrease in our Audience supplies area. This expense can include workshop materials and resources, maps, tablets and other supplies we utilise for audience engagement and advocacy, training and pre/post show foyer activity. Whilst the decrease is minimal to the grand scale of our turnover, it does demonstrate the benefits of working with our eco policy in action and a concerted effort to ensure we are contributing to the circular economy.

Another reduced overhead was our spend on rehearsal room hire. This is in no doubt due to better working and partnership relationships we have built with some of our fellow cultural organisations- particularly The Atrium, Chapter and Park and Dare theatre.

##### Total profit/loss for the year.

It was predicted that due to the funding timetable, and the drawdown of grant money for activity in the following year, the year-end figures would see us in deficit. This is indeed the case though the deficit is less than predicted. This presented no cash flow issues, however, as restricted reserves from 21-22 were available for 22-23.

Income for the year to 31 March 2023 was £467,193 (2022 £465,191), of which £378,604 was restricted (2022 £394,143) and £88,589 (2022 £71,048) was unrestricted.

Expenditure for the year was £474,028 (2022 £274,413), of which £337,841 was restricted (2022 £239,209) and £136,187 (2022 £34,204) was unrestricted.

At the year-end, the charitable company had net expenditure of £6,835 (2022 net income of £191,778). This represents restricted funds as net income of £40,763 (2022 £182,833), while unrestricted funds net expenditure of £47,598 (2022 net income of £8,945).

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2023

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##### Reserves

Total funds at the year ended 31 March 2023 were £281,466 (2022 £288,301), of which £225,337 is restricted (2022 £182,833) and £56,129 was unrestricted (2022 £105,468). Free reserves were £54,315 (2022 £102,942).

Our policy of increasing our reserves by 10% of turnover (if sustainable) was reviewed to be more sustainable if we aimed for 1 months running costs per year, to accrue a minimum of 6 months running costs. The current level of free reserves is considered reasonable.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing Documents

Taking Flight Theatre Company is governed by its Memorandum and Articles of Association and was incorporated 5th September 2008.

##### Constitution

Taking Flight Theatre Company is a Company Limited by Guarantee.

##### Recruitment, Appointment and Training: Trustees

New role (both paid and voluntary) callouts are produced in written, audio and video format (British Sign Language (BSL)/ captioned) and circulated widely, through traditional and non- traditional channels ensuring the widest range of applicants.

Trustees apply by letter or video, are met by the Board, interviewed and elected thereafter.

The existing Board of Trustees has a wide range of skills and experience in a variety of sectors including the arts, similar charities, industry and professional services and the public sector. These skills are utilised to maximise the benefit to Taking Flight. During the year we have undergone a great deal of work on governance, engaging the board more genuinely with the day-to-day work of the company. In February of 2023 there were five new trustees recruited specifically to fill gaps in Welsh language, HR, Legal and Education provision.

With another successful Creative Steps application in Summer 2022 we were able to extend the role of the Access, Participation and Inclusion Manager post for another year. Following an HR review in 2021 the role of General Manager was made redundant in March 2022 and a new role of Executive Director began in April 23. The Technical and Production Managers role ended in January 2023. A part time administrative assistant joined the company in February 2023. A Trainee Access Co-ordinator began training in January 2023.

**Recruitment, Appointment and Training:** Other roles are either interviewed or auditioned (or both) - some in real life, some via online platforms - and personal recommendations are followed up. We have found there are significant shortages in the freelance work force including Deaf/ disabled creatives and performers with a substantial loss of confidence in the sector and the insecurities of freelance working being a significant factor in any recruitment drive. In April 2022 we ran a series of skills-based workshops for facilitators and actors designed to increase confidence and build networks.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

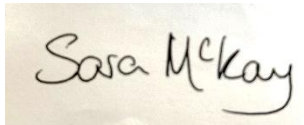
Year ended 31 March 2023

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#### Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 31<sup>st</sup> January 2024 and signed on behalf of the board of trustees by:



Sara McKay  
Trustee



Alan Thomas- Williams  
Trustee

# **Taking Flight Theatre Company**

## **Company Limited by Guarantee**

### **Independent Examiner's Report to the Trustees of Taking Flight Theatre Company** *(continued)*

#### **Year ended 31 March 2023**

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I report to the trustees on my examination of the financial statements of Taking Flight Theatre Company ('the charity') for the year ended 31 March 2023 which are set out on pages 14 to 26.

#### **Responsibilities and basis of report**

As the charity 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 company'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 statement**

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

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

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

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

Farzana Ahmed FCCA  
Independent Examiner  
Carston Chartered Accountants  
1st Floor, Tudor House  
16 Cathedral Road  
Cardiff  
CF11 9LJ

Date:

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# Taking Flight Theatre Company

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

			2023		2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	491	371,337	<b>371,828</b>	399,638
Charitable activities	6	88,098	7,267	<b>95,365</b>	58,873
Other income	7	—	—	<b>—</b>	6,680
<b>Total income</b>		88,589	378,604	<b>467,193</b>	465,191
		=	=	= = =	=
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	—	—	<b>—</b>	404
Expenditure on charitable activities	9,10	136,187	337,841	<b>474,028</b>	273,009
<b>Total expenditure</b>		136,187	337,841	<b>474,028</b>	273,413
		=	=	= = =	=
<b>Net (expenditure)/income</b>		(47,598)	40,763	<b>(6,835)</b>	191,778
		=	=	= = =	=
Transfers between funds		(1,740)	1,740	<b>—</b>	—
<b>Net movement in funds</b>		(49,338)	42,503	<b>(6,835)</b>	191,778
		=	=	= = =	=
<b>Reconciliation of funds</b>					
Total funds brought forward		105,468	182,833	<b>288,301</b>	96,523
<b>Total funds carried forward</b>		56,130	225,336	<b>281,466</b>	288,301
		=	=	= = =	=

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.



# Taking Flight Theatre Company

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible fixed assets	17	1,815	2,526
<b>Current assets</b>			
Debtors	18	104,769	49,389
Cash at bank and in hand		180,852	257,871
		<u>285,621</u>	<u>307,260</u>
<b>Creditors: amounts falling due within one year</b>	19	<u>5,970</u>	21,485
<b>Net current assets</b>		<u>279,650</u>	285,775
<b>Total assets less current liabilities</b>		<u>281,466</u>	288,301
<b>Net assets</b>		<u>281,466</u>	<u>288,301</u>
		= = =	=
<b>Funds of the charity</b>			
Restricted funds		225,336	182,833
Unrestricted funds		<u>56,130</u>	105,468
<b>Total charity funds</b>	21	<u>281,466</u>	<u>288,301</u>
		= = =	=

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

Directors' responsibilities:

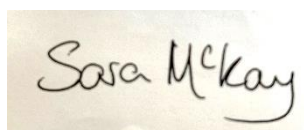
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 31<sup>st</sup> January 2024, and are signed on behalf of the board by:



Alan Thomas- Williams  
Trustee



Sara McKay  
Trustee

The notes on pages 16 to 26 form part of these financial statements.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2023

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 8, Chapter Arts Centre, Market Road, Cardiff, CF5 1QE.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### Going concern

There are no material uncertainties about the charity's ability to continue.

##### Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### *Key sources of estimation uncertainty*

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Depreciation - estimation is made as to the useful economic life of an asset and its expected residual value, however, these are unlikely to have a material effect.

##### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal or project application.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 3. Accounting policies *(continued)*

##### Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

##### Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

##### Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Technical equipment	- 25% straight line
Computer equipment	- 25% straight line

##### Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. There are no such impairments in this financial year.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 3. Accounting policies *(continued)*

##### Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

##### Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

#### 4. Limited by guarantee

Every member of the charitable company undertakes to contribute to the assets of the charitable company, in the event of the same being wound up, during the time that he or she is a member, or within one year afterwards, for payment of the debts and liabilities of the charitable company contracted before the time at which he or she ceases to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding £1.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	387	—	<b>387</b>
Fundraising income	104	—	<b>104</b>
<b>Grants</b>			
Arts Council Grants	—	266,237	<b>266,237</b>
BBC Children in Need Grants	—	78,550	<b>78,550</b>
Other grants receivable			
Pen y Cymoedd	—	24,100	<b>24,100</b>
Birkdale Trust	—	2,000	<b>2,000</b>
Arts & Business	—	450	<b>450</b>
	491	371,337	<b>371,828</b>
	=	=	= = =
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>Donations</b>			
Donations	1,278	—	1,278
Fundraising income	490	—	490
<b>Grants</b>			
Arts Council Grants	(7,385)	322,230	314,845
BBC Children in Need Grants	—	21,630	21,630
Other grants receivable			
Postcode Lottery	—	19,000	19,000
Foyle Foundation	10,000	10,000	20,000
Awards for All	—	9,900	9,900
Cardiff University	6,370	—	6,370
Grocers Trust	3,000	—	3,000
Other	1,000	2,125	3,125
	14,753	384,885	399,638
	=	=	= = =

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees	80,069	7,267	<b>87,336</b>
Project management	—	—	—
Ticket sales	—	—	—
Workshops	8,029	—	<b>8,029</b>
	88,098	7,267	<b>95,365</b>
	=	=	= = =

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fees	30,625	2,578	33,203
Project management	22,860	—	22,860
Ticket sales	(596)	—	(596)
Workshops	3,406	—	3,406
	56,295	2,578	58,873
	=	=	=

#### 7. Other income

	Restricted Funds £	Total Funds 2023 £	Restricted Funds £	Total Funds 2022 £
Theatre Tax Relief	—	—	6,680	6,680
	=	=	=	=

#### 8. Costs of raising donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies - Donations	—	—	—
	=	=	=
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of raising donations and legacies - Donations	262	142	404
	=	=	=

#### 9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Project delivery	136,128	333,965	470,091
Support costs	59	3,876	3,937
	136,187	337,841	474,028
	=	=	=
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Project delivery	30,687	238,940	269,627
Support costs	3,255	127	3,382
	33,942	239,067	273,009
	=	=	=

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Project delivery	470,091	–	470,091	269,627
Governance costs	–	3,937	3,937	3,382
	470,091	3,937	474,028	273,009
	=	=	= = =	=

#### 11. Analysis of support costs

	Analysis of support costs £	Total 2023 £	Total 2022 £
Governance costs	3,937	3,937	3,382
	=	= =	=

#### 12. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	711	320
	= =	=

#### 13. Independent examination fees

	2023 £	2022 £
Fees payable to the independent examiner for: Independent examination of the financial statements	3,300	3,240
	= =	=

#### 14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023 £	2022 £
Wages and salaries	116,887	105,526
Social security costs	6,620	7,432
Employer contributions to pension plans	2,773	2,291
	126,280	115,249
	= = =	=

The average head count of employees during the year was 4 (2022: 4). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Project delivery staff	4	4
	=	=

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

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#### 14. Staff costs *(continued)*

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

##### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £40,310 (2022: £44,959).

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred.

#### 16. Transfers between funds

Transfers have been made from unrestricted funds of £10,688 to the Creative Steps 5 restricted fund and £1,555 to the YDG-CYM restricted fund to cover additional spending against these projects.

A transfer of £6,731 has been made from the Creative Steps 4 restricted fund and the AA-WW restricted fund to the unrestricted fund as the expenditure relating to these projects took place in the prior year, but not brought forward, and was covered by the final completion receipts in the current year.

A transfer of £895 was made from the R+R restricted fund to unrestricted funds as a contribution to support costs not otherwise allocated against restricted funds.

#### 17. Tangible fixed assets

	Plant and machinery £	Equipment £	Total £
<b>Cost</b>			
At 1 April 2022 and 31 March 2023	2,417	429	2,846
	=	=	= ==
<b>Depreciation</b>			
At 1 April 2022	302	18	320
Charge for the year	604	107	711
At 31 March 2023	906	125	1,031
	=	=	= ==
<b>Carrying amount</b>			
At 31 March 2023	1,511	304	1,815
	=	=	= ==
At 31 March 2022	2,115	411	2,526
	=	=	= ==



# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

#### 18. Debtors

	2023	2022
	£	£
Trade debtors	10,785	1,750
Prepayments and accrued income	93,035	47,389
Other debtors	949	250
	<u>104,769</u>	<u>49,389</u>
	= = =	=

#### 19. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	2,092	14,108
Accruals and deferred income	3,300	3,240
Social security and other taxes	—	2,624
Other creditors	578	1,513
	<u>5,970</u>	<u>21,485</u>
	= ==	=

#### 20. Pensions and other post-retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,773 (2022: £2,291).

#### 21. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	105,468	88,589	(136,187)	(1,740)	56,130
	=	=	=	=	= = =

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
General funds	96,523	71,048	(34,204)	(27,899)	105,468
	=	=	=	=	=

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

#### 21. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
BSL / Welsh Training	9,835	1,367	(5,404)	–	5,798
Connect and Flourish	42,860	71,395	(89,638)	–	24,617
Deaf Youth Theatre	19,778	80,127	(25,610)	–	74,295
Creative Steps 4	–	6,731	–	(6,731)	–
Creative Steps 5	11,005	(4,975)	(16,718)	10,688	–
Creative Steps 6	–	105,294	(49,021)	–	56,273
Covid Recovery Fund	18,030	–	(17,136)	(894)	–
Road Production Grant	82,508	31,929	(113,311)	–	1,126
You've Got Dragons	(1,183)	4,000	(4,372)	1,555	–
The Usual Suspects	–	2,878	–	(2,878)	–
The Wider Picture	–	73,880	(10,653)	–	63,227
Seeding the Future	–	5,978	(5,978)	–	–
	182,833	378,604	(337,841)	1,740	225,336
	=	=	=	=	=

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
BSL / Welsh Training	–	13,883	(4,048)	–	9,835
Connect and Flourish	–	69,395	(26,535)	–	42,860
Deaf Youth Theatre	–	41,630	(21,852)	–	19,778
Creative Steps 4	–	–	(29,899)	29,899	–
Creative Steps 5	–	102,178	(91,173)	–	11,005
Creative Steps 6	–	–	–	–	–
Covid Recovery Fund	–	81,222	(63,192)	–	18,030
Road Production Grant	–	83,835	(1,327)	–	82,508
Sharing Together Event	–	2,000	–	(2,000)	–
You've Got Dragons	–	–	(1,183)	–	(1,183)
The Usual Suspects	–	–	–	–	–
The Wider Picture	–	–	–	–	–
Seeding the Future	–	–	–	–	–
	–	394,143	(239,209)	27,899	182,833
	=	=	=	=	=

**BSL/Welsh Language Training:** this is an ongoing project covering BSL translation courses and office Welsh. It is funded by the Arts Council of Wales. It covered BSL level 2 course and exam fees. Everyday office / classes delivered weekly in the office and a year-long BSL translator course.

**Connect and Flourish / Breaking the Box project:** funded by the Arts Council of Wales, this is a year-long pilot project to build a network of venues across Wales who will lead the way in terms of welcoming diverse audiences, increasing representation of Deaf and disabled role models on and off stage. The initial funding was received in February 2021, but most planning and delivery activity started during the previous financial year and continued into the current year.

**Deaf Youth Theatre:** Specific funding has been secured for Wales's only specific youth theatre for Deaf children. BBC Children in Need, the Postcode Lottery and the Arnold Clark Community Fund have funded the Deaf-Lead Theatre workshops and productions. Initially funded for 3 years by BBC Children in Need, this was the final year of the original project, but funding was renewed until February 2024.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 21. Analysis of charitable funds *(continued)*

**Creative Steps programme 4:** These are specific organisational development grants from Arts Council of Wales and covers some salary costs, board development, website upkeep/ maintenance, some Welsh translation costs, communication support for board meetings and internal meetings (BSL interpreters mainly) as well as our freelance marketing consultant. The majority of the income relating to this project was received in 2020-21 and treated as unrestricted funds, but this year the completion payment was received. A transfer of £6,731 has been made to unrestricted funds against the previous spending on this project.

**Creative Steps programme 5:** funded by the Arts Council of Wales, this project is a continuation of the Creative Steps programme. The initial length of the programme was three years, but Covid has meant that it was extended. The programme is annually applied for and runs for a year. Our 5th programme started in July 2021.

**Creative Steps programme 6:** funded by the Arts Council of Wales, this project is a further continuation of the Creative Steps programme covering July 2022 – June 2023.

**Covid Recovery Fund:** ACW's COVID 19 Cultural Recovery Fund allowed Taking Flight Theatre to explore new ways of working in a changed world, including a new app-based hybrid/digital activity "The Curious Case of Aberllyw". The Covid Support Grant allowed us to employ many freelance creatives and to present meaningful policies across a wide array of areas that reflected the cares and concerns of the creative community. The final activity related to this fund was in July 2022.

**Road Production Grant:** The application for this project was initially submitted and granted in 2019. The original plan was to mount the production of Road in September 2020. With the pandemic and associated lockdowns, the project was postponed until September 2022. The final performance was at the end of September and the completion report has been submitted.

**Sharing Together:** Happiness Sessions: Online wellbeing sessions funded by the Arts Council of Wales. The Happiness Sessions that took place in January 2021 for freelancers, furloughed staff and creatives across Wales and beyond. As the spend took place in the prior year, this has been transferred from unrestricted funds in the current year.

**You've Got Dragons/ Cymraeg:** This was a small Research and Development grant administered by Pontio Arts Centre. The activity started in 2021-22 before the grant was drawn down and was completed in 2022-23.

**Usual Suspects:** This project grant was first agreed with Arts Council of Wales in 2018. This was a long-term audience development project with 3 Welsh venues. Covid intervened in the project plan, and Arts Council of Wales allowed us to re-purpose the project to investigate digital working and platform development- for a new digital audience. Project ended- August 2022 Any draw down of funds during this year was part of the completion report.

**Wider Picture:** This project was applied for and approved in December of 2022. The project was to develop and perform a variety of outdoor festival pieces across Wales. Most expenses on this project were in the following financial year.

**Seeding the Future:** An ACW initiative whereby Taking Flight were asked to support Early career Deaf/disabled and neurodivergent creatives with applying for and supporting the cohort to spend time at the Edinburgh Festival. Granted in May 2022- Completion report submitted in December 2022. Any remaining funds in this grant were to cover Taking Flight's support and internal costs.

# Taking Flight Theatre Company

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	1,815	—	1,815
Current assets	60,285	225,336	285,621
Creditors less than 1 year	(5,970)	—	(5,970)
<b>Net assets</b>	<b>56,130</b> =	<b>225,336</b> =	<b>281,466</b> = = =

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	2,526	—	2,526
Current assets	124,427	182,833	307,260
Creditors less than 1 year	(21,485)	—	(21,485)
<b>Net assets</b>	<b>105,468</b> =	<b>182,833</b> =	<b>288,301</b> =