



ANNUAL REPORT

2019-2020

Celebrating children and young people with disabilities through dance





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Welcome remarks from our Chair (Interim)

It was after a long tenure that our former Chair, Jan de Kok, handed over the baton to me to serve as the new (interim) Chair in January 2020 and my deepest thanks go to Jan for his dedicated support to **icandance** over the last 12 years. Little did we know then that the world would be upended by a pandemic.

The past year has brought about so much change in all our lives and as the world around us continues to grapple with having to adapt to the 'new normal', I recognise that for the families in the **icandance** community this is not the first time life hasn't looked the way they expected it to look. The challenges posed by the current circumstances are in some ways simply additional to the extra individual challenges already faced by the children and young people of this community and their families. As a parent of a child with complex needs myself, I had already come to accept ambiguity and uncertainty in my life. Nevertheless, at a time when people with disabilities seem to have been side-lined more than ever, I, for one, am incredibly grateful that we were part of the **icandance** community at this time.

Whilst many of the services that those with disabilities and their families had come to depend on seemed to dissipate in recent days, **icandance** remained steadfast in its commitment to support this community. Turning the pages of this annual report, you will see how much the charity managed to adapt and achieve in a short period of time all whilst staying true to our core values. The team took time to formulate a thoughtful response to the pandemic that embodied **icandance's** unique way of working and thinking.

As Chair, I had the privilege of seeing first-hand the commitment and dedication of the incredible team who not only worked hard to pull together much needed emergency funding but also showed great enthusiasm to find new ways of working to best support and engage our community. I am thankful that we have such a fantastic team and funders that recognise the value of our work.

Last but not least, my sincere thanks to our **icandance** community and the inspiring children and young people that are the make-up of this wonderful charity. In the words of Christopher Robin: *'You are braver than you believe, stronger than you seem and smarter than you think.'*

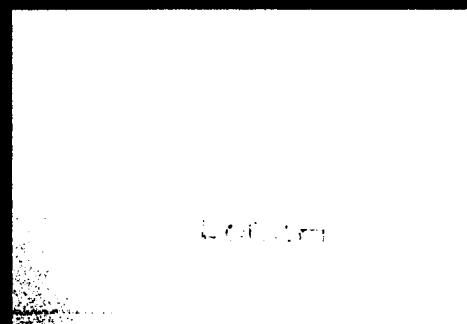
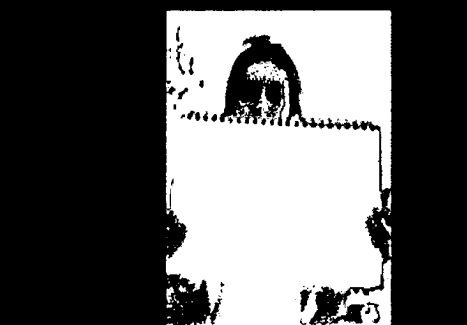
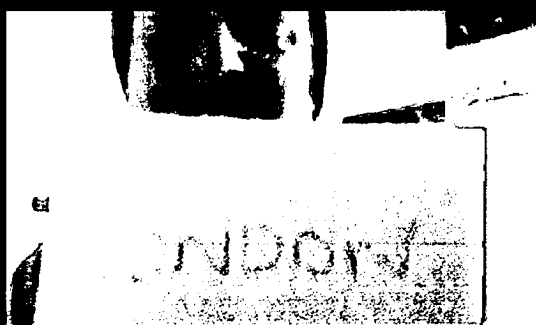
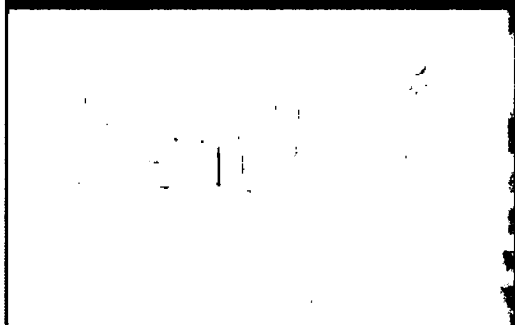
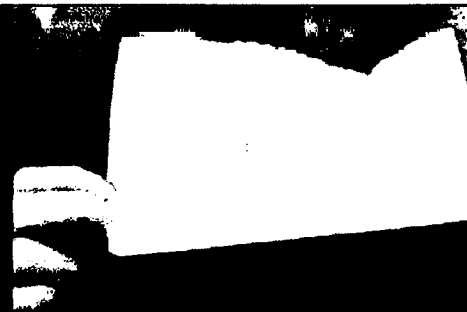
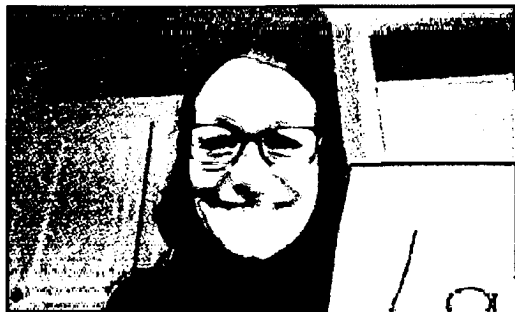


With best wishes,

April Sethi
(Interim Chair)

Believe It
or Not





Review of the year from our Founder & CEO

The year has been an unexpected one with a great deal of change, unpredictability, and challenges, experienced pre-COVID-19 and during-COVID-19. Whilst what the charity offered looked different in each of these stages our approach and connection as a community remained ever strong and resolute in the power of dance and its ability to connect our community.

We began our year riding on the wave of our celebrations of the year before with renewed focus and energy as to what we offer as an organisation. Until mid-March when the pandemic struck, we reached 150 children and young people with a variety of disabilities each week through the range of programmes led by **icandance** as well partner working in the community, schools, and other arts organisations. Our team included a diverse, skilled, and passionate group of young volunteers (14 to 18 years old), volunteers, disability specialists, artists, Dance Movement Psychotherapists and administrators. Together we began the year energised as we built on the success from the year before and reflected on changes from lessons learnt.

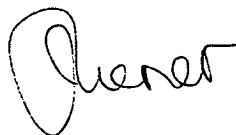
When the COVID-19 pandemic hit the UK, our dancers were hugely affected. **icandance** celebrates difference in disabled children and young people through dance and performance. We offer weekly dance sessions for ages 4 to 25 years old with varying disabilities through a unique approach which integrates tools from Dance, Education and Dance Movement Psychotherapy. All our work is enhanced through touch.

At first it seemed unimaginable to translate our approach, which relies on physical interventions, to a diluted online version. However, not doing anything felt just as impossible. Motivated to reassure our community that they were not forgotten we began to rebuild new ways of connecting. Teaching online and through recordings allowed us to research more deeply, to understand our approach as we embodied being reflective practitioners who are comfortable with change. Working online would not and cannot be the same as in person and should not be measured as such. It offered us and our community a new way of being together and the results were fascinating. Producing a dynamic cycle of planning, delivering, reflecting, and reshaping allowed us to identify core areas of learning when offering an inclusive online practice.

The year has offered us unusual gifts and as a community we have found new ways of delivering our vision to the families that need it now more than ever.

I have been inspired by the resilience of our community, the courage of our dancers and the commitment of our team.

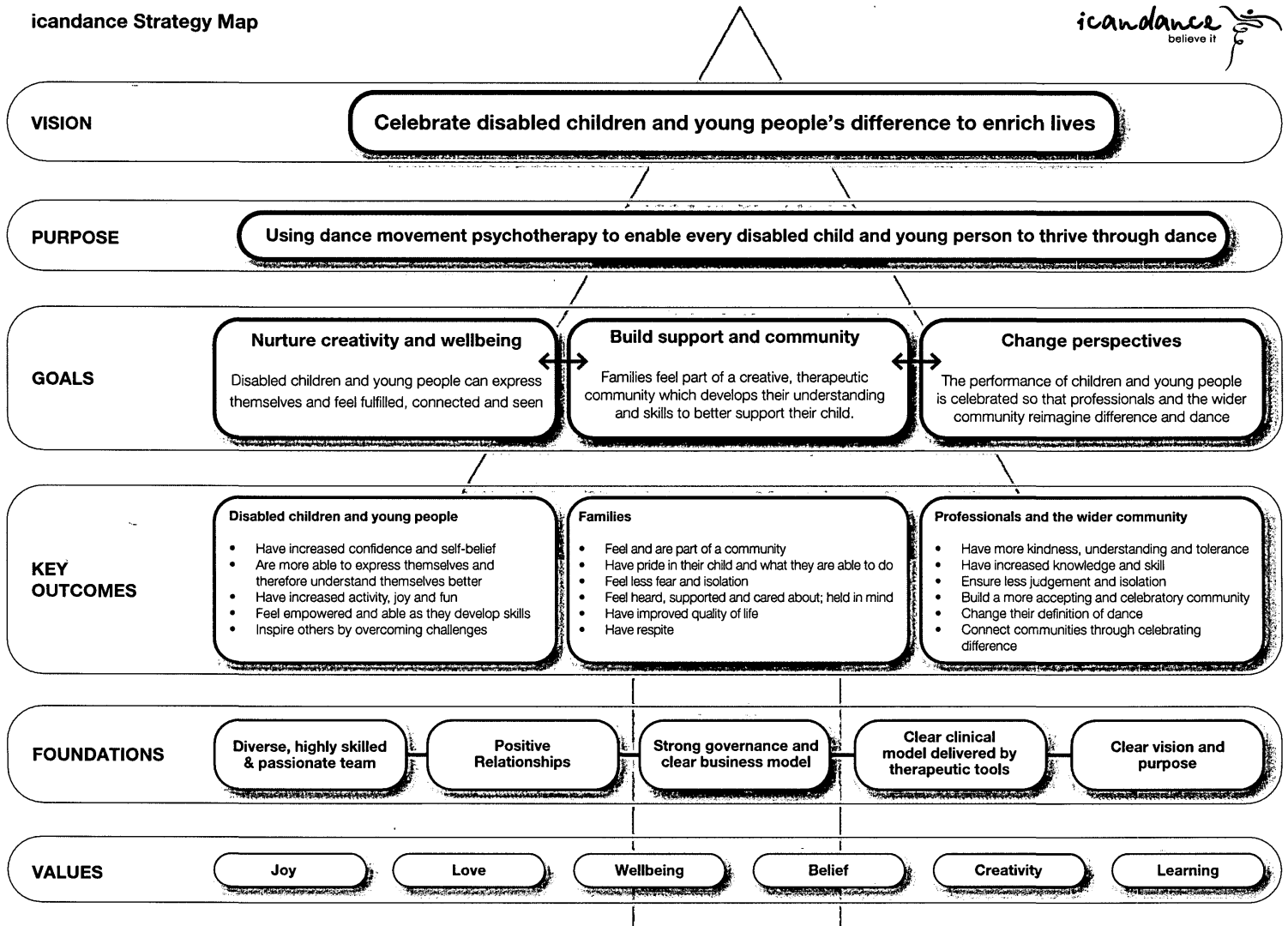
In the true spirit of the **icandance** way, we celebrated our achievements. This report shares our journey through the year.



Juliet Diener









REPORT OF THE TRUSTEES FOR THE PERIOD 1ST AUGUST 2019 TO 31ST JULY 2020

The Trustees present their report and financial statements for the period ended 31st July 2020.

Structure, Governance and Management

icandance is a company limited by guarantee and governed by its Memorandum and Articles of Association.

Board of Trustees:

- April Sethi (Appointed Interim Chair January 2020)
- Jan de Kok (Chair, resigned January 2020)
- Simon Goldsmith (Treasurer)
- Nick Francis
- Neil Cox
- Caroline Bradley (Re-elected January 2020)
- Rupert Pearce (Re-elected January 2020)
- Dahlia Dajani (Elected March 2020)

icandance continues to make the recruitment of skilled, experienced Trustees a priority to further strengthen the board and drive our vision forward. We also continue to seek applicants from diverse ethnic backgrounds and whom identify as disabled.

Management

Our Executive Team manage **icandance** on a weekly basis and report to trustees on operational outputs. The Executive Team ensure that **icandance** delivers its vision and purpose each week to every child and their family. They are:

- Juliet Diener (Founder & Chief Executive Officer)
- Lewis Dryburgh (Chief Operating Officer)
- Peter Laycock (Head of Creative Programmes)

In February we welcomed Peter Laycock to the Executive Team, and he now takes up the new role of Head of Creative Programmes. Peter's background is in teaching and arts participation. The Executive Team holds responsibility for all fundraising, led by the CEO, Juliet Diener.

A review of management structure led to more clearly defined roles. We developed leads who will direct the Team in specific areas. These are:

- Fiona Wood (Dance & Therapy lead)
- Emma Turner (Dance & Therapy lead)
- Lisa Ors (Skills & Learning lead)
- Jessica Lovell (Impact & Monitoring lead)

ICANDANCE IN ACTION

icandance continues to meet the needs of disabled children and young people with complex learning, physical and health needs aged 4 to 25 years. We offer a range of experiences that cater for the child, the family and the wider community.

Our Team is comprised of a diverse group of passionate individuals who are trained in the areas of Dance Movement Psychotherapy, Dance (varying forms), Special Education, Community Work as well as those with lived experience. This enriches our team and the skills we bring to our relationships with each family.

We are aware that the families with whom we work experience isolation, fear, lack of funding, exhaustion, shame, prejudice and insufficient access to skilled workers amongst many other social challenges. Our specialist approach is designed to meet these challenges.

DANCING BEFORE COVID-19

Before the pandemic we delivered:

Weekly group sessions

Each session offered dancers the opportunity to connect with peers, explore their creativity whilst being supported by a skilled 1 to 1 support worker.

Weekly small group sessions

Offering children who find the bigger space and group overwhelming, the smaller group was set up as a transitional space to support group readiness.

Weekly individual Dance Movement Psychotherapy (on Saturdays and in schools)

Offering young people the opportunity to work deeper on their understanding of themselves and their relationships.

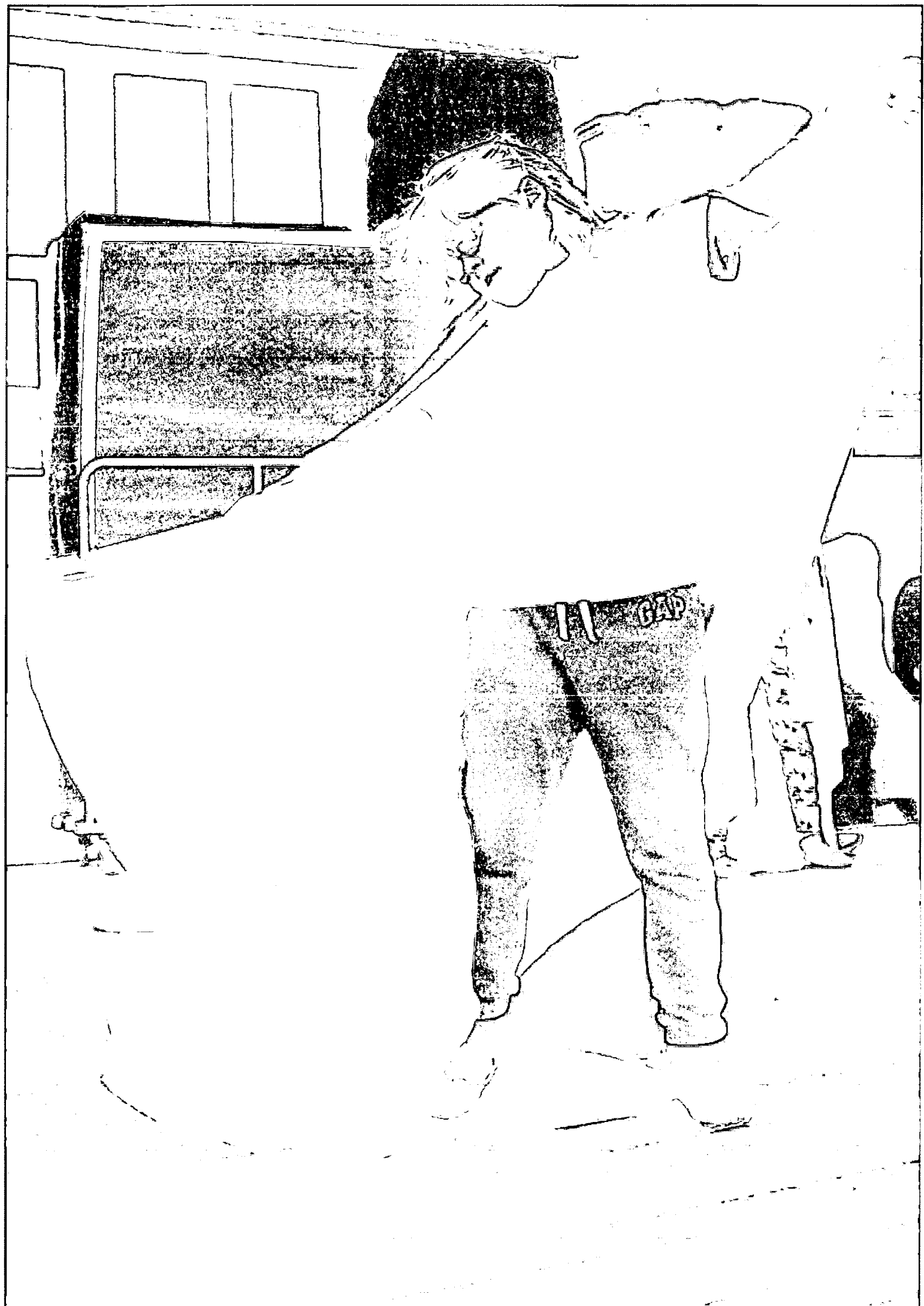
Weekly Teen Dance Club

A fun social club with dance at the heart of each gathering.

Weekly inclusive Youth Dance Company

A challenging dance session for dancers of all abilities who dance independently. Together they create beautiful dances to perform in the wider community.





Weekly sessions with John Dewey Specialist College

Weekly **icandance** sessions within the college community including an end of year celebratory performance.

A Winter Awards Ceremony with a performance from the dancers and a family social

A community gathering where together we celebrated the achievements specific to each dancer.

Annual Community Gathering

A more formal event where funders, families and Team members came together to reflect on **icandance** through the year, understand the vision of the organisation and our current financial position. We also heard from guest speakers this year, Emily, one of our dancers and Georgia, one of our young volunteers.

Theatre outing for the Teen Dance Club

The Warren is an amazing supporter of **icandance** and raises money for us by staging productions. Our young people love to go along and cheer from the audience. It is a great collaboration in the true spirit of community partners.

Partners

icandance was invited to lead a collaboration between Oak Lodge School in Barnet and the Arts Depot Theatre. The 6-week project, 'Moving Narratives', will develop a performance piece and exhibition with 14 young people with disabilities and is a brilliant way to share the icandance philosophy with a wider audience. The first session took place in March and will continue when schools reopen to external partners. There will be a visual representation of the collaboration in the foyer of the arts depot. We look forward to continuing this project once the pandemic restrictions allow.

Imperial Society of Teachers of Dancing (ISTD)

Our CEO Juliet, continued partner working with the ISTD in delivering a day's training in inclusive dance practice at their International Summer School in the UK in August 2019 as well as contributions to their Dance magazine..

Parent Support Programme

Focusing on supporting families is key to our work as a charity and how best to meet the needs of each child. We began our parent support group before face to face working was paused. We continued the sessions online during lockdown. The group allows parents to be supported by experienced professionals whilst hearing from other parents and gaining understanding of their own experiences.

DANCING DURING COVID-19

During the lockdown and forced closure of face to face work **icandance** offered the following:

- All sessions were offered free for the whole of the summer term specifically to support families during times of uncertainty as the pandemic hit.
- Shared resources to support families dancing at home. This included social stories, articles and music playlists.
- Video messages - these were both general messages of comfort and support to the dancers as well as each dancer receiving a personalised message. We delivered over 80 individual messages to dancers with ideas for dancing further at home. One of our Team group messages can be viewed here: https://youtu.be/IZ_tpzzJ9M
- Launched a more active social media platform highlighting the work and posting pictures for families to connect to as well as launching a YouTube channel. We have also written new social media guidelines and continue to review our way of using social media.
- Offered and delivered free wellbeing check-ins with our team of therapists for parents, siblings and Team members to support coping at this difficult time.
- Phoned/communicated with every single family to assess how their young person was and connected with the needs of the family.
- Offered two parent support groups via zoom which have offered resources and emotional holding for parents.
- Moved all our sessions online! We have had a 70% engagement from families. Moving our sessions online involved writing an additional safeguarding policy for online working, training our Team on online safeguarding and experimenting with what is best in working with dancers online involving music; demonstrating, visual prompts etc. amongst other approaches to working on line. We have continued with best practice with appropriate Team meetings and supervision as well as planning and note keeping all taking place online. For families unable to engage with the online sessions, the personalised messages and recorded sessions that could be used at the dancers own pace were offered as alternatives.
- Maintained Team relationships throughout this time through 'Team Teas' via zoom. This has enabled Team members, with some already having travelled abroad to return home, to remain connected.
- Completed all monitoring and offered parent meetings via zoom. It was great to share with parents our experience of their child/young person and how best to engage with their creativity, learning and wellbeing.
- Offered family feedback emails after online sessions to remain connected with our personalised approach.



Through the pandemic we continued to reach all our families directly part of the **icandance** community. This is what families had to say about our approach through the pandemic:

"Thanks so much for everything that you are doing, your team is always so positive and it really does feel like you are in the room with him. I cannot tell you how much we appreciate having you guys in our lives."

*"Thank you Juliet for being so proactive and for creating the sessions via Zoom, for involving other members and reaching out to the **icandance** families and kids. It really helps (our child) to stay in contact with the world outside, with the things he used to enjoy the most and still feeling part of the **icandance** community. We appreciate it."*

*"Thank you so much for the positive feedback and the support you have given (our child) every session. She really enjoys **icandance** online as it has lifted the pressure of schoolwork and being away from her friends."*

*"We can't believe how well A engages during her dance sessions with you on Saturdays. She loves every minute and really participates in the dancing. I think this shows us just how much she is missing the social interaction and being physically at **icandance**!"*

"Thank you so much for reaching out."

"Juliet - thank you so much for everything you and your wonderful team have done during this 'weird and unexpected time.'"

*"Thank you to you and everyone at **icandance** for all your enormous support and efforts, over what has been very challenging times."*

*"**icandance** has been the only organisation that has not only continued to provide a service but gone above and beyond to provide and show amazing support and care."*

"I am truly grateful for all the teams hard work, support, thoughtfulness, care and kindness you have all shown in these very challenging times."

94% of icandance parents say they/their family have felt supported through our response to COVID-19

Supporting our Team was crucial through the pandemic and **icandance** remained committed to all Team contracts in full until the end of June. We shifted immediately to a virtual office so administration of the charity was not impacted and crucial fundraising could continue.

96% of Team members believe icandance responded well to the challenges of Covid-19 to support the Team of staff, students and volunteers.

This is what Team members had to say about **icandance's** response to COVID-19:

*"I realise how important it is to be part of any community, and especially **icandance**. I am grateful for that."*

*"All the hard work and support from yourself and the management has been absolutely amazing. I love the Zoom check ins and the email correspondence which keeps **icandance** alive. I truly feel valued as a member of **icandance**."*

"I am very proud to be part of this team!"

"This term has been such an amazing, transformative learning experience and I genuinely have loved every minute. Saturdays are the highlight of my week and I am so pleased that we have been able to connect with the dancers online. It has been an honour."

*"I think what you have achieved over the past few months is incredible and shows just how strong the **icandance** community is. I have felt absolutely privileged to be a part of it and connect with the children and their families."*

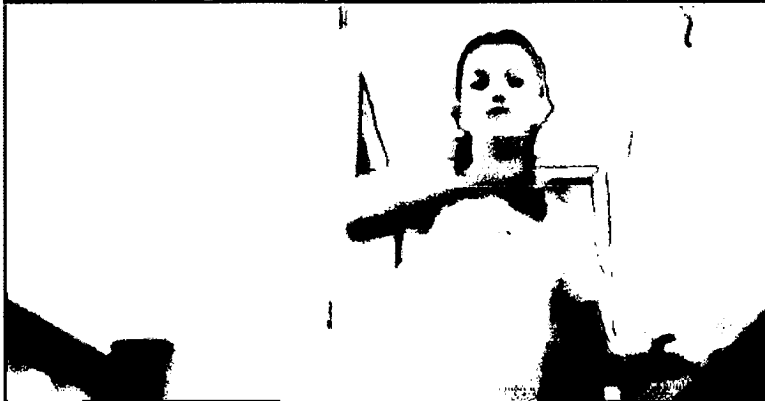
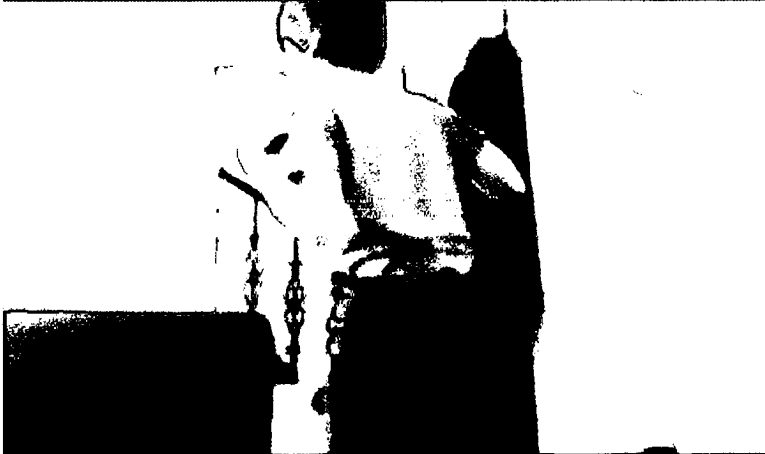
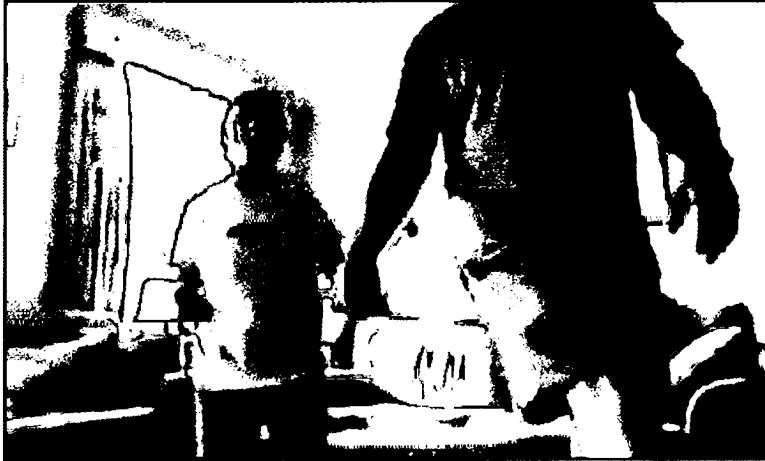
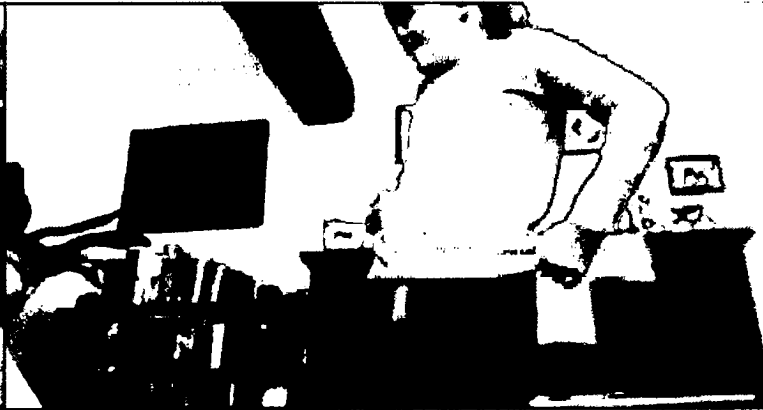
*"Thank you for your lovely e-mail, but more importantly congratulations and a genuine appreciation to your kind heart and outstanding leadership. You have been a beacon of strength and stability through these uncertain times and I really valued your compassion and generosity. I feel privileged and grateful to be part of your **icandance** family."*

*"I just wanted to say that I am really proud to be part of this community and happy for what **icandance** has brought into my life. I can only say thank YOU."*

***icandance** is one of the things that gives shape to my life, and it's been difficult at times to navigate all this without that. Dancing has saved me in so many ways though, and I am grateful."*

"Thank you so much for all of your support during this time. I am so grateful to be a part of such a loving and connected team."

*"I just wanted to say thank you so much for all your support you have provided me for me to grow in my role and it's been so inspirational to see all the fantastic work you have produced with our **icandance** team even in this pandemic you have not compromised your commitment, in fact you have given each and every one of us the reassurance and support."*



What our dancers say about dancing online:

icandance online makes me feel:

"Happy, Smiley, Excited, Good"

"Happy to see friends, sad because we can't see each other and perform in the shows. Excited; miss my friends; Happy (2x); Enjoy seeing everybody while it is not possible to be in person"

"Happy to dance with mum at home as well as being watched by mum and grandmother; Happy to see friends; Happy because I like using Zoom and I can see everyone"

"It's great to see faces I know on the screen"

"Dancing makes me feel powerful because I do lots of breakdancing with my friends"

"Happy because I am bored to be indoors"

"It makes me happy when I dance and see my friends but I miss being there in person. I enjoyed the face to face session"

SUMMARY OF OUR MONITORING AND IMPACT OF OUR GOALS

Measuring the impact of our work is embedded across the organisation; from Trustees through to the young volunteers who assist the delivery Team. Our individualised monitoring process, combined with parental feedback, enables us to support and assess the individual progress of each of our young dancers.

Throughout the year, the **icandance** Team observes, monitors and devises individual strategies for each child and young person. The three areas of development we specifically measure our impact in are Creativity, Learning and Wellbeing. At the beginning of each year, the Team assigns a focus (target) for each child or young person for each area. Through a baseline assessment, each dancer's current level for each focus is recorded, and then individual strategies are devised and implemented to support their progression. Through termly observations and monitoring meetings, each individual focus level is assessed and recorded, with strategies adapted where necessary.

Our monitoring process also enables us to reflect on the service and how a child's development is directly related to the relationship with, and supported by, the Team at **icandance**. **icandance** believes that change for the dancer can only occur in a supportive, nurturing, skilled relationship. Our bespoke monitoring system offers insight into our practice which scaffolds the dancers' development.

Over the past year we have looked at each child's development in the areas of:

Creativity - How the child engages with and expresses themselves through dance.

Learning - How the child develops new skills in dance, communication and group work

Wellbeing - How the child develops their self-confidence and self-belief, leading to an enhanced understanding of themselves and relationships with others.

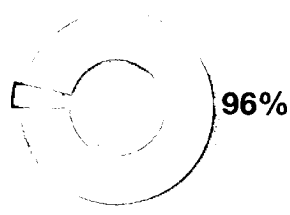
For each of these three development areas all children and young people are set their own personalised aspirational 'focus level' for the year; taking account of their individual abilities and specific challenges. Recognising that individuals' needs vary significantly their progress is assessed vs. these personalised focus levels at the end of each term, rather than against that of their peers.

For each termly observation, every child and young person is observed to assess whether they are working at their current level at the start of the year, working at their focus level or exceeding their focus level. Our approach to monitoring is individualised and ongoing; allowing each child / young person to develop in the best possible way as we acknowledge progress no matter how small.

For the 2019-2020 funding period, our work with the children and young people has achieved the average termly outcomes illustrated by the following charts.

Note: Terms 2 and 3 were during the UK's Covid-19 lockdown with icandance sessions held remotely over Zoom necessitating a tailored approach to setting focus levels and monitoring. The high scores achieved indicate that the Zoom sessions were more successful than expected.

2018 - 2019



Met or Exceeded
any Target
During Year

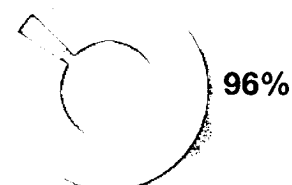


Met or Exceeded
all 3 Targets
During Year

2019 - 2020



Met or Exceeded
any Target
During Year

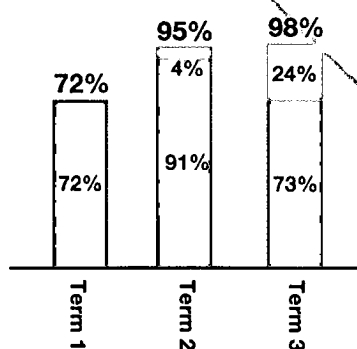


Met or Exceeded
all 3 Targets
During Year



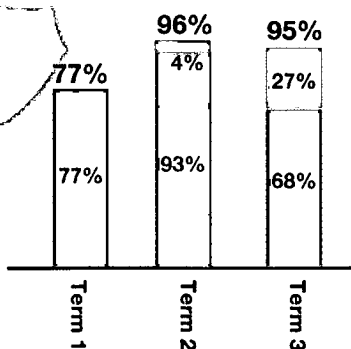
Creativity

How the child engages with
and expresses themselves
through dance



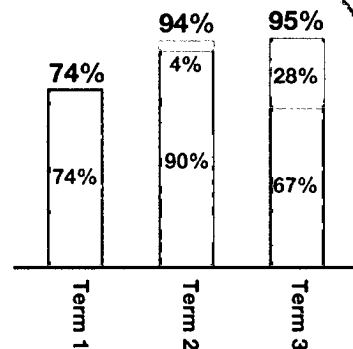
Learning

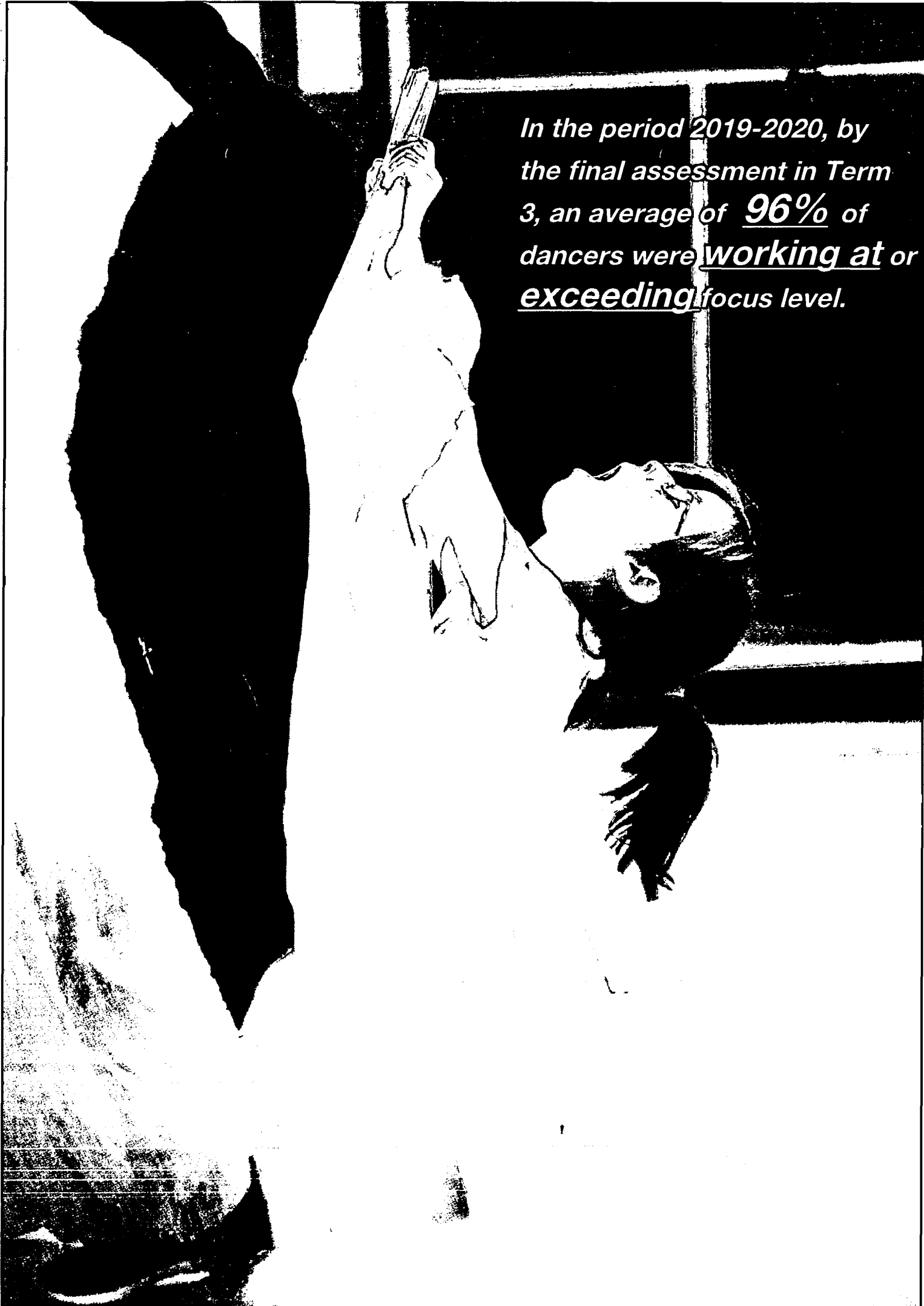
How the child develops new skills
in dance, communication and
group work



Wellbeing

How the child develops their self-
confidence and self-belief, leading to an
enhanced understanding of themselves and
relationships with others.





*In the period 2019-2020, by
the final assessment in Term
3, an average of 96% of
dancers were working at or
exceeding focus level.*

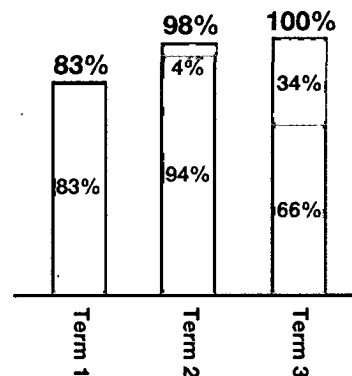
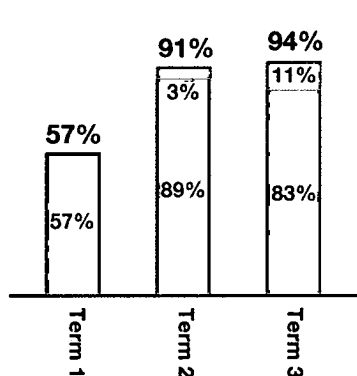
CHILDREN

(4-11 years old)

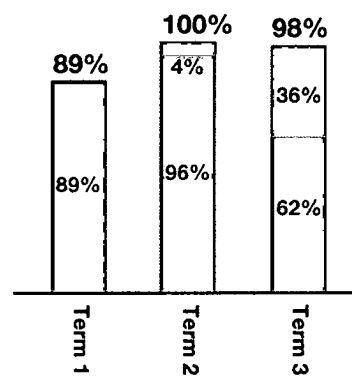
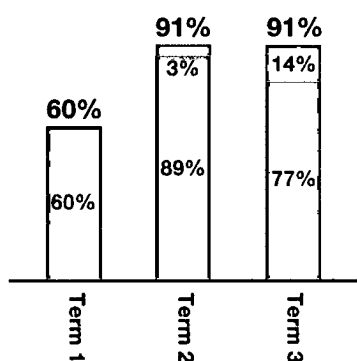
YOUNG PEOPLE

(12-25 years old)

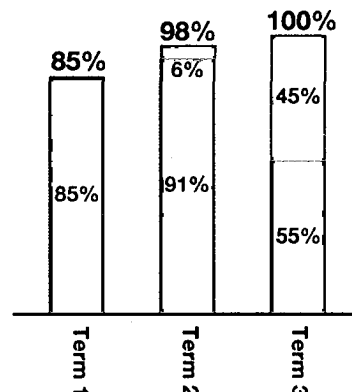
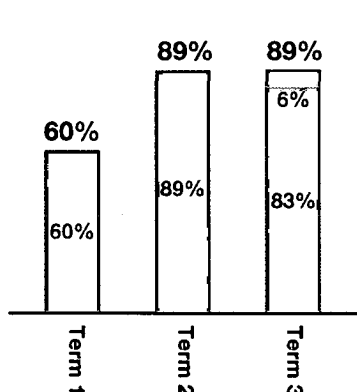
Creativity How the child engages with and expresses themselves through dance



Learning How the child develops new skills in dance, communication and group work



Wellbeing How the child develops their self-confidence and self-belief, leading to an enhanced understanding of themselves and relationships with others





10/10/10
10/10/10
10/10/10



We asked parents how they believe **icandance** supports their child to develop their Creativity, Learning and Wellbeing:

"It is her space to be creative and have something to do in the community that benefits her body and mental wellbeing."

*"**icandance** has been an integral and crucial part of her entire life, enhancing every aspect of her physical, psychological and social and creative development. She has benefited in many ways, far exceeding any expectations. The support and advice from Juliet and her team has helped me over the years, and we are eternally grateful to this wonderful organisation."*

*"He absolutely loves music and attending **icandance** has made that even stronger as he can enjoy music whilst moving and dancing, alongside his friends."*

*"**icandance** has helped my child to become more confident and help her to express and cope with challenges."*

*"**icandance** has played a part in supporting his increased mobility, a more confident physicality and a love of performing. He has formed strong relationships with the dancers and his interaction with the other children is improving."*

*"**icandance** allows him the opportunity to engage in a multi-sensory and highly dynamic activity which is vital to his sensory profile and brings him a lot of joy. The support he gets is great, I feel he is really 'seen' by the staff and this has enabled him to develop communication with others."*

*"She looks forward to **icandance** every Saturday. She has a lovely group of friends and it is wonderful to see her self-confidence develop. It's an absolute delight to be part of this dance group family and the end of year show is something to treasure. Let's look forward to next year."*

"She feels proud and excited to have her own activity that belongs specifically to her and something she can go and do alone without family."

*"She is always very happy to attend **icandance** even online she loves and engages so well, she is very thankful to me to find you guys she is already starting to get worried about the time when it finishes!!"*

"She is given space to create and be who she is. She is not hushed or rushed. Her expressive physical movements are celebrated. She performed on stage last year, this was significant progress overcoming anxiety at being in a new space and having lots of people around. It was beautiful and very emotional to watch. A very proud moment was provided that was inclusive of my child, not many opportunities like that sadly exists."

*"**icandance** is, in normal times, hugely important to him and central to his weekend. His confidence has increased thanks to the classes and he has made friends. The sessions in lockdown have been very effective and broadened his range of interaction with peers. Thank you!"*

*"**icandance** has been the best place we have been able to find for my son. It has helped him in many different ways such as learning to socialise, having conversations with other young people of his age, interacting with adults, he has stopped being more shy. His vocabulary has improved a lot. I really thank all the **icandance** team for their hard work and good effort and dedication for all students. Thank you very much."*





FROM OUR TEAM

100% of Team members believe **icandance** achieves its purpose to 'use dance movement psychotherapy to enable every disabled child and young person it works with to thrive through dance'

100% of Team members feel that their work is valued by the Team, and feel part of the **icandance** community

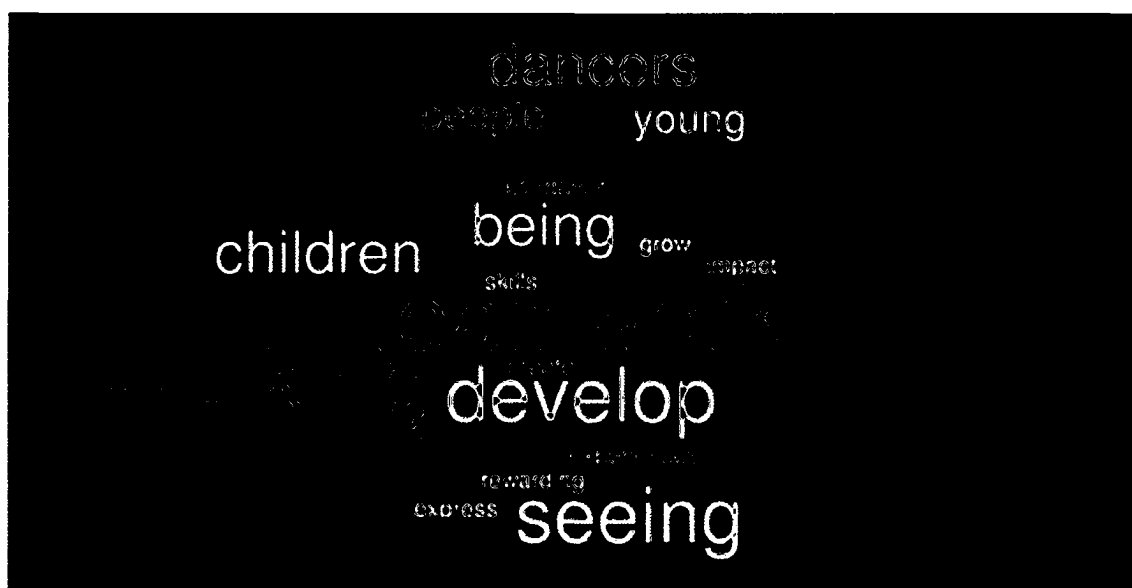
96% of Team members believe they have the practical skills to fulfil their role at **icandance**

96% of Team members believe they are given opportunities to develop at **icandance**

96% of Team members enjoy their role at **icandance**

100% of volunteers and students believe they gain valuable learning and experience for the time they put in at **icandance**

We asked Team members what they find most rewarding about **icandance**:



Our goals are delivered by a diverse, highly skilled, passionate team who build positive relationships which deliver our purpose and achieve our vision.

Through this year the **icandance** team consisted of:

- Students - **10**
- Volunteers - **9**
- Young Volunteers - **6**
- Contractors - **16**
- Employees - **7**

OUR TEAM'S THOUGHTS ON ICANDANCE

*"I thoroughly enjoy working in a multi-disciplinary team. The working environment is very open and creative, as opposed to rigid. I feel like my role in **icandance** contributes to the charities aims and therefore has great impact."*

"Being able to work in such a caring and inclusive environment. Being able to help and create bonds with such amazing children and young people."

"Working with children and young people with disabilities was always my passion so having the chance to create meaningful relationships and see them grow, develop their skills and confidence, expand their range of movements, and communicate more throughout the sessions is extremely rewarding for me."

"The teamwork and commitment are so valuable and consistent throughout whether it be office work or work with the children themselves."

"The manager and colleagues were extremely supportive and offered me the opportunity to be involved in different activities."

"Working with the young people is so rewarding and joyful."

"The relationships that are forming between the participants and myself. Being able to contribute positively to someone else's experience to express themselves."

"Seeing the improvements of the dancers from week to week and the smiles on their faces when they are dancing and seeing their friends as well as the team. To witness the dancers' evolution throughout their journey. To see them express themselves confidently in the space and when they develop relations with other dancers. Also, I love learning with the team and the dancers about the dance and movement therapy."

"Working with and being supported by the most fantastic team but also seeing the children develop and grow. Also, the impact on the whole family and hearing how their confidence has grown in other areas of their lives."

*"The opportunity to work with other members of staff, share my experiences and thoughts as at the same time I get a lot of experiences, develop my skills, and develop working in a team, helps me to work with each **icandance** dancer depending on their needs."*

HIGHLIGHTS OF THE YEAR

Winter Awards

The Winter Awards allow us an opportunity to celebrate each dancer for their individual achievements. This is accompanied by a small performance. This year the dancers performed their choreographed winter stories for their families better than ever before. We gathered afterwards as a community with tea and cake to celebrate together. Our awards were well attended and offered young people another performance highlight.

Young Ambassadors

Our Young Ambassadors (YA) programme was launched online in June as a pilot study. The YA's purpose is to give a voice to the young people at icandance and to offer them opportunities to share ideas, raise awareness of our community and develop leadership opportunities. We hope to offer future Leadership/Co-creator trainings in the future. The Young Ambassadors includes 6 young people, who are dancers as well as young volunteers, meeting together online numerous times a term to share their voice and shape the future of **icandance**.

Dance online Challenge

Our youth dance company took part in the UDance online Challenge creating an online dance to share. We had lots of fun creating 'The Dance of Hope' which gave the dancers focus and supported connection as they created the piece through lockdown. Here is their performance piece: <https://youtu.be/ig0NZyhPKfA>

Dance Party

Due to the pandemic we were unable to come together as a community and celebrate with our annual performance. Desiring to still connect our community we hosted various Dance Parties for families to come together and celebrate a great term of dancing together. We had lots of fun with bright colours, disco lights, and song requests from dancers.

Online working

Finding creative ways to work online has offered **icandance** some new and exciting opportunities. It has offered us new ways of working with families and as a Team, helping us to shape our offer even further making learning and opportunities more accessible for all. The online working also offered us the opportunity to engage families more as parents became their child's dance partner and their home a theatre! The online sessions allowed us to work with both the dancer and their parents to engage with the **icandance** approach.



Parent engagement with monitoring

We completed the first full year of applying our bespoke monitoring system, which completed with online meetings with parents and Team members to reflect together on each dancer's experience through the year. Parent and Team feedback completed our monitoring which was then shared with each parent and forms the basis of next year's monitoring cycle.

Annual Community Gathering

A special event when all members of our community gather together with common purpose in understanding the impact, progress and goals of **icandance**. This year in particular we list the evening as a highlight due to hearing the voices of the dancers and volunteers.





ican dance
believe it



LOOKING AHEAD TO 2020-2021

We are conscious that we are still managing the charity and the families' needs whilst working through the pandemic. We will remain continuously vigilant to the risks both physically and financially this poses for **icandance**. We will also:

- Encourage the dancers' voice more in all that we do, especially in the monitoring of their own development at **icandance** and the shaping of what we offer.
 - Formalise a training system specifically for Team members but that can also be shared with other organisations
 - Further research and present clarity around the **icandance** model specifically the strength of the use of Dance Movement Psychotherapy and the impact on wellbeing, learning and creativity.
 - Continue to explore **icandance**'s approach to supporting the parents and carers of disabled children and young people.
 - Develop additional partnerships with the wider artistic community to offer greater opportunity for dancers at **icandance**.
-

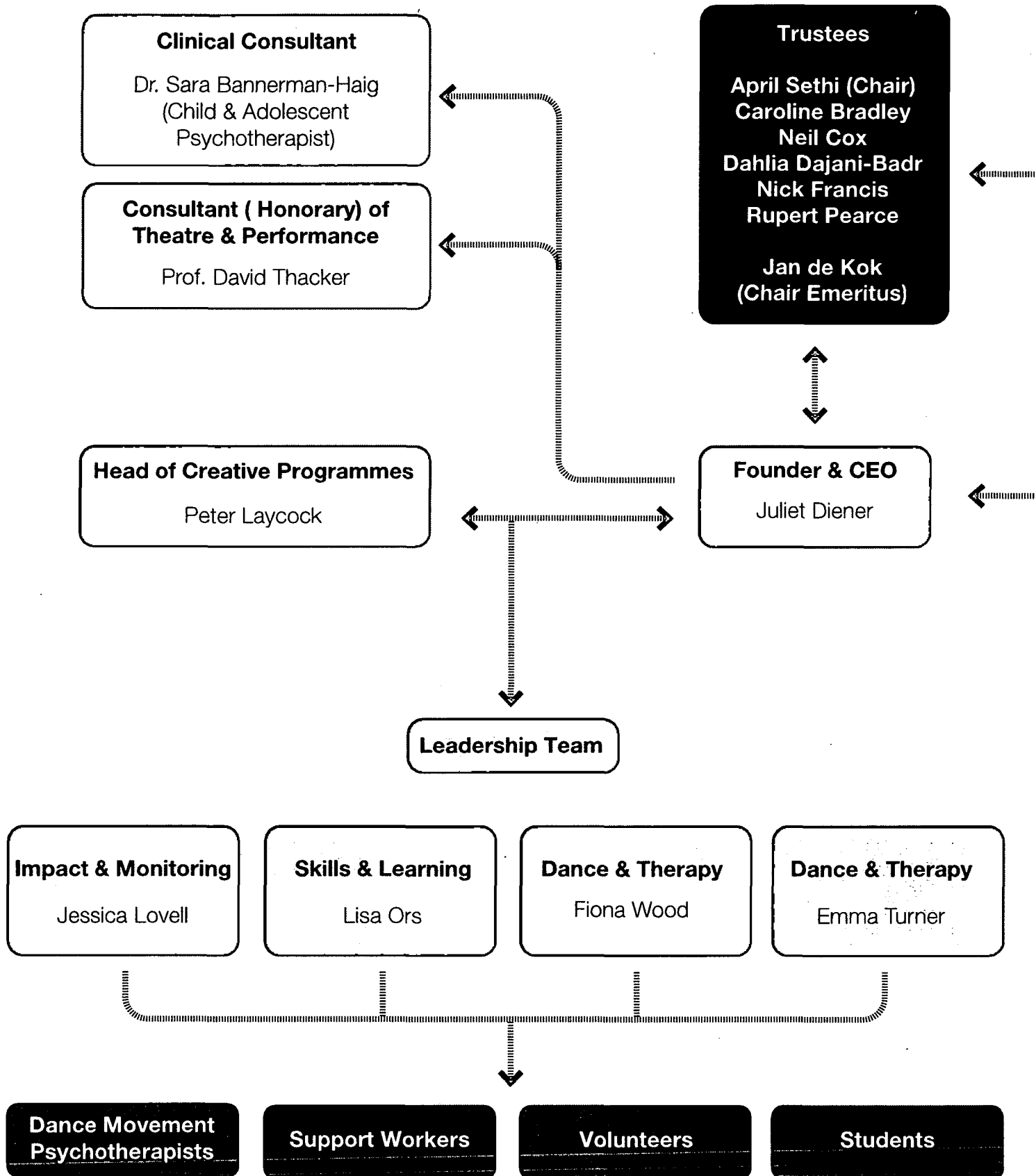


SPECIAL THANKS TO OUR FUNDERS WHO HAVE MADE THIS WORK POSSIBLE

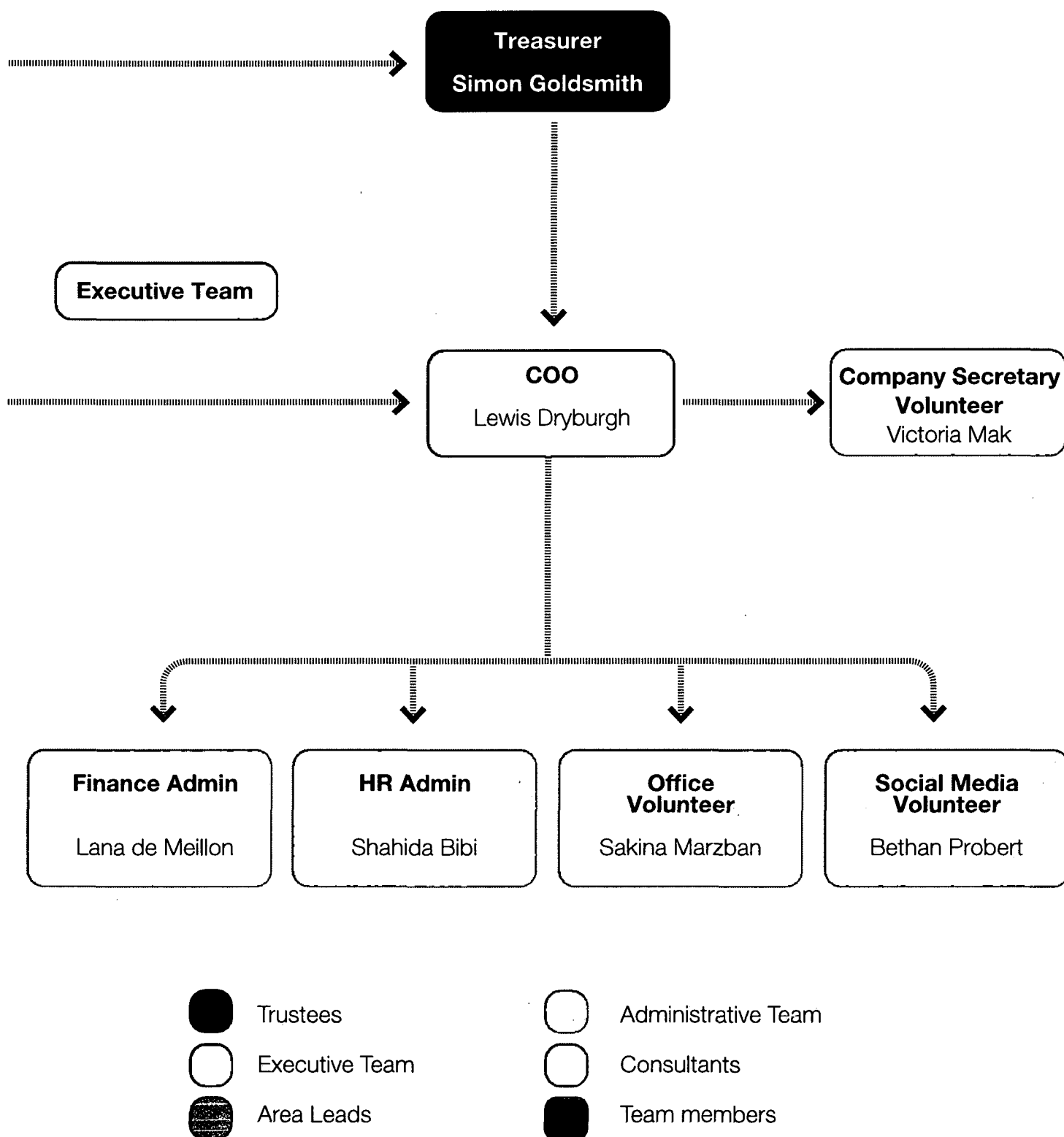
Arc Dance Academy Charity Performance	South East Dads
Arts Council England	Sport England
Brian Murtagh Charitable Trust	The Borrowes Charitable Trust
City Bridge Trust	The Austin Hope and Pilkington Trust
The Family of Ariella Meyer	The Charlotte Dove Performing Arts Trust
Jan & Moira De Kok	The Warren
John Cook	The Worshipful Company of Basketmakers
John Lyon's Charity	Waitrose Community Giving
Kropifko Charitable Trust	Wednesday's Child
Maxine Sinnott	Wyllyotts Theatre & Cinema
Mrs Smith and Mount Trust	

WITH GRATEFUL THANKS TO ALL OUR TEAM MEMBERS, MANY OF WHOM VOLUNTEER THEIR TIME AND SKILLS

Juliet Diener	Sakina Marzban
Lewis Dryburgh	Victoria Mak
Peter Laycock	Constance Novis
Fiona Wood	Goretti Barjacoba
Emma Turner	Antigone Ikkos Serrano
Lisa Ors	Sophie Shieff
Jessica Lovell	Chih-Heng Chao
Lara Hill	Sabrina Davis
Annemarie Bos	Georgia Laco
Maria Troupkou	Elma Jakupovik
Maria Goncalves	Anna Canziani
Noelia Martinez	Lana de Million Malard
Carol Victoria	Shahida Bibi
Edd Mitton	Celia Chai Yu
Bethan Probert	Radha Joshi
Morgane Lapeyre	Phoebe Wei Yun Hsieh
Ivan Rodriguez	Nicole Portelli
Ourania Sitra	Nanar Sarkisian
Yasmin Gal	Siji Wang
Tejee Bains	Lisa Rachel Brown
Cyndey Bailey	Isis de Carvalho
Agnes Dewhirst	
Caterina Laschke	And special thanks to Dr. Sara Bannerman-Haig, Caroline Frizell and Prof. David Thacker for their specialist consulting skills shared generously with icandance.
Jennifer Simao	
Louise Schofield	
Styliana Charalampous	
Maria Brauburger	



ORGANISATIONAL CHART



FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2020

Charity Name	ICANDANCE
Governing documents	Memorandum and Articles of Association
Charity registration number	1137695
Company registration number	7168545
Registered Office address	Green Man Community Centre, Strawberry Vale, Finchley, N2 9BA

Directors and Trustees

The Directors of the charitable company (the Charity) are also the Trustees for the purpose of charity law. The Trustees serving during the year and since the year end were as follows:

Mrs A Sethi	Chair
Mr J De Kok	(resigned 10 January 2020)
Mr S Goldsmith A.C.A.	Treasurer
Mr N Francis	
Mr N Cox	
Mrs C Bradley	
Mr R Pearce	
Mrs D Dajani	(appointed 13 March 2020)

Company secretary	Mr L M Dryburgh
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Bankers	Barclays Bank PLC 11 Bruton Street Mayfair London W1J 6PY
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In preparing this report, the Trustees have taken advantage of the small company exemptions provided by section 415A of the Companies Act 2006.

By order of the Trustees



April Sethi
(Interim Chair) 9th November 2020

FINANCIAL OVERVIEW

Income generated decreased to £152,077 (2019 £237,754) and expenditure also decreased to £165,897 (2019 £184,514). The total resources expended during the year have been in furtherance of **icandance**'s charitable objectives.

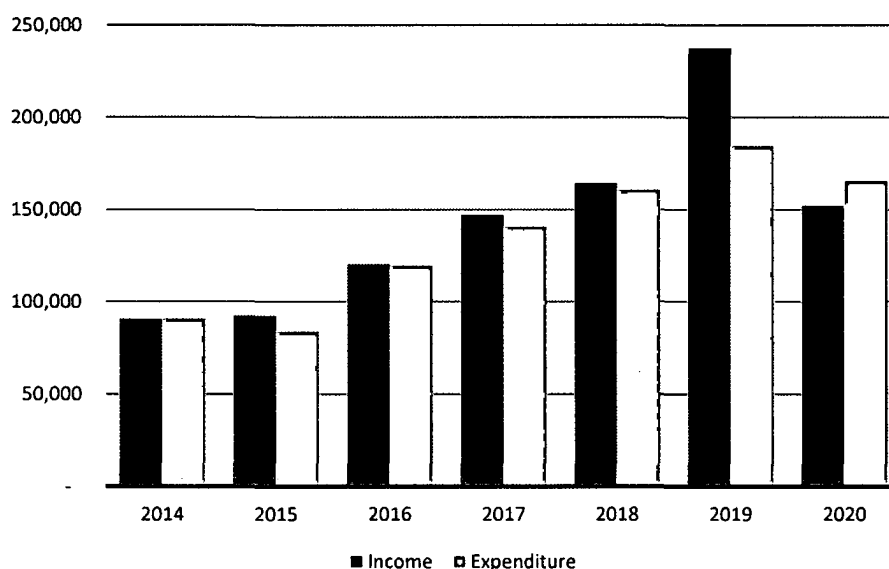
Cash balances increased to £123,398 (2019 £120,950).

At the end of this period there is an unrestricted surplus of £83,396 (excluding designated reserves). The Trustees' intention is to retain reserves covering between 4 to 6 months running costs and they are of the opinion that this is an appropriate level of surplus and reserves generation and use.

Reserves are also underpinned by liquid cash balances, which provide essential working capital funding for day-to-day operating costs, supporting the delivery of the organisation's objectives in an efficient and cost-effective way.

Free reserves is a useful proxy for liquidity and working capital management as well as a recognised indicator in the sector when reported in 'weeks of expenditure'. The current level of free reserves represents 22 weeks (2019 21 weeks) of total resources expended.

The Trustees are therefore of the opinion that the level of reserves is acceptable and will provide a sufficient buffer for **icandance**. On this basis, the Trustees also consider that the charity has adequate resources to continue operating for the foreseeable future.



INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 JULY 2020

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 31 July 2020.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the trustees of the Charity (who are also the directors of the company 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 for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b)) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.



Lee Facey

For and on behalf of

Lubbock Fine

Chartered Accountants & Statutory Auditors

Paternoster House

65 St Paul's Churchyard

London EC4M 8AB

Date: 18th November 2020

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For year ended 31st July 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Income and endowments from:					
Donations and legacies		22,901	-	22,901	49,577
Charitable activities:					
<i>Parental and Local Authority contributions</i>		26,474	-	26,474	41,607
<i>Grants</i>		12,500	77,760	90,260	131,188
<i>Workshops and other classes</i>		-	11,323	11,323	9,171
Other - <i>Fundraising events</i>		1,119	-	1,119	6,211
Total income	3	62,994	89,083	152,077	237,754
Expenditure on:					
Raising funds		14,277	-	14,277	15,682
Charitable activities		56,339	89,083	145,422	162,615
Other- <i>Governance Costs</i>		6,198	-	6,198	6,217
Total expenditure	3 & 4	76,814	89,083	165,897	184,514
Net (expenditure) / income and net movement in funds		(13,820)	-	(13,820)	53,240
Reconciliation of funds					
Total funds brought forward		110,689	-	110,689	57,449
Total funds carried forward		96,869	-	96,869	110,689

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

All income and expenditure relates to continuing activities.

BALANCE SHEET AS AT 31ST JULY 2020

	Note	2020 £	2019 £
Fixed Assets			
Tangible assets	7	517	478
Current Assets			
Debtors	8	1,782	14,437
Cash at bank and in hand		123,398	120,950
		<u>125,180</u>	<u>135,387</u>
Liabilities			
Creditors: Amounts falling due within one year	9	(28,828)	(25,176)
Net Assets		<u>96,869</u>	<u>110,689</u>
The Funds of the charity:			
Unrestricted funds		83,396	83,689
Restricted income funds	11	-	-
Designated Funds	12	13,473	27,000
Total charity funds:		<u>96,869</u>	<u>110,689</u>

a. For the period ending 31 July 2012 the company was entitled to exemption under section 477(2) of the Companies Act 2006.

b. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

c. The directors acknowledge their responsibility for:

- i. ensuring the company keeps accounting records which comply with Section 386; and
- ii. Preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial period, and of its profit and loss for the period, in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as applicable to the company.

d. These accounts have been prepared in accordance with the provisions applicable to the small companies regime.

The accompanying notes are an integral part of these accounts.

The financial statements were approved by the Trustees on 9th November 2020 and signed on their behalf by:



April Sethi (Interim Chair)

Company Number: 7168545

NOTES TO THE ACCOUNTS

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently in dealing with items considered material in relation to the financial statements.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006 and applicable accounting standards, and follow the recommendations of Accounting and Reporting by Charities - Statement of Recommended Practice (FRS 102 SORP 2019) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). icandance meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared on the going concern basis which assumes that current and future sources of funding and support will be more than adequate for the charitable company's needs.

Due to Covid-19 the charity has reduced expenditure where possible, furloughed non-essential staff and applied for emergency funding. Given the level of receipts expected from multi-year grants, parents' fees and pledged donations the Trustees are confident that sufficient funding will be raised to continue with the current level of operations. This will be monitored very closely and additional cost savings have been identified should it prove necessary to make further cuts.

b) Income

All income is accounted for when the charity has entitlement to the income, it is probable that the income will be received and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of donations and is included in full in the Statement of Financial Activities when receivable.

Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the income.

Legacies are included in full in the financial statements when there is sufficient evidence to provide the necessary certainty that the legacy will be received, and the value of the incoming resources can be measured with sufficient reliability.

c) Expenditure and irrecoverable VAT

Expenditure is recognised on an accruals basis when a liability is incurred, as soon as there is a legal or constructive obligation committing the charity to the expenditure. Expenditure includes any VAT, which cannot be recovered, and is reported as part of the expenditure to which it relates.

d) Fund accounting

Unrestricted and Designated funds are available for use at the discretion of the Trustees to further any of the charitable objectives of the charity. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to conditions imposed by the donor or through the terms of an appeal.

e) Fixed assets

Fixed Assets (excluding investments) are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases are estimated at 3 years.

f) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their amortised cost.

g) Debtors

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

h) Creditors

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

i) Bank

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

2. Legal status

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10.

3 Comparative Analysis of income and Expenditure

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Income and endowments from:			
Donations and legacies	49,577	-	49,577
Charitable activities:			
<i>Parental and Local Authority contributions</i>	41,607	-	41,607
<i>Grants</i>	78,400	52,788	131,188
<i>Workshops and other classes</i>	-	9,171	9,171
<i>Other - Fundraising events</i>	6,211	-	6,211
Total income	175,795	61,959	237,754
Expenditure on:			
Raising funds	15,682	-	15,682
Charitable activities	100,656	61,959	162,615
Other- Independent Examiner's fee	6,217	-	6,217
Total expenditure	122,555	61,959	184,514

NOTES TO THE ACCOUNTS (CONTINUED)

4. Analysis of expenditure

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Governance costs:				
Independent examiners fees	1,513	-	1,513	1,440
Other Governance Costs	4,685	-	4,685	4,777
Charitable activities:				
Staff costs	40,810	78,836	119,646	118,172
Premises	8,985	9,288	18,273	30,154
Marketing & communications	2,318	-	2,318	1,884
General support costs	4,226	959	5,185	12,405
Costs of raising funds	14,277	-	14,277	15,682
	76,814	89,083	165,897	184,514

5. Analysis of staff costs

	2020 £	2019 £
Salaries and wages	73,820	76,456
Social security costs	2,070	2,180
Pension Costs	1,170	1,025
Staff Training	1,872	2,242
Temporary & contract staff costs	40,714	36,269
	119,646	118,172

The average monthly head count was 7 staff (2019: 6 staff) and the average number of full-time equivalent employees in the period was 2 staff (2019: 2 staff).

No employees had employee benefits in excess of £60,000 (2019: nil).

6. Taxation

icandance is a registered charity and therefore is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

7. Tangible Fixed Assets

	Computer equipment £	Office equipment £	Total £
Cost			
At 1 Aug 2019	1,429	1,273	2,702
Additions	468	-	468
Disposals	-	-	-
At 31 Jul 2020	1,897	1,273	3,170
Accumulated Depreciation			
At 1 Aug 2019	1,119	1,105	2,224
Disposals	-	-	-
Charge for the period	261	168	429
At 31 Jul 2020	1,380	1,273	2,653
Net Book Value			
At 31 Jul 2020	517	-	517
At 1 Aug 2019	310	168	478

8. Debtors

	2020 £	2019 £
Trade debtors	967	4,567
Prepayments and accrued income	815	9,870
	1,782	14,437

9. Creditors: Amounts falling due within one year

	2020 £	2019 £
Creditors	6,813	8,684
Accruals and deferred income	22,015	16,492
	28,828	25,176

10. Trustee remuneration, Employee Benefits & related party transactions

1. None of the Trustees have been paid any remuneration, were reimbursed for expenses or received any other benefits from an employment with the charity or a related entity in either the current or prior year.
2. The key management personnel of the charity comprise the Principal and Operations Manager whose remuneration totalled £51,473 (2019 - £54,245).

NOTES TO THE ACCOUNTS (CONTINUED)

11. Restricted incoming funds

	1 Aug 2019 £	Resources £	Resources £	31 Jul 2020 £
Disability Dance Group	-	89,083	(89,083)	-
	-	89,083	(89,083)	-

	Balance at 1 Aug 2018 £	Incoming Resources £	Outgoing Resources £	Balance at 31 Jul 2019 £
Disability Dance Group	-	53,959	(53,959)	-
Performance Fund	-	8,000	(8,000)	-
	-	61,959	(61,959)	-

Restricted Funds:

Restricted Funds:

These comprise donations and grants received for the specific projects that the charitable company administers and are as follows:

Disability Dance group:

Amounts received specifically to meet the costs of a disability dance group, which the Charity hosts.

Performance fund:

Amounts received specifically to meet costs to present an annual performance of the Charity.

12. Unrestricted Funds

	Balance at 1 Aug 2019 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance at 31 Jul 2020 £
Designated					
Disability Dance Group	20,000	-	(8,289)	-	11,711
Strategic Development Fund	7,000	-	(5,238)	-	1,762
Unrestricted					
General funds	83,689	62,994	(63,287)	-	83,396
	110,689	62,994	(76,814)	-	96,869

	Balance at 1 Aug 2018 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance at 31 Jul 2019 £
Designated					
Disability Dance Group	-	-	-	20,000	20,000
Strategic Development Fund	-	-	-	7,000	7,000
Unrestricted					
General funds	57,449	175,795	(122,555)	(27,000)	83,689
	57,449	175,795	(122,555)	-	110,689

Designated Funds:

Have been set aside by way of a transfer from general funds by the Trustees as follows:

- The Disability Dance Group Fund has been designated to provide additional dance classes including a Youth Dance Company, Young Ambassadors group, a Nurture Group and an Alumni Group.
- The Strategic Development Fund has been designated as part of the charity's long-term strategic plan to enable the charity to support both its ongoing activities and its growth programme in the future.

13. Analysis of net assets between funds – current year

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted Income Funds	517	82,879	83,396
Designated Funds	-	13,473	13,473
Total Funds	517	96,352	96,869

Analysis of net assets between funds – prior year

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted Income Funds	478	83,211	83,689
Designated Funds	-	27,000	27,000
Total Funds	478	110,211	110,689

14. Related party transactions

There were no related party transactions in the current or prior year.



[instagram.com/icandanceuk/](https://www.instagram.com/icandanceuk/)



twitter.com/icandanceuk/



[facebook.com/icandanceuk/](https://www.facebook.com/icandanceuk/)



https://youtu.be/1Z_tpzzJ9M



Photographs by Fiona Bailey
and Esther Serrano



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Charity Registration: 1137695