

2022-2023

AWA DANCE REPORT



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Letter from our Director

As the Founder and Director of AWA DANCE, it is a pleasure to write a welcome message for our third charity report. Our work this year has put an increase emphasis on two areas: research and girl engagement. We have met and worked with girls whose drive, dreams and passions have inspired the whole team, and made us understand that our mission to empower their aspirations is worth it. In this respect, taking part in the Festival of the Girl in London was one of our highlights, interacting with nearly 1000 girls.



I'm especially proud of our research on "Gender Balance in the UK Dance Sector" the first piece of work of this kind to track the artistic, executive and board positions of the nationally funded organisations. We developed this research with the support of Coventry University and the guidance of Dance Data Project a US organisation fighting for a more equitable dance sector in North America. This partnership with both organisations has helped us lead the way in the UK and we hope to keep on building the research portfolio for a sector that needs to reflect and find actions on how to support its women workforce to be truly inclusive.

We hope that by reading our annual report you will feel part of our journey and will feel closer to our AWA DANCE community.

AWA DANCE is the place where women and girls thrive as creative leaders, and we can't wait to keep building on what we do best: empowering ALL women and girls to be the leaders they want to be.

Warmest wishes,

A handwritten signature in black ink that reads "Avatâra".

Avatâra Ayuso
Founder and Director

Letter from our Chair

Now in its third year, AWA DANCE continues to grow its work, deepen its impact and lead by example in its mission to boldly support women and girls' leadership through dance. As Chair of the Board, it has been a privilege to work with Avatâra and our dedicated team of volunteers and freelancers over the last year.

As a small charity, we continue to punch well above our weight. This year has seen us deliver 5 leadership breakfasts, match 5 dance leaders with experienced industry mentors, and delivered 10 workshops to more than 1000 girls.

Crucially, we enhanced our research activities, working with partners at the University of Coventry's C-Dare programme to explore women's leadership in the dance sector, alongside body image issues young girls and women face in the sector. I am especially proud of the continued impact of our Let Them Eat Cake film, which has gone on to win four awards and selected for nine film festivals.

Looking ahead, we will continue our commitment to support women and girls' leadership, with a greater focus on working with schools in the midst of budget cuts and the growing cost of living crisis. These are challenging times for charities, too, and we're grateful for the generosity of our supporters without whom our work just wouldn't be possible.

To all who make our work possible – our team staff team and volunteers, supporters, partners, and the women and girls engaging with our work – a heartfelt thanks for being part of the AWA DANCE community.

With gratitude,



Asma Hussain
Chair of the Board of Trustees

Our Vision

is a world where every *woman and girl* is an empowered and brave leader, both in their personal and professional lives.

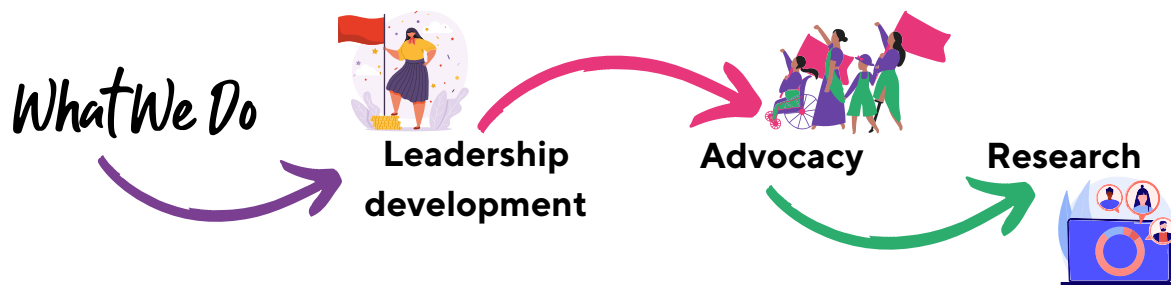


Our Mission

is to promote a new understanding of *Leadership* through dance, in safe spaces where women and girls become the change they want to see in the world.

Overview

AWA DANCE (Advancing Women's Aspirations with Dance) is a CIO (Charitable Incorporated Organisation) based in the UK, founded by the choreographer, Avatâra Ayuso. AWA DANCE is dedicated to the leadership development of all women and girls, using the transformative power of dance as the tool to empower their voices. We are also a network of creative, confident and inspirational leaders that contribute to the progress of the dance sector and 21st century society, by sharing and embodying our five core DANCE values: Dream big, take Action, Navigate the world, Create an artistic and leadership voice and Empower others.



Our Commitments

Intersectional Feminism



Our Values

Dream big,
Act now
Navigate the world
Create your artistic and leadership voice
Empower yourself and others



Gender equality



Sustainable Goal 5
United Nations



Our Team

Core Team

- Avatâra Ayuso: Founder and Director
- Anna Quiney: Programme Coordinator
- Vittoria Butti: Programme Administrator
- Ana Neve: Digital and Communications Officer
- Hannah Thomas: Fundraiser
- Sherisse Bislam: Dance and Leadership Facilitator

Associates

- Georgia Shire, Research and Impact Associate
- Melanie White, Research Associate

Board of Trustees

- Asma Hussain (chair)
- Andrew Hurst
- Monique Springer
- Rosa Maria Cisneros
- Arunima Kumar

40% of the team are of global majority



Leadership Development



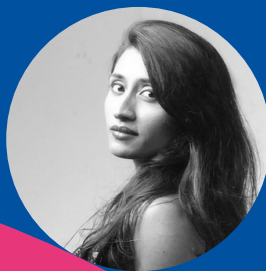
Leadership Breakfasts

A three-week Continuing Professional Development programme delivering weekly online two hour sessions focused on leadership development for all women in the dance sector. To finish the programme, a fourth session took place in London in an all-day, in-person event in London. This event was complete with workshops, inspiring talks, lunch and networking opportunities.



Mentoring Programme

The 7-month mentorship programme gives participants access to some of the most successful women in the UK dance sector. Participants receive one-to-one sessions with one of four matched mentors (based on their goals), group sessions and the opportunity to have individual time and feedback from our Director, Avatâra Ayuso. AWA DANCE provided participants with tailored information and resources including a private Facebook group to network with other participants. Our 2022 mentors were Anja Meinhardt, Arunima Kumar, Viviana Durante, Melanie Precious and Funmi Adewole.



Mentees 2022

Advocacy

International Day of the Girl

AWA DANCE celebrated International Day of the Girl by attending Festival of the Girl in London.. Throughout the weekend of October 8th - 9th, AWA DANCE delivered dance workshops with a focus on empowerment for all attendees. This festival hosted over 1000 girls and their families.

On International Day of the Girl,, October 11th, AWA DANCE hosted a series of inspiring videos and posts on their social media which had a combined total of over 1,500 views. Guests on these videos included founder and director Avatâra Ayuso, former Junior Ambassador Tara Darlami, board member Arunima Kumar, and her daughter Aishwarya. A celebratory badge for social media use and a celebration pack with activities was also available for download.



#International
Day of the Girl

October 11th 2022



Our vision

is a world where every woman and girl is an **empowered** and brave leader.



Our mission

is to advance the of women and girls transformative **power** to ignite the c want to see in th



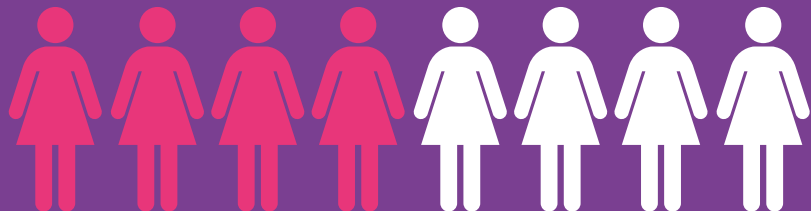
Research

The charity AWA DANCE in collaboration with Coventry University's C-DaRE is embarked on a research project exploring leadership in the UK dance sector, concentrating on gender balance in artistic, executive and board positions and the lived experiences of women in the sector

This medium-scale research developed in two stages:

1) Gathering quantitative data on nationally funded organisations across the UK for the financial period 2021-2022.

2) Gathering qualitative data on the lived experiences of women in the UK dance sector. 176 responses were collected from across the UK, allowing us to gather subjective perspectives and evidence of their experiences



87%
Of organisations with
band 3 funding
(£1,000,000 and
above) are led by men

Why women perceived a gender imbalance in leadership:

Patriarchal society	67%
Maternity/Motherhood	64%
Lack of supported infrastructures within organisations (e.g. affordability of childcare)	63%

Leadership Gender Balance in UK Dance Sector

To share the findings of this research project, AWA DANCE hosted a presentation for selected invitees on March 29th, 2023 in the Birmingham Hippodrome. This event was led by founder and Director Avatâra Ayuso, alongside Dr. Kathryn Stamp; together they went through the process of the research, the findings, and the next steps, which include a need for more research and an open call to be committed to equity in the dance sector.

The day was complete with refreshments and an inspiring, thought-provoking discussion among attendees.

The findings were then shared with the general public on April 3rd through a free online webinar.

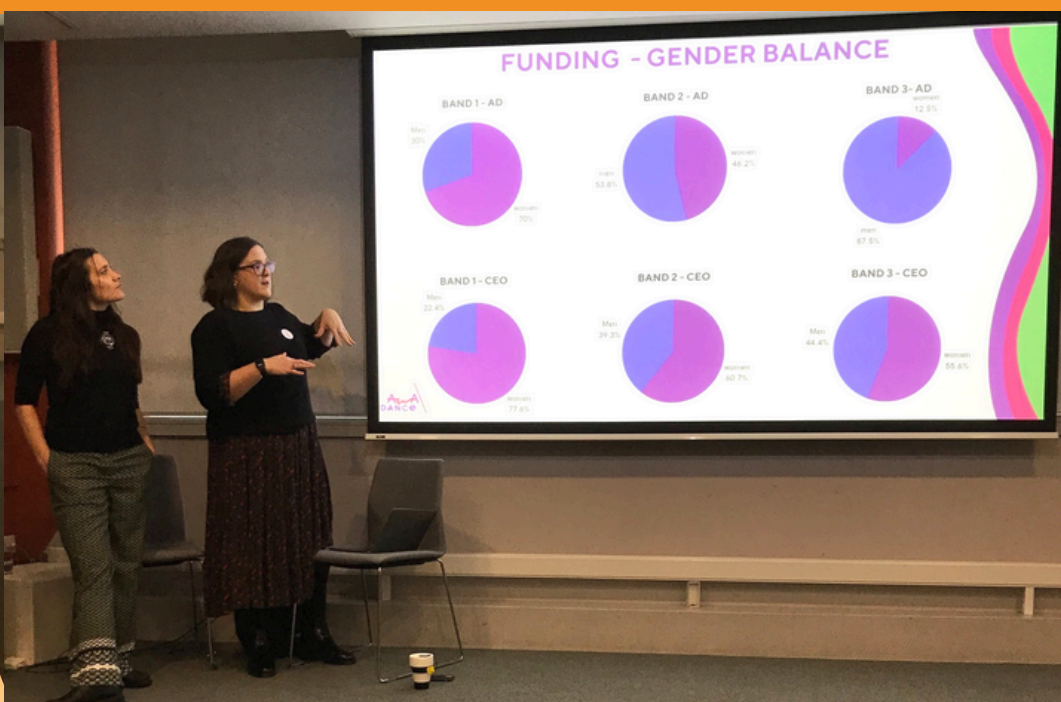
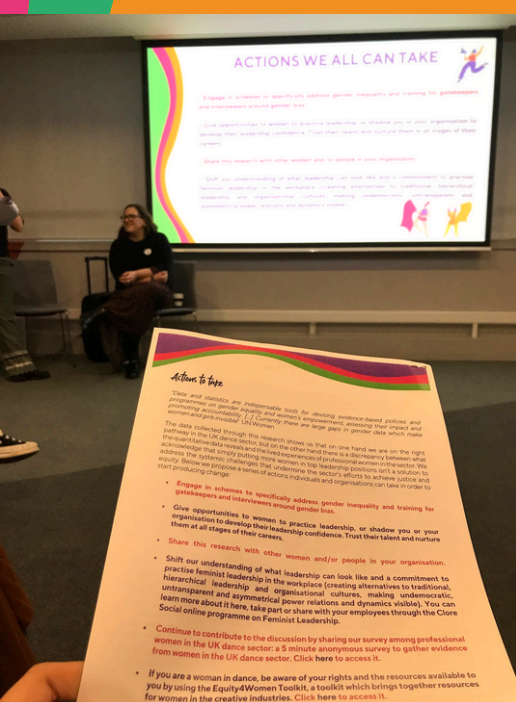


Find out more here

**WE ARE
COMMITTED
TO EQUITY**



in the UK dance sector



Our Participants

I did not know I was good at anything. No one had ever asked me before this workshop! I now know I can build on what I have already in me
- Workshop participant 2022

The most common words used by participants to describe how they feel post-session are 'empowered' and 'confident'

93% of participants would recommend AWA DANCE to a friend or colleague

I loved all the exercises and opportunities for different participants to speak out and ask questions. This made me feel connected with others and realise that I am not alone in some challenges or doubts that I might have.
- Leadership Breakfast Participant 2022

I think the workshop came at a great time so I know how to change my negative thought process to a more positive one - Workshop Participant 2022

The programme has helped me to nuance my concept of leadership-
Mentee 2022

My one-to-one mentor really understood where I am in my career, the wider context, and helped me to identify what to do next. This tailored feedback was invaluable- Mentee 2022

An open and welcoming space. It's great to meet and spend time with other women in dance who are interested in these discussions.
Leadership Breakfast Participant 2022

I loved the order of the class and the leaders were very inspiring. - Workshop Participant 2022

I had high expectations and they were met. I had the opportunity to network with others, to gain further knowledge about my practice and my wellbeing. I became excited about my future instead of feeling daunted by it.- Mentee 2022

We impacted
1325 participants
across our activities

Key Highlights

APRIL



Launch of mentoring
programme

MAY



Welcomed Fundraiser
into the team

JUNE



Film Let Them Eat
Cake! selected for 9
film festivals and
awarded 4 times

JULY

Day of the Girl
Workshop organised
at Pineapple Dance
Studios London



AUGUST

Workshops with
Swindon Dance



SEPTEMBER

OCTOBER



Participation in
Festival of the
Girl 2022

NOVEMBER

Virtual Leadership
Breakfast events



DECEMBER

In person Leadership Breakfast
in London



JANUARY

Lived Experiences survey
launched. Obtained 176
responses



FEBRUARY

MARCH

Research Project
Presentation of findings at
Birmingham Hippodrome

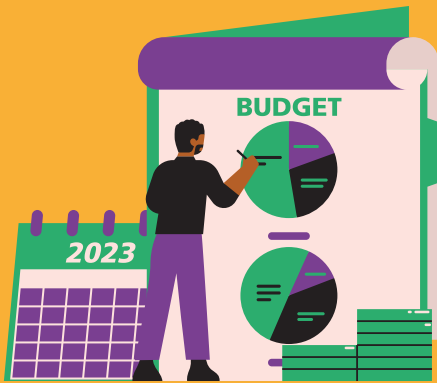
Our Goals for 2022-2023



Increase girl engagement



Increase educational activities in schools



Financial Sustainability



Become an Arts Awards Center (Trinity Laban)

Governance and Legal

AWA DANCE ('the charity') is constituted as a Charitable Incorporated Organisation. We registered as a charity on 28 February 2020. Our charity registration number is 1188235. Our registered address is Flat 12, The Limes, 25-27 St. Botolphs Road, Worthing, BN11 4HY.

The organisation is run and managed by a Board of Trustees who meet five times a year to review activities, the financial management of the charity and undertake all governance responsibilities for the charity. All Trustees give their time voluntarily and receive no benefit from the charity.

The Board of Trustees are responsible for the strategic direction and policy of the charity. The Board is made up of five Trustees with a variety of professional backgrounds relevant to the charity's work. The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Trustees

- Andrew Hurst Appointed on 28 February 2020
- Asma Hussain (Chair) Appointed on 28 February 2020
- Monique Springer Appointed on 19 November 2020
- Rosa Maria Cisneros Appointed on 8 March 2022
- Arunima Kumar Appointed 6 December 2022

Trustee recruitment

Trustees are recruited based on skills and experience required for the running of the charity. Apart from the first charity Trustees appointed on 28 February 2020, every Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees. In selecting individuals for appointment as charity Trustees, the charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Objectives & Activities

The object of AWA DANCE, as stated in its constitution, is, for the benefit of the general public, to promote and advance the education of the arts through the provision of dance and other training to women, including young women between 12 and 18 years of age ('the Beneficiaries') in such ways as the charity trustees think fit.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives. The charity is fulfilling its role by providing dance and leadership training through dance to beneficiaries identifying as women and girls over 12 years of age.

Accounts

AWA DANCE		Charity No	1188235	
		Company No		
Annual accounts for the period				
Period start date	1/4/2	To	Period end date	31/3/2023

Section A Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity

Income (Note 3)

Income and endowments from:

Donations and legacies

Grants (ACE, Trust, Foundations, etc)

Other trading activities

Investments

Separate material item of income

Other

Total

Expenditure (Notes 6)

Expenditure on:

Raising funds

Charitable activities

Separate material expense item

Other

Total

Net income/(expenditure) before tax for the reporting period

Tax payable

Net income/(expenditure) after tax before investment gains/(losses)

Net gains/(losses) on investments

Net income/(expenditure)

Extraordinary items

Transfers between funds

Other recognised gains/(losses):

Gains and losses on revaluation of fixed assets for the charity's own use

Other gains/(losses)

Net movement in funds

Reconciliation of funds:

Total funds brought forward

Total funds carried forward

Guidance Note

	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
S01	-	-	-	-	4,301
S02	-	52,164	-	52,164	33,250
S03	2,255	-	-	2,255	3,210
S04	-	-	-	-	-
S05	-	-	-	-	-
S06	-	-	-	-	-
S07	2,255	52,164	-	54,419	40,761
S08	-	1,247	-	1,247	-
S09	1,712	37,082	-	38,794	35,934
S10	-	-	-	-	-
S11	-	1,704	-	1,704	-
S12	1,712	40,033	-	41,746	35,934
S13	543	12,130	-	12,673	4,827
S14	-	-	-	-	-
S15	543	12,130	-	12,673	4,827
S16	-	-	-	-	-
S17	543	12,130	-	12,673	4,827
S18	-	-	-	-	-
S19	-	-	-	-	-
S20	-	-	-	-	-
S21	-	-	-	-	-
S22	543	12,130	-	12,673	4,827
S23	4,310	3,641	-	7,951	3,124
S24	4,853	15,771	-	20,624	7,951



Asma Hussain
Chair AWA DANCE

Funders and Supporters

**WE ARE INCREDIBLY
GRATEFUL TO OUR
PARTNERS, FUNDERS,
SUPPORTERS &
DONORS. OUR WORK
WOULDN'T BE
POSSIBLE WITHOUT
YOU**

Research Centre
Dance

Coventry
University 



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

