

ANNUAL REPORT & ACCOUNTS

2020
2021



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OUR MISSION



**WE EXIST TO
EMPOWER THE
FEMALE
LEADERS OF
TODAY, TO
NAVIGATE THE
CHALLENGES OF
TOMORROW**

**WOMEN AND GIRLS OF THE
WORLD, LET'S BE BRAVE,
LET'S SUPPORT EACH OTHER,
LET'S ADMIRE EACH OTHER,
LET'S BELIEVE IN
OURSELVES. LET'S BE THE
BEAUTIFUL CREATURES WE
KNOW WE ARE. LET'S STAND
TOGETHER, AND IN THE
PROCESS OF GETTING THERE,
LET'S DANCE TO LIFT OUR
SOULS,
OUR BODIES, OUR MINDS!**

**AVATÂRA AYUSO
(FOUNDER AND DIRECTOR)**

FROM OUR CHAIR & DIRECTOR



The first year of AWA DANCE has been an extraordinary time for our charity, the burgeoning community of women and girls we support, and for the world at large. We formed just before the outbreak of the COVID-19 pandemic and delivered a comprehensive programme of activities throughout multiple national lockdowns.

While facing the many challenges of having to deliver work remotely like many of our colleagues in the cultural and charity sectors, AWA DANCE was nonetheless in the unique position of not having to adapt existing in-person projects to meet the varying demands of delivering work digitally. Instead, thanks to our incredibly talented and innovative team of freelancers and volunteers led by our Director, every workshop, mentoring session, bootcamp and event has been shaped by the needs and ambitions of our community during the global pandemic.

Our dedication to nurturing the leaders of tomorrow has seen us deliver: 40 workshops; our first series of bootcamps engaging 42 women and girls over four days of intensive workshops; appoint 10 AWA DANCE Ambassadors to champion our work and projects across their networks; mentor five extraordinary women on their leadership journey; and host our inaugural Women in Dance Awards with 60 nominations from across the world, the first award going to the extraordinary talented choreographer and activist, Vicki Igbokwe.

Looking to the year ahead, our priority remains supporting our community of women and girls and developing their skills, experience and confidence as leaders. To achieve this we will focus on securing long-term funding to develop our organisational capacity, improve our digital resources, build on the success of our bootcamps and Women in Dance Award by engaging with more women and girls, and continue to evaluate and improve our impact to ensure we remain relevant to the communities we serve.

All this has been possible thanks to the generous support of our funders, volunteers, freelancers and the women and girls who have worked with us this last year. On behalf of AWA DANCE, heartfelt thanks for helping us set the bar high in our first year and joining us on our journey to empower the female leaders of today to navigate the challenges of tomorrow.

Asma Hussain (Chair)

Avatâra Ayuso (Director)

OVERVIEW



ABOUT THE CHARITY

AWA DANCE (Advancing Women's Aspirations with Dance) is a CIO (Charitable Incorporated Organisation) based in the UK, founded by the choreographer Avatâra Ayuso. It is dedicated to the leadership development of women and girls, using the transformational power of dance as the tool to empower their voices. Women and girls are astonishing creative forces of nature, whose energy and power can contribute to change in society. Our leadership approach to support this journey is guided by our five DANCE values.

D for **DREAM**: Dream high

A for **ACT**: Take actions to make your dreams and aspirations a reality

N for **NAVIGATE**: Lead yourself into the world

C for **CREATE**: Develop your artistic and leadership voice and share it

E for **EMPOWER**: Empower yourself and others to believe in their dreams

We work with a wide range of ambassadors and Junior Ambassadors to amplify the value of our work and engage with a variety of beneficiaries



OUR TEAM



The work of AWA DANCE is made possible by our talented part-time team of staff and volunteers



**FOUNDER AND DIRECTOR
AVATÂRA AYUSO**



**CREATIVE COORDINATOR
CHLOE HILLYAR**



**HEAD OF IMPACT AND
COMMUNICATIONS
KATHRYN STAMP**



**VOLUNTEER
SHERISSE BISRAM**



**PROJECT ASSISTANT
ORNELLA SALLOUM**



**WORK PLACEMENT
ANNA QUINEY**

OUR BOARD

**CHAIR: ASMA HUSSAIN
TRUSTEES: ANDREW HURST, GEORGE
KIRKHAM, MONIQUE SPRINGER,
TRACY ROSE**

KEY HIGHLIGHTS



IN 2020-2021 WE DELIVERED OUR FIRST PROGRAMMES:
LET'S FIGHT COVID 19 ONLINE INITIATIVE, MENTORING PROGRAMME, ONLINE LEADERSHIP BOOTCAMPS AND THE FIRST EVER WOMEN IN DANCE AWARD AT AN ONLINE GALA. THE NUMBER OF PARTICIPANTS AND BENEFICIARIES ARE AS FOLLOWS

BOOTCAMP PARTICIPANTS (WOMEN & GIRLS)

42

SPEAKERS AT THE BOOTCAMPS

11

BOOTCAMPS BURSARIES OFFERED

12

MENTEES

5

MENTEE APPLICANTS 2020

36

WOMEN IN DANCE AWARD GALA ATTENDEES

83

NOMINATIONS

60

NOMINEES

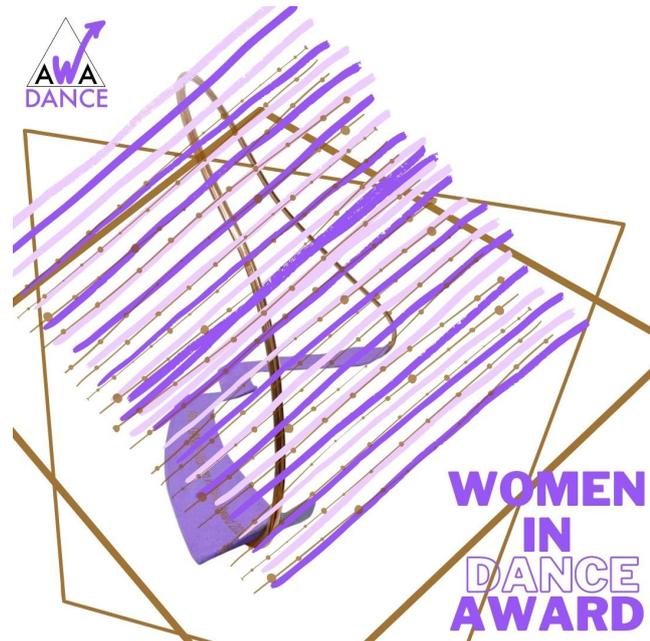
28

AWARD RECIPIENT

1

AWARD HONORABLE MENTIONS

2



JUNIOR AMBASSADORS

3

ADULT AMBASSADORS

7

PLACEMENT OPPORTUNITIES

2

VOLUNTEER OPPORTUNITIES

1

LET'S FIGHT COVID 19 ONLINE PARTICIPANTS

750 TS

SOCIAL MEDIA FOLLOWERS

1200

FEATURES IN NATIONAL PRESS

1



AWA DANCE PRESENTS

ONLINE LEADERSHIP BOOTCAMPS

26th, 27th, 28th February 2020

XXXXXXXXXX

BENEFICIARIES



WHAT DO WE MEAN BY WOMEN?

There is no wrong way to be

AWA DANCE is an inclusive charity that champions all who identify as a woman regardless of their assigned sex at birth.

You could be a: Ciswoman Transwoman OR...	...Non-binary Genderfluid Intersex OR...	...Gender-expression Gender-queer OR...
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...ANYTHING YOU WANT TO BE!

**We see you
We welcome you
We celebrate you!**

WHAT OUR BENEFICIARIES SAY

"I WOULD 100% RECOMMEND THE CHARITY'S PROGRAMMES! I THINK IT'S SO IMPORTANT FOR MORE PEOPLE TO FIND OUT ABOUT AWA BECAUSE IT REALLY HELPED ME AND I THINK IT COULD REALLY INSPIRE MORE PEOPLE"

“AWA DANCE HAS GIVEN ME DRIVE, DETERMINATION AND MOTIVATION”

“I CAN'T BELIEVE HOW MUCH I'VE LEARNT AND I AM SO THANKFUL FOR THIS EXPERIENCE”

“I'M SO EXCITED TO BECOME AN EMPOWERED WOMAN!”

STATISTICS

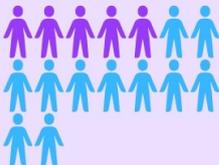


OVERALL



BENEFICIARIES FROM GLOBAL MAJORITY BACKGROUNDS

33%



OF GIRL PARTICIPANTS AT THE LEADERSHIP BOOTCAMP

31%



OF THE JUNIOR AMBASSADOR APPLICATIONS

38%



OF LEADERSHIP BOOTCAMP SPEAKERS

60%



OF THE AWA DANCE BOARD OF TRUSTEES

50%



OF THE AWA DANCE 2021 MENTORS

80%



OF AWA DANCE AMBASSADORS

18%



OF AWARD NOMINEES

25%



OF THE AWA DANCE TEAM



12 bursaries offered to women & girls

BENEFICIARIES WHO ARE DISABLED

25%



OF THE AWA DANCE TEAM

10%



OF THE BOOTCAMP SPEAKERS

12.5%



OF THE 2021 MENTORS



GLOBAL MAJORITY REFERS TO PEOPLE WHO HAVE BEEN CATEGORISED AS 'ETHNIC MINORITY'. IT INCLUDES, BUT IS NOT EXCLUSIVE TO, PEOPLE WHO ARE BLACK, ASIAN, BROWN, DUAL-HERITAGE, INDIGENOUS TO THE GLOBAL SOUTH. FOR 750 OF THESE BENEFICIARIES WE DON'T HAVE GLOBAL MAJORITY DATA

GOVERNANCE & 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
George Kirkham	Appointed on 28 February 2020
Tracy Kpemou	Appointed on 19 November 2020
Monique Springer	Appointed on 19 November 2020

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.

Objects & Activities

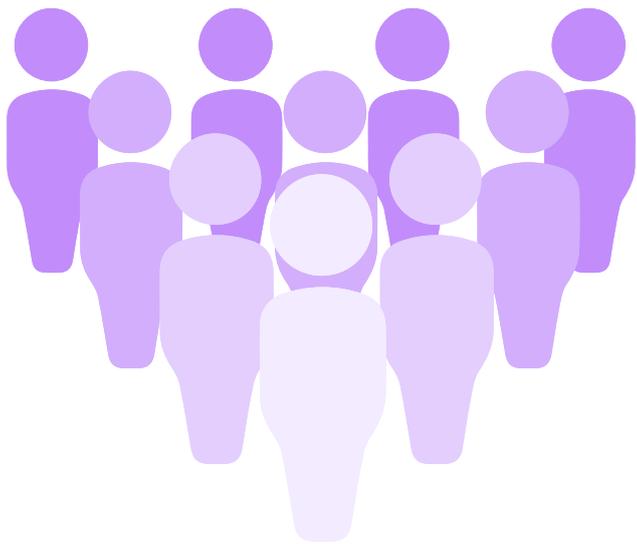
The object of AWA DANCE, as stated in its constitution, is, for the benefit of the general public, to promote and advance the education of the arts through the provision of dance and other training to women, including young women between 12 and 18 years of age ('the Beneficiaries') in such ways as the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

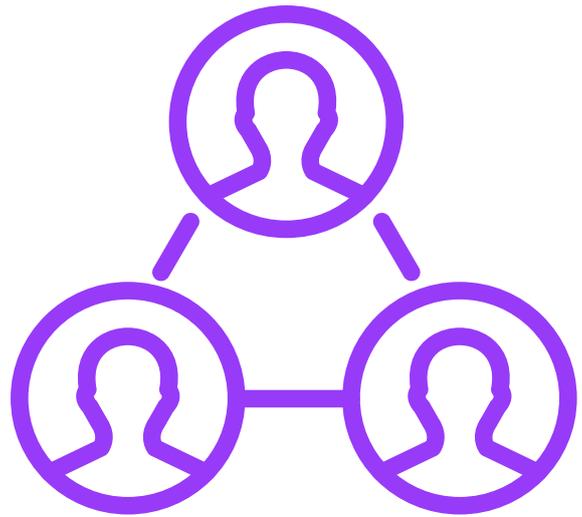
OUR GOALS FOR 2021-2022



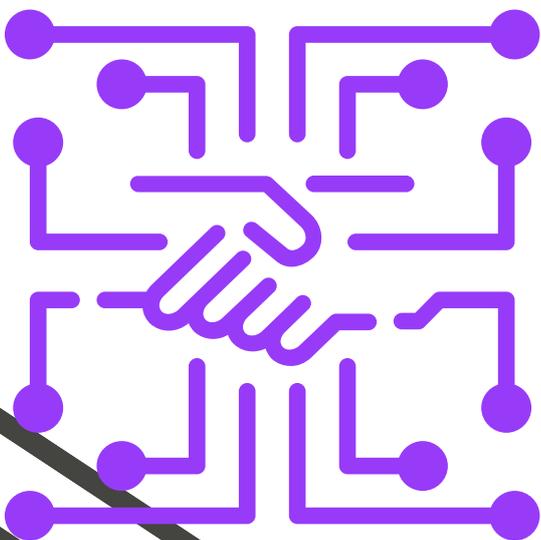
IMPACTING MORE WOMEN AND GIRLS



ORGANISATIONAL DEVELOPMENT



DIGITAL TRANSFORMATION



RESEARCH & IMPACT MEASUREMENT



ACCOUNTS



AWA DANCE	Charity No	1188235
Annual accounts for the period		
Period start date	1.04.2020	To Period end 01.04.2021

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

Recommended categories by activity	£	Unrestricted £ F01	Restricted £ F02	Endowment £ F03	Total funds £ F04	Prior year £ F05
Income (Note 3)						
Income and endowments from:						
Donations and legacies	S01	445	-	-	445	-
Grants (ACE, Trust, Foundations, etc)	S02	-	14,900	-	14,900	-
Other trading activities	S03	3,216	-	-	3,216	-
Investments	S04	-	-	-	-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	3,661	14,900	-	18,561	-
Expenditure (Notes 6)						
Expenditure on:						
Raising funds	S08	-	-	-	-	-
Charitable activities	S09	16,387	-	-	16,387	-
Separate material expense item	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
Total	S12	16,387	-	-	16,387	-
Net income/(expenditure) before tax for the reporting period						
	S13	- 12,726	14,900	-	2,174	-
Tax payable	S14	-	-	-	-	-
Net income/(expenditure) after tax before investment gains/(losses)						
	S15	- 12,726	14,900	-	2,174	-
Net gains/(losses) on investments	S16	-	-	-	-	-
Net income/(expenditure) Extraordinary items	S17	- 12,726	14,900	-	2,174	-
	S18	-	-	-	-	-
	S19	-	-	-	-	-
Transfers between funds						
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use	S20	-	-	-	-	-
Other gains/(losses)	S21	-	-	-	-	-
Net movement in funds	S22	- 12,726	14,900	-	2,174	-
Reconciliation of						
Total funds brought forward	S23	-	-	-	-	-
Total funds carried forward	S24	- 12,726	14,900	-	2,174	-

Signed on behalf of all trustees

Asma Hussain (chair)

Tracy Rose Kpemou (trustee)

Date of Approval
18th May 2021

FUNDERS & SUPPORTERS



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



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

**Creative
Academy**

CONTACT & SUPPORT US

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Registered Charity Number 1188235