

ASSESSMENT CATEGORY: Bridging Divides - Positive Transitions

Pan Intercultural Arts Limited

Adv: Geraldine Page

Base: Camden

Amount requested: £107,000

Benefit: London-wide

Amount recommended: £107,000

The Applicant

Pan Intercultural Arts (PIA) is an intercultural arts charity dedicated to the exploration of cultural diversity through the arts and how such work can inspire and implement social change. PIA works with young people and helps them to find a voice through drama, dance, music, writing and film. Since it was set up in 1986, PIA has engaged marginalised groups of individuals who are refugees/asylum seekers, survivors of trafficking, at risk of exclusion or youth violence through high quality arts practice. Its creative projects aim to increase self-confidence and social communication, give participants a voice to claim their place in society and identify pathways to positive futures.

The Application

PIA is seeking core funding over five years on a tapering basis (in line with your guidelines for Bridging Divides). The organisation's core services are eligible under your programme for Positive Transitions. Funding will be used towards the salaries of the Artistic Director, Company Manager and Development Manager, as these are not fully covered by other funders despite utilising full-cost-recovery where possible. These roles are essential for the efficient running of the organisation, systems and its Refugee Youth Arts Programmes, which include:

- *Amies London*: weekly drama-based workshops for 25 female survivors of trafficking.
- *Amies Choir*: weekly singing workshops for 25 female survivors of trafficking.
- *Amies Alumnae Choir*: former Amies Choir members are invited to join this group, which rehearses monthly and performs publicly.
- *Fortune*: weekly creative workshops for 25 young refugees aged 16-26, leading to performances.
- *Future*: weekly, creative workshops for 25 young refugees and unaccompanied asylum-seeking children.

The Recommendation

PIA workshops offer tailor-made activities and a supportive environment for beneficiaries to identify possibilities for their lives, grow in confidence, reflect on obstacles and how to overcome them, regain creativity and trust in others. Your funding towards core costs will greatly benefit the organisation and its beneficiaries by offering increased organisational stability for all projects.

£107,000 core funding over five years (£28,000, £28,000, £23,000, £18,000, 10,000) to provide a programme of arts-based activities to empower marginalised young migrants and survivors of trafficking to find their voices, rebuild their confidence and help them find pathways to more positive futures.

Funding History

Meeting Date	Decision
12/02/2014	4 days (value £1,500 plus travel costs) to undertake an eco-audit within Pan.
12/01/2012	£75,000 over three years (3 x £25,000) towards the organisation's two core salaries and on-costs.
26/03/2009	£25,000 for a third year's support for a youth arts project addressing issues of race, crime and identity.

Background and detail of proposal

It is clear that PIA's greatest asset is the group of hugely, creative, resourceful, diverse, resilient, multi-skilled young people it works with. Their ideas, experiences, needs and capabilities are the foundation and driving force in all PIA does. PIA projects are built by steering groups of past participants and content is created around current participants' input. Participants have the opportunity to be peer mentors and train as Artist Facilitators in future PIA programmes. It is also true that its participants suffer from trauma, loss, isolation or social disadvantage, which form barriers to them recognising their own strengths and potential. The people PIA supports are amongst the most invisible and disenfranchised in society. They do not sit as homogenous groups - they live in foster homes, hostels or low-quality housing, do not have English as a first language and have few friends or connections.

'With the number of victims identified rising year on year, the provision of high-quality and holistic support which places the needs of the individual at its heart is more important than ever before'. (Human Trafficking Foundation 2018). The Independent Chief Inspector of Borders and Immigration 'best interests' report Dec 2017, state asylum-seeking children need help to be 'given a voice' and the period around 17-18 years is a 'critical time' of 'uncertainty' and 'distress'. 'Refugees without Refuge' reports 'high levels of isolation' and 'loneliness' (Refugee Council 2018).

In the past year Pan's Amies Freedom Choir has performed publicly at the Old Bailey, Tate Britain and as part of the World Environment Day for BNP Paribas. Their performances are of a very high quality, demonstrating skill and achievement whilst sharing beautiful, intercultural music to audiences who would not necessarily otherwise come into contact with it. PIA is a leader in its field, engaging young people from across faith and culture divides to address issues of common concern through art and theatre. Its work is thought-provoking, and experience shows that putting the young people in the lead of project development keeps the work fresh and relevant to contemporary issues of concern.

Financial Information

PIA is well run and has a Development Committee of voluntary professional advisers and consultants advising its board on new areas of fundraising. It has recently secured a grant from the Lloyds Foundation which has enabled it to develop a business plan with a view to achieving financial resilience and strengthen organisation stability. PIA operates on a modest annual budget of around £300,000, of which currently more than 90% is received as restricted funding. This inevitably makes it difficult to cover all core costs or to plan more than a year at a time. There is a deficit on restricted expenditure for 2019/20 and should insufficient restricted expenditure be raised then some projects may not be able to proceed, or unrestricted funds will be used to cover the costs (as a year-end transfer). The reserves policy aims to cover 3-6 months overall expenditure and PIA is clear that it only undertakes a project when the funding has been secured. Your grant will

provide flexible resource to contribute to core costs. PIA is also seeking funding from other sources to enable it to deliver its ongoing projects costs.

Year end as at 31st March	2018 Examined Accounts £	2019 Draft £	2020 Budget £
Income & expenditure:			
Income	284,131	304,239	315,258
- % of Income confirmed as at 8/7/19	N/A	100%	82%
Expenditure	(306,282)	(303,014)	(316,188)
Total surplus/(deficit)	(22,151)	1,225	(930)
Split between:			
- Restricted surplus/(deficit)	261	(87)	(51,130)
- Unrestricted surplus/(deficit)	(22,412)	1,312	50,200
	(22,151)	1,225	(930)
Cost of Raising Funds			
	21,831	26,028	27,646
- % of income	7.7%	8.6%	8.8%
Total expenditure	306,282	303,014	316,188
Free unrestricted reserves:			
Free unrestricted reserves held at year end	65,456	66,768	116,968
No of months of total expenditure	2.6	2.6	4.4
Reserves policy target	50,000	50,000	50,000
No of months of total expenditure	2.0	2.0	1.9
Free reserves over/(under) target	15,456	16,768	66,968