



# Annual Report and Financial Statements

**For the Year Ended 31 August 2024**

Charity registration number: 1004122

Company registration number: 02590621 (England and Wales)

# Contents

CHAIR'S INTRODUCTION .....	2
REFERENCE AND ADMINISTRATIVE DETAILS .....	4
TRUSTEES' REPORT .....	5
STATEMENT OF TRUSTEES' RESPONSIBILITIES .....	19
INDEPENDENT AUDITOR'S REPORT .....	20
STATEMENT OF FINANCIAL ACTIVITIES.....	24
BALANCE SHEET .....	25
STATEMENT OF CASH FLOWS.....	26
NOTES TO THE FINANCIAL STATEMENTS.....	27

## CHAIR'S INTRODUCTION

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### CHAIR OF TRUSTEES

#### September 2023 – August 2024

This past year was a period of intense planning and development for Merton Music Foundation (MMF), in the context of significant change in the music education sector through the Hub Lead Organisation re-tendering process. Throughout this time, MMF continued to deliver an increasingly impactful and diverse programme of high-quality regular activity, special projects and events in schools and music centres across Merton. The Foundation's far reaching and inclusive provision was exemplified in March 2024 by a triumphant return to performing at the Royal Albert Hall for our biennial 'Music is for Life' concert with c. 1500 Merton children.

This year also saw the conclusion of a three-year improvement cycle, centred around the Foundation's Self-Evaluation and Improvement Plan (SEIP) 2021-2024. Trustees were pleased to review the final outcomes of this thorough process, which demonstrated a significant development towards the Foundation's aims, particularly in relation to being 'an inclusive cultural organisation'. Trustees have approved a one-year SEIP to be implemented between September 2024 – August 2025 in the context of a changing national landscape and the planned appointment of a new Chief Executive from January 2025.

It was another busy year of performances and special projects. We were delighted to return to the Wimbledon Championships with our senior concert band and jazz orchestra to perform for visitors at the semi-finals, as has been a tradition for the organisation for over two decades. Other highlights included our first youth-led summer festival event, 'Summer of Songs', coordinated ably by members of our Youth Council and a hugely successful tour to the Loire Valley in France for members of our guitar & string ensembles, choirs, concert bands and jazz orchestras.

We successfully adapted to new reporting requirements following the implementation of the new National Plan for Music Education, with positive feedback from Arts Council England in relation to the Foundation's performance. We were also pleased to begin delivery of 'Mini Musicians', an ambitious £250k two-year KS1 music partnership programme, founded on best inclusive principles and practice. The organisation responded quickly and adaptably to the national hub restructure, working closely in partnership with the six other existing HLO's in London Southwest to form a new entity, SWL Music, in order to navigate this transition whilst protecting funding for frontline provision with children and young people.

Looking ahead to 2024/25, more change is on the horizon as we adapt to a new national Music Hub structure and appoint a new Chief Executive, only the third person to hold this position in the Foundation's 34-year history. I am confident that MMF will continue to adapt and thrive, supporting children and young people locally to find their first notes and flourish as young musicians for many years to come.

Finally, I would like to thank my fellow Trustees for their support and input over these last 12 months. In recent years, we have successfully diversified our board membership in line with our efforts to be an inclusive cultural organisation and it is notable how much more insightful (and interesting) our board meetings have become since adding the new voices.

Signed: Edward Hickman

**Edward Hickman**

Chair of Trustees

Dated: 23 June 2025

## REFERENCE AND ADMINISTRATIVE DETAILS

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### MERTON MUSIC FOUNDATION

#### Trustees

Edward Hickman  
Emma Trevelyan  
Ian Bond  
Kenisha Fuller (appointed 25 Nov 2024)  
Kingsley Green  
Manish Solanki  
Mia Liyanage  
Prrajesh Varathan (appointed 25 Nov 2024)  
Rowena Maybury  
Sebastian Jones

#### Secretary

Mr L Meechan

#### Charity Number

1004122

#### Company Number

02590621

#### Registered Office

c/o Merton Abbey School  
High Path  
London  
SW19 2JY

#### Auditor

WSM Advisors Limited  
Connect House  
133-137 Alexandra Road  
Wimbledon, London  
SW19 7JY

## **TRUSTEES' REPORT**

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(INCLUDING DIRECTOR'S REPORT)

### **ANNUAL REPORT**

The trustees are pleased to present their annual trustees report together with the financial statements of the charity for the year ending 31 August 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The legal and administrative information set out on Page 3 forms part of this report. The Foundation's trustees, both current and those who served during the year, are noted on Page 3.

### **OBJECTIVES AND ACTIVITIES**

#### **Charitable Object**

*'To advance music education within a framework of the arts for the benefit of the public of the London Borough of Merton and elsewhere'.*

#### **Our Vision**

A borough where music resonates along the corridors of every school and echoes throughout the community. A place of aspiration where every child can find their first notes, make progress and flourish as a young musician.

We aim to be:

- A centre of learning and a musical launchpad, unlocking talent both now and in the future
- An asset to our community and an ambitious supporter of every child's creativity
- An inclusive cultural organisation - not just in what we say, but also in what we do

To achieve this, we must be DIVERSE:

Dynamic / Inquisitive / Values-Led / Effective / Resilient / Self-Accountable / Engaging

#### **Our Values**

- Commitment: We always aim for better. We encourage, challenge and support each other.
- Courage: We will be brave, persevere and take risks together.
- Joy: Music is for life - Music is life. Happiness should permeate everything we do.

#### **Our Mission**

Our mission is to encourage participation, enjoyment and achievement by providing the highest quality learning opportunities in music and the performing arts.

## **Music Hubs**

Music Hubs (Hubs) are groups of organisations working together in partnership to deliver high-quality music provision for all children and young people. Hub partnerships are coordinated by a Hub Lead Organisation (HLO), that is responsible for supporting, delivering and enabling the work of the Hub.

Music Hubs play a critical role in fulfilling the vision and goals as set out in the National Plan for Music Education (NPME), a document originally published in 2011 following a thorough review of music education undertaken by Darren Henley and later re-published in 2022 under its new title: 'The Power of Music to Change Lives'. The Music Hub programme is paid for using Department for Education funding and overseen by Arts Council England (ACE).

## **Hub Lead Organisation (HLO) Restructure**

During 2023-2024, Music Hubs in England underwent a process of reorganization reducing from 117 Hubs in 2023 to just 43 by September 2024 via a competitive process. In June 2023, DfE announced the revised Music Hub geographical areas, which included the creation of a new 'London Southwest' Hub encompassing the boroughs of Croydon, Hounslow, Kingston, Merton, Richmond, Sutton and Wandsworth.

During the year ended 31 Aug 2024, MMF collaborated with existing HLOs across the seven SW London boroughs to jointly bid to lead the London Southwest Music Hub. The seven services agreed to create a new company 'SWL Music' to act as the HLO to ensure a flat structure of leadership in which each organisation retains its sovereignty. Doing so limited the potential impact of the retendering process on resources available to the front-line via top-slicing of funding. SWL Music was incorporated and a Board of Directors appointed, with the Head of Service / Chief Executive of each of the seven consortium member organisations functioning as the non-voting Executive Leadership Team. 2023-24 was therefore the last year that MMF functioned as a Hub Lead Organisation, from September 2024 it will be a Local Delivery Partner and Consortium Member of the new Hub.

## **Performance Framework 2023-24**

During 2023-24, MMF undertook a self-evaluation against a new Performance Framework for Music Hubs devised by Arts Council England as part of its ongoing Funding Agreement requirements. The new framework identified seven Performance Areas. Each area was to be scored against the progressive ratings: 'Developing', 'Emerging', 'Engaging' and 'Stretching'.

Performance Areas (and MMF self-assessment, Sept 2023)

- Programme of Activity (Stretching)
- Quality (Engaging)
- Partnerships (Engaging)
- Schools (Engaging)
- Progression and Musical Development (Engaging)
- Inclusion (Stretching)
- Sustainability (Engaging)

MMF's self-evaluation scores were all approved by ACE with no amends. The Performance Framework will be reviewed and re-published for use by new HLOs in 2024-25.

### **National Plan for Music Education 2022 (NPME)**

The NPME introduces three aims and five strategic functions of Hubs, effective from Sept 2023.

#### **Aims:**

- Support schools and other education settings to deliver high-quality music education
- Support young people to develop their musical interests and talent further, including into employment
- Support all children and young people to engage with a range of musical opportunities in and out of school

#### **Strategic Functions:**

- *Partnership: Take a leading role in building a sustainable, local infrastructure for high-quality music education and music-making, in partnership with schools, early years and other education providers, community music organisations, and other regional and national youth music organisations and industry. Capture this offer in a Local Plan for Music Education.*
- *Schools: Support all state-funded schools in their area through ongoing relationships to help them deliver high-quality music education, including a quality curriculum support offer, specialist tuition, instruments and ensembles; and a broad range of progression routes and musical experiences for all pupils.*
- *Progression and Musical Development: Support children and young people to develop and progress with music, indulging into national or specialist opportunities, higher education and employment, so that the chance to be involved in high-quality music-making is shared more widely in our society. Support children and young people to access the wiser world of music, including live performance and community music.*
- *Inclusion: Drive broad access to music education, so every child has the opportunity to participate irrespective of their circumstances, background, where they live or their SEND.*
- *Sustainability: Ensure the strategic, financial, and operational sustainability of the Music Hub by: (i) supporting a dynamic and well-trained workforce, (ii) leveraging DfE funding to develop wider investment into young people's music from a range of sources and revenue streams; (iii) being accountable and transparent by publishing plans, needs analysis and impact data; and (iv) considering and acting on the Hub's environmental responsibilities.*

## 2023-24 Partners

The overriding aims of our partnerships continue to be to broaden and increase the opportunities for music making for all children and young people in the region, regardless of their background or personal circumstances; to make decisions on the basis of need and raise standards of provision to the highest levels possible.

2023/24 Partners List:

5 Aside	Lantern Arts Centre	Sing Up
ABRSM	London Music Fund	St John's Church
All England Lawn Tennis Championships	Merton Abbey Primary School	Sutton Music Centre
Attic Theatre	Merton Council	The Jack Lonergan Foundation
Black Lives in Music	Music Mark	The Sherwood School
Blues and Roots Ensemble	National Youth Choirs	The University of Roehampton
Canons House / Vestry Hall	New Wimbledon Theatre	Trinity College London
Clarion Housing	Open Orchestras	Wimbledon Bookfest
Crown Lane Studio	Orchestra of the Age of Enlightenment	Wimbledon Choral Society
Green Arts	Polka Theatre	Wimbledon College
Jazz at Lincoln Centre	RAM Productions	Wimbledon International Music Festival
Kings College School	Royal Albert Hall	Wimbledon Community Chorus

## Delivery

Executive responsibility for delivery rests with the Chief Executive and the Senior Leadership Team, which during 2023-24 was made up of three full-time employees and one part-time employee of the Foundation and to whom all other employees report either directly or indirectly.

Core team staff support the function of MMF through the administration team, stewards and middle leaders group. They all support the tutor workforce which numbers over 90 tutors from differing genres and instrumental families.

## Volunteers

We continue to work closely with our parents' charity the Friends of Merton's Young Musicians (FMYM). The Friends meet regularly to administer the affairs of their charity, to arrange fundraising events to support the work of Merton Music Foundation, and to help with concerts and other events provided by our charity.

During 2023-24 we further developed how MMF works with volunteers by embedding a Duke of Edinburgh scheme at our Saturday Music Centre, South Wimbledon and implementing a work experience placement scheme. Two young people joined us during this year on placements for work experience: supporting us with logistics of preparing instruments for the new academic year, whilst also developing their skills and experience in the workplace.

Volunteers supported many of the Foundation's concerts and events this year, notably by acting as Chaperones to comply with Child Performance Licensing requirements.

## **Delivering Our Charitable Purpose**

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in deciding what activities the charity should undertake for the following financial year.

Senior and middle leaders regularly review the Foundation's progress via its Self-Evaluation and Improvement framework. Twelve Strategic Priorities (SMART Objectives) are agreed for the year, mapped against the three central aims of our Vision. These are then distilled into an Action Plan which is updated and re-published online regularly.

We also regularly review our aims, objectives and activities annually through our Local Plan for Music Education via a Needs Analysis and regular reporting to Arts Council England. The review examines our achievements and the outcomes of our work over the past twelve months against a Performance Framework. It also looks at the success of each of the National Plan's Strategic Functions for Hubs and the benefits that have been brought to the various groups of people we work with. The review helps us ensure that our aims, objectives and activities remain focused on our stated charitable purpose.

Over the course of the year, we have had termly whole staff reviews across the organisation of our SMART Objectives and three-year self-improvement planning. This has enabled us to embed our Vision and Values and place that at the core of our charitable endeavors and with investment in our website, to make this more publicly transparent and visible.

2023-24 marked the end of a three-year improvement planning cycle. Self-evaluation scores demonstrated progress against all three core aims of MMF's Vision, with the most significant progress against the objective of being 'an inclusive cultural organization – not just in what we say, but also in what we do'. The averaged overall self-evaluation score rose from '6/10' in April 2021 to '8/10' in July 2024.

## **Public Benefit**

The Trustees of Merton Music Foundation have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

The Trustees believe that the organisation conforms readily to the public benefit requirements of the Charity Commission.

The reasons for this belief are characterized by our charitable objective: *"To advance music education within a framework of the arts for the benefit of the public of the London Borough of Merton and elsewhere"*, which clearly demonstrates public benefit in advancing and promoting the importance of music education.

The advocacy work that MMF does is of potential benefit to all individuals, schools and its partnership organisations, by helping to create a learning environment in which live music making can flourish and be available to participants and audiences in the local community that the charity serves.

The key focus for MMF's work: music education through a framework of the arts, are both defined within the Charities Act 2006 as charitable activities and as such both directly benefit the public.

The main activities of the charity, and those we try to help, are those for children and young people in and around the London Borough of Merton to whom we aim to provide musical opportunities of the highest standard.

All the Foundation's projects are centered on children and young people, some of whom are 'hard to reach', have additional needs, disadvantaged backgrounds or challenging circumstances.

Financial assistance is not just limited to students of families who qualify for assistance from the Free School Meals criteria. The Trustees recognise that there are many barriers young people face to participation, particularly young people from historically under-represented and marginalised groups. Medium/low-income families, above the threshold for income-based benefits are still contending with the rising cost of living, particularly in London. There is under-representation of people of Black Heritage, people that identify as LGBTQIA+, and people with additional learning needs in the wider music industry.

Building on MMF's 'Be More Charity' initiative, during 2023-24 Trustees approved the creation of a new charitable programme: TEMPO Fund (Training, Education, Musical Progression & Opportunity). TEMPO will be the overarching name given to the Foundation's financial assistance programme and its growing programme of activity to address systemic barriers to participation and historic under-representation of targeted groups.

The Trustees have therefore satisfied themselves that Merton Music Foundation meets the public benefit requirements and they confirm that they have taken due regard of the Charity Commission's general guidance on public benefit.



## **ACHIEVEMENTS AND PERFORMANCE**

### **Partnerships**

During 2023-24, MMF collaborated with its partners on a range of activity for the benefit of Merton children and young people, including:

- Our 'Music is for Life', Royal Albert Hall schools' concert took place in March 2024, reaching almost 1500 children from over 20 Merton schools. This is the first of these concerts the Foundation has delivered since the COVID pandemic, drawing on input from partners including the Orchestra of the Age of Enlightenment, Blues and Roots Ensemble, RAM Productions, The Jack Lonergan Foundation, National Youth Choirs and Crown Lane Studio.
- 'Mini Musicians' was devised and launched in 10 Merton primary and special schools. This two-year programme will be delivered in partnership with The University of Roehampton, Sing Up and Trinity College London, funded by Merton Council. Over 650 children have already benefitted from weekly specialist music teaching and a bespoke Scheme of Learning devised based on the Sounds of Intent framework. Over 300 children will be studied over the course of the programme in order to understand the impact of teaching on their musical and wider academic attainment.
- Provision at Soundwave, Mitcham continued to be developed in 2023-24 in partnership with The Jack Lonergan Foundation, including four fully funded free first access class groups including music technology and DJ teaching.
- The 'Friday Afternoon Blues' project with Kings College School was delivered, supporting over 40 children from both KCS and Merton Abbey Primary School to engage in a peer mentoring project focussed around jazz music and improvisation, culminating in performance.

### **Schools**

The Foundation maintains excellent relationships with all of Merton's maintained schools and engaged with 96% of schools during the 2023-24 school year via instrumental and/or whole-class teaching, CPD or project-work.

Locally, schools face increasing financial pressures and there has been a marked decrease in the number of music specialist teachers in Merton schools (currently, c. 20% of Merton Primaries have a music specialist compared to c. 60% in 2015). Nationally, schools have been encouraged to create School Music Development Plans (SMDPs) in response to the National Plan for Music Education. MMF worked to support schools on both of these fronts: through regular in person school visits and CPD / support sessions to audit provision; and via our 'In2Music' whole class teaching programme. MMF's first-access provision in schools continues to be delivered in an adaptable way, encompassing traditional models of Whole-Class Ensemble Tuition (WCET, now also known as Classroom Instrumental Learning – CIL) alongside General Musicianship delivery and Planning, Preparation and Assessment (PPA) release time for teachers. This flexibility helps to ensure wide participation in the programme and access to specialist provision in settings where this isn't available in-house, whilst also navigating increasingly stretched school budgets.

MMF delivered three Primary Music Coordinator Network Meetings (one per term) in 2023-24 and a Secondary Heads of Department professional development and networking event in partnership with Crown Lane Studio. Engagement in these sessions is consistent: 53% of primary music leaders attended at least one session with many school music leaders returning regularly. 47% of primary school music leaders didn't engage with these sessions, however in many of these contexts bespoke training was delivered in-school by MMF. We continue to liaise closely with schools to identify need and ensure programming is effective.

### **Progression and Musical Development**

1954 pupils participated in individual, small group or large group/class activities with MMF in 2023-24. A further 299 children and young people participated in an ensemble during this time. The Foundation delivered or supported whole-class instrumental and/or General Musicianship learning for 4515 children through weekly lessons of at least one term, with the majority participating in MMF-led direct delivery for the full academic year. Approximately 5,500 Merton school children participated in a MMF-led Special Project 2023-24. Therefore, during this year the Foundation reached an estimated 12,000 young people through its Programme of Activity.

Standards Achieved (pupils receiving individual or group lessons, via MMF):

Entry: Pre-level 1 RQF / Initial / Prep	935
Foundation: Level 1 RQF / Grade 1-3	571
Intermediate: Level 2 RQF / Grade 4-5	112
Advanced: Level 3 RQF / Grade 6 and above	63
Pupils for which the standard achieved is unknown	273
<b>Total</b>	<b>1954</b>

The Foundation continued to offer a range of Progression Routes to enable children and young people to 'find their first notes, make progress and flourish as a young musician', in-line with its Vision. This includes 21 ensembles delivered as part of our Music Centre provision. Ensembles are divided into strands (guitar, strings, voice, concert band, jazz ensemble, percussion group, rock/pop), with tiered levels to enable access and progression for learners of all abilities (beginner, intermediate, advanced). Music Technology and DJ provision continued to grow at our Soundwave site in Mitcham, with access to these groups fully subsidized by The Jack Lonergan Foundation. Four new rock & pop ensembles were created in 2023-24 under a new non-formal learning progression route, called 'Amplify'.

We continue to offer an instrumental hire service to both schools and individuals. C. 1000 instruments were loaned to Merton schools for first-access provision in 2023-24 and 538 instrument hire contracts were issued to individuals, with typically c. 200 instruments on loan to individuals at any given time. The Foundation maintains a stock of mostly beginner and intermediate instruments of various sizes, enabling learners to upgrade as they progress musically and grow. We continue to offer financial assistance based on Free School Meals eligibility for instrumental hire.

## **Inclusion**

We continue to prioritise our vision aim to be *'an inclusive cultural organization – not just in what we say, but also in what we do.'* Specific objectives linked to this in 2023-24 were: to review the Foundation's Financial Assistance offer; to diversify MMF's ensemble provision; to expand on subsidised and free-to-access programmes at Soundwave Music Centre in the East of the borough; and to meaningfully incorporate Youth Voice into strategic planning around environmental sustainability. Good progress was made against all these objectives, as outlined in our 2024-25 Action Plan.

We planned and launched 'Mini Musicians' this year, in partnership with Merton Council, Sing Up and The University of Roehampton. This innovative KS1 teaching programme will be delivered in 10 Merton primary and special schools over a two-year period reaching c. 650 children and encompassing a significant research study looking at pupils' musical and wider academic attainment. A bespoke Scheme of Learning has been developed by MMF, based on the Sounds of Intent inclusive framework of musical development and incorporating oracy-informed pedagogical approaches. Pupils will learn to play the melodica in groups and work towards achieving a Trinity Awards and Certificates in Musical Development (ACMD) inclusive accreditation. The programme was successfully delivered with many key learnings already supporting the Foundation's wider approach to inclusion.

Our Youth Council led on the delivery of a Summer festival event, showcasing performances from rock/pop youth acts, including young musicians who are external to MMF provision. This approach of facilitating and celebrating non-formal and youth-led music making is an important new strand to our provision and further supports best inclusive practice at MMF.

During 2023-24, a working group of core staff was established to review the Foundation's recruitment policy and interview matrix, to ensure inclusion is embedded at the heart of these processes. A new interview matrix was developed and has been deployed, ensuring questioning during and information before interviews is clear, accessible and ensures fairness to all candidates whilst adhering to the necessary levels of scrutiny under our Safer Recruitment process.

## **Sustainability**

To better support the Foundation's inclusion aims and ensure long term financial sustainability, during 2023-24 we established a new charitable fund in response to our financial assistance review and continued efforts under an initiative to 'Be More Charity'. TEMPO Fund (Training, Education, Musical Progress & Opportunity) was created with three core strands: continuing to offer a means-based discount at source (now to be known as 'TEMPO Fund Discount Scheme', previously 'Trust Fund'); establishing a series of Access and Progression Programmes, to address historic under-representation of key groups of people; and supporting the Foundation's ambitious programme of Special Projects and events. MMF was fortunate to be one of the Mayor of Merton's nominated charities in 2024, raising £10k to be put straight toward the new fund. Trustees are excited to see meaningful impact of the new fund in 2024/25 and beyond.

The Foundation's Youth Council were tasked with leading on the development of an Environmental Sustainability Strategy, which was presented to trustees by these young people at a meeting of the Board. The strategy and action plan have been implemented with regular reviews to take place in

2024/25, with continued involvement of the Youth Council in oversight of this important work and management of a new sustainability budget.

We were successful in running a crowdfunding campaign, linked to our Royal Albert Hall schools' concert event, which raised over £5k to enable families from low incomes to attend the event and support their child / young person.

We continued to deliver a programme of workforce development and training, including our annual Tutor Conference event in September, termly peer-led training and networking events, lesson observations and a new peer learning programme for tutors. Core staff received termly INSET training sessions and individual tailored training and support, including regular 'professional conversations' with their line manager. In the context of a shrinking music education workforce, the Foundation has begun planning around a new 'routes into industry' strand of provision, to support the next generation of musicians into roles as performers, composers, educators and backstage / industry positions.

### **Future Planning**

We continue to review and revise our Self-Evaluation and Improvement Plan and yearly Action Plan documents, in response to need. 2024-25 will be a period of great change for the organisation, both in terms of the national reorganisation of Music Hubs and due to the planned retirement of the Foundation's Chief Executive. Trustees look forward to continuing to develop and adapt the Foundation's strategic planning, activities and provision to ensure it meets its charitable objectives, guided by its vision for *Moving Music Forward* in Merton.

### **Other Priorities Include**

Over the coming year, we will continue to develop our non-formal progression route, 'Amplify', through increased participation in new rock/pop provision, work with our Youth Council and development of youth-led and open-mic performance opportunities. We aim to broaden this provision to incorporate a more developed 'routes into industry' strand, including signposting and career development opportunities for young people.

Environmental sustainability is an emerging priority for the Foundation, with initial priorities being around auditing and understanding the environmental impact of our activities and possible areas for improvement.

Continued development and integration of our Youth Council remains a priority going forward, ensuring that this group is representative of our community and authentically empowered to lead organisational change.

Completing delivery of the 'Mini Musicians' on-budget will be an ongoing priority in 2024/25, with our thoughts turning toward legacy planning and wider dissemination of learnings from this impactful and highly successful programme.

The Foundation will pilot an open access live electronic music group in 2024-25 as part of a project called 'Resonance Ensemble'. This new group will enable learning about best inclusive practice to be cascaded throughout MMF's programming and foster impactful new partnerships to develop the Foundation's inclusion agenda.

## **FINANCIAL REVIEW**

### **Income & Expenditure**

Merton Music Foundation enjoyed another successful year with a continued increase in instrumental/vocal lessons, large group/class participation and ensemble membership numbers. Turnover rose 23% to £1,818,300 from £1,475,558 during the previous year as a result of increased participation, fundraising strategies and income from the Mini Musicians project. As turnover increased, total expenditure of the charity increased as well from £1,475,011 to £1,831,629, an increase of 24%. There was a deficit of £13,329 at the end of the year. Restricted funds fell to £876 from £1,839.

### **Financial Position at Year-End**

The net assets of the charity remain at a healthy £211,793. This is a slight reduction from last year's figure of £226,640. The current net assets stand at £185,009 (previous year = £197,658). Cash balances showed a decrease at the year-end to £302,589 from £364,391 at the previous year-end. The financial position at the 31 August 2024 remains strong.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Merton Music Foundation is a charitable company limited by guarantee, incorporated on 12 March 1991 and registered as a charity on 11 September 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees, who are also directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Edward Hickman

Emma Trevelyan

Ian Bond

Kenisha Fuller (appointed 25 November 2024)

Kingsley Green

Manish Solanki

Mia Liyanage

Nicky Morgan (resigned 8 July 2024)

Prrajesh Varathan (appointed 25 November 2024)

Rowena Maybury

Sandra Vogel (resigned 8 July 2024)

Sebastian Jones

### **Trustee Induction and Training**

New trustee induction includes briefing them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making process, the Local Plan for Music Education and recent financial performance of the charity. During the induction process, they meet key employees and the other trustees. All trustees are encouraged to attend appropriate external training events to develop their understand of their roles as trustees and must complete regular Child Protection & Safeguarding training. New trustees are also given relevant documentation including recent important documentation on music education, management financial reports, meeting minutes and copies of the charity's annual Reports and financial statements.

## **Related Parties and Co-operation with Other Organisations**

MMF works closely with the Friends of Merton's Young Musicians (FMYM) (Charity No. 274493R). FMYM is the parents' association for our Music Centre activities, which are based at Merton Abbey Primary School. The Chief Executive serves in an ex-officio non-voting capacity on the management committee of FMYM.

## **Organisation**

The Board of Trustees meets termly to manage the affairs of the charity. The Board consisted of ten directors, from a variety of professional backgrounds, who are responsible for the overall strategic direction and policy of the charity. The Chief Executive manages the day-to-day operations of the charity, and as a delegated authority, within the terms of delegation approved by the trustee body, for operational matters including finance, employment and artistic related activity.

## **Risk Management**

The Trustees have a risk management policy, which comprises an annual review of the risks the charity may face and establishes systems and procedures to mitigate those risks identified.

## **Child Protection & Safeguarding**

Safeguarding of children and young people is one of the Board's primary concerns. Merton Music Foundation adopts the current Safeguarding requirements as set out in Keeping Children Safe in Education (KCSiE) and other relevant policy documentation, in-line with best practice adopted by Merton schools. This is achieved via the Foundation's Safeguarding Policy, which is updated at least annually in accordance with national and local guidance.

The Foundation implements a rigorous Safer Recruitment policy and procedure which ensures appropriate vetting of all staff that will undertake Regulated Activity in relation to children and those that may work in an administrative capacity from a Designated Premises, such as a school. This includes obtaining proof of identity, address and residence status/right to work; a full employment and education history from age 18; all personal details including any previous names; two satisfactory references; verification of any qualifications, as appropriate to the role; and a criminal history declaration. Applicants are asked relevant questions to ascertain their physical and mental suitability to work in schools; online searches; and an Overseas Police Check, if appropriate.

## **Health and Safety**

Ensuring the health and safety of staff, students, volunteers and visitors is also a priority for trustees. Core Staff undertake First Aid and Fire Marshall training and are subject to a health and safety briefing upon induction alongside regular reminders / top-ups. All staff are made aware of their own duties and responsibilities for health and safety issues via the Staff Handbook and all regular and one-off activity is risk assessed under the Foundation's Health and Safety Policy.

## **Auditor**

In accordance with the company's articles, a resolution proposing that WSM Advisors Limited be reappointed as auditor of the company will be put at a General Meeting.

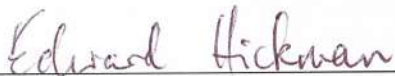
**Disclosure of Information to Auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

**KEY TERMINOLOGY**

- ACE – Arts Council England
- DfE – Department for Education
- HLO – Hub Lead Organisation
- Hub – Music Hub / Music Education Hub
- LDP – Local Delivery Partner
- MMF – Merton Music Foundation
- NPME – National Plan for Music Education
- SEIP – Self-Evaluation and Improvement Plan
- SEND – Special Educational Needs and/or Disabilities

The trustees' report was approved by the Board of Trustees.

  
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**Edward Hickman**

Trustee

Dated: 23 June 2025

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

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MERTON MUSIC FOUNDATION

### Statement

The Trustees, who are also the Directors of Merton Music Foundation for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## INDEPENDENT AUDITOR'S REPORT

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TO THE MEMBERS OF MERTON MUSIC FOUNDATION

### Opinion

We have audited the financial statements of Merton Music Foundation (the 'charitable company') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other

information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of Trustees**

As explained more fully in the statement of trustees' responsibilities [set out on page 19], the Trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view,

and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to management bias in accounting estimates and posting inappropriate journal entries to manipulate the fair value of the company's assets.

Our tests included agreeing the financial statement disclosures to underlying supporting documentation where relevant, review of Directors meeting minutes, enquiries with management as to the risks of non-compliance and any instances thereof, challenging assumptions and judgments made by management, and identifying and testing journal entries, in particular any journal entries posted with unusual account combinations. Our audit procedures also focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less like we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities).

This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*WSM Advisors Limited*

### **Michael Spink ACA (Senior Statutory Auditor)**

for and on behalf of WSM Advisors Limited

Date: 23 June 2025

Chartered Accountants

Statutory Auditor

Connect House

133-137 Alexandra Road

Wimbledon

London

SW19 7JY

## STATEMENT OF FINANCIAL ACTIVITIES

### INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the Year Ended 31 August 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Total 2023 £
<b>Income From:</b>					
Donations & legacies:	3	8,687	-	8,687	9,693
Charitable activities:	4	1,559,516	242,642	1,802,158	1,465,671
Investments:		7,455	-	7,455	194
<b>Total Income:</b>		1,575,658	242,642	1,818,300	1,475,558
<b>Expenditure On:</b>					
Charitable activities	5	1,831,629	-	1,831,629	1,475,011
<b>Net (outgoing)/incoming resources before transfers</b>		(255,971)	242,642	(13,329)	547
Gross transfers between funds		242,642	(242,642)	-	-
<b>Net (expenditure)/income for the year / Net movement in funds</b>		(13,329)	-	(13,329)	547
Fund balances at 1 September 2023		224,246	876	225,122	226,093
<b>Fund balances at 31 August 2024</b>		<u>210,917</u>	<u>876</u>	<u>211,793</u>	<u>226,640</u>

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## BALANCE SHEET

MERTON MUSIC FOUNDATION

As at 31 August 2024

	Notes	2024 £	£	2023 £	£
<b>Fixed Assets</b>					
Tangible assets	9		26,784		28,982
<b>Current assets</b>					
Debtors	10	31,564		14,688	
Cash at bank and in hand		302,589		364,391	
		334,153		379,079	
<b>Creditors: amounts falling due within one year</b>	11	(149,144)		(181,421)	
<b>Net current assets</b>			185,009		197,658
<b>Total assets less current liabilities</b>			211,793		226,640
<b>The funds of the charitable company</b>					
Restricted income funds	12		876		1,839
Unrestricted funds	13		210,917		224,801
			211,793		226,640

The financial statements were approved by the Board of Trustees on 23 June 2025.



**Edward Hickman**

Trustee

Company registration number 02590621 (England and Wales).

## STATEMENT OF CASH FLOWS

MERTON MUSIC FOUNDATION

For the Year Ended 31 August 2024

	Notes	2024 £	£	2023 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	20		(63,238)		51,954
<b>Investing activities</b>					
Purchase of tangible fixed assets		(6,019)		(3,234)	
Interest received		7,455		194	
		—————		—————	
<b>Net cash generated from/(used in) investing activities</b>			1,436		(3,040)
<b>Net cash used in financing activities</b>			-		-
			—————		—————
<b>Net (decrease)/increase in cash and cash equivalents</b>			(61,802)		48,914
Cash and cash equivalents at the beginning of year			364,391		315,477
			—————		—————
<b>Cash and cash equivalents at end of year</b>			302,589		364,391
			—————		—————

## NOTES TO THE FINANCIAL STATEMENTS

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FOR THE YEAR ENDED 31 AUGUST 2024

### 1. Accounting Policies

#### Charity Information

Merton Music Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is c/o Merton Abbey School, High Path, London, SW19 2JY.

#### 1.1 Accounting Convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Incoming Resources

Incoming resources represents tuition fees, income from concerts, tours, hire of instruments, music centre subscription and other fees rendered in the year. Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to membership received under Gift Aid or deeds of covenant is recognised at the time of the receipt.

## 1.4 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

### Expenditure for charitable purposes

Direct charitable expenditure includes all expenditure directly related to the objectives of the charitable company and comprises the costs of providing instrumental tuition, concert performances, tours, and education and community projects undertaken by the charitable company and is accounted for when payable.

Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

### Governance costs

Governance costs represent expenditure incurred in the management of the charitable company's assets, organisational administration and compliance with constitutional and statutory requirements.

## 1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Musical instruments	25% on reducing balance basis
Computer equipment	25% on reducing balance basis
Office equipment	25% on reducing balance basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

### **1.6 Impairment of fixed assets**

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

### **1.7 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

### **1.8 Financial instruments**

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### ***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### ***Basic financial liabilities***

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

## 1.9 Fund Accounting

The funds held by the charitable company are either:

**Restricted funds** - these are funds that can be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

**Unrestricted general funds** - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

**Designated funds** - these are funds set aside by the trustees out of unrestricted general funds for specific future purposes.

The funds received in the year are transferred to the general fund to be set off against expenses in the year that relate to the agreed activities with Arts Council England.

### **Peter Wooding's bursary fund**

These funds have been designated by the charitable company to support exceptional young musicians at the request of Peter Wooding's family. The fund was established with donations made to the charitable company. The charitable company held sufficient cash balances at the year end to allow the funds to be applied as intended.

### **Arts Council England Funding**

The charitable company received a grant in the year from the Arts Council England. According to the Funding Agreement, the use of the grant is restricted to the agreed activities with the Arts Council. The grant is recognised in the accounts when they are received and applied to the period it relates to.

### **Dorothy Taylor Bequest**

The charitable company received restricted funds within the current year to support one girl and one boy in their musical studies for the period of 4 years at the request of the late Dorothy Taylor.

### **Arts Council England 'Grants for the Arts'**

The charitable company received restricted funds within the current year to support its Change is Coming project.

## 2. Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## 3. Donations and legacies

	2024 £	2023 £
Donations and gifts	8,687	9,693

#### 4. Charitable activities

	Tuition fees 2024	Hire of instruments 2024	Music Centre subscriptions 2024	Concert and tour receipts 2024	Fees - inset 2024	Grants receivable 2024	Other income 2024	Total 2024	Total 2023
	£	£	£	£	£	£	£	£	£
Sale of goods	1,248,781	28,995	61,033	202,841	15,700	-	2,166	1,559,516	1,239,088
Grants	-	-	-	-	-	242,642	-	242,642	226,583
	1,248,781	28,995	61,033	202,841	15,700	242,642	2,166	1,802,158	1,465,671
Analysis by fund									
Unrestricted funds	1,248,781	28,995	61,033	202,841	15,700	-	2,166	1,559,516	1,239,088
Restricted funds	-	-	-	-	-	242,642	-	242,642	226,583
	1,248,781	28,995	61,033	202,841	15,700	242,642	2,166	1,802,158	1,465,671
<b>For the year ended 31 August 2023</b>									
Unrestricted funds	1,073,729	26,584	48,522	67,109	22,688	-	456	1,239,088	
Restricted funds	-	-	-	-	-	226,583	-	226,583	
	1,073,729	26,584	48,522	67,109	22,688	226,583	456	1,465,671	

## 5. Charitable activities

	Staff Depreciation Direct Costs			Allocate	Total	Total
	2024	2024	2024	costs	2024	2023
	£	£	£	2024	£	£
Instrumental tuition	221,438	-	678,350	33,282	933,070	736,077
Youth music programme	171,711	-	261,633	8,321	441,665	441,336
Tours and Concerts	61,983	-	226,786	8,321	297,090	145,949
Professional advice and support	7,430	-	-	4,160	11,590	10,763
CPD training	6,907	-	-	4,160	11,067	10,256
Project development	68,565	-	-	8,321	76,886	73,542
Instrument repair and hire	-	-	1,579	8,321	9,900	10,611
	<u>538,034</u>	<u>-</u>	<u>1,168,348</u>	<u>74,886</u>	<u>1,781,268</u>	<u>1,428,534</u>
Share of support costs (see note 6)	16,384	8,218	830	8,321	33,753	33,507
Share of governance costs (see note 6)	-	-	16,608	-	16,608	12,970
	<u>554,418</u>	<u>8,218</u>	<u>1,185,786</u>	<u>83,207</u>	<u>1,831,629</u>	<u>1,475,011</u>

## 6. Support costs

	Support	Other costs	2024	2023
	£	£	£	£
Salaries	15,440	-	15,440	14,583
Pension costs	944	-	944	904
Bank charges	829	-	829	1,260
Depreciation	8,218	-	8,218	9,658
Allocated support	8,321	-	8,321	7,101
Audit and accountancy fee	-	16,608	16,608	12,970
	<u>33,752</u>	<u>16,608</u>	<u>50,360</u>	<u>46,476</u>

Governance costs includes payments to the auditors of £16,608 (2023: £12,970) for audit fees.

These costs are wholly attributable to charitable activities and are allocated based on the trustees' estimate of the appropriate proportion attributable to each activity.

## 7. Employees

### Number of employees

The average monthly number of employees during the year was:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
Number of employees	43	40
	<hr/>	<hr/>
	<b>£</b>	<b>£</b>
Wages and salaries	592,605	593,772
Social security costs	49,382	45,010
Other pension costs	73,941	66,136
	<hr/>	<hr/>
	715,928	704,919
	<hr/>	<hr/>

The number of employees whose annual remuneration was £60,000 or more were:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
£60,000 to £70,000	1	1
£70,000 to £80,000	-	1
£80,000 to £90,000	1	1
£90,000 to £100,000	1	-
	<hr/>	<hr/>

Those employees whose emoluments exceeded £60,000 (2023: 3 employees) also have retirement benefits accruing under defined benefit pension schemes. A total of £49,794 (2023: £43,974) was paid to the Teachers' Pension Scheme in the year for these employees.

## 8. Taxation

The charitable company is exempt from corporation tax on its charitable activities.

## 9. Tangible fixed assets

	Musical instruments	Computer equipment	Office equipment	Total
	£	£	£	£
<b>Cost</b>				
At 1 September 2023	229,530	51,867	34,852	316,249
Additions	2,130	3,889	-	6,019
	<hr/>		<hr/>	<hr/>
At 31 August 2024	231,660	55,756	34,852	322,268
	<hr/>		<hr/>	<hr/>
<b>Depreciation and impairment</b>				
At 1 September 2023	211,835	44,201	31,230	287,266
Depreciation charged in the year	4,424	2,889	905	8,218
	<hr/>		<hr/>	<hr/>
At 31 August 2024	216,259	47,090	32,135	295,484
	<hr/>		<hr/>	<hr/>
<b>Carrying amount</b>				
At 31 August 2024	15,401	8,666	2,717	26,784
			<hr/>	<hr/>
At 31 August 2023	17,695	7,666	3,621	28,982
			<hr/>	<hr/>

## 10. Debtors

	2024 £	2023 £
<b>Amounts falling due within one year:</b>		
Trade debtors	3,950	3,012
Other debtors	27,134	-
Prepayments and accrued income	480	11,676
	<hr/>	<hr/>
	31,564	14,688
	<hr/>	<hr/>

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

	2024	2023
	£	£
Other taxation and social security	12,293	10,703
Deferred income	82,998	116,517
Trade creditors	32,897	31,329
Other creditors	1,391	1,211
Accruals	19,565	21,661
	149,144	181,421

Deferred income relates to deposits and fees paid in advance for the following year.

## 12. Restricted funds

The income funds of the charitable company include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 September 2022	Resources expended	Balance at 1 September 2023	Resources expended	Balance at 31 August 2024
	£	£	£	£	£
Dorothy Taylor Bequest	3,405	(1,566)	1,839	(963)	876
Greenwood Bursary	9,567	(9,567)	-	-	-
	12,972	(11,133)	1,839	(963)	876

Arts Council England (ACE) made a grant available to the charitable company during the year. The use of the grant has no specific restrictions; however the funding is subject to the charitable company delivering the agreed activities within the core roles and extension roles of the National Plan for Music Education as highlighted within the Trustees' Report. The funds received in the year have been transferred to the general fund to be set off against expenses in the year that relate to the agreed activities with ACE.

### 13. Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2023	Incoming resources	Resources expended	Transfer s	At 31 August 2024
	£	£	£	£	£
Peter Woodings Bursary	2,980	-	(554)	-	2,426
General funds	221,265	1,575,658	(1,831,074)	242,642	208,491
	<u>224,246</u>	<u>1,575,658</u>	<u>(1,831,629)</u>	<u>242,642</u>	<u>210,917</u>
<b>Previous year:</b>	<b>At 1 September 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfer s</b>	<b>At 31 August 2023</b>
	£	£	£	£	£
Peter Woodings Bursary	5,445	-	(2,465)	-	2,980
General funds	218,809	1,248,975	(1,472,546)	226,583	221,821
	<u>224,254</u>	<u>1,248,975</u>	<u>(1,475,011)</u>	<u>226,583</u>	<u>224,801</u>

### 14. Analysis of net assets between funds

	Restricted funds 2024	Unrestricted funds 2024	Total 2024	Restricted funds 2023	Unrestricted funds 2023	Total 2023
	£	£	£	£	£	£
Fund balances at 31 August 2024 are represented						
Tangible assets	-	26,784	26,784	-	-	28,982
Current assets/(liabilities)	876	184,133	185,009	1,839	195,819	197,658
	<u>1,839</u>	<u>209,952</u>	<u>211,793</u>	<u>1,839</u>	<u>195,819</u>	<u>226,640</u>

### 15. Financial commitments, guarantees and contingent liabilities

The liability of the members is limited. Every member undertakes to contribute an amount not exceeding £1 to the assets of the company, in the event of the company being wound up whilst they are a member, or within one year after ceasing to be a member, for the payment of the debts and liabilities of the company contracted before ceasing to be a member.

## 16. Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	<b>2024</b>	<b>2023</b>
	£	£
Within one year	18,000	18,000
Between two and five years	18,000	36,000
	36,000	54,000
	36,000	54,000

## 17. Related party transactions

None of the trustees (or any persons with them) received and remuneration or benefits from the charitable company during the year.

## 18. Teachers' Pension Scheme

The charity participates in the Teachers' Pension Scheme (England and Wales) (the TPS), for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £67,858 (2023 : £61,837).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2014. Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary's Department. The latest actuarial valuation of the TPS was prepared as at 31 March 2016, and the valuation report, which was published in September 2019. The employers contribution rate increased to 23.68%. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.76%. This valuation will also determine the opening balance of the cost cap fund and provide an analysis of the cost cap as required by the Public Service Pensions Act 2013.

## 19. Analysis of changes in net funds

The charitable company had no material debt during the year.

## 20. Cash generated from operations

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
(Deficit)/surplus for the year	(13,329)	547
Adjustments for:		
Investment income recognised in statement of financial activities	(7,455)	(194)
Depreciation and impairment of tangible fixed assets	8,218	9,658
Movement in designated restricted funds	(963)	(11,133)
Movement in designated unrestricted funds	(554)	(2,465)
Movements in working capital:		
(Increase) in debtors	(16,878)	(9,561)
Increase/(decrease) in creditors	1,242	(15,784)
(Decrease)/increase in deferred income	(33,519)	80,886
<b>Cash (absorbed by)/generated from operations</b>	<b>(63,238)</b>	<b>51,954</b>

