

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales · Charity number 1090623

Details

Other names RICHMOND MUSIC TRUST

Status Registered

Legal form Charitable company

Company number [04218180](#)

Registered 2002-02-15

Register [View on the Charity Commission register](#)

Contact

Address 7 Briar Road
Twickenham
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Activities

Objects: THE ADVANCEMENT OF PUBLIC EDUCATION IN MUSIC PRIMARILY IN THE LONDON BOROUGH OF RICHMOND UPON THAMES AND IN PARTICULAR BY THE PROVISION OF : (1) EDUCATION IN MUSIC FOR CHILDREN AND STUDENTS (11) INSTRUMENTAL TUITION AND THE PROVISION OF MUSICAL ACTIVITIES FOR CHILDREN STUDENTS AND OTHER PERSONS (111) MUSIC CENTRES BEING CENTRES TO PROVIDE OPPORTUNITIES FOR INSTRUMENTAL AND CHORAL PERFORMANCE INSTRUMENTAL TUITION AND CLASSES IN MUSIC FOR SAID CHILDREN STUDENTS AND OTHER PERSONS.

Activities: To provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** PRIMARILY IN THE LONDON BOROUGH OF RICHMOND UPON THAMES
- Croydon
- Hounslow
- Kingston Upon Thames
- Richmond Upon Thames
- Sutton
- Wandsworth

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,784,908	£1,810,534	£516,088	107
2024-03-31	£1,696,275	£1,637,208	£970,714	105
2023-03-31	£1,651,807	£1,629,675	£650,647	121
2022-03-31	£1,507,675	£1,436,267	£-236,485	105
2021-03-31	£1,277,637	£1,266,944	£-496,893	107

Trustees

Name	Role	Appointed
PETER WILLAN	Chair	2013-08-29
ALAN PRICE		
Cllr Joanne Illonne Humphreys		2021-05-18
ELIZABETH ROWLEY		
Grace Catherine Davies		2025-09-12
HILARY DODMAN		
JANE HARNDEN		
Nicola Jane Preston		2025-08-07
SALLY MARGARET MILLEST		2025-07-31

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales - Charity number 1090623

Accounts

Registered number: 04218180
Charity number: 1090623

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
(A Charitable Company Limited By Guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

CONTENTS

	Page
Company information	1
Directors' report	2 - 11
Independent auditor's report on the financial statements	12 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 39

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**COMPANY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2025**

Trustees	Mr P Willan Dr H Dodman Ms J Harnden Cllr J Humphreys Lady C Panufnik Mr A Price Ms E Rowley
Company registered number	04218180
Charity registered number	1090623
Registered office	7 Briar Road Twickenham Middlesex TW2 6RB
Company secretary	Miss C Peirson
Independent auditor	Cooper Parry Group Limited Statutory Auditor Broadwalk House 5th floor 5, Appold St Broadgate London EC2A 2AG

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Directors (who are also trustees for the purposes of the Charities Act) present their report with the financial statements of the Company for the year ended 31 March 2025. The Directors have adopted the provisions of 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 2015).

Administrative information in respect of the charity can be found on the company information page.

Governing Instrument

RMT's charitable objects are regulated by its Memorandum and Articles of Association dated 16 May 2001 and updated 24 January 2002 and is constituted as an incorporated body.

Objectives

The principal objective of RMT is to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Aims

The aim of RMT is to be the main provider and key contributor of musical opportunities within the borough, transforming individuals and the community through:

- high quality music tuition
- exciting and innovative large-scale events and performances
- provision of and support for group work in choirs, bands, orchestras and chamber ensembles
- powerful and effective music therapy for children and adults
- comprehensive training and development

Through this work, RMT utilises music as a vehicle to enrich and enhance the education, health, and quality of life of its clientele.

Structure and Governance

The Chief Executive, Caroline Peirson, is responsible for the day to day running of the charity and reports to the Board of Directors who oversee and approve strategic and financial plans. The CEO is assisted by the Development Director, Development Manager (Vocal), and Head of Music Therapy. Together they co-ordinate the work of three administrative staff, seven Team Leaders, one Lead Teacher and specialist teams of Associate Teachers and Music Therapists.

Going Concern

The statement of financial position shows an overall net asset position. No asset has been recognised in respect of the Local Government Pension Scheme at 31 March 2025, in line with a prudent approach under FRS 102 applying a Minimum Funding Requirement (2024: surplus of £429,000). The impact of increased pension costs in the future is a matter that the directors will continue to keep under review. The day to day working capital requirements are met from the income received. The Directors have a reasonable expectation that RMT has adequate resources to continue in operational existence for the foreseeable future. They therefore continue to adopt the going concern basis for accounting in preparing the annual financial statements.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Directors

The following Directors have held office during the year:

Dr H Dodman (Deputy Chair) (S) (R)

Ms J Harnden (R)

Cllr J Humphreys (F)

Lady C Panufnik

Mr A Price

Ms E Rowley (R)

Mr P Willan (Chair) (S) (F) (R)

(F) Funding Sub-committee

(S) Safeguarding Sub-committee

(R) Remuneration Sub-committee

Directors and Method of Appointment

The Directors who are also the Trustees, are elected at the AGM or may be appointed during the year by the Board with election at the following AGM. The candidature of people with skills, experience and/or interests relevant to the charitable companies' activities is encouraged through local organisations, existing contacts and search channels. A skills matrix was developed and adopted during the financial year 2017/18 to help ensure the Board has the right blend of skills, knowledge and experience to support the executive team and provide the necessary scrutiny and strong governance. All new Board members are given induction training which includes learning about the background, ethos and day to day activities of the charitable company as well as outlining their responsibilities. Formal arrangements are supplemented by opportunities to meet staff and to attend events and/or classes to ensure Directors have an overview of the workings of RMT.

Staffing

The organisation is committed to a policy of equal opportunities in its employment practices. All members of staff having contact with children must be cleared through the Disclosure and Barring Service (DBS). RMT has safeguarding policies in place with all teachers undertaking Level 2 Safeguarding Training, renewed within a three-year cycle. Music Therapists receive Level 3 training.

Caroline headed a team of six core staff, seven part-time Team Leaders, one part-time Lead Teacher, eighty Associate Teachers and twenty Music Therapists.

Organisation

The Directors determine the organisation's strategy and consider and approve proposals for new policies or variations on existing policies. Annual budgets, business and development plans are subject to Board approval. The Board appoints the CEO and the Company Secretary. The Board met four times during the year.

The Safeguarding sub-committee meets annually to review any issues arising during the year and to review safeguarding policy and procedures, reporting back to the full Board. It also meets when an individual issue requires more detailed scrutiny and/or immediate action. The Funding sub-committee scrutinizes the funding of the organization and considers future funding and fundraising opportunities. The Remuneration and Appointments sub-committee meets to consider remuneration policy and senior staff appointments.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Review of the year and plans for the future

Funding

Arts Council England

RMT continued their role supporting the delivery of the refreshed National Plan for Music Education, 2022 (NPME), with responsibility for the five strategic functions set out in the plan: *Partnership, Schools, Progression and Musical Development, Inclusion, Sustainability*.

A strong and mutually supportive relationship continues with Arts Council England (ACE) who distribute funding on behalf of the Department for Education (DfE). A significant amount of background information and statistical data relating to the NPME is provided to ACE on a regular basis to secure release of grant payments.

Hub Lead Organisation (HLO) Restructure

During 2023-2024, Music Hubs in England underwent a process of reorganisation 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 Music Hub encompassing the boroughs of Croydon, Hounslow, Kingston, Merton, Richmond, Sutton and Wandsworth. During the year ending 31 Aug 2024, RMT 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 Ltd.' to act as the HLO to ensure a flat structure of leadership in which each organisation retains its sovereignty.

Each music service retains their individual identity and local focus, coming together to ensure efficient and effective delivery of the NPME and to create additional opportunities for children and young people. Therefore, from September 2024 RMT moved from acting as the HLO to become a Member Organisation of the new Hub, and the Lead Delivery Partner for Richmond Borough.

Quarterly feedback from ACE rated both RMT (pre Sept 24) and subsequently SWL Music Ltd. as 'minor risk' which is the lowest category of concern.

DfE/ACE Capital Grant

In addition to the annual Revenue Grant, as a partner in the London Southwest Music Hub, RMT has also been awarded a Capital Grant from the Department for Education to be used for purchases of musical instruments, equipment and technology. We claimed the 1st instalment in March 2025 which was put towards supplementing and replacing RMT's instrument/equipment stock which is used for whole class delivery, courses and events. The remainder of the grant will be issued in 3 further instalments with the final payment due by September 2026, and this funding will be used to support in-school music-making as well as RMT's music therapy provision.

LB Richmond upon Thames Council Grant (via Achieving for Children)

RMT continues to benefit from an annual grant from Richmond Council through Achieving for Children, and the Trustees are extremely grateful for the Borough's ongoing support. The grant is integral to maintaining the breadth and quality of provision that has been developed over the last 30 years. It is also vital for the support of disadvantaged families, ensuring children who are likely to miss out have the same opportunities that are available to others.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Charitable Funds and Remission Scheme

Over 300 children and young people benefited from the remission scheme this year. This is a small increase on the number of pupils in the previous year (approx. 280, 2023/24) and represents approx. 14% of those receiving tuition overall. RMT remains deeply grateful to the Hampton Fund, Richmond Foundation (formerly Richmond Parish Lands Charity) and the Barnes Fund for their support this year which, alongside additional funding from RMT, ensures that children from families in financial difficulty do not miss out and are able to participate in instrumental/vocal tuition and to enjoy the significant benefits of music-making.

Following a strategic review in March/April 2024, and after a number of further meetings/discussions and subsequent funding application, the Hampton Fund confirmed that they would not be in a position to continue support of our remission scheme after the end of the existing funding period (end 31 August 2024).

The Richmond Foundation also completed a review of their funding streams, and have made the decision to re-route the funding previously allocated to the RMT scheme, directly to schools. Therefore, from September 2025 this funding has been added to schools' Young Catalyst (formerly Child Support) grants. This funding can still be used to support music tuition in schools and we appreciate Richmond Foundation's help in encouraging schools to maintain access for their pupils.

We have subsequently reviewed the RMT Remission Scheme and put the necessary changes in place in order to ensure it is sustainable, and we remain able to offer support to those in need.

Operations

Music Makers

RMT's provision for Year 1 pupils continues to offer a preparatory course for children intending to start learning to play an instrument. It offers a wide range of musical activities for young children and provides an invaluable preparation for those starting instrumental tuition in Year 2. During the year approximately 300 children participated in the Music Makers programme in 11 schools across the Borough.

First Access to Music

Under the refreshed NPME, enabling first access to instrumental music making for all children remains a priority. Over the last year the Trust's four term Whole Class Ensemble Tuition (WCET) programme was delivered in over 80% of borough primary school. The four-term programme includes an optional introductory term of vocal work followed by a term of whole-class instrumental learning. Children can then choose to continue learning in large groups for two more terms. This Transition Stage leads on to RMT's standard small group tuition. The term of whole-class instrumental tuition remains free to school. A small per-pupil charge is made for those continuing to the large group stage, which is usually passed on to parents. The continuation rate is on average around 20%. The programme ensures all children experience learning a musical instrument, and is particularly valuable for those schools that find it more difficult to sustain a programme of small group and individual instrumental tuition funded by parents. Our whole class provision has also been further developed, beyond the standard WCET programme, in a number of schools, extending across a number of different year groups.

Standard Tuition

RMT offers standard small group and individual tuition, delivered weekly during term time in schools across the Borough, and at our out-of-school centres. This activity forms a significant part of RMT's provision, and plays a key role in supporting our wider offer. 2085 pupils were "on-course" and receiving small group or individual instrumental and vocal tuition at the start of the new academic year (Autumn 2024) in comparison to 2105 the previous year (Autumn 2023). A small amount of tuition continued online, via the model developed in Summer 2020, creating additional opportunities for students unable to access face-to-face tuition at a school or centre.

Examinations

During the year RMT ran a total of five face to face private visit sessions, three for ABRSM and two for Trinity exams. A total of 132 candidates successfully achieved their grading, of which 19 passed with distinction. In addition, a number of teachers continued to support the digital performance options that are now available.

As well as ABRSM and Trinity College of Music exams, many RMT students continue to be entered for Registry of Guitar Tutors exams, Trinity Rock and Pop exams and Rock School exams.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Courses

Courses remain an important strand of RMT work, bringing young musicians together to create and make music.

BandIt: RMT's contemporary band course continued grow. The Easter course (2-5 April 2024) saw an increase in participants, with nine bands coming together to learn covers, rehearse, write and perform their own songs, with the Summer course (19-23 August 2024) maintaining its full capacity of twelve bands. Both week-long courses culminated in fantastic gigs, taking place at The Exchange in Twickenham, in front of enthusiastic audiences of parents and friends.

Instrumental Day Workshops: As part of our 30 year anniversary celebrations a series of instrumental workshops took place during the Spring and Summer Terms 2024. This included the Recorder Day in March 24, two Percussion Days in April/ May 24, and the Woodwind & Brass, BandItos (Beginner Band Course) and String Days in June 24. Building on the success of this series the programme for 2025 was put in place, with the Keyboard, Recorder, Strings and Percussion Days going ahead in the Spring Term 2025. A significant increase in pupil numbers was achieved across all 2025 workshop days and this in turn has supported ensemble recruitment.

Music Centres

Ensemble rehearsals and instrumental/vocal tuition continued to take place at our Saturday Centre, with additional out of school instrumental tuition taking place in Briar Road in the evenings, Monday to Friday. RMT Youth Screen Orchestra and both Junior and Senior Concert Bands also rehearsed on Tuesday and Wednesday evenings at Waldegrave School. Beginners can join Junior Strings or Junior Concert Band, moving on to Intermediate Training Orchestra or one of our senior ensembles when ready. Chamber Group, Ensembles, Jazz Band and Saturday Bandit offer a broad range of additional opportunities.

Senior Ensembles

Richmond Youth Screen Orchestra (RYSO), Richmond Youth Concert Band (RYCB) and our re-launched Richmond Youth Jazz Band continue to attract new members, and to perform regular concerts of a high standard. Notable performances included the RMT Ensembles Concert on 9 July 2024 at The Exchange, Twickenham, featuring RMT ensembles from beginner to advanced. Also, for the first time in many years, RMT held a Christmas Concert which took place in the Chapel at St Mary's University, Twickenham on 14 December 2024. The RYSO, RYCB, and RMT Choir were joined by players from some of Kingston Music Service's ensembles, performing a programme of festive music.

Instrument Hire Scheme

RMT maintains an instrument hire scheme helping children access a range of instruments. Free instrument loan is provided for children from families eligible for the remission scheme (subject to availability). A whole-class set of instruments is also provided and maintained in every KS2 school for the four term WCET programme. All children continuing to the Transition Stage are provided with free instrument loan for the final two terms of the programme.

Website/Social Media

RMT's website and social media presence continues to be a valuable tool for the organisation, both in the promotion of our services, and in supporting the day to day operations of the Trust. RMT's social media platforms have seen increased engagement over the last year, and we continue to seek out opportunities to reach a wider audience.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Staff Training and Development

The main RMT Inset session took place on Thursday 12 September 2024, with a focus on best practice in small group instrumental/vocal teaching, and how student engagement and motivation can be harnessed to drive progression and achievement. This session was delivered by Dr Elizabeth Stafford, an internationally recognised music education expert from Music Education Solutions.

Instrumental/vocal team meetings also took place with the opportunity for more instrument specific discussion.

Throughout the year, all newly appointed staff attended the usual induction course providing details about work practices, expectations, Health and Safety for employees and Safeguarding children. New teachers are closely monitored and supported (including observation visits in their first and second terms), whilst ongoing support for all instrumental teachers, including informal visits and formal annual observations with written feedback, continues to be undertaken by Team Leaders and Lead Teachers.

Support for Schools

RMT continued to provide additional advice and support to schools as and when required, on a wide range of musical issues. Additionally, ongoing communication and support is provided to school-based music staff as part of the primary and secondary schools singing events and the schools ensemble day. Specialist RMT staff work with the children alongside school staff, modelling a variety of teaching and rehearsal techniques and helping to raise standards and expectations. The success of this approach is reflected by the very high levels of engagement of school music leaders and the depth of technical and musical knowledge and skills on display at our large-scale events.

Events

Live at The Exchange 2024

Our Secondary singing event Live at The Exchange took place on 5 July 2024. The event remains as a student-led gig which offers the opportunity for soloists and small groups to sing with a live professional band. Close to 40 students took part singing a mixture of covers and students' own songs. The event provided an exciting opportunity for the students to rehearse and perform at a professional venue and the standard of performances was extremely high.

Choirs Connect 2024

RMT also introduced our new Choirs Connect event – a workshop to give local secondary school choirs/vocal groups the opportunity to perform for each other and sing together as part of a massed choir. We successfully piloted the event on 13 June 2024, hosted by St Richard Reynold's Catholic College in Twickenham, with choirs/vocal groups from 5 schools taking part. Plans to build on the success of the first event and establish regular workshops are already underway.

Primary Singing Festival 2025

The festival maintained its collaborative character, with choir leaders and the RMT singing team continuing to work closely together. Taking place at the end of the Spring Term (2/3 April 2025), 35 Borough Schools registered for the event, with approximately 1400 pupils taking part. Four concerts took place over the two days, with all schools performing to capacity audiences at the Rose Theatre in Kingston.

Music coordinators and choir leaders attended a vocal workshop in January 2025 and visits by the singing team to participating schools, along with ten regional workshops, took place throughout February and March 2025. The theme Wonderful World inspired imaginative song choices from the schools partnerships, and the four massed songs were greatly enjoyed by children and teachers alike.

Schools Ensemble Days 2024 & 2025

This event was devised to help support the development of school orchestras/ensembles. Schools were invited to bring players to The Exchange in Twickenham on 26 June 2024 for a day of ensemble work and informal performance, celebrating young musicians from across the Borough. Approximately 200 pupils from 8 Borough Primary schools got the chance to meet and play alongside their friends as well as pupils from other schools, led by a team of specialist RMT Team Leaders/Associate Teachers. For the academic year 2024/25 it was decided to move the Day to the Spring Term, to fit better with both schools and RMT calendars. The next event took place on 27 March 2025 with 9 Primary schools participating.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Music Therapy

During this past year RMT has achieved growth in the music therapy service across all areas of clinical activity. Areas of activity have included the following:

- Children and young people with special educational needs
- Children and young people with social, emotional and mental health needs
- Alternative provision for children unable to settle in school.
- Children and adults with life limiting conditions
- Children and adults with neurological conditions or acquired brain injuries
- Adults with learning disabilities
- Adults with mental health needs
- Adults with neurological conditions
- Adults with Dementia

RMT's main focus of delivery has been from our therapy room in Twickenham, which is fully utilised 6 days a week, as well as an additional therapy room hired next door for Saturday provision. Sessions are also delivered on an outreach basis to schools, day centres, care homes, family homes and hospitals as well as online.

We have maintained and developed our online offer, which continues to be of interest to some clients and enables our service to reach vulnerable children and adults, who otherwise would not have access to RMT's services. In this context RMT has continued to work with a nationwide specialist provider for online content to care homes (www.personcentredsoftware.com), providing a weekly singing and well-being group which is live-streamed via an online platform to a wide selection of care homes for older adults.

RMT has continued to provide Singing Together, an online singing group for adults (age 50+), in particular those with Dementia, living in their own homes, as well as people experiencing loneliness and mental health issues. This group has a steady membership of approx. 15-20 participants.

Future Plans

RMT will continue to work across all areas of provision to achieve our stated objective to provide musical opportunities of the highest standard for young people and others in and around Richmond. We will seek to maintain current levels of provision, as well as creating opportunities to increase the number of families and schools accessing our services and the range of provision and services offered.

Following the ACE Music Hub restructure and the subsequent formation of SWL Music Ltd. RMT has worked closely with the other six member organisations (Merton, Wandsworth, Croydon, Sutton, Hounslow and Kingston) to manage the updated funding requirements to ensure efficient and effective delivery of the NPME. We will continue to work together over the coming year, whilst retaining the individual focus and identity of each organisation, in anticipation of further changes expected from September 2026, when the planned National Centre for Arts and Music Education is due to take over the management of the Music Hubs network.

The risks of changing local and national government priorities affecting grant funding remains, and RMT continues to apply flexible working practices to mitigate risk. Careful management of finances over the last few years has maintained financial stability with reserves remaining at Charity Commission recommended levels. The decision to withdraw from the Teachers Pension Scheme, following significant year on year increases, has also provided RMT with more control moving forward, in relation to both staffing costs and the way in which we support our teachers and therapists. We will continue to explore funding opportunities to support our remission scheme and maintain access for families in financial need.

RMT's programme of events/activities for the 2025/26 academic year will continue to support our young musicians across all age groups and ability levels. We will continue to focus on the development and growth of our ensemble provision and a variety of opportunities for new players to experience the benefits of playing together across a range of genres. We will also be continuing to develop our Schools provision, bringing school groups/orchestras together and providing a platform for them to perform and experience music.

Demand for our Music Therapy is expected to remain high with the department continuing to see strong growth in all areas.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Overall RMT is in a strong position to continue moving forward, particularly in terms of its relationship with, and support from parents, schools and the wider community.

Financial Review

Operating Deficit/Surplus

The Directors report that RMT incurred an operating deficit of £20,028 for the year, compared to the operating surplus of £59,067 at the end of the previous year. This operating deficit is after inclusion of the FRS102 adjustment for the net operating expenditure of the defined benefit pension scheme of £13,000 (2024: £19,000).

There was an increase in income to £1,790,469 from £1,696,275 in 2024, primarily due to increased levels of charitable activities during the year.

Total expenditure also increased to £1,810,497 from £1,637,208 in 2024. Total assets less current liabilities (excluding pension liabilities) decreased by £20,028 to £521,686 from £541,714 in the previous year. Restricted funds at the year-end were £20,755 (2024: £60,936), with unrestricted funds showing a surplus of £500,931 (2024: £909,778), resulting in total funds of £521,686 (2024: £970,714).

Although the operating surplus or deficit is regarded as a meaningful measure of financial performance, in accordance with accounting standards, the charity is also required to consider the position of the Local Government Pension Scheme (a defined benefit scheme for administrative staff). Under FRS 102, a surplus can only be recognised to the extent that the charity can obtain an economic benefit from it, such as through a refund or reduction in future contributions. Historically, when a surplus has arisen it has been shown but not treated as a free reserve because any realisation would potentially be long term through actuarial adjustments to the contribution rate. This year, in line with a prudent approach, the directors have decided to apply a Minimum Funding Requirement, meaning no pension asset has been recognised at 31 March 2025 (2024: surplus of £429,000).

Reserves policy

It is the policy of RMT to continue to seek to maintain free reserves of the charity, excluding the defined benefit pension scheme liability, at a prudent level equating to three month's of unrestricted expenditure, as recommended by the Charity Commission. These reserves are to provide sufficient funds to cover management, administration and operational costs over the stated period and for the purchase of necessary equipment and any other unforeseen capital costs. RMT free reserves increased at 31 March 2025 to £490,248 (2024: £479,856). Average one month's unrestricted expenditure increased to £118,504 (2024: £110,983) so that free reserves covered approximately 4.1 months of unrestricted expenditure (2024: 4.3). It is expected the cover will reduce next year, but will remain at a prudent level, on account of increased national insurance and other costs.

General Data Protection Regulation (GDPR)

Work continues to be carried out to ensure compliance with the UK GDPR. The RMT Data Protection Policy continues to be reviewed regularly. The Policy shows RMT's commitment to the principles when collecting, processing and storing personal data and informs all RMT data handling procedures.

The RMT Privacy Notice, approved by the Board in 2017, is reviewed regularly. The Privacy Notice continues to appear whenever users apply for RMT services or provide information to RMT online.

Further IT updates have been carried out to enhance the security of the RMT data system from any external cyber-attacks. These go beyond the level of security required in the Cyber Essentials certification which is processed on an annual basis. RMT will continue to work with our IT provider, Minerva, to ensure any additional measures required are put in place to continue to comply with GDPR.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Risk Management

As required by the Charity Commission, the Directors undertake regular reviews of the significant risks to which RMT is exposed and ensure that mitigation policies are in place. A risk register exists and is updated regularly.

The key risk that RMT has identified is the inability to secure or sustain current level funding. A number of lower priority risks have also been identified and procedures have been implemented which minimize these identified risks. The Board regularly discusses aspects of the operations to understand and manage the risk it faces.

Relationships with other organisations

RMT is keen to form partnerships with other organisations that offer specialist support and contribute to the breadth and quality of provision. Existing partners include M:Tech, LBRuT Arts Service and the six other member organisations of SWL Music Ltd. The Music Therapy department engages with a range of partners that refer clients to RMT. We actively seek and welcome new partners who might improve, enhance or broaden our provision.

Funders are another group who have a continuing interest in RMT's performance and its use of resources. They include Arts Council England, LBRuT, Barnes Fund and The Arts Society Richmond. We are also supported by donations from individuals. To all of them, the Directors give their thanks on behalf of the most important stakeholders, the young people, to whom we continue to provide musical opportunities.

Charitable Activities

Music provision: the aim of RMT is to be able to offer music tuition to all children and young people of school age within the borough. RMT aims to provide music tuition as and when requested. However, this is not always immediately possible therefore waiting lists are created. Waiting lists are closely monitored and pupils are offered places as soon as tuition becomes available. Additional teachers are engaged to increase capacity where appropriate. There are currently 45 primary schools, 11 secondary and 3 Special Educational Needs schools within the Borough. The Trust engages with all these schools, and offers a variety of music provision in the majority, including small group/individual lessons, whole class programmes and ensemble support.

Planning and Development

The Annual budget is presented by the Executive for Board approval. Alongside stringent budget monitoring procedures, indicators are used to measure performance. These include pupil numbers, waiting lists, the quality of teaching and learning and feedback from stakeholders.

Public Benefit

The Directors confirm that they have paid due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charitable Company. The Charity Commission, in its "Charities and public benefit" guidance, states that there are two key principles to be met in order to show that an organisation's aims are for the public benefit: firstly, there must be an identifiable benefit and, secondly, that the benefit must be to the public or a section of the public. The Directors are satisfied that both these key principles are met by the operation and achievements of the Charitable Company.

Directors' responsibilities

Charity law and Company law require the Directors 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 period. In preparing these financial statements, the directors have been required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) observe the methods and principles in the Charities SORP 2019 (FRS 102);
- (c) make judgements and estimates that are reasonable and prudent;
- (d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- (e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

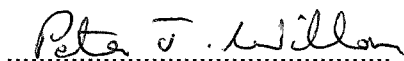
The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 2006. They are also responsible for safeguarding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

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the board of Directors and signed on their behalf by:



Mr P Willan

Director

Date: 20 November 2025

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

Opinion

We have audited the financial statements of Richmond Upon Thames Music Trust Company Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 March 2025 and of its incoming resources and application of resources, including its income and expenditure 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 Charities Act 2011.

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 United Kingdom, including the Financial Reporting Council'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 twelve 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.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.
- certain disclosures of Trustees' remuneration specified by law are not made; 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 exemption in preparing the Trustees' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes 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.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the Directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non-compliance.

During the audit we focused on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011, UK tax legislation, and the Charities SORP (FRS 102). Where relevant, we also considered compliance with fundraising regulations and safeguarding requirements, and reviewed guidance issued by the Charity Commission.

Our procedures in relation to fraud included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

In the context of the charity's operations, we assessed the risk of non-compliance with the relevant legal and regulatory frameworks, particularly in relation to the use of restricted funds, public benefit reporting, and the recognition of grant income. Our procedures included reviewing correspondence with regulators, examining fund movements, and evaluating disclosures in the Trustees' Report and financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

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Kevin Hodgetts (Senior Statutory Auditor)

for and on behalf of
Cooper Parry Group Limited
Statutory Auditor
Broadwalk House
5th floor
5, Appold St
Broadgate
London
EC2A 2AG

Date: 02 December 2025

Cooper Parry Group Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Grants and donation	4	348,210	63,040	411,250	412,054
Charitable activities	5	-	1,366,886	1,366,886	1,277,456
Investments	6	56	5,955	6,011	4,150
Other income		-	6,322	6,322	2,615
Total income		348,266	1,442,203	1,790,469	1,696,275
Expenditure on:					
Charitable activities		388,447	1,275,264	1,663,711	1,514,777
Governance costs		-	42,107	42,107	37,969
Raising funds		-	104,679	104,679	84,462
Total expenditure		388,447	1,422,050	1,810,497	1,637,208
Net movement in funds before other recognised losses / gains		(40,181)	20,153	(20,028)	59,067
Other recognised losses / gains:					
(Loss) / gain on defined pension schemes	15,22	-	(429,000)	(429,000)	261,000
Net movement in funds		(40,181)	(408,847)	(449,028)	320,067
Reconciliation of funds:					
Total funds brought forward		60,936	909,778	970,714	650,647
Total funds carried forward		20,755	500,931	521,686	970,714

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

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
REGISTERED NUMBER: 04218180

BALANCE SHEET
AS AT 31 MARCH 2025

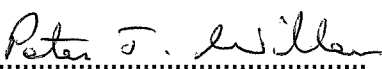
	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	10,683	922
		<u>10,683</u>	<u>922</u>
Current assets			
Debtors	12	318,214	327,752
Cash at bank and in hand		605,453	631,065
		<u>923,667</u>	<u>958,817</u>
Creditors: amounts falling due within one year	13	(412,664)	(418,025)
Net current assets		511,003	540,792
Net assets excluding pension asset		<u>521,686</u>	<u>541,714</u>
Defined benefit pension scheme asset	15	-	429,000
Total net assets		<u><u>521,686</u></u>	<u><u>970,714</u></u>
Charity funds			
Restricted funds	17	20,755	60,936
Unrestricted funds	17	500,931	909,778
Total funds		<u><u>521,686</u></u>	<u><u>970,714</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Directors and signed on its behalf by:



Mr P Willan
(Director)

Date:  20 November 2025

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash from operating activities	19	(16,288)	112,298
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,335)	(1,382)
Interest received		6,011	4,150
Net cash from investing activities		(9,324)	2,768
Cash flows from financing activities		-	-
Change in cash and cash equivalents in the year		(25,612)	115,066
Cash and cash equivalents at the beginning of the year		631,065	515,999
Cash and cash equivalents at the end of the year	20	605,453	631,065

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

Richmond Upon Thames Music Trust Company Limited is a company limited by guarantee in England and Wales. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable Company. The address of the registered office is; 7 Briar Road, Twickenham, Middlesex, TW2 6RB. The nature of the charity's operations and principal activities are to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with 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 (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Richmond Upon Thames Music Trust Company Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The presentation currency is pounds sterling and amounts are rounded to the nearest pound, except for transactions and balances relating to the defined benefit pension scheme which are rounded to the nearest thousand pounds.

2.2 Going concern

The statement of financial position shows an overall net asset position at 31 March 2025. This position is stated before any recognition of a defined benefit pension scheme asset, as no asset has been recognised at the year end. The pension scheme in question relates to the Local Government Pension Scheme (see note 22). The impact of future pension costs remains a key consideration for the trustees.

The Charitable Company meets its day to day working capital requirements through government grants and tuition fee income. There is some uncertainty concerning future income from some of these grant-making bodies, but the directors are pursuing new sources of income. The Charitable Company has demonstrated it has a robust business model and with careful management of overall costs has put itself in a strong and stable position from which to move forward.

The directors consider that it is appropriate to prepare the financial statements on a going concern basis, as they expect the Charitable Company to be able to conduct its activities within the facilities made available for a period of at least twelve months from the date of signing the accounts. Furthermore, budgets are prepared and carefully monitored by the directors who meet to discuss these regularly throughout the year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.3 Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. If necessary, any element relating to future accounting periods is deferred.

The charity receives government grants in respect of music education. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Tuition fee income is stated net of refunds and examination fees and the income is recognised in the period to which the tuition relates.

Music therapy income is recognised in the period in which the service is provided.

Investment and other income are accounted for on a receivable basis.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs.

Costs of raising funds

Includes all of the costs incurred in generating voluntary income.

Costs of charitable activities

Comprises services, supplies and activities undertaken which directly support the Charity's objectives. 95% (2024: 95%) of the office costs are estimated to have been in relation to charitable activities and 5% (2024: 5%) relating to costs of generating voluntary income of the company.

Governance costs

Includes those costs incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Directors in the discharge of their statutory duties.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.5 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on an accruals basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

2.6 Tangible fixed assets and depreciation

Fixed assets for Charitable Company's use are capitalised at cost, where acquired, or at market value, as determined by the Directors, where donated. Fixed assets costing in excess of £250 are capitalised on the balance sheet and are included in the financial statements at cost/market value less depreciation.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the following basis:

Musical instruments	-	33% per annum straight line
Fixtures and fittings	-	20% per annum straight line
Office equipment	-	33% per annum straight line

A full year's depreciation is charged in the year of acquisition and none in the year of disposal.

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash and cash equivalents include petty cash, cash held in current accounts and fixed term deposit accounts with a short-term maturity of twelve months.

2.9 Liabilities and provisions

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

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.10 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 assets

Financial assets are recognised in the Charitable Company's statement of financial position when the Charitable Company becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and 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. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'.

Impairment of financial assets

Financial assets, other than those held at fair value through profit or loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charitable Company's obligations are discharged, cancelled, or they expire.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.12 Employee benefits

The cost of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.13 Pensions

The Charitable Company operated two defined benefit pension schemes for the benefit of its employees.

One of these schemes, the Teachers' Pension Scheme, is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament. On 30 September 2024, RMT formerly withdrew from the Teachers' Pension Scheme as per note 22.

For the other defined benefit scheme, the Local Government Pension Scheme, the pension costs are assessed using the projected unit credit method, the cost of providing pensions is charged to the profit and loss account so as to spread the regular costs over the service lives of employees. The pension obligation is measured at the present value of the estimated future cash flows using interest rates on government securities that have terms to maturity approximating the terms of the related liability.

When the benefits of a scheme are improved, past service costs is recognised as an expense on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits are already vested immediately, following the introduction of, or changes to, a defined benefit plan, the past service cost is recognised as an expense immediately.

In addition to these defined benefit schemes, the Charitable Company also operates one defined contribution scheme, the People's Pension Scheme.

Under FRS 102, a surplus can only be recognised to the extent that the charity can obtain an economic benefit from it, such as through a refund or reduction in future contributions. Historically, when a surplus has arisen it has been shown but not treated as a free reserve because any realisation would potentially be long term through actuarial adjustments to the contribution rate. This year, in line with a prudent approach, the directors have decided to apply a Minimum Funding Requirement, meaning no pension asset has been recognised at 31 March 2025 (2024: surplus of £429,000).

2.14 Fund accounting

Unrestricted funds are comprised of the general reserve. The general reserve is the accumulation of surpluses and deficits and is available for use at the discretion of the Trustees in furtherance of the Charitable Company's general charitable objectives.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

3. Critical accounting estimates and areas of judgment

In preparing these financial statements, the directors have made judgements, estimates and assumptions that affect the application of the Charitable Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The items in the financial statements where these judgements and estimates have been made include:

Debtor Recoverability

The directors have reviewed the year-end balances in respect of trade debtors due in less than one year and consider that all amounts are fully recoverable and that no further adjustment is required.

Useful lives and residual value of fixed assets

The directors have reviewed the useful lives and residual values of fixed assets as detailed in note 11 and consider that no adjustment is required.

Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 March 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

Where a scheme is in a surplus according to the accounting valuation, the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions rates or future repayments. Further details of pension assets not recognised can be found with the pensions note to the financial statements.

4. Income from grants and donations

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Grants and donations	348,210	63,040	411,250	412,054

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Unrestricted funds

	2025	As previously reported 2024	As restated 2024
	£	£	£
Standard fund Grant/MEG (As explained in note 25)	-	245,941	-
LBRUT Grant	47,500	48,000	48,000
Other donations	15,540	1,923	1,923
Peter Willan	-	350	350
	<u>63,040</u>	<u>296,214</u>	<u>50,273</u>

Restricted funds

	2025	As previously reported 2024	As restated 2024
	£	£	£
Hampton Fund	9,455	16,545	16,545
Clive Searby Fund	-	25,700	25,700
Richmond Foundation (formerly Richmond Parish Lands Charity)	25,000	15,909	15,909
Barnes Fund	2,500	1,800	1,800
Arts Council TPS Grant	39,686	55,886	55,886
ACE - Capital grant	25,048	-	-
Standard fund Grant/MEG (as explained in note 25)	246,521	-	245,941
	<u>348,210</u>	<u>115,840</u>	<u>361,781</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5. Income from charitable activities - unrestricted

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Tuition fees	901,233	901,233	870,349
Activity fees from schools	36,229	36,229	30,016
Wider opportunities	20,052	20,052	24,602
Course fees	25,700	25,700	18,248
Concert income	26,612	26,612	6,796
Exam fees	2,637	2,637	2,748
Music therapy	354,423	354,423	324,697
	<u>1,366,886</u>	<u>1,366,886</u>	<u>1,277,456</u>

6. Investment income

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest receivable	<u>56</u>	<u>5,955</u>	<u>6,011</u>	<u>4,150</u>

7. Total expenditure

	Activities undertaken directly 2025 £	Total funds 2025 £	Total funds 2024 £
Charitable activities	1,663,711	1,663,711	1,514,777
Governance costs	42,107	42,107	37,969
Raising funds	104,679	104,679	84,462
	<u>1,810,497</u>	<u>1,810,497</u>	<u>1,637,208</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

8. Operating (deficit) / surplus (total incoming resources less total resources expended)

Operating (deficit) / surplus is stated after charging:

	2025	2024
	£	£
Depreciation of tangible assets	5,574	3,843
Operating lease rentals - land and buildings	74,099	68,924
Auditors' remuneration	9,900	9,250
Auditors' remuneration for non-audit work	6,400	7,375
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	-	(9,000)

9. Comparative figures for the Statement of Financial Activities as restated

	Restricted funds	Unrestricted funds	Total funds
	2024	2024	2024
	£	£	£
Income from:			
Grants and donations	361,781	50,273	412,054
Charitable activities	-	1,277,456	1,277,456
Investments	49	4,101	4,150
Other income	-	2,615	2,615
Total income	361,830	1,334,445	1,696,275
Expenditure on:			
Charitable activities	305,416	1,209,361	1,514,777
Governance costs	-	37,969	37,969
Raising funds	-	84,462	84,462
Total expenditure	305,416	1,331,792	1,637,208
Net movement in funds before other recognised gains	56,414	2,653	59,067
Other recognised gains and losses:			
Gain on defined benefit pension schemes	-	261,000	261,000
Net movement in funds	56,414	263,653	320,067
Reconciliation of funds:			
Total funds brought forward	4,522	646,125	650,647
Total funds carried forward	60,936	909,778	970,714

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

10. Taxation

The Charitable Company enjoys tax-exempt status as a charity under Section 505 Income and Corporation Taxes Act 1988.

11. Tangible fixed assets

	Musical instruments £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 April 2024	167,208	55,314	126,629	349,151
Additions	-	-	15,335	15,335
Disposals	(824)	(2,350)	(52,807)	(55,981)
At 31 March 2025	<u>166,384</u>	<u>52,964</u>	<u>89,157</u>	<u>308,505</u>
Depreciation				
At 1 April 2024	166,620	55,314	126,295	348,229
Charge for the year	295	-	5,279	5,574
On disposals	(824)	(2,350)	(52,807)	(55,981)
At 31 March 2025	<u>166,091</u>	<u>52,964</u>	<u>78,767</u>	<u>297,822</u>
Net book value				
At 31 March 2025	<u>293</u>	<u>-</u>	<u>10,390</u>	<u>10,683</u>
At 31 March 2024	<u>588</u>	<u>-</u>	<u>334</u>	<u>922</u>

Those assets classified as musical instruments are used to further the Charitable Company's objectives. The office equipment is used for administrative support. Those assets included under fixtures, fittings and equipment are furnishings and fittings purchased for the Briar Road office.

For all instruments and equipment purchased using the ACE Capital Grant, ownership remains with Southwest London Music Ltd. and as such they are not included in our fixed assets.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

12. Debtors

	2025 £	2024 £
Trade debtors	292,471	310,647
Other debtors	5,561	-
Prepayments and accrued income	20,182	17,105
	<u>318,214</u>	<u>327,752</u>

Included within Trade debtors is £11,778 (2024 – £11,778) which relates to a rent deposit that is recoverable after more than one year.

13. Creditors: Amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	35,002	44,950
Other creditors	12,528	4,414
Accruals and deferred income	365,134	368,661
	<u>412,664</u>	<u>418,025</u>

14. Deferred income

	2025 £	2024 £
Brought forward at 1 April 2024	348,971	293,514
Released in respect of prior years	(348,971)	(293,514)
Deferred in current year	342,133	348,971
Carried forward at 31 March 2025	<u>342,133</u>	<u>348,971</u>
Carried forward at 31 March 2025		
Grant income	9,091	18,546
Tuition and course fees	333,042	330,425
Total	<u>342,133</u>	<u>348,971</u>

Income has been deferred for the above events as they are all due to take place in the next financial year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

15. Defined benefit pension scheme asset

	2025 £	2024 £
Pension scheme surplus	-	429,000

16. Retained funds

	2025 £	2024 £
Accumulated surplus at 1 April 2024	970,714	650,647
Retained (deficit)/surplus for the year	(449,028)	320,067
Accumulated surplus at 31 March 2025	521,686	970,714

17. Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	Losses on pension £	At 31 March 2025 £
General reserve & total unrestricted funds	<u>909,778</u>	<u>1,442,203</u>	<u>(1,422,050)</u>	<u>(429,000)</u>	<u>500,931</u>

Name of unrestricted fund

General fund

Description, nature and purpose of the fund

The 'free reserves' after allowing for all restricted funds.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Analysis of movement in restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Losses on pension £	At 31 March 2025 £
Jane Wadeson memorial fund	3,315	48	-	-	3,363
Hampton Fuel Allotment	(9,455)	9,455	-	-	-
Clive Searby fund	19,931	-	(9,272)	-	10,659
Richmond Foundation (formerly RPLC)	(9,091)	25,000	(15,909)	-	-
Mandy Lee scholarship fund	350	8	-	-	358
Barnes Workhouse	-	2,500	(2,500)	-	-
Arts Council TPS grant	55,886	39,686	(95,572)	-	-
Standard fund Grant/MEG	-	246,521	(246,521)	-	-
ACE - Capital grant	-	25,048	(18,673)	-	6,375
Total restricted funds	60,936	348,266	(388,447)	-	20,755
Total funds	970,714	1,790,469	(1,810,497)	(429,000)	521,686

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Analysis of movement in unrestricted funds

	At 1 April 2023 £	Income as restated £	Expenditure as restated £	Gains on pension £	At 31 March 2024 £
General reserve & total unrestricted funds	646,125	1,334,445	(1,331,792)	261,000	909,778

Name of unrestricted fund	Description, nature and purpose of the fund
General Fund	The 'free reserves' after allowing for all restricted funds.

Analysis of movement in restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Gains on pension £	At 31 March 2024 £
Jane Wadeson memorial fund	3,276	39	-	-	3,315
Hampton Fuel Allotment	-	16,545	(26,000)	-	(9,455)
Clive Searby fund	-	25,700	(5,769)	-	19,931
Richmond Parish Lands	-	15,909	(25,000)	-	(9,091)
Mandy Lee scholarship fund	1,246	10	(906)	-	350
Barnes Workhouse	-	1,800	(1,800)	-	-
Standard fund Grant/MEG	-	245,941	(245,941)	-	-
Arts Council TPS grant	-	55,886	-	-	55,886
Total restricted funds	4,522	361,830	(305,416)	-	60,936
Total funds	650,647	1,696,275	(1,637,208)	261,000	970,714

Name of unrestricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	10,683	10,683
Current assets	20,755	902,912	923,667
Creditors due within one year	-	(412,664)	(412,664)
Total	20,755	500,931	521,686

Analysis of net assets between funds - prior year

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	922	922
Current assets	60,936	897,881	958,817
Creditors due within one year	-	(418,025)	(418,025)
Provisions for liabilities and charges	-	429,000	429,000
Total	60,936	909,778	970,714

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(20,028)	59,067
Adjustments for:		
Depreciation charges	5,574	3,843
Dividends, interests and rents from investments	(6,011)	(4,150)
Decrease/(increase) in debtors	9,538	(530)
(Decrease)/increase in creditors	(5,361)	63,068
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	-	(9,000)
Net cash (used in)/provided by operating activities	(16,288)	112,298

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash at bank and in hand	605,453	631,065
Total cash and cash equivalents	605,453	631,065

21. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	631,065	(25,612)	605,453
	631,065	(25,612)	605,453

22. Pension commitments

During the financial year 2024-25 the Charitable Company's employees belonged to three pension schemes: The Teachers' Pension Scheme ("TPS"), for academic and related staff, the Local Government Pension Scheme ("LGPS"), for non-teaching senior staff, managed by Wandsworth Council, and The Peoples' Pension Scheme ("TPP"), for non-teaching admin staff.

Both the TPS and LGPS are defined benefit schemes, the pension costs for which are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2020 and the LGPS was 31 March 2025. The TPP is a defined contribution scheme, authorised as a Master Trust by The Pensions Regulator.

Contributions of £17,004 were payable to the three schemes at the year-end (2024: £26,895).

Teachers' Pension Scheme

During the year, the Charity participated in the TPS, a statutory, unfunded, defined benefit multi-employer scheme governed by the Teachers' Pensions Regulations 2014. As the Charity is unable to identify its share of the underlying assets and liabilities, contributions were accounted for as if the scheme were a defined contribution scheme, in accordance with FRS102.

On 30 September 2024, the Charity formally withdrew from the TPS following a consultation with staff, who agreed to the contractual change. From 1 October 2024, all eligible staff were enrolled in The People's Pension Scheme, a defined contribution Master Trust arrangement.

The decision to withdraw was made in response to changes in funding arrangements and contribution rates that affected the affordability of continued participation.

Employer contributions to the TPS for the period up to 30 September 2024 amounted to £113,018 (2024: £188,587).

The People's Pension Scheme

The TPP is a defined contribution scheme authorised as a Master Trust by The Pensions Regulator. From 1 October 2024, as above, all eligible staff previously in the TPS were enrolled in TPP, joining existing members from the core team. Employer contributions to TPP for the year ended 31 March 2025 amounted to £47,934 (2024: £5,222).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

22. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded, defined benefit scheme with assets held in separate trustee-administered funds. The total contributions for the year ended 31 March 2025 were £53,441 (2024: £44,449) of which employer's contributions totalled £41,509 (2024: £35,531).

The latest triennial valuation was carried out at 31 March 2025 and the following information was provided for disclosures under FRS102 as at 31 March 2025, by Barnett Waddingham LLP as part of their annual review of the scheme.

	2025 £'000	2024 £'000
The total recognised cost in the period was as follows:		
Current service cost	34	26
Net interest	(22)	(8)
Administration expenses	1	1
	<u>13</u>	<u>19</u>
Recognised in net expenditure	<u><u>13</u></u>	<u><u>19</u></u>

Under FRS 102, a surplus can only be recognised to the extent that the charity can obtain an economic benefit from it, such as through a refund or reduction in future contributions. Historically, when a surplus has arisen it has been shown but not treated as a free reserve because any realisation would potentially be long term through actuarial adjustments to the contribution rate. This year, in line with a prudent approach, the directors have decided to apply a Minimum Funding Requirement, meaning no pension asset has been recognised at 31 March 2025 (2024: surplus of £429,000).

	2025 £'000	2024 £'000	2023 £'000
Amounts recognised in the balance sheet were as follows:			
Present value of funded obligations	(1,651)	(1,844)	(1,854)
Fair value of fund assets (bid value)	2,324	2,273	2,013
Surplus	<u>673</u>	<u>429</u>	<u>159</u>
Impact of asset ceiling	(673)	-	-
Net defined benefit pension scheme asset	<u><u>-</u></u>	<u><u>429</u></u>	<u><u>159</u></u>

	2025 £'000	2024 £'000
Opening impact of asset ceiling	-	-
Loss as a result of asset ceiling adjustment	673	-
Closing impact of asset ceiling	<u><u>673</u></u>	<u><u>-</u></u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

	2025 £'000	2024 £'000
Changes in the present value of the defined benefit obligations were as follows:		
Opening defined benefit obligation	1,844	1,854
Current service cost	34	26
Interest expense	89	88
Change in financial assumptions	(247)	(45)
Change in demographic assumptions	(4)	(25)
Contributions by scheme participants	11	9
Estimated benefits paid net of transfers in	(72)	(67)
Experience (gain)/loss on defined benefit obligation	(4)	4
Closing defined benefit obligation	<u>1,651</u>	<u>1,844</u>

	2025 £'000	2024 £'000
Changes in the fair value of the pension plan assets were as follows:		
Opening fair value of fund assets	2,273	2,013
Interest income	111	96
Actual return on plan assets (excl. interest income)	(36)	195
Administration expenses	(1)	(1)
Contributions by employer incl. unfunded	38	28
Contributions by fund participants	11	9
Estimated benefits paid plus unfunded net of transfers in	(72)	(67)
Closing fair value of fund	<u>2,324</u>	<u>2,273</u>

	2025 £'000	2024 £'000
The contribution of each major class of assets to the fair value of the total plan was:		
Equities	1,331	1,326
Bonds	347	343
Property	316	293
Cash	90	80
Multi-asset fund	240	231
	<u>2,324</u>	<u>2,273</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

	2025 £'000	2024 £'000
The return on plan assets was as follows:		
Interest income	111	96
Actual return on plan assets (excl. interest income)	(36)	195
Total return on plan assets	<u>75</u>	<u>291</u>

	2025	2024	2023
The principal actuarial assumptions used were as follows:			
Discount rate	5.80%	4.90%	4.80%
Expected rates of salary increases	3.20%	3.25%	3.30%
Expected rates of pension salary increases	2.90%	2.90%	2.95%
Expected rate of increase - RPI	3.20%	3.25%	3.30%
Expected rate of increase - CPI	2.90%	2.90%	2.95%

	2025	2024	2023
The mortality assumptions used for longevity (in years) on retirement at age 65 are:	£	£	£
Retiring at the balance sheet date			
- Males	20.7	20.8	21.1
- Females	23.3	23.3	23.5
Retiring in 20 years			
- Males	22.0	22.0	22.3
- Females	24.7	24.7	25.0

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

23. Staff

Number of employees

The average number of employees during the year was as follows:

	2025 Number	2024 Number
Raising funds	-	1
Charitable activities	103	98
Governance	4	6
	<u>107</u>	<u>105</u>
	<u><u>107</u></u>	<u><u>105</u></u>
	2025 £	2024 £
Employment costs		
Wages and salaries	1,242,554	1,135,553
Social security costs	68,236	65,069
Total pension costs	202,281	224,118
	<u>1,513,071</u>	<u>1,424,740</u>
	<u><u>1,513,071</u></u>	<u><u>1,424,740</u></u>

One employee, including directors, earned more than £60,000 during the year (2024: 1).

No expenses were reimbursed to directors during the year (2024: £Nil).

Directors' remuneration:

The number of directors receiving remuneration during the year amounted to Nil (2024: Nil).

	2025 £	2024 £
Remuneration	-	-
Company pension contributions to defined benefit schemes	-	-
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

The number of directors for which retirement benefits were accruing under defined benefit pension schemes amounted to Nil (2024: Nil).

Key management personnel

Key management personnel includes all directors and a number of senior staff who together have authority for planning, directing and controlling the activities of the Charitable Company.

The total compensation paid to key management personnel for these services was £286,533 (2024: £249,817).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

24. Related party transactions

Except for remuneration paid to key management personnel disclosed in note 23, no further related party transaction took place.

25. Prior year restatement

The prior year figures have been restated following a reclassification of grant income from unrestricted funds to restricted funds. This adjustment was made after a review of the terms and conditions attached to the grant income, which indicated that the funds were subject to specific restrictions on their use.

There is no impact on the total reserves as a result of this reclassification. Comparative figures have been restated to reflect this change and ensure consistency and comparability.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales - Charity number 1090623

Accounts

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
(A Charitable Company Limited By Guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

CONTENTS

	Page
Company information	1
Directors' report	2 - 9
Independent auditor's report on the financial statements	10 - 13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 36

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**COMPANY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Mr P Willan Dr H Dodman Ms J Harnden Cllr J Humphreys Mrs A Letch (Resigned 18 July 2024) Lady C Panufnik Mr A Price Ms E Rowley Mrs S Griffin (Resigned 16 November 2023)
Company registered number	04218180
Charity registered number	1090623
Registered office	7 Briar Road Twickenham Middlesex TW2 6RB
Company secretary	Miss C Peirson
Independent auditor	Cooper Parry Group Limited Statutory Auditor 250 Fowler Avenue Farnborough Hampshire GU14 7JP

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Directors (who are also trustees for the purposes of the Charities Act) present their report with the financial statements of the Company for the year ended 31 March 2024. The Directors have adopted the provisions of 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 2015).

Administrative information in respect of the charity can be found on the company information page.

Governing Instrument

RMT's charitable objects are regulated by its Memorandum and Articles of Association dated 16 May 2001 and updated 24 January 2002 and is constituted as an incorporated body.

Objectives

The principal objective of RMT is to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Aims

The aim of RMT is to be the main provider and key contributor of musical opportunities within the borough, transforming individuals and the community through:

- high quality music tuition
- exciting and innovative large-scale events and performances
- provision of and support for group work in choirs, bands, orchestras and chamber ensembles
- powerful and effective music therapy for children and adults
- comprehensive training and development

thereby utilising music as a vehicle to enrich and enhance the education, health and quality of life of RMT clientele.

Structure and Governance

The Chief Executive, Caroline Peirson, is responsible for the day to day running of the charity and reports to the Board of Directors who oversee and approve strategic and financial plans. The CEO is assisted by the Development Director, Development Manager (Vocal), and Head of Music Therapy. Together they co-ordinate the work of three administrative staff, seven Team Leaders, one Lead Teacher and specialist teams of Associate Teachers and Music Therapists.

Going Concern

The statement of financial position shows an overall net asset position. This year end position includes the Local Government Pension Scheme surplus of £429,000 (2023 surplus of £159,000). The impact of increased pension costs in the future is a matter that the directors will continue to keep under review. The day to day working capital requirements are met from the income received. The Directors have a reasonable expectation that RMT has adequate resources to continue in operational existence for the foreseeable future. They therefore continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Directors

The following Directors have held office during the year:

Dr H Dodman (Deputy Chair) (S) (R)
Mrs S Griffin (F) (resigned 16 November 2023)
Ms J Harnden (R)
Cllr J Humphreys (F)
Mrs A Letch (S) (resigned 18 July 2024)
Lady C Panufnik
Mr A Price
Ms E Rowley
Mr P Willan (Chair) (S) (F) (R)

(F) Funding Sub-committee
(S) Safeguarding Sub-committee
(R) Remuneration Sub-committee

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Directors and Method of Appointment

The Directors who are also the Trustees, are elected at the AGM or may be appointed during the year by the Board with election at the following AGM. The candidature of people with skills, experience and/or interests relevant to the charitable companies' activities is encouraged through local organisations, existing contacts and search channels. A skills matrix was developed and adopted during the financial year 2017/18 to help ensure the Board has the right blend of skills, knowledge and experience to support the executive team and provide the necessary scrutiny and strong governance. All new Board members are given induction training which includes learning about the background, ethos and day to day activities of the charitable company as well as outlining their responsibilities. Formal arrangements are supplemented by opportunities to meet staff and to attend events and/or classes to ensure Directors have an overview of the workings of RMT.

Staffing

The organisation is committed to a policy of equal opportunities in its employment practices. All members of staff having contact with children must be cleared through the Disclosure and Barring Service (DBS). RMT has safeguarding policies in place with all teachers undertaking Level 2 Safeguarding Training, renewed within a three-year cycle. Music Therapists receive Level 3 training.

Caroline headed a team of six core staff, seven part-time Team Leaders, one part-time Lead Teacher, eighty Associate Teachers and twenty Music Therapists.

Organisation

The Directors determine the organisation's strategy and consider and approve proposals for new policies or variations on existing policies. Annual budgets, business and development plans are subject to Board approval. The Board appoints the CEO and the Company Secretary. The Board met four times during the year.

The Safeguarding sub-committee meets annually to review any issues arising during the year and to review safeguarding policy and procedures, reporting back to the full Board. It also meets when an individual issue requires more detailed scrutiny and/or immediate action. The Funding sub-committee scrutinizes the funding of the organization and considers future funding and fundraising opportunities. The Remuneration and Appointments sub-committee meets to consider remuneration policy and senior staff appointments.

Review of the year and plans for the future

Funding

Arts Council England

The new National Plan for Music Education (NPME), published in July 2022 and implemented from September 2023, sets out a refreshed vision for music education:

To enable all children and young people to learn to sing, play an instrument and create music together, and have the opportunity to progress their musical interests and talents, including professionally.

As lead organisation for the local Music Education Hub, Richmond Music Trust (RMT) continued in their role supporting the delivery of the plan, with responsibility for the five strategic functions set out in the plan: Partnership, Schools, Progression and Musical Development, Inclusion, Sustainability.

A strong and mutually supportive relationship continues with Arts Council England (ACE) who distribute funding on behalf of the Department for Education (DfE). A significant amount of background information and statistical data relating to the NPME is provided to ACE on a regular basis to secure release of grant payments.

ACE replaced the Annual Feedback letter with quarterly feedback. RMT continues to be rated as 'minor risk' which is the lowest category of concern. During the year ACE identified financial resilience and school engagement as some of the key strengths of the organisation.

LB Richmond upon Thames Council Grant (via Achieving for Children)

RMT continues to benefit from an annual grant from Richmond Council through Achieving for Children, and the Trustees are extremely grateful for the Borough's ongoing support. The grant is integral to maintaining the breadth and quality of provision that has been developed over the last 30 years. It is also vital for the support of disadvantaged families, ensuring children who are likely to miss out have the same opportunities that are available to others.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Charitable Funds and Remission Scheme

Over 280 children and young people benefited from the remission scheme this year. This is a small increase on the number of pupils in the previous year (approx. 240, 2022/23) and represents approx. 13% of those receiving tuition overall. RMT remains deeply grateful to the Hampton Fund, Richmond Parish Lands Charity and the Barnes Fund for their support of this scheme which, alongside additional funding from RMT, ensures that children from families in financial difficulty do not miss out and are able to participate in instrumental/vocal tuition and to enjoy the significant benefits of music-making.

Mandy Lee Scholarship Fund

The fund was established in 2014 in memory of Mrs Mandy Lee, the wife of Michael Lee, an RMT piano teacher. With criteria for the fund including musical aptitude and financial need, two scholars have been supported by the scheme this year, receiving financial help with tuition fees, ensemble membership and instrument hire.

London Music Fund

Trustees are also grateful to the London Music Fund for providing financial support for one LMF scholar who graduated from the programme in July 2023. RMT continues to support the pupil who is progressing well.

Operations

Music Makers

RMT's provision for Year 1 pupils continues to offer a preparatory course for children intending to start learning to play an instrument. It offers a wide range of musical activities for young children and provides an invaluable preparation for those starting instrumental tuition in Year 2. During the year approximately 350 children participated in the Music Makers programme in 12 schools across the Borough.

First Access to Music

Under the refreshed NPME, enabling first access to instrumental music making for all children remains a priority. Over the last year the Trust's four term Whole Class Ensemble Tuition (WCET) programme was delivered in over 80% of borough primary schools. The four-term programme includes an optional introductory term of vocal work followed by a term of whole-class instrumental learning. Children can then choose to continue learning in large groups for two more terms. This Transition Stage leads on to RMT's standard small group tuition. The term of whole-class instrumental tuition remains free to school. A small per-pupil charge is made for those continuing to the large group stage, which is usually passed on to parents. The continuation rate is on average around 15%. The programme ensures all children experience learning a musical instrument, and is particularly valuable for those schools that find it more difficult to sustain a programme of small group and individual instrumental tuition funded by parents. Our whole class provision has also been further developed, beyond the standard WCET programme, in a number of schools, extending across a number of different year groups.

Standard Tuition

RMT offers standard small group and individual tuition, delivered weekly during term time in schools across the Borough, and at our out-of-school centres. This activity forms a significant part of RMT's provision, and plays a key role in supporting our wider offer. Student numbers have remained stable, at around 80% of our pre-covid total numbers. 2105 pupils were "on-course" and receiving small group or individual instrumental and vocal tuition at the start of the new academic year (Autumn 2023) in comparison to 2050 the previous year (Autumn 2022). A small amount of tuition continued online, via the model developed in Summer 2020, creating additional opportunities for students unable to access face-to-face tuition at a school or centre.

Examinations

During the year RMT ran a total of five face to face private visit sessions, three for ABRSM and two for Trinity exams. A total of 148 candidates were entered of which 32 passed with distinction. In addition, a number of teachers continued to support the digital performance options that are now available.

As well as ABRSM and Trinity College of Music exams, many RMT students continue to be entered for Registry of Guitar Tutors exams, Trinity Rock and Pop exams and Rock School exams.

Courses

Courses remain an important strand of RMT work, bringing young musicians together to create and make music.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

BandIt: RMT's contemporary band course continued to build on its success. The Easter course (3-6 April 2023) saw seven bands coming together to learn covers, rehearse, write and perform their own songs, with the Summer course (21-25 August 2023) maintaining its full capacity of twelve bands. Both week-long courses culminated in fantastic gigs, with the Summer event taking place at The Exchange in Twickenham, in front of enthusiastic audiences of parents and friends.

Instrumental Day Workshops: As part of our 30 year anniversary celebrations a series of instrumental workshops were planned to take place during the Summer Term 2024. However, the series was kicked off in March 2024 with the RMT Recorder Day, featuring international award winning recorder quartet Palisander.

Music Centres

Ensemble rehearsals and instrumental/vocal tuition continued to take place at our Saturday Centre, with additional out of school instrumental tuition taking place in Briar Road on four evenings during the week. RMT Junior and Senior Concert Bands also rehearsed on Tuesday and Wednesday evenings at Waldegrave School. Beginners can join Junior Strings, Junior Brass Band or Junior Concert Band, moving on to Intermediate Training Orchestra or one of our senior ensembles when ready. Chamber Group, Ensembles, Jazz Band, Rock Band and Saturday Bandit offer a broad range of additional opportunities.

Senior Ensembles

Richmond Youth Screen Orchestra (RYSO), Richmond Youth Concert Band (RYCB), Richmond Youth Brass Band, Richmond Youth Jazz Band and Soul Band continue to attract new members, and to perform regular concerts of a high standard. Notable performances included the RMT Ensembles Concert on 12 July 2023 at The Exchange, Twickenham, featuring RMT ensembles from beginner to advanced. In the Spring Term 2024, RYSO and RYCB came together at Richmond and Hillcroft Adult Community College for a rehearsal and performance day. This culminated in a well-attended concert for family and friends. The RMT Jazz Band continued to be our busiest ensemble and participated in various community events across the Borough.

Instrument Hire Scheme

RMT maintains an instrument hire scheme helping children access a range of instruments. Free instrument loan is provided for children from families eligible for the remission scheme (subject to availability). A whole-class set of instruments is also provided and maintained in every KS2 school for the four term WCET programme. All children continuing to the Transition Stage are provided with free instrument loan for the final two terms of the programme.

Website/Social Media

RMT's updated website and social media presence continues to be a valuable tool for the organisation, both in the promotion of our services, and in supporting the day to day operations of the Trust.

RMTs social media platforms have seen increased engagement over the last year, and we continue to seek out opportunities to reach a wider audience.

Staff Training and Development

The majority of staff meetings, along with the September Inset remained online in order to maximise access/attendance. The main RMT Inset session took place on Thursday 14 September 2023, with a focus on inclusive practice in small group instrumental/vocal teaching. The session was delivered by Emily Stratford, Tri-Borough Music Hub SEND Inclusion Strategic Lead.

Instrumental/vocal team meetings also took place with the opportunity for more instrument specific discussion.

Throughout the year, all newly appointed staff attended the usual induction course providing details about work practices, expectations, Health and Safety for employees and Safeguarding children. New teachers are closely monitored and supported (including observation visits in their first and second terms), whilst ongoing support for all instrumental teachers, including informal visits and formal annual observations with written feedback, continues to be undertaken by Team Leaders and Lead Teachers.

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Support for Schools

RMT continued to provide additional advice and support to schools as and when required, on a wide range of musical issues. Additionally, ongoing communication and support is provided to school-based music staff as part of the primary and secondary singing events and the school orchestra instrumental day. Specialist RMT staff work with the children alongside school staff, modelling a variety of teaching and rehearsal techniques and helping to raise standards and expectations. The success of this approach is reflected by the very high levels of engagement of school music leaders and the depth of technical and musical knowledge and skills on display at our large-scale events.

Events

Primary Singing Festival 2024

Although the festival generally takes place in March each year, due to availability of the venue, the 2023/24 festival was scheduled for June 2024 at the Rose Theatre in Kingston. 40 Borough Schools registered for the event, with approximately 1750 pupils due to take part. The festival maintained its collaborative character, with choir leaders and the RMT singing team continuing to work closely together.

Music coordinators and choir leaders attended a vocal workshop in February 2024 and visits by the singing team to all participating schools, along with twelve regional workshops, took place throughout March and April 2024. The theme Whatever The Weather inspired imaginative song choices from the schools partnerships, and the four massed songs were greatly enjoyed by children and teachers alike.

Live at The Exchange 2023

Our Secondary vocal event Live at The Exchange (formerly Live @ the Rose) took place on 14 July 2023. The event remains as a student-led gig which offers the opportunity for soloists and small groups to sing with a live professional band. Close to 40 students took part singing a mixture of covers and students' own songs. The event provided an exciting opportunity for the students to rehearse and perform at a professional venue and the standard of performances was extremely high.

Schools Instrumental Day May 2023

This event was developed to help support the rebuilding of school orchestras/ ensembles post-Covid. Schools were invited to bring players to The Exchange in Twickenham on 23 May 2023 for a day of ensemble work and informal performance, celebrating young musicians from across the Borough. Over 200 pupils from 10 Borough Primary schools got the chance to meet and play alongside their friends as well as pupils from other schools, led by a team of specialist RMT Team Leaders/Associate Teachers.

Partnerships

South West London Music Education Partnership (SWLMEP)

RMT's partnership with music services from Merton, Wandsworth, Hounslow, Kingston, Sutton and Croydon remains strong. The partnership planned, prepared and successfully submitted an innovative bid to secure continued DfE funding to deliver the new NPME. The seven music services will collaborate via the new Southwest London Music Hub from September 2024, working together to align aims and strategic functions to deliver the plan and create additional and improved opportunities for children and young people.

Music Therapy

During this past year RMT has continued to provide a stable and financially sustainable music therapy service across all areas of clinical activity, consolidating our provision at pre-pandemic levels. Areas of clinical activity have been:

- Children and young people with special educational needs
- Children and young people with social, emotional and mental health needs
- Children and adults with life limiting conditions
- Children and adults with neurological conditions or acquired brain injuries
- Adults with learning disabilities
- Adults with mental health needs
- Adults with Dementia

RMT's main focus of delivery has been from our therapy room in Twickenham, which is fully utilised 6 days a week. Sessions are also delivered on an outreach basis to schools, day centres, care homes and hospitals or from the Hook Centre in Kingston.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Although the majority of provision has been in person, we have also maintained and developed our online offer, which continues to be of interest to some clients and enables our service to reach vulnerable children and adults, who otherwise would not have access to RMT's services. In this context RMT has continued to work with a nationwide specialist provider for online content to care homes (www.personcentredsoftware.com), providing a weekly singing and well-being group which is live-streamed via an online platform to a wide selection of care homes for older adults.

RMT has continued to provide Singing Together, an online singing group for older adults, in particular those with Dementia, living in their own homes (funded by 'Music for Dementia'). This group has a steady membership of approx. 15-20 participants. As the initial funding has now come to an end, we are looking for opportunities for follow on funding to ensure existing and new members can continue to benefit from the group.

Future Plans

RMT will continue to work across all areas of provision to achieve our stated objective to provide musical opportunities of the highest standard for young people and others in and around Richmond. We will seek to maintain current levels of provision, as well as creating opportunities to increase the number of families and schools accessing our services and the range of provision and services offered.

The last 12 months has seen ACE oversee a restructure of the national network of Music Hubs and, from September 2024, the creation of fewer, larger Hubs. Overall DfE Funding remains unchanged with a single Hub Lead Organisation (HLO) in each area now having responsibility for the distribution of DfE funding to their Hub partners. The reorganisation has provided the opportunity for SWLMPE to consolidate their existing and long-standing partnership working by forming Southwest London Music Ltd., the new HLO for the Southwest London area. Each music service (RMT, Merton, Wandsworth, Croydon, Sutton, Hounslow and Kingston) will retain their individual identity and local focus, coming together to ensure efficient and effective delivery of the NPME and to create additional opportunities for children and young people.

The risks of changing local and national government priorities affecting grant funding remains, and RMT continues to apply flexible working practices to mitigate risk. Careful management of finances over the last few years has maintained financial stability with reserves remaining at Charity Commission recommended levels. Following significant year on year increases to the Teachers Pension Scheme contributions, further action to control costs includes changes to the pension scheme offered to RMT teachers and therapists.

RMT's programme of events/activities for the 2024/25 academic year will continue to support our young musicians while also continuing to celebrate RMT's 30th anniversary. There will be a particular focus on the development and growth of our ensemble provision and a variety of opportunities for new players to experience the benefits of playing together. We will also be further developing our Schools Ensemble event, bringing school groups/orchestras together and providing a platform for them to perform and experience music together.

Demand for our Music Therapy is expected to remain high with the department continuing to see strong growth in all areas.

Overall RMT is in a strong position to continue moving forward, particularly in terms of its relationship with, and support from parents, schools and the wider community.

Financial Review

Operating Deficit/Surplus

The Directors are pleased to report that, RMT achieved an operating surplus of £50,067, compared to the operating surplus of £62,132 at the end of the previous year. This operating surplus is before taking into account an increase in the pension liability of £9,000 (2023: decrease £40,000) which results in the net income figure of £59,067 (2023: £22,132) being reported in the financial statements. There was an increase in income to £1,696,275 from £1,651,807 in 2023, as a result of the continued increase in provision.

Total expenditure increased to £1,637,208 from £1,629,675 in 2023. Total assets less current liabilities (excluding pension liabilities) increased by £50,067 to £541,714 from £491,647 in the previous year. Restricted funds at the year-end were £60,936 (2023: £4,522), unrestricted funds showing a surplus of £909,778 (2023: £646,125) and total funds a surplus of £970,714 (2023: £650,647).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Although the operating surplus/deficit is regarded as a meaningful financial performance measure, in order to comply with accounting standards, liability relating to the Local Government (defined benefit) Pension Scheme for administrative staff is also reported. Liability is recognised as the benefits are earned, not when they are due to be paid and accordingly an estimate of the liabilities accrued for the period is provided by the scheme's actuary (see notes to the financial statements for details). The total value of the pension scheme surplus at 31 March 2024 is £429,000 (2023: £159,000).

Reserves policy

It is the policy of RMT to continue to seek to maintain free reserves of the charity, excluding the defined benefit pension scheme liability, at a prudent level equating to three month's of unrestricted expenditure, as recommended by the Charity Commission. These reserves are to provide sufficient funds to cover management, administration and operational costs over the stated period and for the purchase of necessary equipment and any other unforeseen capital costs. RMT free reserves decreased at 31 March 2024 to £480,778 (2023: £487,125). Average one month's unrestricted expenditure increased to £132,228 (2023: £131,275) so that free reserves covered approximately 3.6 months of unrestricted expenditure (2023: 3.8). It is expected the cover will reduce next year, but will remain at a prudent level, on account of increased national insurance and other costs.

General Data Protection Regulation (GDPR)

Work continues to be carried out to ensure compliance with the UK GDPR. The RMT Data Protection Policy continues to be reviewed on an annual basis. The Policy shows RMT's commitment to the principles when collecting, processing and storing personal data and informs all RMT data handling procedures.

The RMT Privacy Notice, approved by the Board in 2017, is reviewed on an annual basis. The Privacy Notice continues to appear whenever users apply for RMT services or provide information to RMT online.

Further IT updates have been carried out to enhance the security of the RMT data system from any external cyber-attacks. These go beyond the level of security required in the Cyber Essentials certification which is processed on an annual basis. RMT will continue to work with our IT provider, Minerva, to ensure any additional measures required are put in place to continue to comply with GDPR.

Risk Management

As required by the Charity Commission, the Directors undertake regular reviews of the significant risks to which RMT is exposed and ensure that mitigation policies are in place. A risk register exists and is updated regularly.

The key risk that RMT has identified is the inability to secure or sustain current level funding. A number of lower priority risks have also been identified and procedures have been implemented which minimize these identified risks. The Board regularly discusses aspects of the operations to understand and manage the risk it faces.

Relationships with other organisations

RMT is keen to form partnerships with other organisations that offer specialist support and contribute to the breadth and quality of provision. Existing partners include M:Tech, Kingston Music Service and the South West London Music Education Partnership. The Music Therapy department engages with a range of partners that refer clients to RMT. We actively seek and welcome new partners who might improve, enhance or broaden our provision.

Funders are another group who have a continuing interest in RMT's performance and its use of resources. They include Arts Council England, LBRuT, Hampton Fund, Richmond Parish Lands Charity and Barnes Fund. We are also supported by donations from individuals. To all of them, the Directors give their thanks on behalf of the most important stakeholders, the young people, to whom we continue to provide musical opportunities.

Charitable Activities

Music provision: the aim of RMT is to be able to offer music tuition to all children and young people of school age within the borough. RMT aims to provide music tuition as and when requested. However, this is not always immediately possible therefore waiting lists are created. Waiting lists are closely monitored and pupils are offered places as soon as tuition becomes available. Additional teachers are engaged to increase capacity where appropriate. There are currently 45 primary schools, 11 secondary and 3 Special Educational Needs schools within the Borough. The Trust is music provider for almost all borough grant maintained schools.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Planning and Development

The Annual budget is presented by the Executive for Board approval. Alongside stringent budget monitoring procedures, indicators are used to measure performance. These include pupil numbers, waiting lists, the quality of teaching and learning and feedback from stakeholders.

Public Benefit

The Directors confirm that they have paid due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charitable Company. The Charity Commission, in its "Charities and public benefit" guidance, states that there are two key principles to be met in order to show that an organisation's aims are for the public benefit: firstly, there must be an identifiable benefit and, secondly, that the benefit must be to the public or a section of the public. The Directors are satisfied that both these key principles are met by the operation and achievements of the Charitable Company.

Directors' responsibilities

Charity law and Company law require the Directors 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 period. In preparing these financial statements, the directors have been required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) observe the methods and principles in the Charities SORP 2019 (FRS 102);
- (c) make judgements and estimates that are reasonable and prudent;
- (d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- (e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 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.

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the board of Directors and signed on their behalf by:



Mr P Willan

Director

Date: 19.12.2024

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

Opinion

We have audited the financial statements of Richmond Upon Thames Music Trust Company Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 March 2024 and of its incoming resources and application of resources, including its income and expenditure 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 Charities Act 2011.

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 United Kingdom, including the Financial Reporting Council'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 twelve 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.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.
- certain disclosures of Trustees' remuneration specified by law are not made; 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 exemption in preparing the Trustees' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes 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.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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:

IWe gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the Directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Jane Wills

Cooper Parry Group Limited

Statutory Auditor
250 Fowler Avenue
Farnborough
Hampshire
GU14 7JP

Date: 19/12/2024

Cooper Parry Group Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Grants and donations	4	115,840	296,214	412,054	405,338
Charitable activities	5	-	1,277,456	1,277,456	1,245,709
Investments	6	49	4,101	4,150	722
Other income		-	2,615	2,615	38
Total income		115,889	1,580,386	1,696,275	1,651,807
Expenditure on:					
Charitable activities		59,475	1,455,302	1,514,777	1,513,285
Governance costs		-	37,969	37,969	35,768
Raising funds		-	84,462	84,462	80,622
Total expenditure		59,475	1,577,733	1,637,208	1,629,675
Net movement in funds before other recognised gains		56,414	2,653	59,067	22,132
Other recognised gains:					
Gain on defined benefit pension schemes	17	-	261,000	261,000	865,000
Net movement in funds		56,414	263,653	320,067	887,132
Reconciliation of funds:					
Total funds brought forward		4,522	646,125	650,647	(236,485)
Total funds carried forward		60,936	909,778	970,714	650,647

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

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
REGISTERED NUMBER: 04218180

BALANCE SHEET
AS AT 31 MARCH 2024

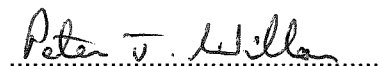
	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	922	3,383
		<u>922</u>	<u>3,383</u>
Current assets			
Debtors	12	327,752	327,222
Cash at bank and in hand		631,065	515,999
		<u>958,817</u>	<u>843,221</u>
Creditors: amounts falling due within one year	13	(418,025)	(354,957)
Net current assets		<u>540,792</u>	<u>488,264</u>
Net assets excluding pension asset		<u>541,714</u>	<u>491,647</u>
Defined benefit pension scheme asset	15	429,000	159,000
Total net assets		<u><u>970,714</u></u>	<u><u>650,647</u></u>
Charity funds			
Restricted funds	17	60,936	4,522
Unrestricted funds	17	909,778	646,125
Total funds		<u><u>970,714</u></u>	<u><u>650,647</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Directors and signed on its behalf by:


Mr P Willan
(Director)

Date: 19.12.2024

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash from operating activities	19	112,298	24,714
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,382)	-
Interest received		4,150	722
Net cash from investing activities		2,768	722
Cash flows from financing activities			
		-	-
Change in cash and cash equivalents in the year		115,066	25,436
Cash and cash equivalents at the beginning of the year		515,999	490,563
Cash and cash equivalents at the end of the year	20	631,065	515,999

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

Richmond Upon Thames Music Trust Company Limited is a company limited by guarantee in England and Wales. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable Company. The address of the registered office is; 7 Briar Road, Twickenham, Middlesex, TW2 6RB. The nature of the charity's operations and principal activities are to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with 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 (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Richmond Upon Thames Music Trust Company Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The presentation currency is pounds sterling and amounts are rounded to the nearest pound, except for transactions and balances relating to the defined benefit pension scheme which are rounded to the nearest thousand pounds.

2.2 Going concern

The statement of financial position shows an overall net asset position at 31 March 2024, however this is after the defined pension scheme asset of £429,000 has been accounted for. This pension asset is in respect of the local government pension scheme (see note 22). The impact of pension costs in the future is something that the trustees will need to consider in due course.

The Charitable Company meets its day to day working capital requirements through government grants and tuition fee income. There is some uncertainty concerning future income from some of these grant-making bodies, but the directors are pursuing new sources of income. The Charitable Company has demonstrated it has a robust business model and with careful management of overall costs has put itself in a strong and stable position from which to move forward. The Charitable Company is now making a steady return to normal levels of provision across its full range of activities.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.2 Going concern (continued)

The directors consider that it is appropriate to prepare the financial statements on a going concern basis, as they expect the Charitable Company to be able to conduct its activities within the facilities made available for a period of at least twelve months from the date of signing the accounts. Furthermore, budgets are prepared and carefully monitored by the directors who meet to discuss these regularly throughout the year.

2.3 Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. If necessary, any element relating to future accounting periods is deferred.

The charity receives government grants in respect of music education. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Tuition fee income is stated net of refunds and examination fees and the income is recognised in the period to which the tuition relates.

Music therapy income is recognised in the period in which the service is provided.

Investment and other income are accounted for on a receivable basis.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs.

Costs of raising funds

Includes all of the costs incurred in generating voluntary income.

Costs of charitable activities

Comprises services, supplies and activities undertaken which directly support the Charity's objectives. 95% (2023 - 95%) of the office costs are estimated to have been in relation to charitable activities and 5% (2023 - 5%) relating to costs of generating voluntary income of the company.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.4 Expenditure (continued)

Governance costs

Includes those costs incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Directors in the discharge of their statutory duties.

2.5 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on an accruals basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

2.6 Tangible fixed assets and depreciation

Fixed assets for Charitable Company's use are capitalised at cost, where acquired, or at market value, as determined by the Directors, where donated. Fixed assets costing in excess of £250 are capitalised on the balance sheet and are included in the financial statements at cost/market value less depreciation.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the following basis:

Musical instruments	-	33% per annum straight line
Fixtures and fittings	-	20% per annum straight line
Office equipment	-	33% per annum straight line

A full year's depreciation is charged in the year of acquisition and none in the year of disposal.

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash and cash equivalents include petty cash, cash held in current accounts and fixed term deposit accounts with a short-term maturity of twelve months.

2.9 Liabilities

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.10 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 assets

Financial assets are recognised in the Charitable Company's statement of financial position when the Charitable Company becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and 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. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'.

Impairment of financial assets

Financial assets, other than those held at fair value through profit or loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charitable Company's obligations are discharged, cancelled, or they expire.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.12 Employee benefits

The cost of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.13 Pensions

The Charitable Company operates two defined benefit pension schemes for the benefit of its employees.

One of these schemes is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

For the other defined benefit schemes, the pension costs are assessed using the projected unit credit method, the cost of providing pensions is charged to the profit and loss account so as to spread the regular costs over the service lives of employees. The pension obligation is measured at the present value of the estimated future cash flows using interest rates on government securities that have terms to maturity approximating the terms of the related liability.

When the benefits of a scheme are improved, past service costs is recognised as an expense on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits are already vested immediately, following the introduction of, or changes to, a defined benefit plan, the past service cost is recognised as an expense immediately.

In addition to these defined benefit schemes, the Charitable Company also operates one defined contribution scheme.

2.14 Fund accounting

Unrestricted funds are comprised of the general reserve. The general reserve is the accumulation of surpluses and deficits and is available for use at the discretion of the Trustees in furtherance of the Charitable Company's general charitable objectives.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

3. Critical accounting estimates and areas of judgment

In preparing these financial statements, the directors have made judgements, estimates and assumptions that affect the application of the Charitable Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The items in the financial statements where these judgements and estimates have been made include:

Debtor Recoverability

The directors have reviewed the year-end balances in respect of trade debtors due in less than one year and consider that all amounts are fully recoverable and that no further adjustment is required.

Useful lives and residual value of fixed assets

The directors have reviewed the useful lives and residual values of fixed assets as detailed in note 11 and consider that no adjustment is required.

4. Income from grants and donations

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Grants and donations	115,840	296,214	412,054	405,338

Unrestricted funds

	2024 £	<i>2023 £</i>
Standard fund Grant/MEG	245,941	247,535
Arts Council TPS Grant	-	55,887
LBRUT Grant	48,000	48,000
The Arts Society Richmond	1,000	-
THMF	500	-
Other donations	390	766
Peter Willan	350	350
Get Lucky Local	33	-
	296,214	352,538

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Restricted funds

	2024 £	<i>2023</i> <i>£</i>
Hampton Fund	16,545	26,000
Clive Searby Fund	25,700	-
Richmond Parish Lands Charity	15,909	25,000
Barnes Fund	1,800	1,800
Arts Council TPS Grant	55,886	-
	115,840	52,800

5. Income from charitable activities - unrestricted

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Tuition fees	870,349	870,349	814,878
Activity fees from schools	30,016	30,016	26,179
Wider opportunities	24,602	24,602	24,725
Course fees	18,248	18,248	20,451
Concert income	6,796	6,796	47,138
Exam fees	2,748	2,748	3,153
Music therapy	324,697	324,697	309,185
	1,277,456	1,277,456	1,245,709

6. Investment income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Bank interest receivable	49	4,101	4,150	722

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

7. Total expenditure

	Activities undertaken directly 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Charitable activities	1,514,777	1,514,777	1,513,285
Governance costs	37,969	37,969	35,768
Raising funds	84,462	84,462	80,622
	1,637,208	1,637,208	1,629,675

8. Operating surplus (total incoming resources less total resources expended)

	2024 £	<i>2023 £</i>
Depreciation of tangible assets	3,843	3,869
Operating lease rentals - land and buildings	68,924	68,342
Auditors' remuneration	9,250	9,275
Auditors' remuneration for non-audit work	7,375	6,625
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	(9,000)	40,000

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

9. Comparative figures for the Statement of Financial Activities

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Income from:			
Income from grants and donations	352,538	52,800	405,338
Income from investments	714	8	722
Income from charitable activities	1,245,709	-	1,245,709
Other income resources	<u>38</u>	<u>-</u>	<u>38</u>
<i>Total income</i>	1,598,999	52,808	1,651,807
Expenditure on:			
Raising funds	80,622	-	80,622
Charitable activities	1,458,904	54,381	1,513,285
Governance costs	<u>35,768</u>	<u>-</u>	<u>35,768</u>
<i>Total expenditure</i>	1,575,294	54,381	1,629,675
Net income/(expenditure)	<u>23,705</u>	<u>(1,573)</u>	<u>22,132</u>
Other recognised gains and losses:			
Gain on defined benefit pension schemes	<u>865,000</u>	<u>-</u>	<u>865,000</u>
<i>Net movement in funds</i>	888,705	(1,573)	887,132
Reconciliation of funds:			
Total funds brought forward	<u>(242,580)</u>	<u>6,095</u>	<u>(236,485)</u>
<i>Total funds carried forward</i>	<u><u>646,125</u></u>	<u><u>4,522</u></u>	<u><u>650,647</u></u>

10. Taxation

The Charitable Company enjoys tax-exempt status as a charity under Section 505 Income and Corporation Taxes Act 1988.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

11. Tangible fixed assets

	Musical instruments £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 April 2023	166,325	55,314	126,130	347,769
Additions	883	-	499	1,382
At 31 March 2024	<u>167,208</u>	<u>55,314</u>	<u>126,629</u>	<u>349,151</u>
Depreciation				
At 1 April 2023	163,742	54,515	126,129	344,386
Charge for the year	2,878	799	166	3,843
At 31 March 2024	<u>166,620</u>	<u>55,314</u>	<u>126,295</u>	<u>348,229</u>
Net book value				
At 31 March 2024	<u><u>588</u></u>	<u><u>-</u></u>	<u><u>334</u></u>	<u><u>922</u></u>
At 31 March 2023	<u><u>2,583</u></u>	<u><u>799</u></u>	<u><u>1</u></u>	<u><u>3,383</u></u>

Those assets classified as musical instruments are used to further the Charitable Company's objectives. The office equipment is used for administrative support. Those assets included under fixtures, fittings and equipment are furnishings and fittings purchased for the Briar Road office.

12. Debtors

	2024 £	2023 £
Trade debtors	310,647	310,018
Prepayments and accrued income	17,105	17,204
	<u><u>327,752</u></u>	<u><u>327,222</u></u>

Included within Trade debtors is £11,778 (2023 – £11,778) which relates to a rent deposit that is recoverable after more than one year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	44,950	42,163
Other creditors	4,414	2,810
Accruals and deferred income	368,661	309,984
	418,025	354,957

14. Deferred income

	2024	2023
	£	£
Brought forward at 1 April 2023	293,514	307,765
Released in respect of prior years	(293,514)	(307,765)
Deferred in current year	348,971	293,514
Carried forward at 31 March 2024	348,971	293,514

Carried forward at 31 March 2024

Grant income	18,546	-
Tuition and course fees	330,425	293,514
Total	348,971	293,514

Income has been deferred for the above events as they are all due to take place in the next financial year.

15. Defined benefit pension scheme asset

	2024	2023
	£	£
Pension scheme surplus	429,000	159,000

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

16. Retained funds

	2024 £	2023 £
Accumulated surplus at 1 April 2023	650,647	(236,485)
Retained surplus for the year	320,067	887,132
Accumulated deficit at 31 March 2024	970,714	650,647

17. Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Gains on pension £	At 31 March 2024 £
General reserve & total unrestricted funds	<u>646,125</u>	<u>1,580,386</u>	<u>(1,577,733)</u>	<u>261,000</u>	<u>909,778</u>

Name of unrestricted fund

Description, nature and purpose of the fund

General fund

The 'free reserves' after allowing for all restricted funds.

Analysis of movement in restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Gains on pension £	At 31 March 2024 £
Jane Wadeson Memorial fund	3,276	39	-	-	3,315
Hampton Fuel Allotment	-	16,545	(26,000)	-	(9,455)
Clive Searby Fund	-	25,700	(5,769)	-	19,931
Richmond Parish Lands	-	15,909	(25,000)	-	(9,091)
Mandy Lee Scholarship Fund	1,246	10	(906)	-	350
Barnes Workhouse	-	1,800	(1,800)	-	-
Arts Council TPS Grant	-	55,886	-	-	55,886
Total restricted funds	<u>4,522</u>	<u>115,889</u>	<u>(59,475)</u>	<u>-</u>	<u>60,936</u>
Total funds	<u>650,647</u>	<u>1,696,275</u>	<u>(1,637,208)</u>	<u>261,000</u>	<u>970,714</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

Analysis of movement in unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Gains on pension £	At 31 March 2023 £
General reserve & total unrestricted funds	(242,580)	1,598,999	(1,575,294)	865,000	646,125

Name of unrestricted fund	Description, nature and purpose of the fund
General Fund	The 'free reserves' after allowing for all restricted funds.

Analysis of movement in restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Gains on pension £	At 31 March 2023 £
Jane Wadeson Memorial fund	3,268	8	-	-	3,276
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	26,000	(26,000)	-	-
Mandy Lee Scholarship Fund	2,827	-	(1,581)	-	1,246
Barnes Workhouse	-	1,800	(1,800)	-	-
Total restricted funds	<u>6,095</u>	<u>52,808</u>	<u>(54,381)</u>	<u>-</u>	<u>4,522</u>
Total funds	<u>236,485</u>	<u>1,651,807</u>	<u>(1,629,675)</u>	<u>865,000</u>	<u>650,647</u>

Name of unrestricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	922	922
Current assets	60,936	897,881	958,817
Creditors due within one year	-	(418,025)	(418,025)
Provisions for liabilities and charges	-	429,000	429,000
Total	60,936	909,778	970,714

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	3,383	3,383
Current assets	4,522	838,699	843,221
Creditors due within one year	-	(354,957)	(354,957)
Provisions for liabilities and charges	-	159,000	159,000
Total	4,522	646,125	650,647

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	59,067	22,132
Adjustments for:		
Depreciation charges	3,843	3,869
Dividends, interests and rents from investments	(4,150)	(722)
Increase in debtors	(530)	(32,222)
Increase/(decrease) in creditors	63,068	(8,343)
Movement on defined benefit pension schemes	(270,000)	(825,000)
Gain on defined benefit pension schemes	261,000	865,000
Net cash provided by operating activities	112,298	24,714

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

20. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash at bank and in hand	631,065	515,999
Total cash and cash equivalents	631,065	515,999

21. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	515,999	115,066	631,065
	515,999	115,066	631,065

22. Pension commitments

During the financial year 2023-24 the Charitable Company's employees belonged to three pension schemes: The Teachers' Pension Scheme ("TPS"), for academic and related staff, the Local Government Pension Scheme ("LGPS"), for non-teaching senior staff, managed by Wandsworth Council, and The Peoples' Pension Scheme ("TPP"), for non-teaching admin staff.

Both the TPS and LGPS are defined benefit schemes, the pension costs for which are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2020 and the LGPS was 31 March 2024. The TPP is a defined contribution scheme, authorised as a Master Trust by The Pensions Regulator. Contributions of £26,895 were payable to the three schemes at the year-end (2023 - £24,819) and are included in creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2014. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers and lecturers and from 1 January 2007 automatic too for teachers and lecturer in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014, published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest valuation of the TPS was carried out at 31 March 2020 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023. The valuation report was published by the Department of Education in July 2024. The key elements of the valuation and subsequent consultation are:

- employer contribution rates, set at 23.68%, include 0.08% employer administration charge
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million giving a notional past service deficit of £39,800 million
- an employer cost cap of 10.9% will be applied to future valuations
- the assumed real rate of return is 2.8% in excess of prices. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%

The next valuation of the TPS will be as at 31 March 2024, whereupon the employer contribution rate is expected to be reassessed.

The employer pension costs payable to TPS in the period amounted to £188,587 (2023 - £184,270). A copy of the valuation report and supporting documentation is on the Teachers' Pension website (<https://www.teacherspensions.co.uk>).

Under the definitions set out in FRS102 the TPS is a multi-employer scheme. The Charity is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, the Charity has taken advantage of the exemption in FRS102 and accounted for its contributions to the scheme as if it were a defined contributions scheme. The Charity has set out above the information available on the scheme and the implications for the Charity in terms of the anticipated contribution rate.

Local Government Pension Scheme

The LGPS is a funded, defined benefit scheme with assets held in separate trustee-administered funds. The total contributions for the year ended 31 March 2024 were £44,449 (2023 - £42,951) of which employer's contributions totalled £35,531 (2023 - £32,853).

The latest triennial valuation was carried out at 31 March 2024 and the following information was provided for disclosures under FRS102 as at 31 March 2024, by Barnett Waddingham LLP as part of their annual review of the scheme.

	2024	2023
	£'000	£'000
The total recognised cost in the period was as follows:		
Current service cost	26	55
Net interest	(8)	17
Administration expenses	1	1
Recognised in net expenditure	19	73

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	<i>2023</i>	<i>2022</i>
	£'000	<i>£'000</i>	<i>£'000</i>
Amounts recognised in the balance sheet were as follows:			
Present value of funded obligations	(1,844)	<i>(1,854)</i>	<i>(2,788)</i>
Fair value of fund assets (bid value)	2,273	<i>2,013</i>	<i>2,122</i>
(Deficit)/surplus	429	<i>159</i>	<i>(666)</i>

	2024	<i>2023</i>
	£'000	<i>£'000</i>
Changes in the present value of the defined benefit obligations were as follows:		
Opening defined benefit obligation	1,854	<i>2,788</i>
Current service cost	26	<i>55</i>
Interest expense	88	<i>72</i>
Change in financial assumptions	(45)	<i>(1,041)</i>
Change in demographic assumptions	(25)	<i>(117)</i>
Contributions by scheme participants	9	<i>9</i>
Estimated benefits paid net of transfers in	(67)	<i>(61)</i>
Experience loss/(gain) on defined benefit obligation	4	<i>149</i>
Closing defined benefit obligation	1,844	<i>1,854</i>

	2024	<i>2023</i>
	£'000	<i>£'000</i>
Changes in the fair value of the pension plan assets were as follows:		
Opening fair value of fund assets	2,013	<i>2,122</i>
Interest income	96	<i>55</i>
Actual return on plan assets (excl. interest income)	195	<i>(137)</i>
Other actuarial (losses)/gains	-	<i>(7)</i>
Administration expenses	(1)	<i>(1)</i>
Contributions by employer incl. unfunded	28	<i>33</i>
Contributions by fund participants	9	<i>9</i>
Estimated benefits paid plus unfunded net of transfers in	(67)	<i>(61)</i>
Closing fair value of fund	2,273	<i>2,013</i>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	<i>2023</i>
	£'000	<i>£'000</i>
The contribution of each major class of assets to the fair value of the total plan was:		
Equities	1,326	<i>1,137</i>
Bonds	343	<i>323</i>
Property	293	<i>265</i>
Cash	80	<i>79</i>
Multi-asset fund	231	<i>209</i>
	2,273	<i>2,013</i>

	2024	<i>2023</i>
	£'000	<i>£'000</i>
The return on plan assets was as follows:		
Interest income	96	<i>55</i>
Actual return on plan assets (excl. interest income)	195	<i>(137)</i>
Total return on plan assets	291	<i>(82)</i>

	2024	<i>2023</i>	<i>2022</i>
The principal actuarial assumptions used were as follows:			
Discount rate	<i>4.9%</i>	<i>4.8%</i>	<i>2.6%</i>
Expected rates of salary increases	<i>3.25%</i>	<i>3.3%</i>	<i>3.55%</i>
Expected rates of pension salary increases	<i>2.9%</i>	<i>2.95%</i>	<i>3.2%</i>
Expected rate of increase - RPI	<i>3.25%</i>	<i>3.3%</i>	<i>3.55%</i>
Expected rate of increase - CPI	<i>2.9%</i>	<i>2.95%</i>	<i>3.2%</i>

	2024	<i>2023</i>	<i>2022</i>
The mortality assumptions used for longevity (in years) on retirement at age 65 are:			
Retiring at the balance sheet date			
- Males	20.8	<i>21.1</i>	<i>21.6</i>
- Females	23.3	<i>23.5</i>	<i>24.3</i>
Retiring in 20 years			
- Males	22	<i>22.3</i>	<i>23.0</i>
- Females	24.7	<i>25.0</i>	<i>25.8</i>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

23. Staff

Number of employees

The average number of employees during the year was as follows:

	2024	<i>2023</i>
	Number	<i>Number</i>
Raising funds	1	<i>1</i>
Charitable activities	98	<i>114</i>
Governance	6	<i>6</i>
	105	<i>121</i>

	2024	<i>2023</i>
	£	<i>£</i>
Employment costs		
Wages and salaries	1,135,553	<i>1,077,863</i>
Social security costs	65,069	<i>61,756</i>
Total pension costs	224,118	<i>217,123</i>
	1,424,740	<i>1,356,742</i>

One employee, including directors, earned more than £60,000 during the year (2023 - 1).

No expenses were reimbursed to directors during the year (2023 - £Nil).

Directors' remuneration:

The number of directors receiving remuneration during the year amounted to nil (2023 - nil).

	2024	<i>2023</i>
	£	<i>£</i>
Remuneration	-	<i>-</i>
Company pension contributions to defined benefit schemes	-	<i>-</i>
	-	<i>-</i>

The number of directors for which retirement benefits were accruing under defined benefit pension schemes amounted to nil (2023 - nil).

Key management personnel

Key management personnel includes all directors and a number of senior staff who together have authority for planning, directing and controlling the activities of the Charitable Company.

The total compensation paid to key management personnel for these services was £249,817 (2023 - £235,751).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

24. Related party transactions

Except for remuneration paid to key management personnel disclosed in the note 23 and the donation of £350 from Peter Willan (director), no further related party transactions took place.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales - Charity number 1090623

Accounts

**RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2023

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

CONTENTS

	Page
Company information	1
Report of the Directors	2 – 14
Independent Auditors' Report	15 – 20
Statement of Financial Activities	21
Statement of Financial Position	22
Statement of Cash Flows	23
Notes to the Financial Statements	24 – 46

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2023

COMPANY INFORMATION

Directors	Dr H Dodman
	Mrs S Griffin
	Ms J Harnden
	Cllr J Humphreys
	Mrs A Letch
	Lady C Panufnik
	Mr A Price
	Ms E Rowley
	Mr P Willan
Secretary	Miss C Peirson
Company Number	04218180
Registered Charity Number	1090623
Registered Office	7 Briar Road
	Twickenham
	Middlesex
	TW2 6RB
Auditors	Cooper Parry
	250 Fowler Avenue
	Farnborough
	Hampshire
	GU14 7JP

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023

The Directors of Richmond Music Trust Company Limited (RMT) present their report and the financial statements for the year ended 31 March 2023. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

Administrative information in respect of the charity can be found on the company information page.

Governing Instrument

RMT's charitable objects are regulated by its Memorandum and Articles of Association dated 16 May 2001 and updated 24 January 2002 and is constituted as an incorporated body.

Objectives

The principal objective of RMT is to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Aims

The aim of RMT is to be the main provider and key contributor of musical opportunities within the borough, transforming individuals and the community through:

- high quality music tuition
- exciting and innovative large-scale events and performances
- provision of and support for group work in choirs, bands, orchestras and chamber ensembles
- powerful and effective music therapy for children and adults
- comprehensive training and development

thereby utilising music as a vehicle to enrich and enhance the education, health and quality of life of RMT clientele.

Structure and Governance

The Chief Executive, Caroline Peirson, is responsible for the day to day running of the charity and reports to the Board of Directors who oversee and approve strategic and financial plans. The CEO is assisted by the Development Director, Development Manager (Vocal), and Head of Music Therapy. Together they co-ordinate the work of three administrative staff, six Team Leaders, one Lead Teacher and specialist teams of Associate Teachers and Music Therapists.

Going Concern

The statement of financial position shows an overall net asset position. This year end position includes the Local Government Pension Scheme surplus of £159,000 (2022 deficit of £666,000). The impact of increased pension costs in the future is a matter that the directors will continue to keep under review. The day to day working capital requirements are met from the income received. The Directors have a reasonable expectation that RMT has adequate resources to continue in operational existence for the

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

foreseeable future. They therefore continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Directors

The following Directors have held office during the year:

Mrs R Clarke (resigned 9 June 2022)

Dr H Dodman (Deputy Chair) (S) (R)

Mrs S Griffin (F)

Ms J Harnden (R)

Cllr J Humphreys (F)

Mrs A Letch (S)

Lady C Panufnik

Mr A Price

Ms E Rowley

Mr P Willan (Chair) (S) (F) (R)

(F) Funding Sub-committee

(S) Safeguarding Sub-committee

(R) Remuneration Sub-committee

Directors and Method of Appointment

The Directors who are also the Trustees, are elected at the AGM or may be appointed during the year by the Board with election at the following AGM. The candidature of people with skills, experience and/or interests relevant to the charitable companies' activities is encouraged through local organisations, existing contacts and search channels. A skills matrix was developed and adopted during the financial year 2017/18 to help ensure the Board has the right blend of skills, knowledge and experience to support the executive team and provide the necessary scrutiny and strong governance. All new Board members are given induction training which includes learning about the background, ethos and day to day activities of the charitable company as well as outlining their responsibilities. Formal arrangements are supplemented by opportunities to meet staff and to attend events and/or classes to ensure Directors have an overview of the workings of RMT.

Staffing

The organisation is committed to a policy of equal opportunities in its employment practices. All members of staff having contact with children must be cleared through the Disclosure and Barring Service (DBS). RMT has safeguarding policies in place with all teachers undertaking Level 2 Safeguarding Training, renewed within a three-year cycle. Music Therapists receive Level 3 training.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

Caroline headed a team of five core staff, six part-time Team Leaders, one part-time Lead Teacher, eighty Associate Teachers and twenty Music Therapists.

Organisation

The Directors determine the organisation's strategy and consider and approve proposals for new policies or variations on existing policies. Annual budgets, business and development plans are subject to Board approval. The Board appoints the CEO and the Company Secretary. The Board met four times during the year, twice online and twice in person.

The Safeguarding sub-committee meets annually to review any issues arising during the year and to review safeguarding policy and procedures, reporting back to the full Board. It also meets when an Individual issue requires more detailed scrutiny and/or immediate action. The Funding sub-committee scrutinizes the funding of the organization and considers future funding and fundraising opportunities. The Remuneration and Appointments sub-committee meets to consider remuneration policy and senior staff appointments.

Review of the year and plans for the future

Funding

Arts Council England

As lead organisation for the local Music Education Hub, Richmond Music Trust (RMT) continues to fully implement the National Plan for Music Education (NPME), undertaking all the core and extension roles as detailed in the plan. A strong and mutually supportive relationship continues with Arts Council England (ACE) who distribute funding on behalf of the Department for Education (DfE). A significant amount of background information and statistical data relating to the NPME is provided to ACE on a regular basis to secure release of grant payments. The ninth Annual feedback letter was received from ACE in January 2023. The letter assessed progress during 2021/22 and proposed the level of contact in 2022/23. A number of strengths were identified:

- *"Richmond Music Trust has continued to deliver well against the core and extension roles of the NPME while still operating in challenging times."*
- *"The majority of RMT's WCET scheme remains free to schools and at 71% of primary schools having participated during 2021/2022 this is higher than the national average of 53%."*
- *"The provision of CPD for classroom teachers through the WCET programme/resources is very positive."*
- *"At 85%, RMT has supported a high number of schools to deliver its School Music Education Plan and has worked with 97% of schools to deliver one or more of the core roles."*

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

- *Generally, numbers have continued to increase across most activities including 80% of pre-covid totals for standard tuition showing effective rebuilding of provision post-pandemic."*
- *Other RMT initiatives such as work in SEND schools, jazz, rock & pop, music technology evidence a good range of ways for pupils to engage across various genres."*

(RMT Feedback letter, Arts Council England, Jan 2023)

ACE assesses the level of risk attached to the allocated DfE funding –RMT is judged at minor risk and a corresponding level of monitoring and contact during 2022/23 was agreed.

LB Richmond upon Thames Council Grant (via Achieving for Children)

RMT continues to benefit from an annual grant from Richmond Council through Achieving for Children, and the Trustees are extremely grateful for the Borough's ongoing support. The grant is integral to maintaining the breadth and quality of provision that has been developed over the last 25 years. It is also vital for the support of disadvantaged families, ensuring children who are likely to miss out have the same opportunities that are available to others.

Charitable Funds and Remission Scheme

Over 240 children and young people benefited from the remission scheme this year. This is a small increase on the number of pupils in the previous year (approx. 220, 2021/22) and represents approx. 12% of those receiving tuition overall. RMT remains deeply grateful to the Hampton Fund, Richmond Parish Lands Charity and the Barnes Fund for their support of this scheme which, alongside additional funding from RMT, ensures that children from families in financial difficulty do not miss out and are able to participate in instrumental/vocal tuition and to enjoy the significant benefits of music-making.

Mandy Lee Scholarship Fund

The fund was established in 2014 in memory of Mrs Mandy Lee, the wife of Michael Lee, an RMT piano teacher. With criteria for the fund including musical aptitude and financial need, two scholars have been supported by the scheme this year, receiving financial help with tuition fees, ensemble membership and instrument hire.

London Music Fund

Trustees are also grateful to the London Music Fund for providing financial support for two LMF scholars who continue to progress well.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

Operations

Music Makers

RMT's provision for Year 1 pupils continues to offer a preparatory course for children intending to start learning to play an instrument. It offers a wide range of musical activities for young children and provides an invaluable preparation for those starting instrumental tuition in Year 2. The number of children who participated in the Music Makers programme during the year increased to approximately 350 children in 13 schools across the Borough.

First Access to Music

As a core role of the NPME, enabling first access to instrumental music making for all children is a priority. Over the last year the Trust's four term Whole Class Ensemble Tuition (WCET) programme was delivered in over 85% of borough primary schools, an increase from 75% the previous year, and is now nearly back up to pre-Covid levels. The four-term programme includes an optional introductory term of vocal work followed by a term of whole-class instrumental learning. Children can then choose to continue learning in large groups for two more terms. This Transition Stage, leads on to RMT's standard small group tuition. The term of whole-class instrumental tuition remains free to school. A small per-pupil charge is made for those continuing to the large group stage, which is usually passed on to parents. The continuation rate is on average around 15%. The programme ensures all children experience learning a musical instrument, and is particularly valuable for those schools that find it more difficult to sustain a programme of small group and individual instrumental tuition funded by parents.

Standard Tuition

RMT offers standard small group and Individual tuition, delivered weekly during term time in schools across the Borough, and at our out-of-school centres. This activity forms a significant part of RMT's provision, and plays a key role in supporting our wider offer. Student numbers have remained stable, at around 80% of our pre-covid total numbers. 2050 pupils were "on-course" and receiving small group or individual instrumental and vocal tuition at the start of the new academic year (Autumn 2022) in comparison to 2002 the previous year (Autumn 2021). A small amount of tuition continued online, via the model developed in Summer 2020, creating additional opportunities for students unable to access face-to-face tuition at a school or centre.

Examinations

During the year RMT ran a total of five face to face private visit sessions, three for ABRSM and two for Trinity exams. A total of 143 candidates were entered of which 32 passed with distinction. In addition, a number of teachers continued to support the digital performance options that are now available.

As well as ABRSM and Trinity College of Music exams, many RMT students continue to be entered for Registry of Guitar Tutors exams, Trinity Rock and Pop exams and Rock School exams.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

Courses

Courses remain an important strand of RMT work, bringing young musicians together to create and make music.

BandIt: RMT's contemporary band course continued to build momentum, following the break caused by the pandemic. The Easter course (4-7 April 2022) saw nine bands coming together to learn covers, rehearse, write and perform their own songs, with the Summer course (22-25 August 2022) maintaining its full capacity of twelve bands. Both week-long courses culminated in fantastic gigs at The Exchange in Twickenham in front of enthusiastic audiences of parents and friends.

Music Centres

Ensemble rehearsals and instrumental/vocal tuition continued to take place at our Saturday Centre, with additional out of school instrumental tuition taking place in Briar Road on four evenings during the week. RMT Junior and Senior Concert Bands also rehearsed on Wednesday evenings at Waldegrave School. Beginners can join Junior Strings, Junior Brass Band or Junior Concert Band, moving on to Intermediate Training Orchestra or one of our senior ensembles when ready. Chamber Group, Ensembles, Jazz Band, Rock Band and Saturday Bandit offer a broad range of additional opportunities.

Senior Ensembles

Richmond Youth Brass Band, Richmond Youth Concert Band, Richmond Youth Jazz Band and Soul Band continue to attract new members, and to perform regular concerts of a high standard. Notable performances included two concerts at the Mall School. The Summer concert on 1 July 2022 completed the academic year with performances from the Brass Band, Concert Band and Percussion Ensembles, alongside a couple of solo performances from senior players who were leaving RMT at the end of the year. The Spring Concert on 24 March 2023 also included our Jazz and Soul Bands. The RMT Jazz Band continues to be our busiest ensemble and participated in various community events across the Borough.

Instrument Hire Scheme

RMT maintains an instrument hire scheme helping children access a range of instruments. Free instrument loan is provided for children from families eligible for the remission scheme (subject to availability). A whole-class set of instruments is also provided and maintained in every KS2 school for the four term Whole Class Ensemble Tuition (WCET) programme. All children continuing to the Transition Stage are provided with free instrument loan for the final two terms of the programme.

Website/Social Media

RMT's updated website and social media presence continues to be a valuable tool for the organisation, both in the promotion of our services, and in supporting the day to day operations of the Trust.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

RMTs social media platforms have seen increased engagement over the last year, and we continue to seek out opportunities to reach a wider audience.

Staff Training and Development

The majority of staff meetings, along with the September Inset remained online in order to maximise access/attendance. The main RMT Inset session took place on Tuesday 13 September 2022, with a focus on group teaching and learning methods. The session was delivered by Paul Harris, a specialist who has established an international reputation as a musician and educationalist, and included information about his Simultaneous Learning approach which aims to encourage students to learn positively, effectively and independently.

Instrumental/vocal team meetings also took place with the opportunity for more instrument specific discussion.

Throughout the year, all newly appointed staff attended the usual induction course providing details about work practices, expectations, Health and Safety for employees and Safeguarding children. New teachers are closely monitored and supported (including observation visits in their first and second terms), whilst ongoing support for all instrumental teachers, including informal visits and formal annual observations with written feedback, continues to be undertaken by Team Leaders and Lead Teachers.

Support for Schools

RMT continued to provide additional advice and support to schools as and when required, on a wide range of musical issues. Additionally, ongoing communication and support is provided to school-based music staff as part of the primary and secondary singing events and the school orchestra instrumental day. Specialist RMT staff work with the children alongside school staff, modelling a variety of teaching and rehearsal techniques and helping to raise standards and expectations. The success of this approach is reflected by the very high levels of engagement of school music leaders and the depth of technical and musical knowledge and skills on display at our large-scale events.

Events

Primary Singing Festival 2022 & 2023

The festival went ahead on the 13/14 June 2022 at the Rose Theatre in Kingston, for the first time since March 2019. Approximately 1800 pupils from 41 Borough Schools took part, performing to capacity audiences. The festival maintained its collaborative character, with choir leaders and the RMT singing team continuing to work closely together.

Music coordinators and choir leaders attended a vocal workshop in March 2022 and visits by the singing team to all participating schools, along with thirteen regional workshops, took place throughout the first half of the summer term. The theme Above and Beyond inspired imaginative song choices from the schools partnerships, and the four massed songs were greatly enjoyed by children and teachers alike. All songs were accompanied by the RMT stage band.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

For 2023 the Festival returned to its usual slot at the end of the Spring Term, with the event taking place on 21/22 March 2023. Four more successful performances went ahead over the two days, with choirs from 45 schools singing songs chosen from the theme of Don't Hold Back.

Live at The Exchange 2022

The format of our Secondary vocal event (formerly Live @ the Rose) was updated during the pandemic, and following on from the success of the first event the previous year, Live at The Exchange took place on 8 July 2022. The event remains as a student-led gig which offers the opportunity for soloists and small groups to sing with a live professional band. Over 30 students took part singing a mixture of covers and students' own songs. The event provided an exciting opportunity for the students to rehearse and perform at a professional venue and the standard of performances was extremely high.

Instrumental Day 28 June 2022

This event was developed to help support the rebuilding of school orchestras/ ensembles post-Covid. Schools were invited to bring players to The Exchange in Twickenham for a day of ensemble work and informal performance, celebrating young musicians from across the Borough. Approximately 200 pupils from 10 Borough Primary schools got the chance to meet and play alongside their friends as well as pupils from other schools, led by a team of specialist RMT Team Leaders/Associate Teachers.

Richmond Youth Screen Orchestra Launch 18 February 2023

RMT designed this event to road test the viability of re-establishing our senior orchestra as a Screen Orchestra, and to gauge whether the concept was appealing to young people. Our team hosted 45 young players and was delighted to be joined by musicians from the Countess of Wessex String Orchestra. During the day the players rehearsed tutti and in sectionals, ending the experience with an informal performance to parents. The feedback was resoundingly positive, and resulted in the re-instigation of weekly rehearsals from June 2023, conducted by Tom Griffiths.

Partnerships

South West London Music Education Partnership

The partnership between the Music Hubs of the seven boroughs of Richmond, Merton, Wandsworth, Hounslow, Kingston, Sutton and Croydon meets regularly throughout the year, and has delivered a variety of collaborative initiatives for the South West London area. The meetings provide a valuable forum for the exchange of information and ideas between Music service leaders, which has proved particularly valuable during what has been a very challenging period of uncertainty.

In June 2021 SWLMEP bid successfully to Music Mark for funding through their Partnership Innovation Fund. We set out to use youth voice to understand how children and young people perceived the role of technology in their music education during the COVID-19 pandemic, including their opinions on the strengths and weaknesses of technology driven musical activity. The group sought to explore what

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

learning could be taken forward to co-design the innovative future use of technology in Music Education Hubs. Following an additional successful bid to A New Direction, an online resource was created which includes a collection of videos by industry professionals, explaining how they came to work with technology and music, their goals and how they are working towards them, and sharing advice that might help children and young people (CYP) get started on their journey. We hope to continue to develop this resource, growing and developing the content to further support CYP using technology to make music.

In addition to the activity detailed above, SWLMEP is continuing work to formalise our partnership through our joint bid to become the South West London Music Hub Lead Organisation.

Music Therapy

During this past year RMT has continued to provide a stable and financially sustainable music therapy service across all areas of clinical activity, consolidating our provision at pre-pandemic levels. Areas of clinical activity have been:

- Children and young people with special educational needs
- Children and young people with social, emotional and mental health needs
- Children and adults with life limiting conditions
- Children and adults with neurological conditions or acquired brain injuries
- Adults with learning disabilities
- Adults with mental health needs
- Adults with Dementia

RMT's main focus of delivery has been from our therapy room in Twickenham, which is fully utilised 6 days a week. Sessions are also delivered on an outreach basis to schools, day centres, care homes and hospitals or from the Hook Centre in Kingston.

Although the majority of provision has been in person, we have also maintained and developed our online offer, which continues to be of interest to some clients and enables our service to reach vulnerable children and adults, who otherwise would not have access to RMT's services. In this context RMT has developed a new partnership with a nationwide specialist provider for online content to care homes (www.personcentredsoftware.com), providing a weekly singing and well-being group which is live-streamed via an online platform to a wide selection of care homes for older adults.

RMT has continued to provide Singing Together, an online singing group for older adults, in particular those with Dementia, living in their own homes (funded by 'Music for Dementia'). This group has a steady membership of approx. 15 participants. With the initial funding now coming to an end, a number of

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

applications have been submitted for follow on funding to ensure existing and new members can continue to benefit from the group.

Recruiting for some types of music therapy work has continued to be a challenge as there has been an increase in jobs for music therapists and a shift in employment trends making it more difficult to find staff for smaller contracts in the community. We have found that whilst the total number of therapists at RMT has decreased, those under contract are working increased hours. Staff retention has been good with many long-term team members working for RMT for the majority of the working week. RMT is working to ensure we continue to offer a competitive package to all staff, supporting recruitment and retention, and subsequently enabling the service to meet growing demand.

Future Plans

RMT will continue to work across all areas of provision to achieve our stated objective to provide musical opportunities of the highest standard for young people and others in and around Richmond. We will seek to maintain current levels of provision, as well as creating opportunities to increase the number of families and schools accessing our services.

One key factor affecting RMT relates to the revised National Plan for Music Education (July 2022), which saw the start of a process that will see larger Hubs covering a wider geographical area by 2024. The proposal sees RMT and our six neighbouring borough Music Services working together in a more formal partnership. The SWLMEP has submitted a joint application to ACE to create a new single Hub Lead Organisation (HLO), overseeing delivery of the plan (and allocation of DfE funding to each borough's music service), for the whole SW London region. Music Services will retain their individual identities and local focus, but come together to align aims and strategic functions, creating additional opportunities for children and young people. The RMT Board and Executive have been closely involved in a detailed planning process and in preparing the final version of the joint bid which was submitted to ACE in October 2023. Successful bids are due to be confirmed in April 2024, with the new HLOs in place by September 2024.

RMT's programme of events/activities for the 2023/24 academic year will continue to support our young musicians and while also celebrating RMT's 30th anniversary. There will be a particular focus on the development and growth of our ensemble provision and a variety of opportunities for new players to experience the benefits of playing together. We will also be further developing our Schools Instrumental event, bringing school ensembles/orchestras together and providing a platform for them to perform and experience music together.

Demand for our Music Therapy is expected to remain high with the department continuing to see strong growth in all areas.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

Like many organisations, RMT continues to experience some staffing challenges. We are confident however that our offer remains attractive to potential employees and compares favourably with similar services. As well as continuing to recruit skilled and experienced instrumental teachers and therapists, additional operational administrative capacity is helping to improve the efficiency of RMT's services and support the growth of overall provision.

Overall RMT is in a strong position to continue moving forward, particularly in terms of its relationship with, and support from parents, schools and the wider community.

Financial Review

Operating Deficit/Surplus

The Directors are pleased to report that, despite the ongoing impact of the pandemic on schools and music services, RMT achieved an operating surplus of £62,132, compared to the operating surplus of £118,408 at the end of the previous year. This operating surplus is before taking into account a decrease in the pension liability of £40,000 (2022: £47,000) which results in the net income figure of £22,132 (2022: net income £71,408) being reported in the financial statements. There was an increase in Income to £1,651,807 from £1,507,675 in 2022, as a result of the continued increase in provision, following the end of CV-19 related issues.

Total expenditure also increased to £1,629,675 from £1,436,267 in 2022. Total assets less current liabilities (excluding pension liabilities) increased by £62,132 to £491,647 from £429,515 in the previous year. Restricted funds at the year-end were £4,522 (2021: £6,095), unrestricted funds showing a surplus of £646,125 (2022: deficit of £242,580) and total funds a surplus of £650,647 (2022: a deficit of £236,485).

Although the operating surplus/deficit is regarded as a meaningful financial performance measure, in order to comply with accounting standards, liability relating to the Local Government (defined benefit) Pension Scheme for administrative staff is also reported. Liability is recognised as the benefits are earned, not when they are due to be paid and accordingly an estimate of the liabilities accrued for the period is provided by the scheme's actuary (see notes to the financial statements for details). The total value of the pension scheme surplus at 31 March 2023 is £159,000 (2022: deficit of £666,000).

Reserves policy

It is the policy of RMT to continue to seek to maintain free reserves of the charity, excluding the defined benefit pension scheme liability, at a level which equates to a minimum of one month's unrestricted expenditure while building reserves towards the prudent amount of three months as recommended by the Charity Commission. These reserves are to provide sufficient funds to cover management, administration and operational costs over the stated period and for the purchase of necessary equipment and any other unforeseen capital costs. RMT increased free reserves at 31 March 2023 to £487,125

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

(2022: £423,420). Average one month's unrestricted expenditure increased to £127,941 (2022: £109,096) so that free reserves covered approximately 3.8 months of unrestricted expenditure

(2022: 3.9). As activities continue to return to more normal levels expenditure will increase and reserves cover is likely to reduce further. However, RMT will work towards maintaining reserve levels of approximately three months cover over the longer term.

General Data Protection Regulation (GDPR)

Work continues to be carried out to ensure compliance with the GDPR. The RMT Data Protection Policy continues to be reviewed on an annual basis. The Policy shows RMT's commitment to the principles when collecting, processing and storing personal data and informs all RMT data handling procedures.

The RMT Privacy Notice, approved by the Board in 2017, is reviewed on an annual basis. The Privacy Notice continues to appear whenever users apply for RMT services or provide information to RMT online.

Further IT updates have been carried out to enhance the security of the RMT data system from any external cyber-attacks. These go beyond the level of security required in the Cyber Essentials certification which is processed on an annual basis. RMT will continue to work with our IT provider, Minerva, to ensure any additional measures required are put in place to continue to comply with GDPR.

Risk Management

As required by the Charity Commission, the Directors undertake regular reviews of the significant risks to which RMT is exposed and ensure that mitigation policies are in place. A risk register exists and is updated regularly.

The key risk that RMT has identified is the inability to secure or sustain current level funding. A number of lower priority risks have also been identified and procedures have been implemented which minimize these identified risks. The Board regularly discusses aspects of the operations to understand and manage the risk it faces.

Relationships with other organisations

As lead organisation of the local Music Education Hub, RMT is keen to form partnerships with other organisations that offer specialist support and contribute to the breadth and quality of provision. Existing partners include M:Tech, Kingston Music Service and the South West London Music Education Partnership. The Music Therapy department engages with a range of partners that refer clients to RMT. We actively seek and welcome new partners who might improve, enhance or broaden our provision.

Funders are another group who have a continuing interest in RMT's performance and its use of resources. They include Arts Council England, LBRuT, Hampton Fund, Richmond Parish Lands Charity and Barnes Fund. We are also supported by donations from individuals. To all of them, the Directors give their thanks

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

on behalf of the most important stakeholders, the young people, to whom we continue to provide musical opportunities.

Charitable Activities

Music provision: the aim of RMT is to be able to offer music tuition to all children and young people of school age within the borough. RMT aims to provide music tuition as and when requested. However, this is not always immediately possible therefore waiting lists are created. Waiting lists are closely monitored and pupils are offered places as soon as tuition becomes available. Additional teachers are engaged to increase capacity where appropriate. There are currently 44 primary schools, 11 secondary and 3 Special Educational Needs schools within the Borough. The Trust is music provider for almost all borough grant maintained schools.

Planning and Development

The Annual budget is presented by the Executive for Board approval. Alongside stringent budget monitoring procedures, indicators are used to measure performance. These include pupil numbers, waiting lists, the quality of teaching and learning and feedback from stakeholders.

Public Benefit

The Directors confirm that they have paid due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charitable Company. The Charity Commission, in its "Charities and public benefit" guidance, states that there are two key principles to be met in order to show that an organisation's aims are for the public benefit: firstly, there must be an identifiable benefit and, secondly, that the benefit must be to the public or a section of the public. The Directors are satisfied that both these key principles are met by the operation and achievements of the Charitable Company.

Directors' responsibilities

Charity law and Company law require the Directors 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 period. In preparing these financial statements, the directors have been required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) observe the methods and principles in the Charities SORP 2019 (FRS 102);
- (c) make judgements and estimates that are reasonable and prudent;
- (d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- (e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2023 (continued)

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 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.

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Reappointment of auditor

The audit business of Haines Watts Farnborough (2020) LLP was acquired by Cooper Parry Group Limited on 14 November 2023. Haines Watts Farnborough (2020) LLP has resigned as auditor and Cooper Parry Group Limited has been appointed in its place.

This report was approved by the Directors on 20/12/23

Signed Peter J. Willan (Chair)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2023**

Opinion

We have audited the financial statements of Richmond Upon Thames Music Trust Company Limited for the year ended 31 March 2023 set out on pages 23 to 46. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2023 and of its Incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting practice applicable to Smaller Entities; 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 Auditors 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2023 – (CONTINUED)**

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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.

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

- adequate 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2023 – (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act.

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 Auditors' 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 gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2023 – (CONTINUED)**

Our procedures in relation to fraud, included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates and challenged the assumptions and judgements made by management in its significant accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud. Our tests included agreeing the financial statement disclosures to underlying supporting documentation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We discussed with the Trustees the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and Charities Act 2011. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2023 – (CONTUNUED)**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Jane Wills (Senior Statutory Auditor)
for and on behalf of Cooper Parry

20/12/23

250 Fowler Avenue
Farnborough
Hampshire
GU14 7JP

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds 2023 (£)	Restricted Funds 2023 (£)	Total Funds 2023 (£)	Total Funds 2022 (£)
Income from:					
Income from grants and donations	2	352,538	52,800	405,338	430,663
Income from investments	3	714	8	722	22
Income from charitable activities	2	1,245,709	-	1,245,709	1,068,826
Other incoming resources		38	-	38	8,164
Total income		1,598,999	52,808	1,651,807	1,507,675
Expenditure on:					
Raising funds	4	80,622	-	80,622	75,608
Charitable activities	4	1,458,904	54,381	1,513,285	1,327,506
Governance costs	6	35,768	-	35,768	33,153
Total expenditure		1,575,294	54,381	1,629,675	1,436,267
Net income/(expenditure)		23,705	(1,573)	22,132	71,408
Other recognised gains/(losses)					
Gain on defined benefit pension schemes	16	865,000	-	865,000	189,000
Net movement in funds		888,705	(1,573)	887,132	260,408
Reconciliation of funds					
Total funds brought forward	16	(242,580)	6,095	(236,485)	(496,893)
Total funds carried forward	16	646,125	4,522	650,647	(236,485)

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

		2023	2023	2022	2022
		£	£	£	£
	Notes				
Fixed Assets					
Tangible assets	10		3,383		7,252
Current Assets					
Debtors	11	327,222		295,000	
Cash at bank and in hand		515,999		490,563	
		<u>843,221</u>		<u>785,563</u>	
Creditors: amounts falling due within one year	12	<u>(354,957)</u>		<u>(363,300)</u>	
Net Current Assets			<u>488,264</u>		<u>422,263</u>
Total assets less current liabilities excluding pension liability			491,647		429,515
Defined benefit pension scheme asset/(liability)	14		159,000		(666,000)
Net assets/(liabilities)			<u>650,647</u>		<u>(236,485)</u>
The funds of the charity:					
Restricted funds	16		4,522		6,095
Unrestricted funds	16		646,125		(242,580)
Total funds	16		<u>650,647</u>		<u>(236,485)</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

The financial statements were approved by the Board on 20/12/23 and signed on its behalf by:

Peter J. Willan

Mr P Willan

Director

Registered Charity No: 1090623

Company No: 04218180

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

		2023	2022
		£	£
	Notes		
Cash flow from operating activities	21	24,714	252,568
Net cash flow from operating activities		<u>24,714</u>	<u>252,568</u>
Cash flow from investing activities			
Payments to acquire tangible fixed assets		-	(7,750)
Interest received		722	22
Net cash flow from investing activities		<u>722</u>	<u>(7,728)</u>
Cash flow from financing activities		-	-
Net increase in cash and cash equivalents		25,436	244,840
Cash and cash equivalents at 1 April 2022		<u>490,563</u>	<u>245,723</u>
Cash and cash equivalents at 31 March 2023		<u>515,999</u>	<u>490,563</u>
Cash and cash equivalents consist of:			
Cash at bank and in hand		515,999	490,563
Cash and cash equivalents at 31 March 2023		<u>515,999</u>	<u>490,563</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies

General Information

Richmond Upon Thames Music Trust Company Limited is a company limited by guarantee in England and Wales. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable Company. The address of the registered office is; 7 Briar Road, Twickenham, Middlesex, TW2 6RB. The nature of the charity's operations and principal activities are to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with 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 (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

1.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The presentation currency is pounds Sterling and amounts are rounded to the nearest pound, except for transactions and balances relating to the defined benefit pension scheme which are rounded to the nearest thousand pounds.

1.2 Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

1.2 Income recognition (continued)

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. If necessary, any element relating to future accounting periods is deferred.

The charity receives government grants in respect of music education. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Tuition fee income is stated net of refunds and examination fees and the income is recognised in the period to which the tuition relates.

Music therapy income is recognised in the period in which the service is provided.

Investment and other income are accounted for on a receivable basis.

1.3 Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs.

Cost of raising funds:	Includes all of the costs incurred in generating voluntary income.
Costs of charitable activities:	Comprises services, supplies and activities undertaken which directly support the Charity's objectives. 95% of the office costs are estimated to have been in relation to charitable activities and 5% relating to costs of generating voluntary income of the company.
Governance costs:	Includes those costs incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Directors in the discharge of their statutory duties.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

1.4 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on an accruals basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 5.

1.5 Tangible fixed assets and depreciation

Fixed assets for Charitable Company's use are capitalised at cost, where acquired, or at market value, as determined by the Directors, where donated. Fixed assets costing in excess of £250 are capitalised on the balance sheet and are included in the financial statements at cost/market value less depreciation.

Depreciation is calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Musical Instruments	33% per annum straight line
Office equipment	33% per annum straight line
Fixtures, fittings & equipment	20% per annum straight line

A full year's depreciation is charged in the year of acquisition and none in the year of disposal.

1.6 Financial Assets

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 assets are recognised in the Charitable Company's statement of financial position when the Charitable Company becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and 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. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivable'.

Impairment of financial assets

Financial assets, other than those held at fair value through profit or loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

1.7 Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charitable Company's obligations are discharged, cancelled, or they expire.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

1.8 Cash at bank

Cash and cash equivalents include petty cash, cash held in current accounts and fixed term deposit accounts with a short-term maturity of twelve months.

1.9 Creditors and provisions

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

1.10 Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

1.11 Fund accounting

Unrestricted funds are comprised of the general reserve. The general reserve is the accumulation of surpluses and deficits and is available for use at the discretion of the Directors in furtherance of the Charitable Company's general charitable objectives.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors. The use of each restricted fund is set out in the notes to the financial statements.

1.12 Employee benefits

The cost of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

1.13 Pensions

The Charitable Company operates two defined benefit pension schemes for the benefit of its employees.

One of these schemes is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament

For the other defined benefit schemes, the pension costs are assessed using the projected unit credit method, the cost of providing pensions is charged to the profit and loss account so as to spread the regular costs over the service lives of employees. The pension obligation is measured at the present value of the estimated future cash flows using interest rates on government securities that have terms to maturity approximating the terms of the related liability.

When the benefits of a scheme are improved, past service costs is recognised as an expense on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits are already vested immediately, following the introduction of, or changes to, a defined benefit plan, the past service cost is recognised as an expense immediately.

1.14 Use of Judgements and Estimates

In preparing these financial statements, the Directors have made judgements, estimates and assumptions that affect the application of the Charitable Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The items in the financial statements where these judgements and estimates have been made include:

Debtor Recoverability

The Directors have reviewed the year-end balances in respect of trade debtors due in less than one year and consider that all amounts are fully recoverable and that no further adjustment is required.

Useful lives and residual value of fixed assets

The Directors have reviewed the useful lives and residual values of fixed assets as detailed in note 10 and consider that no adjustment is required.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (continued)

1.15 Going concern

The statement of financial position shows an overall net asset position at 31 March 2023, however this is after the defined pension scheme asset of £159,000 has been accounted for. This pension asset is in respect of the local government pension scheme (see note 18). The impact of pension costs in the future is something that the trustees will need to consider in due course.

The Charitable Company meets its day to day working capital requirements through government grants and tuition fee income. There is some uncertainty concerning future income from some of these grant-making bodies, but the Directors are pursuing new sources of income. Although the pandemic has been an extremely challenging period, the Charitable Company has demonstrated it has a robust business model and with careful management of overall costs has put itself in a strong and stable position from which to move forward. The Charitable Company is now making a steady return to normal levels of provision across its full range of activities.

The Directors consider that it is appropriate to prepare the financial statements on a going concern basis, as they expect the Charitable Company to be able to conduct its activities within the facilities made available for a period of at least twelve months from the date of signing the accounts. Furthermore, budgets are prepared and carefully monitored by the Directors who meet to discuss these regularly throughout the year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

2 Income

	2023	2022
	£	£
Income from grants and donations		
Standards Fund Grant/MEG	247,535	247,750
LBRUT Grant	48,000	48,000
Arts Council TPS Grant	55,887	55,887
Hampton Fund	26,000	25,000
Richmond Parish Lands Charity	25,000	26,000
Barnes Fund	1,800	1,200
The Arts Society Richmond	-	1,250
Peter Willan	350	350
P&N Harvey Fund	-	15,000
LS Virgin Money	-	3,575
HRT Trust	-	5,349
Other donations	766	1,302
	<u>405,338</u>	<u>430,663</u>

Income from charitable activities – Unrestricted

	2023	2022
	£	£
Tuition fees	814,878	744,543
Activity fees from schools	26,179	19,105
Wider opportunities	24,725	15,300
Course fees	20,451	9,876
Concert income	47,138	1,775
Exam fees	3,153	469
Music therapy	309,185	277,758
	<u>1,245,709</u>	<u>1,068,826</u>

3 Investment income

	2023	2022
	£	£
Bank interest receivable	<u>722</u>	<u>22</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

4 Total expenditure

	Activities undertaken directly	Support costs	Total 2023	Total 2022
	£	£	£	£
Raising funds	80,622	-	80,622	75,608
Charitable activities	1,480,106	33,179	1,513,285	1,327,506
Governance costs	35,768	-	35,768	33,153
	<u>1,596,496</u>	<u>33,179</u>	<u>1,629,675</u>	<u>1,436,267</u>

5 Allocation of support costs

	Basis of apportionment	Support costs	Total 2023	Total 2022
		£	£	£
Salaries	Staff time	28,414	28,414	26,819
IT costs	Software cost and usage	1,880	1,880	887
Payroll costs	Invoiced costs	2,785	2,785	2,785
Bank charges	Bank charges payable	100	100	88
		<u>33,179</u>	<u>33,179</u>	<u>30,579</u>

6 Allocation of governance costs

	Activities undertaken directly	Total 2023	Total 2022
	£	£	£
Salaries	19,868	19,868	18,753
Audit	9,275	9,275	8,700
Auditor – fees for other services	6,625	6,625	5,700
	<u>35,768</u>	<u>35,768</u>	<u>33,153</u>

7 Operating surplus (total incoming resources less total resources expended)

	2023	2022
	£	£
Operating surplus is stated after charging:		
Depreciation of tangible assets	3,869	3,870
Operating lease rentals – land and buildings	68,342	65,897
Auditors' remuneration	9,275	8,700
Auditor's remuneration for non-audit work	6,625	5,700
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	40,000	47,000

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

8 Comparative Figures for the Statement of Financial Activities

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Income from:			
Income from grants and donations	351,637	79,026	430,663
Income from investments	21	1	22
Income from charitable activities	1,068,826	-	1,068,826
Other income resources	8,164	-	8,164
Total income	<u>1,428,648</u>	<u>79,027</u>	<u>1,507,675</u>
Expenditure on:			
Raising funds	75,608	-	75,608
Charitable activities	1,247,390	80,116	1,327,506
Governance costs	33,153	-	33,153
Total expenditure	<u>1,356,151</u>	<u>80,116</u>	<u>1,436,267</u>
 Net income/(expenditure)	 <u>72,497</u>	 <u>(1,089)</u>	 <u>71,408</u>
 Other recognised gains and losses			
(Loss)/gain on defined benefit pension schemes	<u>189,000</u>	<u>-</u>	<u>189,000</u>
 Net movement in funds	 261,497	 (1,089)	 260,408
 Reconciliation of funds			
Total funds brought forward	<u>(504,077)</u>	<u>7,184</u>	<u>(496,893)</u>
Total funds carried forward	<u>(242,580)</u>	<u>6,095</u>	<u>(236,485)</u>

9 Taxation

The Charitable Company enjoys tax-exempt status as a charity under Section 505 Income and Corporation Taxes Act 1988.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

10 Tangible assets

	Musical Instruments £	Office Equipment £	Fixtures, Fittings & equipment £	Total £
Cost				
At 1 April 2022	166,325	126,130	55,314	347,769
Additions	-	-	-	-
At 31 March 2023	<u>166,325</u>	<u>126,130</u>	<u>55,314</u>	<u>347,769</u>
Depreciation				
At 1 April 2022	160,957	125,969	53,591	340,517
Charge for the year	2,785	160	924	3,869
At 31 March 2023	<u>163,742</u>	<u>126,129</u>	<u>54,515</u>	<u>344,386</u>
Net book value				
At 31 March 2023	<u>2,583</u>	<u>1</u>	<u>799</u>	<u>3,383</u>
At 31 March 2022	<u>5,368</u>	<u>161</u>	<u>1,723</u>	<u>7,252</u>

Those assets classified as musical instruments are used to further the Charitable Company's objectives. The office equipment is used for administrative support. Those assets included under fixtures, fittings and equipment are furnishings and fittings purchased for the Briar Road office.

11 Debtors

	2023 £	2022 £
Trade debtors	310,018	278,222
Prepayments	<u>17,204</u>	<u>16,788</u>
	<u>327,222</u>	<u>295,000</u>

Included within Trade debtors is £11,778 (2022 – £11,778) which relates to a rent deposit that is recoverable after more than one year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	-	-
Other taxes & social security costs	42,163	35,888
Accruals and deferred income	309,984	322,165
Other creditors	2,810	5,247
	<u>354,957</u>	<u>363,300</u>

13 Deferred income

	2023	2022
	£	£
Brought forward at 1 April 2022	307,765	-
Released in respect of prior years	(307,765)	-
Deferred in current year	293,514	307,765
Carried forward at 31 March 2023	<u>293,514</u>	<u>307,765</u>

Income in support of 2022/23 activities was the following:

	2023	2022
	£	£
Tuition and course fees	293,514	307,765
Total	<u>293,514</u>	<u>307,765</u>

Income has been deferred for the above events as they are all due to take place in the next financial year.

14 Defined benefit pension scheme asset/(liability)

	2023	2022
	£	£
Pension scheme surplus/(deficit)	<u>159,000</u>	<u>(666,000)</u>

15 Retained funds

	2023	2022
	£	£
Accumulated deficit at 1 April 2022	(236,485)	(496,893)
Retained surplus / (deficit) for the year	887,132	260,408
Accumulated deficit at 31 March 2023	<u>650,647</u>	<u>(236,485)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2022	Income	Expenditure	Gains on pension	At 31 March 2023
	£	£	£	£	£
General reserve & total unrestricted funds	(242,580)	1,598,999	(1,575,294)	865,000	646,125

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

	At 1 April 2022	Income	Expenditure	Gains on pension	At 31 March 2023
	£	£	£	£	£
Jane Wadeson Memorial fund	3,268	8	-	-	3,276
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	26,000	(26,000)	-	-
Mandy Lee Scholarship Fund	2,827	-	(1,581)	-	1,246
Barnes Workhouse	-	1,800	(1,800)	-	-
Total restricted funds	6,095	52,808	(54,381)	-	4,522
Total Funds	(236,485)	1,651,807	(1,629,675)	865,000	650,647

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	Gains on pension £	At 31 March 2022 £
General reserve & total unrestricted funds	(504,077)	1,428,648	(1,356,151)	189,000	(242,580)

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

	At 1 April 2021 £	Income £	Expenditure £	Gains on pension £	At 31 March 2022 £
Jane Wadeson Memorial fund	3,267	1	-	-	3,278
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	26,000	(26,000)	-	-
Mandy Lee Scholarship Fund	3,917	-	(1,090)	-	2,827
Barnes Workhouse	-	1,200	(1,200)	-	-
The Arts Society Richmond	-	1,250	(1,250)	-	-
P&N Harvey Fund	-	15,000	(15,000)	-	-
LS Virgin Money	-	3,575	(3,575)	-	-
HRT Trust	-	5,349	(5,349)	-	-
Connor G	-	308	(308)	-	-
Peter Willan	-	350	(350)	-	-
Get Lucky Local	-	40	(40)	-	-
SW Road	-	359	(359)	-	-
Other	-	595	(595)	-	-
Total restricted funds	7,184	79,027	(80,116)	-	6,095
Total Funds	(496,893)	1,507,675	(1,436,267)	189,000	(236,485)

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

17 Analysis of group net assets between funds

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Fixed assets	3,383	-	3,383
Current Assets			
Debtors	327,222	-	327,222
Cash at Bank and in hand	511,477	4,522	515,999
Liabilities			
Amounts due within one year	(354,957)	-	(354,957)
Net assets excluding pension liability	487,125	4,522	491,647
Pension asset	159,000	-	159,000
Net assets including pension liability	646,125	4,522	650,647

Analysis of group net assets between funds

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Fixed assets	7,252	-	7,252
Current Assets			
Debtors	295,000	-	295,000
Cash at Bank and in hand	484,468	6,095	490,563
Liabilities			
Amounts due within one year	(363,300)	-	(363,300)
Net assets excluding pension liability	423,420	6,095	429,515
Pension liability	(666,000)	-	(666,000)
Net assets including pension liability	(242,580)	6,095	(236,485)

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

18 Pensions commitments

The charitable company's current employees belong to two principal pension schemes; The Teachers' Pension Scheme ("TPS"), for academic and related staff, and the Local Government Pension Scheme ("LGPS"), for non-teaching staff and which is managed by Wandsworth Council. TPS and LGPS are defined benefit schemes, the pension costs for which are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2016 and the LGPS was 31 March 2023. Contributions of £24,819 were payable to the two schemes at the year-end (2022: £22,621) and are included in creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2014. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers and lecturers and from 1 January 2007 automatic too for teachers and lecturer in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014, published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest valuation of the TPS was carried out at 31 March 2022 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department of Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

- employer contribution rates, set at 23.68%, include 0.08% employer administration charge
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,600 million giving a notional past service deficit of £22,000 million
- an employer cost cap of 10.9% will be applied to future valuations
- the assumed real rate of return is 2.8% in excess of prices. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%

The next valuation of the TPS will be as at 31 March 2023, whereupon the employer contribution rate is expected to be reassessed.

The employer pension costs payable to TPS in the period amounted to £184,270 (2022: £156,984). A copy of the valuation report and supporting documentation is on the Teachers' Pension website (<https://www.teacherspensions.co.uk>).

Under the definitions set out in FRS102 the TPS is a multi-employer scheme. The Charity is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, the Charity has taken advantage of the exemption in FRS102 and accounted for its contributions to the scheme as if it were a defined contributions scheme. The Charity has set out above the information available on the scheme and the implications for the Charity in terms of the anticipated contribution rate.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

18 Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded, defined benefit scheme with assets held in separate trustee-administered funds. The total contributions for the year ended 31 March 2023 were £42,951 (2022 :£43,747) of which employer's contributions totalled £32,853 (2022: £34,257).

The latest triennial valuation was carried out at 31 March 2022 and the following information was provided for disclosures under FRS102 as at 31 March 2023, by Barnett Waddingham LLP as part of their annual review of the scheme.

The total cost recognised in the period was as follows:

	2023	2022
	£'000	£'000
Current service cost	55	73
Net interest	17	16
Administration expenses	1	1
Recognised in net (income)/expenditure	<u>73</u>	<u>90</u>

Amounts recognised in the balance sheet were as follows:

	2023	2022	2021
	£'000	£'000	£'000
Present value of funded obligations	(1,854)	(2,788)	(2,832)
Fair value of fund assets (bid value)	2,013	2,122	2,024
(Deficit)/surplus	<u>159</u>	<u>(666)</u>	<u>(808)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

18 Pension commitments (continued)

Changes in the present value of the defined benefit obligations were as follows:

	2023	2022
	£'000	£'000
Opening defined benefit obligation	2,788	2,832
Current service cost	55	73
Interest expense	72	56
Change in financial assumptions	(1,041)	(132)
Change in demographic assumptions	(117)	-
Contributions by scheme participants	9	12
Estimated benefits paid net of transfers in	(61)	(59)
Experience loss/(gain) on defined benefit obligation	149	6
Past service costs, including curtailments	-	-
Closing defined benefit obligation	<u>1,854</u>	<u>2,788</u>

Changes in the fair value of the pension plan assets were as follows:

	2023	2022
	£'000	£'000
Opening fair value of fund assets	2,122	2,024
Interest income	55	40
Actual return on plan assets (excluding interest income)	(137)	63
Other actuarial (losses)/gains	(7)	-
Administration expenses	(1)	(1)
Contributions by employer including unfunded	33	43
Contributions by fund participants	9	12
Estimated benefits paid plus unfunded net of transfers in	(61)	(59)
Closing fair value of fund	<u>2,013</u>	<u>2,122</u>

The contribution of each major class of assets to the fair value of the total plan was:

	2023	2022
	£'000	£'000
Equities	1,137	1,269
Gilts	-	28
Bonds	323	294
Property	265	256
Cash	79	31
Multi-asset fund	209	244
	<u>2,013</u>	<u>2,122</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

18 Pension commitments (continued)

The return on plan assets was as follows:

	2023	2022
	£'000	£'000
Interest income	55	40
Actual return on plan assets (excluding interest income)	(137)	63
Total return on plan assets	<u>(82)</u>	<u>103</u>

The principal actuarial assumptions used were as follows:

	2023	2022	2021
Discount rate	4.8%	2.6%	2.0%
Expected rates of salary increases	3.3%	3.55%	3.2%
Expected rates of pension increases	2.95%	3.2%	2.8%
Expected rate of increase – RPI	3.3%	3.55%	3.2%
Expected rate of increase - CPI	2.95%	3.2%	2.8%

The morality assumptions used for longevity (in years) on retirement at age 65 are:

	2023	2022	2021
Retiring at the balance sheet date			
- Males	21.1	21.6	21.6
- Females	23.5	24.3	24.3
Retiring in 20 years			
- Males	22.3	23.0	22.9
- Females	25.0	25.8	25.7

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

19 Staff

Number of employees

The average monthly number of employees during the year was as follows:

	2023	2022
	Number	Number
Raising funds	1	1
Charitable activities	114	98
Governance	6	6
	<u>121</u>	<u>105</u>
	2023	2022
	£	£
Employment costs		
Wages and salaries	1,077,863	972,926
Social security costs	61,756	51,715
Total pension costs	<u>217,123</u>	<u>191,241</u>
	<u>1,356,742</u>	<u>1,215,882</u>

Two employees, including Directors, earned more than £60,000 during the year (2022: 1).

No expenses were reimbursed to Directors during the year (2022 - £Nil).

Directors' remuneration:

The number of Directors receiving remuneration during the year amounted to nil (2022 – nil).

	2023	2022
	£	£
Remuneration	-	-
Company pension contributions to defined benefit schemes	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

The number of Directors for which retirement benefits were accruing under defined benefit pension schemes amounted to nil (2022 – nil).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

19 Staff (continued)

Key management personnel

Key management personnel includes all Directors and a number of senior staff who together have authority for planning, directing and controlling the activities of the Charitable Company.

The total compensation paid to key management personnel for these services was £235,751 (2022: £227,817).

20 Financial commitments

At 31 March 2023 the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

Plant and machinery

	2023	2022
	£	£
Due within one year	-	240
Within two to five years	-	-
Over five years	-	-
	<u>-</u>	<u>240</u>

Land and Buildings

	2023	2022
	£	£
Due within one year	55,200	55,200
Within two to five years	151,800	207,000
Over five years	-	-
	<u>207,000</u>	<u>262,200</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2023

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2023	2022
	£	£
Net movement in funds	887,132	260,408
Interest receivable	(722)	(22)
Depreciation and impairment of tangible fixed assets	3,869	3,870
Movement on defined benefit pension schemes	(825,000)	(142,000)
(Increase)/decrease in debtors	(32,222)	(199,679)
Increase/(decrease) in creditors	(8,343)	329,991
Net cash flow from operating activities	<u>24,714</u>	<u>252,568</u>

22 Analysis of changes in net (debt)/funds

	At 01/04/22	Cash flow	At 31/03/23
	£	£	£
Net Cash			
Cash at bank and in hand	490,563	25,436	515,999

23 Related party transactions

Except for remuneration paid to key management personnel disclosed in the note 19 and the donation of £350 from Peter Willan (director), no further related party transactions took place.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales - Charity number 1090623

Accounts

Registered Charity No: 1090623
Company No: 04218180

**RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2022

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

CONTENTS

	Page
Company information	1
Report of the Directors	2 – 14
Independent Auditors' Report	15 – 19
Statement of Financial Activities	20
Statement of Financial Position	21
Statement of Cash Flows	22
Notes to the Financial Statements	23 – 45

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2022

COMPANY INFORMATION

Directors	Dr H Dodman Mrs S Griffln Ms J Harnden Cllr J Humphreys Mrs A Letch Lady C Panufnik Mr A Price Ms E Rowley Mr P Willan
Secretary	Miss C Peirson
Company Number	04218180
Registered Charity Number	1090623
Registered Office	7 Briar Road Twickenham Middlesex TW2 6RB
Auditors	Haines Watts 250 Fowler Avenue Farnborough Hampshire GU14 7JP

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022

The Directors of Richmond Music Trust Company Limited (RMT) present their report and the financial statements for the year ended 31 March 2022. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

Administrative information in respect of the charity can be found on the company information page.

Governing Instrument

RMT's charitable objects are regulated by its Memorandum and Articles of Association dated 16 May 2001 and updated 24 January 2002 and is constituted as an incorporated body.

Objectives

The principal objective of RMT is to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Aims

The aim of RMT is to be the main provider and key contributor of musical opportunities within the borough, transforming individuals and the community through:

- high quality music tuition
- exciting and innovative large-scale events and performances
- provision of and support for group work in choirs, bands, orchestras and chamber ensembles
- powerful and effective music therapy for children and adults
- comprehensive training and development

thereby utilising music as a vehicle to enrich and enhance the education, health and quality of life of RMT clientele.

Structure and Governance

The Chief Executive, Caroline Peirson, is responsible for the day to day running of the charity and reports to the Board of Directors who oversee and approve strategic and financial plans. The CEO is assisted by the Development Director, Development Manager (Vocal), and Head of Music Therapy. Together they co-ordinate the work of two administrative staff, six Team Leaders, one Lead Teacher and specialist teams of Associate Teachers and Music Therapists.

Going Concern

The statement of financial position shows an overall net liability position. This year end liability includes the Local Government Pension Scheme deficit of £666,000. It is unlikely that this deficit will be eliminated in the foreseeable future. The impact of increased pension costs in the future is a matter that the directors will continue to keep under review. The day to day working capital requirements are met from the income received.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

The Directors have a reasonable expectation that RMT has adequate resources to continue in operational existence for the foreseeable future. They therefore continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Directors

The following Directors have held office during the year:

Mrs R Clarke	(resigned 9 June 2022)
Dr H Dodman (Deputy Chair) (S) (R)	
Mrs S Griffin (F)	
Ms J Harnden (R)	
Cllr J Humphreys (F)	(appointed 18 May 2021)
Cllr A Juriansz (F)	(resigned 18 May 2021)
Mrs A Letch (S)	
Lady C Panufnik	
Mr A Price	
Ms E Rowley	
Mr P Willan (Chair) (S) (F) (R)	

(F) Funding Sub-committee

(S) Safeguarding Sub-committee

(R) Remuneration Sub-committee

Directors and Method of Appointment

The Directors who are also the Trustees, are elected at the AGM or may be appointed during the year by the Board with election at the following AGM. The candidature of people with skills, experience and/or interests relevant to the charitable companies' activities is encouraged through local organisations, existing contacts and search channels. A skills matrix was developed and adopted during the financial year 2017/18 to help ensure the Board has the right blend of skills, knowledge and experience to support the executive team and provide the necessary scrutiny and strong governance. All new Board members are given induction training which includes learning about the background, ethos and day to day activities of the charitable company as well as outlining their responsibilities. Formal arrangements are supplemented by opportunities to meet staff and to attend events and/or classes to ensure Directors have an overview of the workings of RMT.

Staffing

The organisation is committed to a policy of equal opportunities in its employment practices. All members of staff having contact with children must be cleared through the Disclosure and Barring Service (DBS). RMT has safeguarding policies in place with all teachers undertaking Level 2 Safeguarding Training, renewed within a three-year cycle. Music Therapists receive Level 3 training.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

Caroline headed a team of five core staff, six part-time Team Leaders, one part-time Lead Teacher, eighty-five Associate Teachers and twenty Music Therapists.

Organisation

The Directors determine the organisation's strategy and consider and approve proposals for new policies or variations on existing policies. Annual budgets, business and development plans are subject to Board approval. The Board appoints the CEO and the Company Secretary. The Board met online four times during the year.

The Safeguarding sub-committee meets annually to review any issues arising during the year and to review safeguarding policy and procedures, reporting back to the full Board. It also meets when an individual issue requires more detailed scrutiny and/or immediate action. The Funding sub-committee scrutinizes the funding of the organization and considers future funding and fundraising opportunities. The Remuneration and Appointments sub-committee meets to consider remuneration policy and senior staff appointments.

Review of the year and plans for the future

Funding

Arts Council England

As lead organisation for the local Music Education Hub, Richmond Music Trust (RMT) continues to fully implement the National Plan for Music Education (NPME), undertaking all the core and extension roles as detailed in the plan. A strong and mutually supportive relationship continues with Arts Council England (ACE) who distribute funding on behalf of the Department for Education (DfE). A significant amount of background information and statistical data relating to the NPME is provided to ACE on a regular basis to secure release of grant payments. The eighth Annual feedback letter was received from ACE in January 2022. The letter assessed progress during 2020/21 and proposed the level of contact in 2021/22. A number of strengths were identified:

- *"RMT's delivery of the NPME and its reach to both primary and secondary schools across various areas of its offer remains strong. Data shows that in 2020/2021, despite challenging circumstances due to the pandemic, RMT still worked with almost all schools (93%) at both primary and secondary to deliver the NPME, which is above the national average of 81.8%."*
- *"RMT's WCET model continues to remain free of charge to participating schools, with the exception of the vocal foundation stage first term. The majority of schools in the borough participate with just six out of 45 primary schools not engaging with WCET."*
- *"It is no surprise that singing and ensembles have been particularly affected by the pandemic including the cancellation of key events such as the Annual Singing Festivals and the Richmond Prom, but it is positive to see throughout reporting during the year that alternative strategies and events were offered where possible including 'Singchronised', the primary school vocal event, and online sharing events for secondary schools."*

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

- *"RMT's very good approach to using music technology has also been useful during this time"*
- *"The work of RMT over the previous year continues to evidence how, as a hub, they are continuing to respond to local need and areas of interest based on their very good communication with schools and young people in the borough."*
- *"Equality, diversity and inclusion are built into the hub's offer, as evidenced in its business plan, stabilisation plans and through its music therapy offer which forms a significant part of RMT's operations."*
- *"RMT's approach to engaging older children and secondary schools through rock and pop offers seem to be highly effective."*

(RMT Feedback letter, Arts Council England, Jan 2022)

ACE assesses the level of risk attached to the allocated DfE funding –RMT is judged at minor risk and a corresponding level of monitoring and contact during 2022/23 was agreed.

LB Richmond upon Thames Council Grant (via Achieving for Children)

RMT continues to benefit from an annual grant from Richmond Council through Achieving for Children, and the Trustees are extremely grateful for the Borough's ongoing support. The grant is integral to maintaining the breadth and quality of provision that has been developed over the last 25 years. It is also vital for the support of disadvantaged families, ensuring children who are likely to miss out have the same opportunities that are available to others.

Charitable Funds and Remission Scheme

Over 220 children and young people benefited from the remission scheme this year. This is a small increase on the number of pupils in the previous year (approx. 170, 2020/21) and represents approx. 11% of those receiving tuition overall. RMT remains deeply grateful to the Hampton Fund, Richmond Parish Lands Charity and the Barnes Fund for their support of this scheme which, alongside additional funding from RMT, ensures that children from families in financial difficulty do not miss out and are able to participate in instrumental/vocal tuition and to enjoy the significant benefits of music-making. This year we were again very pleased to receive an additional donation from The Art's Society Richmond towards the scheme.

Mandy Lee Scholarship Fund

The fund was established in 2014 in memory of Mrs Mandy Lee, the wife of Michael Lee, an RMT piano teacher. With criteria for the fund including musical aptitude and financial need, three scholars have been supported by the scheme this year, receiving financial help with tuition fees, ensemble membership, and, in some cases, with other musical activities including exams and holiday courses.

London Music Fund

Trustees are also grateful to the London Music Fund for providing financial support for two LMF scholars who are progressing well.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

Operations

Music Makers

RMT's provision for Year 1 pupils continues to offer a preparatory course for children intending to start learning to play an Instrument. It offers a wide range of musical activities for young children and provides an invaluable preparation for those starting instrumental tuition in Year 2. Having restarted sessions in April 2021, following on and off suspensions due to the pandemic in the previous year, approximately 300 children in 13 schools participated in the Music Makers programme.

First Access to Music

As a core role of the NPME, enabling first access to instrumental music making for all children is a priority. Over the last year the Trust's four term Whole Class Ensemble Tuition (WCET) programme resumed in approximately 75% of borough primary school, and this is expected to increase back up to pre-Covid levels (approx. 90%) over the next academic year. The four-term programme includes an optional introductory term of vocal work followed by a term of whole-class instrumental learning. Children can then choose to continue learning in large groups for two more terms. This Transition Stage, leads on to RMT's standard small group tuition. The term of whole-class instrumental tuition remains free to school. A small per-pupil charge is made for those continuing to the large group stage, which is usually passed on to parents. The continuation rate is on average around 16%. The programme ensures all children experience learning a musical instrument, and is particularly valuable for those schools that find it more difficult to sustain a programme of small group and individual instrumental tuition funded by parents.

Standard Tuition

Following the lockdown in Spring 2021, schools re-opened in Summer 2021 and face-to-face tuition resumed. We worked with schools and teachers to rebuild timetables and increase student numbers, and by the start of the Autumn Term 2021 we were back up to 80% of our pre-covid total numbers. 2002 pupils were "on-course" and receiving small group or individual instrumental and vocal tuition at the start of the new academic year (Autumn 2021) in comparison to 1525 the previous year (Autumn 2020). A small amount of tuition continued online, via the model developed in Summer 2020, with plans underway to develop this offer in due course, creating additional opportunities for students unable to access face-to-face tuition at a school or centre.

Examinations

Face-to-face exams remained suspended during the Summer Term 2021, with teachers continuing to support individual students through online exams. With the easing of restrictions in the Autumn Term, we were able to restart the face-to-face exams, running a private visit for both ABRSM and Trinity exams in December 2021 and another session for ABRSM in the Spring Term 2022. A total of 76 candidates were entered of which 21 passed with distinction.

As well as ABRSM and Trinity College of Music exams, many RMT students continue to be entered for Registry of Guitar Tutors exams, Trinity Rock and Pop exams and Rock School exams.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

Courses

Courses remain an important strand of RMT work, bringing young musicians together to create and make music.

BandIt - RMT welcomed fifty participants back to Waldegrave School on 23–27th August 2021 for the first BandIt course since August 2019. Twelve bands rehearsed over five days, writing, rehearsing and performing their own songs. The week-long course culminated in a fantastic gig at The Exchange in Twickenham in front of an enthusiastic audience of parents and friends.

Music Centres

Music Centres successfully and safely reopened for both tuition and ensembles at the beginning of the summer term 2021, with additional out of school instrumental tuition taking place in Briar Road on four evenings during the week. All ensembles were initially limited to groups of 15, with pupil numbers increasing once restrictions were relaxed in May. Beginners can once again join Junior Strings, Junior Brass Band or Junior Concert Band, moving on to Intermediate Training Orchestra or one of our senior ensembles when ready. Chamber Group, Drum and Percussion Ensembles, Rock Band and Saturday BandIt offer a broad range of additional opportunities.

Senior Ensembles

Richmond Youth Brass Band, Richmond Youth Concert Band, Richmond Youth Jazz Band and Soul Band continue to attract new members. Notable performances included the Jazz Band performing at the Jazz Sanctuary on 17 November 2021 as part of the EFG London Jazz Festival and the Youth Brass Band and Jazz Band performing at a charity concert at the Mall School on 29 January 2022 to raise funds for the Mulberry Centre.

Instrument Hire Scheme

RMT maintains an Instrument hire scheme helping children access a range of Instruments. Free instrument loan is provided for children from families eligible for the remission scheme (subject to availability). A whole-class set of instruments is also provided and maintained in every KS2 school for the four term Whole Class Ensemble Tuition (WCET) programme. All children continuing to the Transition Stage are provided with free instrument loan for the final two terms of the programme.

During the pandemic, and as activities restarted, management of RMT Instruments was given careful consideration and schools with RMT instruments continued to be provided with the relevant information and advice. Activities that might include the possibility of the virus being spread through instrument use were identified and preventative measures put in place.

Website

The Improved RMT website has shown increased activity through the year, with the majority of parent enquiries and applications now taking place online. This includes applications for tuition, courses,

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

exams and Wider Opportunities. School registration for projects and events also now go via the website, making processes more efficient and accessible.

The Music Therapy department has benefited from the updated website, which has proved to be more effective at reaching those that could benefit from RMT's music therapy service, and provides information in a more accessible format.

Following the successful and extensive use of Twitter, Facebook and Instagram during lockdown, RMT has maintained a strong social media presence, and continues to seek out opportunities to reach a wider audience.

Staff Training and Development

The majority of staff meetings, along with the September Inset remained online. The main RMT Inset session took place on Tuesday 14 September 2021, on Equity, Diversity & Inclusion, with a focus on race and ethnicity. The session was delivered by Samantha Stimpson, Founder and Chief Executive of SLS 360, and addressed the importance of self-reflections and what it means to advocate for those who face discrimination, along with how to embed diversity and inclusion into our music practice.

Instrumental/vocal team meetings also took place with the opportunity for more instrument specific discussion.

Throughout the year, all newly appointed staff attended the usual induction course providing details about work practices, expectations, Health and Safety for employees and Safeguarding children. New teachers are closely monitored and supported (including observation visits in their first and second terms), whilst ongoing support for all instrumental teachers, including informal visits and formal annual observations with written feedback, continues to be undertaken by Team Leaders and Lead Teachers.

Support for Schools

RMT continued to provide additional advice and support to schools as and when required, on a wide range of musical issues. Additionally, ongoing communication and support is provided to school-based music staff as part of the primary and secondary singing events and the school orchestra instrumental day. Specialist RMT staff work with the children alongside school staff, modelling a variety of teaching and rehearsal techniques and helping to raise standards and expectations. The success of this approach is reflected by the very high levels of engagement of school music leaders and the depth of technical and musical knowledge and skills on display at our large-scale events.

Events

Singchronised

The Primary school vocal event took place on 24 May 2021 with 18 schools across the borough performing a medley of songs that were originally due to be part of our cancelled 2020 Singing Festival.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

To celebrate the hard work that had gone into preparing the songs, schools shared recordings and photos of their performances on social media. RMT also created a virtual map, tracking the event and showing the numerous performance locations across the Borough.

Live at the Exchange

Taking place on 26 July 2021, this was RMT's first live, post-covid performance event, giving secondary age students who missed out on Live at The Rose in June 2020 the chance to perform with a band of professional musicians, with a socially distanced audience enjoying a mixture of covers and students' own songs. The event provided an exciting opportunity for the students to rehearse and perform at a professional venue and the standard of performances was extremely high.

This year saw a return to the usual year-long planning and rehearsals for our large-scale summer term singing festivals and instrumental events. Preparation for the two-days of Primary Singing Festival performances (13/14 June 2022), including ongoing support for individual schools and school staff took place throughout the spring term and into the summer term. Planning for our secondary Live@the Exchange event (8 July 2022) also took place along with preparations for the School Orchestra Instrumental Day (28 June 2022).

Partnerships

South West London Music Education Partnership

The partnership between the seven boroughs of Richmond, Merton, Wandsworth, Hounslow, Kingston, Sutton and Croydon meets regularly throughout the year, and has delivered a variety of collaborative initiatives for the South West London area. The meetings provide a valuable forum for the exchange of information and ideas between Music service leaders, which has proved particularly valuable during what has been a very challenging period of uncertainty.

In June 2021 the group were successful in a bid to Music Mark for funding through their Partnership Innovation Fund. We set out to use youth voice to understand how children and young people perceived the role of technology in their music education during the COVID-19 pandemic, including their opinions on the strengths and weaknesses of technology driven musical activity. The group sought to explore what learning we could take forward to co-design the innovative future use of technology in Music Education Hubs (MEH). The work is currently underway, and further funding has now been secured to explore the creation of an additional resource (website or learning platform) to provide a safe space where young people can share how they use technology, collaborate musically and even rate various types of music-focussed technology.

Music Therapy

During this past year RMT has been able to steadily re-establish music therapy provision across all clinical areas, including adults with learning disabilities and older adults with Dementia. By March 2022

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

the MT provision had grown beyond pre-pandemic service levels. Further growth is expected during 2022/23, with new contracts in place already and increased referrals from a wide range of sources, including social workers, adoption support agencies and mental health teams.

Significant increases in demand have been seen in a number of areas, including adults with learning disabilities and mental health problems, as well as provision to special and mainstream schools.

New contracts have been established with several schools and also with a college for adults with Learning disabilities in Isleworth (Ambitious College). RMT also continues to offer a small number of online sessions, mostly as an option for more vulnerable clients who are unable to come to attend face to face sessions.

RMT's therapy room in Twickenham is fully booked for 6 days a week and the therapy room at the Hook Centre in Kingston is back in use for 2 half days per week. Following another successful bid RMT has been awarded a new 3-year contract with Hounslow Social Services and are now delivering this contract from our premises in Twickenham (instead of the Hounslow Children's Centre).

Singing Together, RMT's online singing group for older adults with Dementia (funded by 'Music for Dementia') has developed well and has seen a steady uptake of participants, spread over the UK, engaging in weekly online singing sessions.

Similar to many areas of employment in the UK, recruiting for some types of music therapy work has proved to be a challenge as there has been an increase in jobs for music therapists, making it more difficult to find staff for smaller contracts in the community. RMT is working to ensure we continue to offer a competitive package to all staff, supporting recruitment and retention, and subsequently enabling the service to meet growing demand.

Impact of CV-19 and Future Plans

Following the disruption of the CV19 pandemic and consequent periods of lockdown and school closures, recovery is now well underway. All areas of RMT activity have resumed with the initial target of returning to pre-pandemic levels in terms of breadth, quality and student numbers well in sight.

Tuition numbers have recovered well, with students switching back from online tuition or returning after having temporarily stopped lessons. The recruitment level for new tuition students is high. Ensemble recruitment for some groups is slower to recover, but numbers are expected to continue growing steadily over the coming year with plans to further increase the breadth and quality of ensembles in place.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

The impact on singing activity has been significant. Following an initial cautious approach from schools, confidence (in both staff and pupils) is starting to return. RMT is re-engaging fully again with schools, particularly with the return of Singing Festival activity which is helping to establish a sense of normality.

Demand for our Music Therapy is expected to remain high with the department continuing to see strong growth in all areas.

Like many businesses, as activities return to more normal levels, RMT has experienced some staffing challenges. We are confident however that our offer remains attractive to potential employees and compares very favourably with similar services. As well as continuing to recruit skilled and experienced instrumental teachers, additional finance and operational administrative capacity is a priority.

Overall RMT is in a strong position to continue moving forward, particularly in terms of its relationship with, and support from parents, schools and the wider community.

Financial Review

Operating Deficit/Surplus

The Directors are pleased to report that, despite the ongoing impact of the pandemic on schools and music services, RMT achieved an operating surplus of £118,408 compared to the operating surplus of £38,693 at the end of the previous year. This operating surplus is before taking into account an increase in the pension liability of £47,000 (2021: £28,000) which results in the net income figure of £71,408 (2021: net income £10,693) being reported in the financial statements. There was an increase in income to £1,507,675 from £1,277,637 in 2021, as a result of an increase in provision, following the end of CV-19 related school closures.

Total expenditure also increased to £1,436,267 from £1,266,944 in 2021. Total assets less current liabilities (excluding pension liabilities) increased by £118,408 to £429,515 from £311,107 in the previous year. Restricted funds at the year-end were £6,095 (2021: £7,184), unrestricted funds showing a deficit of £242,580 (2021: deficit of £504,077) and total funds a deficit of £236,485 (2021: a deficit of £496,893).

Although the operating surplus/deficit is regarded as a meaningful financial performance measure, in order to comply with accounting standards, liability relating to the Local Government (defined benefit) Pension Scheme for administrative staff is also reported. Liability is recognised as the benefits are earned, not when they are due to be paid and accordingly an estimate of the liabilities accrued for the period is provided by the scheme's actuary (see notes to the financial statements for details). The total value of the pension scheme liability at 31 March 2022 is £666,000 (2021: £808,000).

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

Reserves policy

It is the policy of RMT to continue to seek to maintain free reserves of the charity, excluding the defined benefit pension scheme liability, at a level which equates to a minimum of one month's unrestricted expenditure while building reserves towards the prudent amount of three months as recommended by the Charity Commission. These reserves are to provide sufficient funds to cover management, administration and operational costs over the stated period and for the purchase of necessary equipment and any other unforeseen capital costs. In spite of CV-19, RMT increased free reserves at 31 March 2022 to £423,420 (2021: £303,923). Average one month's unrestricted expenditure increased to £109,096 (2021: £98,037) so that free reserves covered approximately 3.9 months of unrestricted expenditure (2021: 3.1). As activities continue to return to more normal levels expenditure will increase and reserves cover is likely to reduce. However, RMT will work towards maintaining reserve levels of approximately three months cover over the longer term.

General Data Protection Regulation (GDPR)

Work continues to be carried out to ensure compliance with the GDPR. The RMT Data Protection Policy continues to be reviewed on an annual basis. The Policy shows RMT's commitment to the principles when collecting, processing and storing personal data and informs all RMT data handling procedures.

The RMT Privacy Notice, approved by the Board in 2017, is reviewed on an annual basis. The Privacy Notice continues to appear whenever users apply for RMT services or provide information to RMT online.

Further IT updates have been carried out to enhance the security of the RMT data system from any external cyber-attacks. These go beyond the level of security required in the Cyber Essentials certification which is processed on an annual basis. RMT will continue to work with our IT provider, Minerva, to ensure any additional measures required are put in place to continue to comply with GDPR.

Risk Management

As required by the Charity Commission, the Directors undertake regular reviews of the significant risks to which RMT is exposed and ensure that mitigation policies are in place. A risk register exists and is updated regularly.

The key risk that RMT has identified is the inability to secure or sustain current level funding. A number of lower priority risks have also been identified and procedures have been implemented which minimize these identified risks. The Board regularly discusses aspects of the operations to understand and manage the risk it faces.

Relationships with other organisations

As lead organisation of the local Music Education Hub, RMT is keen to form partnerships with other organisations that offer specialist support and contribute to the breadth and quality of provision. Existing partners include M:Tech, The Jazz sanctuary, Kingston Music Service and the South West

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

London Music Education Partnership. The Music Therapy department engages with a range of partners that refer clients to RMT. We actively seek and welcome new partners who might improve, enhance or broaden our provision.

Funders are another group who have a continuing interest in RMT's performance and its use of resources. They include Arts Council England, LBRuT, Hampton Fund, Richmond Parish Lands Charity and Barnes Fund, alongside recent support from The Art's Society Richmond. We are also supported by donations from individuals. To all of them, the Directors give their thanks on behalf of the most important stakeholders, the young people, to whom we continue to provide musical opportunities.

Charitable Activities

Music provision: the aim of RMT is to be able to offer music tuition to all children of school age within the borough. RMT aims to provide music tuition as and when requested. However, this is not always immediately possible therefore waiting lists are created. Waiting lists are closely monitored and pupils are offered places as soon as tuition becomes available. Additional teachers are engaged to increase capacity where appropriate. There are currently 45 primary schools, 11 secondary and 3 Special Educational Needs schools within the Borough. The Trust is music provider for almost all borough grant maintained schools.

Planning and Development

The Annual budget is presented by the Executive for Board approval. Alongside stringent budget monitoring procedures, indicators are used to measure performance. These include pupil numbers, waiting lists, the quality of teaching and learning and feedback from stakeholders.

Public Benefit

The Directors confirm that they have paid due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charitable Company. The Charity Commission, in its "Charities and public benefit" guidance, states that there are two key principles to be met in order to show that an organisation's aims are for the public benefit: firstly, there must be an identifiable benefit and, secondly, that the benefit must be to the public or a section of the public. The Directors are satisfied that both these key principles are met by the operation and achievements of the Charitable Company.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2022 (continued)

Directors' responsibilities

Charity law and Company law require the Directors 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 period. In preparing these financial statements, the directors have been required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) observe the methods and principles in the Charities SORP 2019 (FRS 102);
- (c) make judgements and estimates that are reasonable and prudent;
- (d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- (e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 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.

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report was approved by the Directors on 13.12.22

Signed Peter J. Wilson (Chair)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2022**

Opinion

We have audited the financial statements of Richmond Upon Thames Music Trust Company Limited for the year ended 31 March 2022 set out on pages 20 to 45. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting practice applicable to Smaller Entities; 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 Auditors 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the company's trade, customers, suppliers and wider economy. The Directors' view on the impact of COVID-19 is disclosed on the Directors' report and the going concern accounting policy.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2022 – (CONTINUED)**

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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.

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

- adequate 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2022 – (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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 responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act.

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 Auditors' 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 gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation.

Our procedures in relation to fraud, included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates and challenged the assumptions and judgements made by management in its significant accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud. Our tests included agreeing the financial statement disclosures to underlying supporting documentation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We discussed with the Trustees the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and Charities Act 2011. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2022 – (CONTUNUED)**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Jane Wills (Senior Statutory Auditor)
for and on behalf of Haines Watts

14/12/22

Chartered Accountants
Statutory Auditor

250 Fowler Avenue
Farnborough
Hampshire
GU14 7JP

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds 2022 (£)	Restricted Funds 2022 (£)	Total Funds 2022 (£)	Total Funds 2021 (£)
Income from:					
Income from grants and donations	2	351,637	79,026	430,663	413,578
Income from investments	3	21	1	22	291
Income from charitable activities	2	1,068,826	-	1,068,826	793,522
Other incoming resources		8,164	-	8,164	70,246
Total income		1,428,648	79,027	1,507,675	1,277,637
Expenditure on:					
Raising funds	4	75,608	-	75,608	68,881
Charitable activities	4	1,247,390	80,116	1,327,506	1,177,263
Governance costs	6	33,153	-	33,153	20,800
Total expenditure		1,356,151	80,116	1,436,267	1,266,944
Net income/(expenditure)		72,497	(1,089)	71,408	10,693
Other recognised gains/(losses)					
(Loss)/gain on defined benefit pension schemes	16	189,000	-	189,000	(156,000)
Net movement in funds		261,497	(1,089)	260,408	(145,307)
Reconciliation of funds					
Total funds brought forward	16	(504,077)	7,184	(496,893)	(351,586)
Total funds carried forward	16	(242,580)	6,095	(236,485)	(496,893)

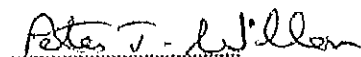
The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2022

		2022		2021	
		£	£	£	£
	Notes				
Fixed Assets					
Tangible assets	10		7,252		3,372
Current Assets					
Debtors	11	295,000		95,321	
Cash at bank and in hand		<u>490,563</u>		<u>245,723</u>	
		785,563		341,044	
Creditors: amounts falling due within one year	12	<u>(363,300)</u>		<u>(33,309)</u>	
Net Current Assets			<u>422,263</u>		<u>307,735</u>
Total assets less current liabilities excluding pension liability			429,515		311,107
Defined benefit pension scheme liability	14		<u>(666,000)</u>		<u>(808,000)</u>
Net (liabilities)			<u>(236,485)</u>		<u>(496,893)</u>
The funds of the charity:					
Restricted funds	16		6,095		7,184
Unrestricted funds	16		<u>(242,580)</u>		<u>(504,077)</u>
Total funds	16		<u>(236,485)</u>		<u>(496,893)</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

The financial statements were approved by the Board on 13.12.22 and signed on its behalf by:



Mr P Willan

Director

Registered Charity No: 1090623

Company No: 04218180

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

		2022	2021
		£	£
	Notes		
Cash flow from operating activities	21	252,568	79,428
Net cash flow from operating activities		<u>252,568</u>	<u>79,428</u>
Cash flow from Investing activities			
Payments to acquire tangible fixed assets		(7,750)	(1,086)
Interest received		22	291
Net cash flow from Investing activities		<u>(7,728)</u>	<u>(795)</u>
Cash flow from financing activities		-	-
Net Increase/(decrease) in cash and cash equivalents		244,840	78,633
Cash and cash equivalents at 1 April 2021		<u>245,723</u>	<u>167,090</u>
Cash and cash equivalents at 31 March 2022		<u>490,563</u>	<u>245,723</u>
Cash and cash equivalents consist of:			
Cash at bank and in hand		490,563	245,723
Cash and cash equivalents at 31 March 2022		<u>490,563</u>	<u>245,723</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies

General information

Richmond Upon Thames Music Trust Company Limited is a company limited by guarantee in England and Wales. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable Company. The address of the registered office is; 7 Briar Road, Twickenham, Middlesex, TW2 6RB. The nature of the charity's operations and principal activities are to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with 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 (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

1.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The presentation currency is pounds Sterling and amounts are rounded to the nearest pound, except for transactions and balances relating to the defined benefit pension scheme which are rounded to the nearest thousand pounds.

1.2 Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

1.2 Income recognition (continued)

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. If necessary, any element relating to future accounting periods is deferred.

The charity receives government grants in respect of music education. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Tuition fee income is stated net of refunds and examination fees and the income is recognised in the period to which the tuition relates.

Music therapy income is recognised in the period in which the service is provided.

Investment and other income are accounted for on a receivable basis.

1.3 Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs.

Cost of raising funds:	Includes all of the costs incurred in generating voluntary income.
Costs of charitable activities:	Comprises services, supplies and activities undertaken which directly support the Charity's objectives. 95% of the office costs are estimated to have been in relation to charitable activities and 5% relating to costs of generating voluntary income of the company.
Governance costs:	Includes those costs incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Directors in the discharge of their statutory duties.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

1.4 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on an accruals basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 5.

1.5 Tangible fixed assets and depreciation

Fixed assets for Charitable Company's use are capitalised at cost, where acquired, or at market value, as determined by the Directors, where donated. Fixed assets costing in excess of £250 are capitalised on the balance sheet and are included in the financial statements at cost/market value less depreciation.

Depreciation is calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Musical Instruments	33% per annum straight line
Office equipment	33% per annum straight line
Fixtures, fittings & equipment	20% per annum straight line

A full year's depreciation is charged in the year of acquisition and none in the year of disposal.

1.6 Financial Assets

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 assets are recognised in the Charitable Company's statement of financial position when the Charitable Company becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and 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. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivable'.

Impairment of financial assets

Financial assets, other than those held at fair value through profit or loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

1.7 Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charitable Company's obligations are discharged, cancelled, or they expire.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

1.8 Cash at bank

Cash and cash equivalents include petty cash, cash held in current accounts and fixed term deposit accounts with a short-term maturity of twelve months.

1.9 Creditors and provisions

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

1.10 Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

1.11 Fund accounting

Unrestricted funds are comprised of the general reserve. The general reserve is the accumulation of surpluses and deficits and is available for use at the discretion of the Directors in furtherance of the Charitable Company's general charitable objectives.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors. The use of each restricted fund is set out in the notes to the financial statements.

1.12 Employee benefits

The cost of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

1.13 Pensions

The Charitable Company operates two defined benefit pension schemes for the benefit of its employees.

One of these schemes is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament

For the other defined benefit schemes, the pension costs are assessed using the projected unit credit method, the cost of providing pensions is charged to the profit and loss account so as to spread the regular costs over the service lives of employees. The pension obligation is measured at the present value of the estimated future cash flows using interest rates on government securities that have terms to maturity approximating the terms of the related liability.

When the benefits of a scheme are improved, past service costs is recognised as an expense on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits are already vested immediately, following the introduction of, or changes to, a defined benefit plan, the past service cost is recognised as an expense immediately.

1.14 Use of Judgements and Estimates

In preparing these financial statements, the Directors have made Judgements, estimates and assumptions that affect the application of the Charitable Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The items in the financial statements where these judgements and estimates have been made include:

Debtor Recoverability

The Directors have reviewed the year-end balances in respect of trade debtors due in less than one year and consider that all amounts are fully recoverable and that no further adjustment is required.

Useful lives and residual value of fixed assets

The Directors have reviewed the useful lives and residual values of fixed assets as detailed in note 10 and consider that no adjustment is required.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (continued)

1.15 Going concern

The statement of financial position shows an overall net liability position at 31 March 2022, however this is after the defined pension scheme liability of £666,000 has been accounted for. This pension deficit is in respect of the local government pension scheme (see note 18). It is unlikely that this deficit will be eliminated in the foreseeable future. The impact of increased pension costs in the future is something that the trustees will need to consider in due course.

The Charitable Company meets its day to day working capital requirements through government grants and tuition fee income. There is some uncertainty concerning future income from some of these grant-making bodies, but the Directors are pursuing new sources of income. Although the pandemic has been an extremely challenging period, the Charitable Company has demonstrated it has a robust business model and with careful management of overall costs has put itself in a strong and stable position from which to move forward. The Charitable Company is now making a steady return to normal levels of provision across its full range of activities.

The Directors consider that it is appropriate to prepare the financial statements on a going concern basis, as they expect the Charitable Company to be able to conduct its activities within the facilities made available for a period of at least twelve months from the date of signing the accounts. Furthermore, budgets are prepared and carefully monitored by the Directors who meet to discuss these regularly throughout the year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

2 Income

	2022	2021
	£	£
Income from grants and donations		
Standards Fund Grant/MEG	247,750	247,747
LBRUT Grant	48,000	48,000
Arts Council TPS Grant	55,887	55,887
Hampton Fund	25,000	25,000
Richmond Parish Lands Charlty	26,000	20,000
Barnes Fund	1,200	1,250
The Arts Society Richmond	1,250	1,000
TNL Coronavirus Community Support Fund	-	8,000
LBRUT Coronavirus Emergency Grant Fund	-	5,000
Peter Willan	350	300
P&N Harvey Fund	15,000	-
LS Virgin Money	3,575	-
HRT Trust	5,349	-
Other donations	1,302	1,394
	<u>430,663</u>	<u>413,578</u>

Income from charitable activities – Unrestricted

	2022	2021
	£	£
Tuition fees	744,543	603,055
Activity fees from schools	19,105	4,300
Wlder opportunities	15,300	(388)
Course fees	9,876	4,060
Concert income	1,775	742
Exam fees	469	(1,911)
Music therapy	277,758	183,664
	<u>1,068,826</u>	<u>793,522</u>

3 Investment income

	2022	2021
	£	£
Bank interest receivable	<u>22</u>	<u>291</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

4 Total expenditure

	Activities undertaken directly £	Support costs £	Total 2022 £	Total 2021 £
Raising funds	75,608	-	75,608	68,881
Charitable activities	1,296,927	30,579	1,327,506	1,177,263
Governance costs	33,153	-	33,153	20,800
	<u>1,405,688</u>	<u>30,579</u>	<u>1,436,267</u>	<u>1,266,944</u>

5 Allocation of support costs

	Basis of apportionment	Support costs £	Total 2022 £	Total 2021 £
Salaries	Staff time	26,819	26,819	19,449
IT costs	Software cost and usage	887	887	2,529
Payroll costs	Invoiced costs	2,785	2,785	11,201
Bank charges	Bank charges payable	88	88	62
		<u>30,579</u>	<u>30,579</u>	<u>33,241</u>

6 Allocation of governance costs

	Activities undertaken directly £	Total 2022 £	Total 2021 £
Salaries	18,753	18,753	13,600
Audit	8,700	8,700	7,200
Auditor – fees for other services	5,700	5,700	-
	<u>33,153</u>	<u>33,153</u>	<u>20,800</u>

7 Operating deficit (total incoming resources less total resources expended)

	2022 £	2021 £
Operating (deficit)/surplus is stated after charging:		
Depreciation of tangible assets	3,870	1,592
Operating lease rentals – land and buildings	65,897	55,200
Auditors' remuneration	8,700	7,200
Auditor's remuneration for non-audit work	5,700	6,600
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	47,000	28,000

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

8 Comparative Figures for the Statement of Financial Activities

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Income from:			
Income from grants and donations	353,328	60,250	413,578
Income from investments	137	154	291
Income from charitable activities	793,522	-	793,522
Other income resources	70,246	-	70,246
Total income	<u>1,217,233</u>	<u>60,404</u>	<u>1,277,637</u>
Expenditure on:			
Raising funds	68,881	-	68,881
Charitable activities	1,114,757	62,506	1,177,263
Governance costs	20,800	-	20,800
Total expenditure	<u>1,204,438</u>	<u>62,506</u>	<u>1,266,944</u>
Net income/(expenditure)	<u>12,795</u>	<u>(2,102)</u>	<u>10,693</u>
Other recognised gains and losses			
(Loss)/gain on defined benefit pension schemes	<u>(156,000)</u>	<u>-</u>	<u>(156,000)</u>
Net movement in funds	(143,205)	(2,102)	(145,307)
Reconciliation of funds			
Total funds brought forward	<u>(360,872)</u>	<u>9,286</u>	<u>(351,586)</u>
Total funds carried forward	<u>(504,077)</u>	<u>7,184</u>	<u>(496,893)</u>

9 Taxation

The Charitable Company enjoys tax-exempt status as a charity under Section 505 Income and Corporation Taxes Act 1988.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

10 Tangible assets

	Musical Instruments £	Office Equipment £	Fixtures, Fittings & equipment £	Total £
Cost				
At 1 April 2021	158,575	126,130	55,314	340,019
Additions	7,750	-	-	7,750
At 31 March 2022	<u>166,325</u>	<u>126,130</u>	<u>55,314</u>	<u>347,769</u>
Depreciation				
At 1 April 2021	158,171	125,809	52,667	336,647
Charge for the year	2,786	160	924	3,870
At 31 March 2022	<u>160,957</u>	<u>125,969</u>	<u>53,591</u>	<u>340,517</u>
Net book value				
At 31 March 2022	<u>5,368</u>	<u>161</u>	<u>1,723</u>	<u>7,252</u>
At 31 March 2021	<u>404</u>	<u>321</u>	<u>2,647</u>	<u>3,372</u>

Those assets classified as musical instruments are used to further the Charitable Company's objectives. The office equipment is used for administrative support. Those assets included under fixtures, fittings and equipment are furnishings and fittings purchased for the Briar Road office.

11 Debtors

	2022 £	2021 £
Trade debtors	278,222	80,694
Prepayments	<u>16,778</u>	<u>14,627</u>
	<u>295,000</u>	<u>95,321</u>

Included within Trade debtors is £11,778 (2021 – £10,421) which relates to a rent deposit that is recoverable after more than one year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

12 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	-	-
Other taxes & social security costs	35,888	25,613
Accruals and deferred income	322,165	2,817
Other creditors	5,247	4,879
	<u>363,300</u>	<u>33,309</u>

13 Deferred income

	2022	2021
	£	£
Brought forward at 1 April 2021	-	3,788
Released in respect of prior years	-	(3,788)
Deferred in current year	307,765	-
Carried forward at 31 March 2022	<u>307,765</u>	<u>-</u>

Income in support of 2022/23 activities was the following:

	2022	2021
	£	£
Tuition and course fees	307,765	-
Total	<u>307,765</u>	<u>-</u>

Income has been deferred for the above events as they are all due to take place in the next financial year.

14 Defined benefit pension scheme liability

	2022	2021
	£	£
Pension scheme deficit	<u>666,000</u>	<u>808,000</u>

15 Retained funds

	2022	2021
	£	£
Accumulated deficit at 1 April 2021	(496,893)	(351,586)
Retained surplus / (deficit) for the year	260,408	(145,307)
Accumulated deficit at 31 March 2022	<u>(236,485)</u>	<u>(496,893)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	Gains/ (losses) on pension £	At 31 March 2022 £
General reserve & total unrestricted funds	(504,077)	1,428,648	(1,356,151)	189,000	(242,580)

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

Jane Wadeson Memorial fund	3,267	1	-	-	3,268
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	26,000	(26,000)	-	-
Mandy Lee Scholarship Fund	3,917	-	(1,090)	-	2,827
Barnes Workhouse	-	1,200	(1,200)	-	-
The Arts Society Richmond	-	1,250	(1,250)	-	-
P&N Harvey Fund	-	15,000	(15,000)	-	-
LS Virgin Money	-	3,575	(3,575)	-	-
HRT Trust	-	5,349	(5,349)	-	-
Connor G	-	308	(308)	-	-
Peter Willan	-	350	(350)	-	-
Get Lucky Local	-	40	(40)	-	-
SW Road	-	359	(359)	-	-
Other	-	595	(595)	-	-
Total restricted funds	7,184	79,027	(80,116)	-	6,095
Total Funds	(496,893)	1,507,675	(1,436,267)	189,000	(236,485)

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Gains/ (losses) on pension £	At 31 March 2021 £
General reserve & total unrestricted funds	(360,872)	1,217,233	(1,204,438)	(156,000)	(504,077)

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

Jane Wadeson Memorial fund	3,265	154	(152)	-	3,267
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	20,000	(20,000)	-	-
Mandy Lee Scholarship Fund	6,021	-	(2,104)	-	3,917
Barnes Workhouse	-	1,250	(1,250)	-	-
The Arts Society Richmond	-	1,000	(1,000)	-	-
TNL Coronavirus Community Support Fund	-	8,000	(8,000)	-	-
LBRUT Coronavirus Emergency Grant Fund	-	5,000	(5,000)	-	-
Total restricted funds	9,286	60,404	(62,506)	-	7,184
Total Funds	(351,586)	1,277,637	(1,266,944)	(156,000)	(496,893)

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

17 Analysis of group net assets between funds

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Fixed assets	7,252	-	7,252
Current Assets			
Debtors	295,000	-	295,000
Cash at Bank and in hand	484,468	6,095	490,563
Liabilities			
Amounts due within one year	(363,300)	-	(363,300)
Net assets excluding pension liability	423,420	6,095	429,515
Pension liability	(666,000)	-	(666,000)
Net assets including pension liability	(242,580)	6,095	(236,485)

Analysis of group net assets between funds

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Fixed assets	3,372	-	3,372
Current Assets			
Debtors	95,321	-	95,321
Cash at Bank and in hand	238,539	7,184	245,723
Liabilities			
Amounts due within one year	(33,309)	-	(33,309)
Net assets excluding pension liability	303,923	7,184	311,107
Pension liability	(808,000)	-	(808,000)
Net assets including pension liability	(504,077)	7,184	(496,893)

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

18 Pensions commitments

The charitable company's current employees belong to two principal pension schemes; The Teachers' Pension Scheme ("TPS"), for academic and related staff, and the Local Government Pension Scheme ("LGPS"), for non-teaching staff and which is managed by Wandsworth Council. TPS and LGPS are defined benefit schemes, the pension costs for which are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2016 and the LGPS was 31 March 2016. Contributions of £22,621 were payable to the two schemes at the year-end (2021: £16,872) and are included in creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2014. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers and lecturers and from 1 January 2007 automatic too for teachers and lecturer in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014, published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest valuation of the TPS was carried out at 31 March 2016 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department of Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

- employer contribution rates, set at 23.68%, include 0.08% employer administration charge
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,600 million giving a notional past service deficit of £22,000 million
- an employer cost cap of 10.9% will be applied to future valuations
- the assumed real rate of return is 2.8% in excess of prices. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%

The next valuation of the TPS will be as at 31 March 2022, whereupon the employer contribution rate is expected to be reassessed.

The employer pension costs payable to TPS in the period amounted to £156,984 (2021: £136,531). A copy of the valuation report and supporting documentation is on the Teachers' Pension website (<https://www.teacherspensions.co.uk>).

Under the definitions set out in FRS102 the TPS is a multi-employer scheme. The Charity is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, the Charity has taken advantage of the exemption in FRS102 and accounted for its contributions to the scheme as if it were a defined contributions scheme. The Charity has set out above the information available on the scheme and the implications for the Charity in terms of the anticipated contribution rate.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

18 Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded, defined benefit scheme with assets held in separate trustee-administered funds. The total contributions for the year ended 31 March 2022 were £43,747 (2021: £42,824) of which employer's contributions totalled £34,257 (2021: £33,880).

The latest triennial valuation was carried out at 31 March 2016 and the following information was provided for disclosures under FRS102 as at 31 March 2022, by Barnett Waddingham LLP as part of their annual review of the scheme.

The total cost recognised in the period was as follows:	2022	2021
	£'000	£'000
Current service cost	73	40
Net interest	16	15
Administration expenses	1	1
Recognised in net (income)/expenditure	<u>90</u>	<u>56</u>

Amounts recognised in the balance sheet were as follows:	2022	2021	2020
	£'000	£'000	£'000
Present value of funded obligations	(2,788)	(2,832)	(2,264)
Fair value of fund assets (bld value)	2,122	2,024	1,640
(Deficit)/surplus	<u>(666)</u>	<u>(808)</u>	<u>(624)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

1.8 Pension commitments (continued)

Changes in the present value of the defined benefit obligations were as follows:

	2022	2021
	£'000	£'000
Opening defined benefit obligation	2,832	2,264
Current service cost	73	40
Interest expense	56	53
Change in financial assumptions	(132)	578
Change in demographic assumptions	-	(25)
Contributions by scheme participants	12	8
Estimated benefits paid net of transfers in	(59)	(59)
Experience loss/(gain) on defined benefit obligation	6	(27)
Past service costs, including curtailments	-	-
Closing defined benefit obligation	<u>2,788</u>	<u>2,832</u>

Changes in the fair value of the pension plan assets were as follows:

	2022	2021
	£'000	£'000
Opening fair value of fund assets	2,024	1,640
Interest income	40	38
Actual return on plan assets (excluding interest income)	63	370
Other actuarial (losses)/gains	-	-
Administration expenses	(1)	(1)
Contributions by employer including unfunded	43	28
Contributions by fund participants	12	8
Estimated benefits paid plus unfunded net of transfers in	(59)	(59)
Closing fair value of fund	<u>2,122</u>	<u>2,024</u>

The contribution of each major class of assets to the fair value of the total plan was:

	2022	2021
	£'000	£'000
Equities	1,269	1,261
Gilts	28	38
Bonds	294	276
Property	256	164
Cash	31	102
Multi-asset fund	244	183
	<u>2,122</u>	<u>2,024</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

18 Pension commitments (continued)

The return on plan assets was as follows:

	2022	2021
	£'000	£'000
Interest income	40	38
Actual return on plan assets (excluding interest income)	63	370
Total return on plan assets	<u>103</u>	<u>408</u>

The principal actuarial assumptions used were as follows:

	2022	2021	2020
Discount rate	2.6%	2.0%	2.35%
Expected rates of salary increases	3.55%	3.2%	2.7%
Expected rates of pension increases	3.2%	2.8%	1.9%
Expected rate of increase – RPI	3.55%	3.2%	2.7%
Expected rate of increase – CPI	3.2%	2.8%	1.9%

The morality assumptions used for longevity (in years) on retirement at age 65 are:

	2022	2021	2020
Retiring at the balance sheet date			
- Males	21.6	21.6	21.8
- Females	24.3	24.3	24.4
Retiring in 20 years			
- Males	23.0	22.9	23.2
- Females	25.8	25.7	25.8

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

19 Staff

Number of employees

The average monthly number of employees' full time equivalent (FTE) during the year was as follows:

	2022 Number	2022 FTE	2021 Number	2021 FTE
Raising funds	1	1	1	1
Charitable activities	98	17	100	17
Governance	6	6	6	6
	<u>105</u>	<u>24</u>	<u>107</u>	<u>24</u>

	2022 £	2021 £
Employment costs		
Wages and salaries	972,926	870,822
Social security costs	51,715	44,888
Total pension costs	<u>191,241</u>	<u>170,411</u>
	<u>1,215,882</u>	<u>1,086,121</u>

One employee, including Directors, earned more than £60,000 during the year (2021: One).

No expenses were reimbursed to Directors during the year (2021 - £Nil).

Directors' remuneration:

The number of Directors receiving remuneration during the year amounted to nil (2021 – nil).

	2022 £	2021 £
Remuneration	-	-
Company pension contributions to defined benefit schemes	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

The number of Directors for which retirement benefits were accruing under defined benefit pension schemes amounted to nil (2021 – nil).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

19 Staff (continued)

Key management personnel

Key management personnel includes all Directors and a number of senior staff who together have authority for planning, directing and controlling the activities of the Charitable Company.

The total compensation paid to key management personnel for these services was £227,817 (2021: £163,284).

20 Financial commitments

At 31 March 2022 the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

Plant and machinery

	2022	2021
	£	£
Due within one year	240	1,829
Within two to five years	-	240
Over five years	-	-
	<u>240</u>	<u>2,069</u>

Land and Buildings

	2022	2021
	£	£
Due within one year	55,200	55,200
Within two to five years	207,000	220,800
Over five years	-	41,400
	<u>262,200</u>	<u>317,400</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2022

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2022	2021
	£	£
Net movement in funds	260,408	(145,307)
Interest receivable	(22)	(291)
Depreciation and Impairment of tangible fixed assets	3,870	1,592
(Gains)/losses on deferred benefit pension schemes	(142,000)	184,000
(Increase)/decrease in debtors	(199,679)	89,095
Increase/(decrease) in creditors	329,991	(49,661)
Net cash flow from operating activities	<u>252,568</u>	<u>79,428</u>

22 Analysis of changes in net (debt)/funds

	At 01/04/21	Cash flow	At 31/03/22
	£	£	£
Net Cash			
Cash at bank and in hand	245,723	244,840	490,563

23 Related party transactions

Except for remuneration paid to key management personnel disclosed in the note 19 and the £350 donation (2021: £300) from Peter Willan, director, no further related party transactions took place during the year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

England & Wales - Charity number 1090623

Accounts

Registered Charity No: 1090623

Company No: 04218180

**RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2021

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED

CONTENTS

	Page
Company information	1
Report of the Directors	2 – 15
Independent Auditors' Report	16 – 19
Statement of Financial Activities	20
Statement of Financial Position	21
Statement of Cash Flows	22
Notes to the Financial Statements	23 – 45

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2021

COMPANY INFORMATION

Directors	Mrs R Clarke
	Dr H Dodman
	Mrs S Griffin
	Ms J Harnden
	Cllr J Humphreys
	Mrs A Letch
	Lady C Panufnik
	Mr A Price
	Ms E Rowley
	Mr P Willan
Secretary	Miss C Peirson
Company Number	04218180
Registered Charity Number	1090623
Registered Office	7 Briar Road Twickenham Middlesex TW2 6RB
Auditors	Haines Watts Farnborough (2020) LLP 30 Camp Road Farnborough Hampshire GU14 6EW

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021

The Directors of Richmond Music Trust Company Limited (RMT) present their report and the financial statements for the year ended 31 March 2021. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

Administrative information in respect of the charity can be found on the company information page.

Governing Instrument

RMT's charitable objects are regulated by its Memorandum and Articles of Association dated 16 May 2001 and updated 24 January 2002 and is constituted as an incorporated body.

Objectives

The principal objective of RMT is to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

Aims

The aim of RMT is to be the main provider and key contributor of musical opportunities within the borough, transforming individuals and the community through:

- high quality music tuition
- exciting and innovative large-scale events and performances
- provision of and support for group work in choirs, bands, orchestras and chamber ensembles
- powerful and effective music therapy for children and adults
- comprehensive training and development

thereby utilising music as a vehicle to enrich and enhance the education, health and quality of life of RMT clientele.

Structure and Governance

The Chief Executive, Caroline Peirson, is responsible for the day to day running of the charity and reports to the Board of Directors who oversee and approve strategic and financial plans. The CEO is assisted by the Development Director, Development Manager (Vocal), and Head of Music Therapy. Together they co-ordinate the work of two administrative staff, six Team Leaders, one Lead Teacher and specialist teams of Associate Teachers and Music Therapists.

Going Concern

The statement of financial position shows an overall net liability position. This year end liability includes the Local Government Pension Scheme deficit of £808,000. It is unlikely that this deficit will be eliminated in the foreseeable future. The impact of increased pension costs in the future is a matter that the directors will continue to keep under review. The day to day working capital requirements are met from the income received.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

The Directors have a reasonable expectation that RMT has adequate resources to continue in operational existence for the foreseeable future. They therefore continue to adopt the going concern basis for accounting in preparing the annual financial statements.

Directors

The following Directors have held office during the year:

Mrs R Clarke

Dr H Dodman (S) (R)

Mrs S Griffin (F) (R)

Ms J Harnden (R)

Cllr A Juriansz (F)

Mrs A Letch (S)

Lady C Panufnik

Mr A Price

Mrs C Purdy (Deputy Chair, resigned 19 November 2020) (S) (R)

Ms E Rowley

Mr P Willan (Chair) (S) (F) (R)

(F) Funding Sub-committee

(S) Safeguarding Sub-committee

(R) Remuneration & Appointments Sub-committee

Directors and Method of Appointment

The Directors who are also the Trustees, are elected at the AGM or may be appointed during the year by the Board with election at the following AGM. The candidature of people with skills, experience and/or interests relevant to the charitable companies' activities is encouraged through local organisations and existing contacts. A skills matrix was developed and adopted during the financial year 2017/18 to help ensure the Board has the right blend of skills, knowledge and experience to support the executive team and provide the necessary scrutiny and strong governance. All new Board members are given induction training which includes learning about the background, ethos and day to day activities of the charitable company as well as outlining their responsibilities. Formal arrangements are supplemented by opportunities to meet staff and to attend events and/or classes to ensure Directors have an overview of the workings of RMT.

Staffing

The organisation is committed to a policy of equal opportunities in its employment practices. All members of staff having contact with children must be cleared through the Disclosure and Barring

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Service (DBS). RMT has safeguarding policies in place with all teachers undertaking Level 2 Safeguarding Training, renewed within a three-year cycle. Music Therapists receive Level 3 training.

Caroline Peirson was appointed CEO on 1 June 2020, coming from her previous role of Acting CEO following Aileen Douthwaite's departure in September 2019. Caroline headed a team of six core staff, four part-time Team Leaders, three part-time Lead Teachers, eighty-five Associate Teachers and twenty Music Therapists.

Organisation

The Directors determine the organisation's strategy and consider and approve proposals for new policies or variations on existing policies. Annual budgets, business and development plans are subject to Board approval. The Board appoints the CEO and the Company Secretary. The Board met online four times during the year.

The Safeguarding sub-committee meets annually to review any issues arising during the year and to review safeguarding policy and procedures, reporting back to the full Board. It also meets when an individual issue requires more detailed scrutiny and/or immediate action. The Funding sub-committee scrutinizes the funding of the organization and considers future funding and fundraising opportunities. The Remuneration and Appointments sub-committee meets to consider remuneration policy and senior staff appointments.

Review of the year and plans for the future

Funding

Arts Council England

As lead organisation for the local Music Education Hub, Richmond Music Trust (RMT) continues to fully implement the National Plan for Music Education (NPME), undertaking all the core and extension roles as detailed in the plan. A strong and mutually supportive relationship continues with Arts Council England (ACE) who distribute funding on behalf of the Department for Education (DfE). A significant amount of background information and statistical data relating to the NPME is provided to ACE on a regular basis to secure release of grant payments. The seventh Annual feedback letter was received from ACE in January, 2021. The letter assessed progress during the academic year 2019/20 and proposed the level of contact for the academic year 2020/21. A number of strengths were identified:

- *"Although Covid 19 has clearly had a major impact on all activity since March 2020 ..., RMT has acted swiftly to introduce an online offer which has been taken up by a good number of schools and in general has responded proactively to the situation."*
- *"Other than the serious and unknown ongoing situation regarding the C-19 pandemic, RMT continues to perform very well and delivers the core and extension roles of the NPME to the almost every school in the borough."*

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

- *“Statistics again show that RMT is delivering above national averages across all areas of its delivery”*
- *“RMT’s business model and its handling of C-19 together with its substantial coverage has meant it has coped well to withstand the year financially”*
- *“It is clear RMT has up-to-date and extensive knowledge of schools in the borough and a very good level of communication with head teachers and music staff.”*
- *“RMT is working with a good number of partners and has expanded the partner organisations it is working with”*
- *“RMT continues to demonstrate effective governance and management with a high level of support from a committed board”*

(RMT Feedback letter, Arts Council England, Jan 2021)

ACE assesses the level of risk attached to the allocated DfE funding –RMT is judged at minor risk and a corresponding level of monitoring and contact during the academic year 2021/22 was agreed.

LB Richmond upon Thames Council Grant (via Achieving for Children)

RMT continues to benefit from an annual grant from Richmond Council through Achieving for Children, and the Trustees are extremely grateful for the Borough’s ongoing support. The grant is integral to maintaining the breadth and quality of provision that has been developed over the last 25 years. It is also vital for the support of disadvantaged families, ensuring children who are likely to miss out have the same opportunities that are available to others.

Charitable Funds and Remission Scheme

Over 170 children and young people benefited from the remission scheme this year. Although this is a slight reduction in number from the previous year it represents a small increase in the percentage of those receiving tuition overall, from approx. 10% in 2019/20 to 13% in 2020/21. This is likely due to changes in family’s financial circumstances that have been created by the pandemic. RMT remains deeply grateful to the Hampton Fund, Richmond Parish Lands Charity and the Barnes Fund for their support of this scheme which, alongside additional funding from RMT, ensures that children from families in financial difficulty do not miss out and are able to participate in instrumental/vocal tuition and to enjoy the significant benefits of music-making. This year we were again very pleased to receive an additional donation from The Art’s Society Richmond towards the scheme.

Mandy Lee Scholarship Fund

The fund was established in 2014 in memory of Mrs Mandy Lee, the wife of Michael Lee, an RMT piano teacher. With criteria for the fund including musical aptitude and financial need, four scholars have been supported by the scheme this year, receiving financial help with tuition fees, ensemble membership, and, in some cases, with other musical activities including exams and holiday courses.

London Music Fund

Trustees are also grateful to the London Music Fund for providing financial support for two LMF scholars who are progressing well.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Operations

Music Makers

RMT's provision for Year 1 pupils continues to offer a preparatory course for children intending to start learning to play an instrument. It offers a wide range of musical activities for young children and provides an invaluable preparation for those starting instrumental tuition in Year 2. Unfortunately due to Covid-19 the Music Makers programme had to be suspended during the Summer Term 2020 when schools were closed. A limited number of sessions were then restarted in the Autumn Term, but were again suspended in January 2021. RMT was able to resume sessions in April 2021, and look forward to further expanding the roll-out during the next academic year.

First Access to Music

Up until the pandemic took hold in March 2020, the Trust's four term Whole Class Ensemble Tuition (WCET) programme was taking place in 90% of borough primary schools. The four-term programme includes an introductory term of vocal work followed by a term of whole-class instrumental learning. Children can then choose to continue learning in large groups for two more terms. This Transition Stage, leads on to RMT's standard small group tuition. The first two terms of whole-class tuition are free to schools. A small per-pupil charge is made for those continuing to the large group stage, which is usually passed on to parents. The continuation rate is on average around 16%. The programme ensures all children experience learning a musical instrument, and is particularly valuable for those schools that find it more difficult to sustain a programme of small group and individual instrumental tuition funded by parents.

Sadly, school closures from March 2020 meant that children were unable to participate in the programme and missed out on what for many, might be their only opportunity to discover their talent and aptitude for music.

Limited WCET provision (strings and singing) re-started from September 2020 with an adapted programme of weekly rotated classes to avoid sharing instruments on the same day. The vocal stage restarted in a limited number of schools with shorter sessions and groups of up to 15. WCET for wind and brass was delayed with schools limiting the amount of woodwind and brass tuition taking place onsite, often due to the lack of a large enough space for sessions to resume with the required distancing.

With the re-introduction of lockdown restrictions and school closures in January 2021, all WCET activity was again cancelled, not restarting again until September 2021.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Standard Tuition

1525 pupils were “on-course” and receiving small group or individual instrumental and vocal tuition at the start of the new academic year (Autumn 2020). The decrease in student numbers when compared to the Autumn 2019 figure (2459) was directly as a result of the pandemic, with all face-to-face tuition being suspended in March 2020. An online tuition model was put in place in the Summer Term, with an initial 50% take up, and a number of online events were created to stay connected with pupils, parents and schools. Following the confirmation that schools would fully re-open in September, RMT distributed a School Survey in order to get a clearer idea of what schools were initially planning for in September, and what provision could restart in the Autumn Term 2020. On the basis of this information RMT developed a mixed model of delivery (face-to-face/online/individual/group), with a choice of 3 different options which could be implemented on the basis of individual school requirements. Face-to-face tuition was restarted in 34 schools (28 Primary, 4 Secondary, 2 Special needs).

Following confirmation of another Lockdown from the beginning of January all tuition then transferred back online for the Spring Term 2021. Face-to-face tuition has now resumed and we are working with schools and teachers to rebuild timetables and increase student numbers.

Examinations

All face-to-face exams were cancelled throughout 2020/21 with online alternatives offered by most exam boards. With the usual centrally organized, Briar Road exam sessions no longer possible, many RMT teachers continued to support individual students through online exam entry, preparing pieces and the supporting tests in their weekly online lessons.

As well as ABRSM and Trinity College of Music exams, many RMT students continue to be entered for Registry of Guitar Tutors exams, Trinity Rock and Pop exams and Rock School exams.

Instrument Hire Scheme

RMT maintains an instrument hire scheme helping children access a range of instruments. Free instrument loan is provided for children from families eligible for the remission scheme (subject to availability). A whole-class set of instruments is also provided and maintained in every KS2 school for the four term Whole Class Ensemble Tuition (WCET) programme. All children continuing to the Transition Stage are provided with free instrument loan for the final two terms of the programme. With the majority of WCET instruments originally purchased well over 10 years ago, many are now in need of repair or replacement. Moving forward RMT will be looking into funding opportunities to help with this.

During the pandemic, management of RMT instruments was given careful consideration and schools with RMT instruments were provided with information and advice. Activities that might include the possibility of the virus being spread through instrument use were identified and preventative measures put in place. No new instrument loans were made. Whole-class instrumental sessions were cancelled with RMT instruments remaining stored in schools.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Website

Work on the new website was completed during the year. RMT's online presence is vital to ensure information about our services reach the local community and are communicated more widely. The new site is visually more appealing, more accessible and easier to navigate for visitors. Information has been updated and expanded. Signing up to RMT services remains a core function of the site and application processes have been simplified and improved.

Staff Training and Development

With face-to-face meetings cancelled, all staff meetings and Inset took place online. Discussions inevitably focussed on timetable and lesson management in light of new CV-19 measures/procedures. Staff were closely supported and guided through all aspects of establishing online work, including safe online working and maintaining all necessary Health and Safety and Safeguarding procedures. A programme of lesson monitoring was put in place to ensure standards were maintained.

The information and support provided to staff enabled a swift transition to online working. Disruption was minimised and many students experienced little or no interruption to their tuition.

Support for Schools

RMT continued to provide additional advice and support to schools as and when required, on a wide range of musical issues.

A special Primary music co-ordinators meeting 'Let's talk about singing' took place in November 2020, as it became clear that there were a number of different approaches to singing across the Borough. The meeting highlighted the potential role of music and particularly singing, in helping children process and understand the pandemic, and provided an opportunity to support school staff by bringing them together to share information and ideas and address concerns about singing safely.

Events

All live performances and events were cancelled from March 2020 when restrictions were introduced. The Primary Singing Festival, usually over two days, four performances and involving 2000 children, had been pencilled in for March 2021 (following cancellation of the March 2020 event) but unfortunately it was not possible for this to go ahead.

A wide range of online activities were offered in order to keep students engaged. As well as providing a focus for learning and enjoyment for individuals, it was also a way of bringing people together and staying connected, at a time when there is a danger of feeling isolated. A large number of families took part in our Moment of Truth Sing Along (June 2020) where pupils came together to sing one of the songs they had been preparing for that year's Singing Festival.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

RMT also ran The Living Room Sessions which took place weekly during the Summer Term 2020, giving RMT students from across the Borough the opportunity to share performances of pieces/songs they have been working on during the term.

Planning for instrumental events will be focussed on the new academic year (2021/22), with a number of initial smaller performances during the Summer Term 2021.

Partnerships

The European Youth Orchestra Project

Unfortunately, due to CV-19, plans for a weekend of celebrations in Richmond in June 2020 had to be cancelled. The celebrations were to mark the reaffirmation of the twinning between Richmond, Fontainebleau and Konstanz and included a joint orchestral concert at The Hammond Theatre, Hampton School. The reaffirmation will now take place in 2025.

South West London Music Education Partnership

The partnership between the seven boroughs of Richmond, Merton, Wandsworth, Hounslow, Kingston, Sutton and Croydon meets formally three times a year and has delivered a variety of collaborative initiatives for the South west London area. Regular online meetings continued throughout the pandemic and provided a valuable forum for the exchange of information and ideas between Music service leaders during a very challenging period of uncertainty.

Courses

Courses remain an important strand of RMT work, bringing young musicians together to create and make music. All 2020/21 courses were unfortunately cancelled due to the pandemic.

Music Centres

Music centres were closed during the Summer Term 2020. However, we were extremely keen to get pupils back rehearsing and playing together in groups. Restarting RMT ensembles was a priority and rehearsals re-commenced in September 2020. Music Centre tuition remained online in order to minimise the number of pupils onsite, and additional, stringent procedures were put in place to ensure that music centre rehearsal sessions could run safely, and in line with DfE/DCMS guidance.

Additional out of school instrumental tuition took place in Briar Road on three evenings during the week and on a Saturdays when face-to-face tuition was permitted.

Centres were again forced to close in the Spring term 2021.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Senior Ensembles

With Music Centres closed during the Summer term 2020, new ways of performing and playing together online were developed. Opportunities for our young musicians to continue playing with and to others, included the very successful and popular Living Room Sessions and numerous virtual ensemble performances, especially from the RMT Jazz Band.

As mentioned above, ensemble rehearsals resumed for a short time during the Autumn term 2020, with group sizes being limited.

Music Therapy

CV-19 has had a significant impact on the Music Therapy (MT) department with many of our vulnerable clients being at high risk of serious infection from the virus. Following lockdown and the suspension of all face-to-face music therapy sessions from March 2020, it was decided to make use of the Government's Job Retention Scheme and furlough the majority of MT staff. However, a small team of therapists, led by the Head of MT, was established to develop and set-up an online music therapy service.

Successful bids to the Paul and Nick Harvey Fund, the National Lottery Community Fund and the LBRuT Coronavirus Emergency Support Fund provided additional funding to help develop the online support, stay engaged with clients during such a critical time, and to help re-establish sessions as restrictions lifted.

With the success of the vaccine roll-out and following the development of an appropriate policy framework (including stringent social distancing and infection control measures), face-to-face sessions have now resumed at our therapy studio in Twickenham, as well as on an outreach basis in clients' homes. Online provision continues to develop alongside this, with an increasing number of clients re-engaging with therapy in the new online format.

RMT continues to work with its partners, including Hounslow Social Services and Momentum, using a blend of online and face-to-face delivery, which ensures that clients in the 'extremely vulnerable' category are still able to access therapy.

Although still cautious, our clients are slowly increasing in confidence as restrictions are lifted. RMT music therapists are embracing the new blend of online and face-to-face sessions, re-engaging with their existing clients and starting new work. The pandemic showed again how highly valued and necessary the work of our MT Department is, and the important part these sessions play in the lives of our clients.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Impact of CV-19 and Future Plans

With the successful roll-out of the vaccine and the worst of the pandemic seemingly behind us, RMT can look back on having navigated an extremely challenging period and emerging perhaps as well as could have been expected. Certainly, planned for worst-case scenarios have not yet unfolded and the RMT business model held up under an unprecedented challenge. Initial revised financial and operational projections were surprisingly accurate as the year unfolded, showing severely impacted income being matched with a similar reduction in staffing expenditure.

Protecting RMT staff and mitigating the potentially catastrophic effects of a sudden drop in their income was a priority from the outset. Keeping staff informed was key, particularly supporting the move to online tuition and the potential that this offered. All RMT teachers undertook online working, with many staff teaching a significant number of students each week. Along with RMT therapists, a small number of teachers whose work was mainly WCET, were furloughed. Although this was undoubtedly a very difficult time for many RMT teachers, every effort was made to provide support and ensure staff continued to work through the pandemic.

All areas of provision are now operational with an initial target of returning to pre-pandemic student numbers. Demand remains strong in many areas, however Music Centres and ensembles have been particularly affected, with older students leaving and no recruitment activity for two years.

Development work is under way in these areas, with longer term plans for recruitment and growth in place.

RMT has retained a skilled and committed workforce, and the relationship with students, parents, clients, schools and the community remains strong. Operationally and financially RMT is in a strong position to quickly recover to pre-pandemic levels of provision and to continue to further develop the quality and reach of our services.

Financial Review

Operating Deficit/Surplus

The Directors are pleased to report that, despite the imposed reduction of RMT's services during the pandemic, an operating surplus of £38,693 was achieved, compared to the operating deficit of £23,773 at the end of the previous year. This operating surplus is before taking into account an increase in the pension liability of £28,000 (2020: £50,000) which results in the net income figure of £10,693 (2020: net expenditure £73,773) being reported in the financial statements. There was a decrease in income to £1,277,637 from £1,762,124 in 2020, as a result of reduced provision.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Total expenditure also decreased to £1,266,944 from £1,835,897 in 2020. Total assets less current liabilities (excluding pension liabilities) increased by £38,693 to £311,107 from £272,414 in the previous year. Restricted funds at the year-end were £7,184 (2020: £9,286), unrestricted funds a deficit of £504,077 (2020: deficit of £360,872) and total funds a deficit of £496,893 (2020: a deficit of £351,586).

Although the operating surplus/deficit is regarded as a meaningful financial performance measure, in order to comply with accounting standards, liability relating to the Local Government (defined benefit) Pension Scheme for administrative staff is also reported. Liability is recognised as the benefits are earned, not when they are due to be paid and accordingly an estimate of the liabilities accrued for the period is provided by the scheme's actuary (see notes to the financial statements for details). The total value of the pension scheme liability at 31 March 2021 is £808,000 (2020: £624,000).

Reserves policy

It is the policy of RMT to continue to seek to maintain free reserves of the charity, excluding the defined benefit pension scheme liability, at a level which equates to a minimum of one month's unrestricted expenditure while building reserves towards the prudent amount of three months as recommended by the Charity Commission. These reserves are to provide sufficient funds to cover management, administration and operational costs over the stated period and for the purchase of necessary equipment and any other unforeseen capital costs. In spite of CV-19, RMT increased free reserves at 31 March 2021 to £303,923 (2020: £263,128). Average one month's unrestricted expenditure decreased to £98,037 (2020: £145,254) so that free reserves covered approximately 3.1 months of unrestricted expenditure (2020: 1.8). As activities return to more normal levels expenditure will increase and reserves cover will likely reduce. But RMT will work towards reserve levels of three months cover over the longer term.

UK General Data Protection Regulation (GDPR)

Work continues to be carried out to ensure compliance with the UK GDPR. The RMT Data Protection Policy continues to be reviewed on an annual basis. The Policy shows RMT's commitment to the principles when collecting, processing and storing personal data and informs all RMT data handling procedures.

The RMT Privacy Notice, approved by the Board in 2017, is reviewed on an annual basis. The Privacy Notice continues to appear whenever users apply for RMT services or provide information to RMT online.

Further IT updates have been carried out to enhance the security of the RMT data system from any external cyber-attacks. These go beyond the level of security required in the Cyber Essentials certification which is processed on an annual basis. RMT will continue to work with our IT provider, Minerva, to ensure any additional measures required are put in place to continue to comply with UK GDPR.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Risk Management

As required by the Charity Commission, the Directors undertake regular reviews of the significant risks to which RMT is exposed and ensure that mitigation policies are in place. A risk register exists and is updated regularly.

The key risk that RMT has identified is the inability to secure or sustain current level funding. A number of lower priority risks have also been identified and procedures have been implemented which minimize these identified risks. The Board regularly discusses aspects of the operations to understand and manage the risk it faces.

Relationships with other organisations

As lead organisation of the local Music Education Hub, RMT is keen to form partnerships with other organisations that offer specialist support and contribute to the breadth and quality of provision. Existing partners include M:Tech, Slipway Studios, Kingston Music Service and the South West London Music Education Partnership. The Music Therapy department engages with a range of partners that refer clients to RMT. We actively seek and welcome new partners who might improve, enhance or broaden our provision.

Funders are another group who have a continuing interest in RMT's performance and its use of resources. They include Arts Council England, LBRuT, Hampton Fund, Richmond Parish Lands Charity and Barnes Fund, alongside recent support from The Art's Society Richmond. We are also supported by donations from individuals. To all of them, the Directors give their thanks on behalf of the most important stakeholders, the young people, to whom we continue to provide musical opportunities.

Charitable Activities

Music provision: the aim of RMT is to be able to offer music tuition to all children of school age within the borough. RMT aims to provide music tuition as and when requested. However, this is not always immediately possible therefore waiting lists are created. Waiting lists are closely monitored and pupils are offered places as soon as tuition becomes available. Additional teachers are engaged to increase capacity where appropriate. There are currently 45 primary schools, 11 secondary and 3 Special Educational Needs schools within the Borough. The Trust is music provider for almost all borough grant maintained schools.

Planning and Development

The Annual budget is presented by the Executive for Board approval. Alongside stringent budget monitoring procedures, indicators are used to measure performance. These include pupil numbers, waiting lists, the quality of teaching and learning and feedback from stakeholders.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

Public Benefit

The Directors confirm that they have paid due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charitable Company. The Charity

Commission, in its “Charities and public benefit” guidance, states that there are two key principles to be met in order to show that an organisation’s aims are for the public benefit: firstly, there must be an identifiable benefit and, secondly, that the benefit must be to the public or a section of the public. The Directors are satisfied that both these key principles are met by the operation and achievements of the Charitable Company.

Directors’ responsibilities

Charity law and Company law require the Directors 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 period. In preparing these financial statements, the directors have been required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) observe the methods and principles in the Charities SORP 2019 (FRS 102);
- (c) make judgements and estimates that are reasonable and prudent;
- (d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- (e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act of 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.

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company’s auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Richmond upon Thames Music Trust Company Limited

Report of the Directors for the year ending 31 March 2021 (continued)

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report was approved by the Directors on

Signed (Chair)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2021**

We have audited the financial statements of Richmond Upon Thames Music Trust Company Limited for the year ended 31 March 2021 set out on pages 20 to 45. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting practice applicable to Smaller Entities; 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 Auditors 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the company's trade, customers, suppliers and wider economy. The Directors' view on the impact of COVID-19 is disclosed on the Directors' report and the going concern accounting policy.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2021 – (CONTINUED)**

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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.

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

- adequate 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2021 – (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act.

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 Auditors' 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.

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We discussed with the Trustees the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and Charities Act 2011. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to: inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE RICHMOND UPON THAMES MUSIC TRUST COMPANY
FOR THE YEAR ENDED 31 MARCH 2021 – (CONTUNUED)**

the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.

Jane Wills (Senior Statutory Auditor)
for and on behalf of Haines Watts Farnborough (2020) LLP

.....

Chartered Accountants
Statutory Auditor

30 Camp Road
Farnborough
Hampshire
GU14 6EW

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds 2021 (£)	Restricted Funds 2021 (£)	Total Funds 2021 (£)	Total Funds 2020 (£)
Income from:					
Income from grants and donations	2	353,328	60,250	413,578	370,029
Income from investments	3	137	154	291	667
Income from charitable activities	2	793,522	-	793,522	1,388,957
Other incoming resources		70,246	-	70,246	2,471
Total income		1,217,233	60,404	1,277,637	1,762,124
Expenditure on:					
Raising funds	4	68,881	-	68,881	73,191
Charitable activities	4	1,114,757	62,506	1,177,263	1,741,906
Governance costs	6	20,800	-	20,800	20,800
Total expenditure		1,204,438	62,506	1,266,944	1,835,897
Net income/(expenditure)		12,795	(2,102)	10,693	(73,773)
Other recognised gains/(losses)					
(Loss)/gain on defined benefit pension schemes	18	(156,000)	-	(156,000)	114,000
Net movement in funds		(143,205)	(2,102)	(145,307)	40,227
Reconciliation of funds					
Total funds brought forward	16	(360,872)	9,286	(351,586)	(391,813)
Total funds carried forward	16	(504,077)	7,184	(496,893)	(351,586)

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2021

		2021		2020	
		£	£	£	£
	Notes				
Fixed Assets					
Tangible assets	10		3,372		3,878
Current Assets					
Debtors	11	95,321		184,416	
Cash at bank and in hand		<u>245,723</u>		<u>167,090</u>	
		341,044		351,506	
Creditors: amounts falling due within one year	12	<u>(33,309)</u>		<u>(82,970)</u>	
Net Current Assets			<u>307,735</u>		<u>268,536</u>
Total assets less current liabilities excluding pension liability			311,107		272,414
Defined benefit pension scheme liability	14		<u>(808,000)</u>		<u>(624,000)</u>
Net (liabilities)			<u>(496,893)</u>		<u>(351,586)</u>
The funds of the charity:					
Restricted funds	16		7,184		9,286
Unrestricted funds	16		<u>(504,077)</u>		<u>(360,872)</u>
Total funds	16		<u>(496,893)</u>		<u>(351,586)</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

The financial statements were approved by the Board on and signed on its behalf by:

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Mr P Willan

Director

Registered Charity No: 1090623

Company No: 04218180

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

		2021	2020
		£	£
	Notes		
Cash flow from operating activities	21	79,428	(110,111)
Net cash flow from operating activities		<u>79,428</u>	<u>(110,111)</u>
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(1,086)	(3,999)
Interest received		<u>291</u>	<u>667</u>
Net cash flow from investing activities		<u>(795)</u>	<u>(3,332)</u>
Cash flow from financing activities			-
Net increase/(decrease) in cash and cash equivalents		78,633	(113,443)
Cash and cash equivalents at 1 April 2020		<u>167,090</u>	<u>280,533</u>
Cash and cash equivalents at 31 March 2021		<u><u>245,723</u></u>	<u><u>167,090</u></u>
Cash and cash equivalents consist of:			
Cash at bank and in hand		245,723	167,090
Cash and cash equivalents at 31 March 2021		<u><u>245,723</u></u>	<u><u>167,090</u></u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies

General information

Richmond Upon Thames Music Trust Company Limited is a company limited by guarantee in England and Wales. In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charitable Company. The address of the registered office is; 7 Briar Road, Twickenham, Middlesex, TW2 6RB. The nature of the charity's operations and principal activities are to provide musical opportunities of the highest standard for young people and others in and around the London Borough of Richmond upon Thames.

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared in accordance with 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 (FRS102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Companies Act 2006 and UK Generally Accepted Practice.

1.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The presentation currency is pounds Sterling and amounts are rounded to the nearest pound, except for transactions and balances relating to the defined benefit pension scheme which are rounded to the nearest thousand pounds.

1.2 Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

1.2 Income recognition (continued)

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred. If necessary, any element relating to future accounting periods is deferred.

The charity receives government grants in respect of music education. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Tuition fee income is stated net of refunds and examination fees and the income is recognised in the period to which the tuition relates.

Music therapy income is recognised in the period in which the service is provided.

Investment and other income are accounted for on a receivable basis.

1.3 Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs.

Cost of raising funds:	Includes all of the costs incurred in generating voluntary income.
Costs of charitable activities:	Comprises services, supplies and activities undertaken which directly support the Charity's objectives. 95% of the office costs are estimated to have been in relation to charitable activities and 5% relating to costs of generating voluntary income of the company.
Governance costs:	Includes those costs incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Directors in the discharge of their statutory duties.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

1.4 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises and other overheads have been allocated on an accruals basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 5.

1.5 Tangible fixed assets and depreciation

Fixed assets for Charitable Company's use are capitalised at cost, where acquired, or at market value, as determined by the Directors, where donated. Fixed assets costing in excess of £250 are capitalised on the balance sheet and are included in the financial statements at cost/market value less depreciation.

Depreciation is calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Musical Instruments	33% per annum straight line
Office equipment	33% per annum straight line
Fixtures, fittings & equipment	20% per annum straight line

A full year's depreciation is charged in the year of acquisition and none in the year of disposal.

1.6 Financial Assets

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 assets are recognised in the Charitable Company's statement of financial position when the Charitable Company becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and 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. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivable'.

Impairment of financial assets

Financial assets, other than those held at fair value through profit or loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

1.7 Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the Charitable Company's obligations are discharged, cancelled, or they expire.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

1.8 Cash at bank

Cash and cash equivalents include petty cash, cash held in current accounts and fixed term deposit accounts with a short-term maturity of twelve months.

1.9 Creditors and provisions

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

1.10 Leasing

Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

1.11 Fund accounting

Unrestricted funds are comprised of the general reserve. The general reserve is the accumulation of surpluses and deficits and is available for use at the discretion of the Directors in furtherance of the Charitable Company's general charitable objectives.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors. The use of each restricted fund is set out in the notes to the financial statements.

1.12 Employee benefits

The cost of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

1.13 Pensions

The Charitable Company operates two defined benefit pension schemes for the benefit of its employees.

One of these schemes is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament

For the other defined benefit schemes, the pension costs are assessed using the projected unit credit method, the cost of providing pensions is charged to the profit and loss account so as to spread the regular costs over the service lives of employees. The pension obligation is measured at the present value of the estimated future cash flows using interest rates on government securities that have terms to maturity approximating the terms of the related liability.

When the benefits of a scheme are improved, past service costs is recognised as an expense on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits are already vested immediately, following the introduction of, or changes to, a defined benefit plan, the past service cost is recognised as an expense immediately.

1.14 Use of Judgements and Estimates

In preparing these financial statements, the Directors have made judgements, estimates and assumptions that affect the application of the Charitable Company's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

The items in the financial statements where these judgements and estimates have been made include:

Debtor Recoverability

The Directors have reviewed the year-end balances in respect of trade debtors due in less than one year and consider that all amounts are fully recoverable and that no further adjustment is required.

Useful lives and residual value of fixed assets

The Directors have reviewed the useful lives and residual values of fixed assets as detailed in note 10 and consider that no adjustment is required.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (continued)

1.15 Going concern

The statement of financial position shows an overall net liability position at 31 March 2021, however this is after the defined pension scheme liability of £808,000 has been accounted for. This pension deficit is in respect of the local government pension scheme (see note 18). It is unlikely that this deficit will be eliminated in the foreseeable future. The impact of increased pension costs in the future is something that the trustees will need to consider in due course.

The Charitable Company meets its day to day working capital requirements through government grants and tuition fee income. There is some uncertainty concerning future income from some of these grant-making bodies, but the Directors are pursuing new sources of income. Although the pandemic has been an extremely challenging period, the Charitable Company has demonstrated it has a robust business model and with careful management of overall costs has put itself in a strong and stable position from which to move forward. The Charitable Company is now making a steady return to normal levels of provision, with student numbers already increased to 80% of pre-Covid levels.

The Directors consider that it is appropriate to prepare the financial statements on a going concern basis, as they expect the Charitable Company to be able to conduct its activities within the facilities made available for a period of at least twelve months from the date of signing the accounts. Furthermore, budgets are prepared and carefully monitored by the Directors who meet to discuss these regularly throughout the year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

2 Income

Income from grants and donations	2021	2020
	£	£
Standards Fund Grant/MEG	247,747	245,868
LBRUT Grant	48,000	48,000
Arts Council TPS Grant	55,887	32,601
Hampton Fund	25,000	28,000
Richmond Parish Lands Charity	20,000	9,000
Barnes Fund	1,250	1,300
The Arts Societ Richmond	1,000	3,000
TNL Coronavirus Community Support Fund	8,000	-
LBRUT Coronavirus Emergency Grant Fund	5,000	-
Peter Willan	300	300
Alan Price	-	1,000
Mandy Lee Scholarship Fund	-	300
Other donations	1,394	660
	<u>413,578</u>	<u>370,029</u>

Income from charitable activities – Unrestricted	2021	2020
	£	£
Tuition fees	603,055	954,239
Activity fees from schools	4,300	26,373
Wider opportunities	(388)	32,843
Course fees	4,060	19,727
Concert income	742	32,444
Exam fees	(1,911)	5,371
Music therapy	183,664	317,960
	<u>793,522</u>	<u>1,388,957</u>

3 Investment income	2021	2020
	£	£
Bank interest receivable	<u>291</u>	<u>667</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

4 Total expenditure

	Activities undertaken directly	Support costs	Total 2021	Total 2020
	£	£	£	£
Raising funds	68,881	-	68,881	73,191
Charitable activities	1,144,022	33,241	1,177,263	1,741,906
Governance costs	20,800	-	20,800	20,800
	<u>1,233,703</u>	<u>33,241</u>	<u>1,266,944</u>	<u>1,835,897</u>

5 Allocation of support costs

	Basis of apportionment	Support costs	Total 2021	Total 2020
		£	£	£
Salaries	Staff time	19,449	19,449	40,800
IT costs	Software cost and usage	2,529	2,529	1,680
Payroll costs	Invoiced costs	11,201	11,201	3,420
Bank charges	Bank charges payable	62	62	145
		<u>33,241</u>	<u>33,241</u>	<u>46,045</u>

6 Allocation of governance costs

	Activities undertaken directly	Total 2021	Total 2020
	£	£	£
Salaries	13,600	13,600	13,600
Audit	7,200	7,200	7,200
	<u>20,800</u>	<u>20,800</u>	<u>20,800</u>

7 Operating deficit (total incoming resources less total resources expended)

	2021	2020
	£	£
Operating (deficit)/surplus is stated after charging:		
Depreciation of tangible assets	1,592	11,980
Operating lease rentals – land and buildings	55,200	55,200
Auditors' remuneration	7,200	7,200
Auditor's remuneration for non-audit work	6,600	6,600
Net movement between the decrease in defined benefit pension liability and the gain on defined benefit pension scheme	28,000	50,000

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

8 Comparative Figures for the Statement of Financial Activities

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Income from:			
Income from grants and donations	328,429	41,600	370,029
Income from investments	642	25	667
Income from charitable activities	1,388,957	-	1,388,957
Other income resources	2,471	-	2,471
Total income	1,720,499	41,625	1,762,124
Expenditure on:			
Raising funds	73,191	-	73,191
Charitable activities	1,699,056	42,850	1,741,906
Governance costs	20,800	-	20,800
Total expenditure	1,793,047	42,850	1,835,897
Net income/(expenditure)	(72,548)	(1,225)	(73,773)
Other recognised gains and losses			
Gain/(loss) on defined benefit pension schemes	114,000	-	114,000
Net movement in funds	41,452	(1,225)	40,227
Reconciliation of funds			
Total funds brought forward	(402,324)	10,511	(391,813)
Total funds carried forward	(360,872)	9,286	(351,586)

9 Taxation

The Charitable Company enjoys tax-exempt status as a charity under Section 505 Income and Corporation Taxes Act 1988.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

10 Tangible assets

	Musical Instruments £	Office Equipment £	Fixtures, Fittings & equipment £	Total £
Cost				
At 1 April 2020	157,969	125,650	55,314	338,933
Additions	606	480	-	1,086
At 31 March 2021	<u>158,575</u>	<u>126,130</u>	<u>55,314</u>	<u>340,019</u>
Depreciation				
At 1 April 2020	157,969	125,343	51,743	335,055
Charge for the year	202	466	924	1,592
At 31 March 2021	<u>158,171</u>	<u>125,809</u>	<u>52,667</u>	<u>336,647</u>
Net book value				
At 31 March 2021	<u>404</u>	<u>321</u>	<u>2,647</u>	<u>3,372</u>
At 31 March 2020	<u>-</u>	<u>307</u>	<u>3,571</u>	<u>3,878</u>

Those assets classified as musical instruments are used to further the Charitable Company's objectives. The office equipment is used for administrative support. Those assets included under fixtures, fittings and equipment are furnishings and fittings purchased for the Briar Road office.

11 Debtors

	2021 £	2020 £
Trade debtors	80,694	163,851
Prepayments	<u>14,627</u>	<u>20,565</u>
	<u>95,321</u>	<u>184,416</u>

Included within Trade debtors is £10,421 (2020 – £10,481) which relates to a rent deposit that is recoverable after more than one year.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	-	35,115
Other taxes & social security costs	25,613	44,067
Accruals and deferred income	2,817	3,788
Other creditors	4,879	-
	<u>33,309</u>	<u>82,970</u>

13 Deferred income

	2021	2020
	£	£
Brought forward at 1 April 2020	3,788	76,835
Released in respect of prior years	(3,788)	(76,835)
Deferred in current year	-	3,788
Carried forward at 31 March 2021	<u>-</u>	<u>3,788</u>

Income in support of 2021/22 activities was the following:

	2021	2020
	£	£
Tuition and course fees	-	3,788
Total	<u>-</u>	<u>3,788</u>

Income has been deferred for the above events as they are all due to take place in the next financial year.

14 Defined benefit pension scheme liability

	2021	2020
	£	£
Pension scheme deficit	<u>808,000</u>	<u>624,000</u>

15 Retained funds

	2021	2020
	£	£
Accumulated deficit at 1 April 2020	(351,586)	(391,813)
Retained surplus for the year	<u>(145,307)</u>	<u>40,227</u>
Accumulated deficit at 31 March 2021	<u>(496,893)</u>	<u>(351,586)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Gains/ (losses) on pension £	At 31 March 2021 £
General reserve & total unrestricted funds	(360,872)	1,217,233	(1,204,438)	(156,000)	(504,077)

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

Jane Wadeson Memorial fund	3,265	154	(152)	-	3,267
Hampton Fuel Allotment	-	25,000	(25,000)	-	-
Richmond Parish Lands	-	20,000	(20,000)	-	-
Mandy Lee Scholarship Fund	6,021	-	(2,104)	-	3,917
Barnes Workhouse	-	1,250	(1,250)	-	-
The Arts Society Richmond	-	1,000	(1,000)	-	-
TNL Coronavirus Community Support Fund	-	8,000	(8,000)	-	-
LBRUT Coronavirus Emergency Grant Fund		5,000	(5,000)	-	-
Total restricted funds	9,286	60,404	(62,506)	-	7,184
Total Funds	(351,586)	1,277,637	(1,266,944)	(156,000)	(469,893)

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

16 Analysis of charitable funds

Analysis of movement in unrestricted funds

	At 1 April 2019 £	Income £	Expenditure £	Gains/ (losses) on pension £	At 31 March 2020 £
General reserve & total unrestricted funds	(402,324)	1,720,499	(1,793,047)	114,000	(360,872)

Name of unrestricted fund	Description, nature and purpose of the fund
General fund	The 'free reserves' after allowing for all restricted funds

Analysis of movement in restricted funds

Jane Wadeson Memorial fund	3,259	6	-	-	3,265
Hampton Fuel Allotment	-	28,000	(28,000)	-	-
Richmond Parish Lands	-	9,000	(9,000)	-	-
Mandy Lee Scholarship Fund	7,252	319	(1,550)	-	6,021
Barnes Workhouse	-	1,300	(1,300)	-	-
The Arts Society Richmond	-	3,000	(3,000)	-	-
Total restricted funds	10,511	41,625	(42,850)	-	9,286
Total Funds	(391,813)	1,762,124	(1,835,897)	114,000	(351,586)

Name of restricted fund	Description, nature and purpose of the fund
The Jane Wadeson Memorial Fund	The balance of monies transferred from the related charity in respect of a £3,000 capital donation, the interest thereon being available to be offset against fee remission.
The Mandy Lee Scholarship Fund	The balance of monies donated by the International Bar Association of £10,000, to fund expenses in connection with the musical education of children in need.

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

17 Analysis of group net assets between funds

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Fixed assets	3,372	-	3,372
Current Assets			
Debtors	95,321	-	95,321
Cash at Bank and in hand	238,539	7,184	245,723
Liabilities			
Amounts due within one year	(33,309)	-	(33,309)
Net assets excluding pension liability	303,923	7,184	311,107
Pension liability	(808,000)	-	(808,000)
Net assets including pension liability	(504,077)	7,184	(496,893)

Analysis of group net assets between funds

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Fixed assets	3,878	-	3,878
Current Assets			
Debtors	184,416	-	184,416
Cash at Bank and in hand	157,804	9,286	167,090
Liabilities			
Amounts due within one year	(82,970)	-	(82,970)
Net assets excluding pension liability	263,128	9,286	272,414
Pension liability	(624,000)	-	(624,000)
Net assets including pension liability	(360,872)	9,286	(351,586)

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

18 Pensions commitments

The charitable company's current employees belong to two principal pension schemes; The Teachers' Pension Scheme ("TPS"), for academic and related staff, and the Local Government Pension Scheme ("LGPS"), for non-teaching staff and which is managed by Wandsworth Council. TPS and LGPS are defined benefit schemes, the pension costs for which are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2016 and the LGPS was 31 March 2016. Contributions of £16,872 were payable to the two schemes at the year-end (2020: £26,008) and are included in creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2014. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers and lecturers and from 1 January 2007 automatic too for teachers and lecturer in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014, published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest valuation of the TPS was carried out at 31 March 2016 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department of Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

- employer contribution rates, previously set at 16.48% of pensionable pay but rising to 23.68% from 1 September 2019, including 0.08% employer administration charge
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,600 million giving a notional past service deficit of £22,000 million
- an employer cost cap of 10.9% will be applied to future valuations
- the assumed real rate of return is 2.8% in excess of prices. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%

The next valuation of the TPS will be as at 31 March 2021, whereupon the employer contribution rate is expected to be reassessed.

The employer pension costs payable to TPS in the period amounted to £136,531 (2020: £164,582). A copy of the valuation report and supporting documentation is on the Teachers' Pension website (<https://www.teacherspensions.co.uk>).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

18 Pension commitments (continued)

Under the definitions set out in FRS102 the TPS is a multi-employer scheme. The Charity is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, the Charity has taken advantage of the exemption in FRS102 and accounted for its contributions to the scheme as if it were a defined contributions scheme. The Charity has set out above the information available on the scheme and the implications for the Charity in terms of the anticipated contribution rate.

Local Government Pension Scheme

The LGPS is a funded, defined benefit scheme with assets held in separate trustee-administered funds. The total contributions for the year ended 31 March 2021 were £42,824 (2020: £42,962) of which employer's contributions totalled £33,880 (2020: £33,717).

The latest triennial valuation was carried out at 31 March 2016 and the following information was provided for disclosures under FRS102 as at 31 March 2021, by Barnett Waddingham LLP as part of their annual review of the scheme.

The total cost recognised in the period was as follows:	2021	2020
	£'000	£'000
Current service cost	40	64
Net interest	15	16
Administration expenses	1	1
Recognised in net (income)/expenditure	<u>56</u>	<u>81</u>

Amounts recognised in the balance sheet were as follows:	2021	2020	2019
	£'000	£'000	£'000
Present value of funded obligations	(2,832)	(2,264)	(2,440)
Fair value of fund assets (bid value)	2,024	1,640	1,752
(Deficit)/surplus	<u>(808)</u>	<u>(624)</u>	<u>(688)</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

18 Pension commitments (continued)

Changes in the present value of the defined benefit obligations were as follows:

	2021	2020
	£'000	£'000
Opening defined benefit obligation	2,264	2,440
Current service cost	40	49
Interest expense	53	58
Change in financial assumptions	578	(227)
Change in demographic assumptions	(25)	(78)
Contributions by scheme participants	8	8
Estimated benefits paid net of transfers in	(59)	(58)
Experience loss/(gain) on defined benefit obligation	(27)	57
Past service costs, including curtailments	-	15
Closing defined benefit obligation	<u>2,832</u>	<u>2,264</u>

Changes in the fair value of the pension plan assets were as follows:

	2021	2020
	£'000	£'000
Opening fair value of fund assets	1,640	1,752
Interest income	38	42
Actual return on plan assets (excluding interest income)	370	(154)
Other actuarial (losses)/gains	-	20
Administration expenses	(1)	(1)
Contributions by employer including unfunded	28	31
Contributions by fund participants	8	8
Estimated benefits paid plus unfunded net of transfers in	(59)	(58)
Closing fair value of fund	<u>2,024</u>	<u>1,640</u>

The contribution of each major class of assets to the fair value of the total plan was:

	2021	2020
	£'000	£'000
Equities	1,261	980
Gilts	38	61
Bonds	276	215
Property	164	149
Cash	102	25
Multi-asset fund	183	210
	<u>2,024</u>	<u>1,640</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

18 Pension commitments (continued)

The return on plan assets was as follows:

	2021	2020
	£'000	£'000
Interest income	38	42
Actual return on plan assets (excluding interest income)	370	(154)
Total return on plan assets	<u>408</u>	<u>(112)</u>

The principal actuarial assumptions used were as follows:

	2021	2020	2019
Discount rate	2.0%	2.35%	2.4%
Expected rates of salary increases	3.2%	2.7%	3.4%
Expected rates of pension increases	2.8%	1.9%	2.4%
Expected rate of increase – RPI	3.2%	2.7%	3.4%
Expected rate of increase - CPI	2.8%	1.9%	2.4%

The morality assumptions used for longevity (in years) on retirement at age 65 are:

	2021	2020	2019
Retiring at the balance sheet date			
- Males	21.6	21.8	23.4
- Females	24.3	24.4	24.8
Retiring in 20 years			
- Males	22.9	23.2	25.0
- Females	25.7	25.8	26.6

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

19 Staff

Number of employees

The average monthly number of employees' full time equivalent (FTE) during the year was as follows:

	2021	2021	2020	2020
	Number	FTE	Number	FTE
Raising funds	1	1	1	1
Charitable activities	100	17	111	27
Governance	6	6	6	6
	<u>107</u>	<u>24</u>	<u>118</u>	<u>34</u>

	2021	2020
	£	£
Employment costs		
Wages and salaries	870,822	1,235,448
Social security costs	44,888	67,893
Total pension costs	<u>170,411</u>	<u>198,299</u>
	<u>1,086,121</u>	<u>1,501,640</u>

No employees, including Directors, earned more than £60,000 during the year (2020: none).

No expenses were reimbursed to Directors during the year (2020 - £Nil).

Directors' remuneration:

The number of Directors receiving remuneration during the year amounted to nil (2020 – 1).

	2021	2020
	£	£
Remuneration	-	54,690
Company pension contributions to defined benefit schemes	<u>-</u>	<u>5,079</u>
	<u>-</u>	<u>59,769</u>

The number of Directors for which retirement benefits were accruing under defined benefit pension schemes amounted to nil (2020 – 1).

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

19 Staff (continued)

Key management personnel

Key management personnel includes all Directors and a number of senior staff who together have authority for planning, directing and controlling the activities of the Charitable Company.

The total compensation paid to key management personnel for these services was £163,284 (2020: £232,110).

20 Financial commitments

At 31 March 2021 the Charitable Company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

Plant and machinery

	2021	2020
	£	£
Due within one year	2,697	2,697
Within two to five years	4,712	4,712
Over five years	4,030	6,727
	<u>11,439</u>	<u>14,136</u>

Land and Buildings

	2021	2020
	£	£
Due within one year	55,200	55,200
Within two to five years	220,800	220,800
Over five years	41,400	96,600
	<u>317,400</u>	<u>372,600</u>

RICHMOND UPON THAMES MUSIC TRUST COMPANY LIMITED
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2021

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	£	£
Net movement in funds	(145,307)	40,227
Interest receivable	(291)	(667)
Depreciation and impairment of tangible fixed assets	1,592	11,980
(Gains)/losses on deferred benefit pension schemes	184,000	(64,000)
(Increase)/decrease in debtors	89,095	(44,575)
(Decrease)/increase in creditors	(49,661)	(53,076)
Net cash flow from operating activities	<u>79,428</u>	<u>(110,111)</u>

22 Analysis of changes in net (debt)/funds

	At 1/1/20	Cash flow	At 31/12/20
	£	£	£
Net Cash			
Cash at bank and in hand	167,090	78,633	245,723

23 Related party transactions

Except for remuneration paid to key management personnel disclosed in note 19 and the donation from Peter Willan (£300) no further related party transactions took place during the year.