

FESTIVAL MEDICAL SERVICES

England & Wales · Charity number 1124695

Details

Status Registered

Legal form Charitable company

Company number [06265957](#)

Registered 2008-06-24

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

Contact

Address Unit 17
Canvin Court
Somerton Business Park
Somerton
Somerset
TA11 6SB

Phone 01984667307

Email admin@festival-medical.org

Website <https://fms-charities.org/>

Activities

Objects: THE CHARITY'S OBJECTS ("THE OBJECTS") ARE;(A) THE RELIEF OF SICKNESS BY THE PROVISION OF MEDICAL SERVICES AND EMERGENCY RELIEF PARTICULARLY AT PUBLIC GATHERINGS.(B) TO ADVANCE THE EDUCATION AND TRAINING OF MEMBERS AND VOLUNTEERS OF THE CHARITY, AND OF MEMBERS OF THE PUBLIC IN GENERAL, IN THE SUBJECT OF MEDICAL CARE.(C) ANY CHARITABLE PURPOSE WHICH THE TRUSTEES SHALL FROM TIME TO TIME THINK FIT.

Activities: (a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings; (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care ; and(c) any Charitable purpose which the trustees shall from time to time think fit

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-10-31	£661,353	£601,545	£838,147	5
2023-10-31	£799,845	£708,892	-	-
2022-10-31	£679,744	£468,651	£687,386	4
2021-10-31	£457,383	£327,781	-	-
2020-10-31	£52,509	£161,818	-	-

Trustees

Name	Role	Appointed
Derek Neale Jenkins		2023-03-25
Grahame Paine		2022-03-26
Lorrae Martine Allford		2024-03-23
NICHOLAS WOOLF		
Nathan Toby Ware		2024-03-23
Neil Rushton		2011-08-18
Ryan Marlow		2025-03-22
Sarah Davies Todd		2023-03-25
Will Irvine		2025-03-22

FESTIVAL MEDICAL SERVICES

England & Wales - Charity number 1124695

Accounts



Trustees' Annual Report and Unaudited Financial Statements

For the year ended 31st October 2024

Festival Medical Services

Mission: Professional event healthcare supporting charities worldwide

Vision: Best possible medical care at UK events and support for health-related charities making a difference around the world

Core Values:

We care for people: We care for the whole community including festival goers, workers, and performers.

We are innovators: We do this through the provision of specialist event medicine through governance, training, evolution, and continuous development.

We have Big Hearts: We are a family of intrepid souls with a big heart for people, here and abroad.

We care for your welfare: We create a caring and safe place for our festival community.



1. Introduction by Chair of Trustees

In May 2024, Annie Maw (one of our Patrons who is a wheelchair user) led a fundraising challenge in climbing Glastonbury Tor. The steep and rocky terrain is not normally considered suitable for wheelchairs. In doing so she raised £16,328 to support the work of Motivation and Humanity and Inclusion who work alongside disabled and vulnerable people in 60 countries affected by poverty, conflict and disaster.

In 2024 FMS granted £222,863 to projects throughout the world with the focus on reducing health inequalities. This is the highest amount that FMS has granted in one year. It is a considerable achievement and demonstrates how well FMS has recovered since the COVID lockdowns when we were unable to make any grants.



The Trustees, with the Senior Leadership Team, have reviewed and updated many policies in 2024 including:

- Anti-bribery
- Ethical Fundraising Policy
- Payment Card use
- Revising our Conflicts of Interest Policy
- Setting a FMS Charity website
- Social Media Policy
- Uniform Policy
- Major Incident Planning in line with the Manchester Review
- Speak Up Champion
- Off Site Transfers Policy
- Young Volunteers Policy

We have upgraded our Somerton HQ with insulated/suspended ceilings, 65-inch flat screen TV, roof fans in the warehouse that direct warm air into the space.

We continue to support those providing medical care in Ukraine with trauma boxes, equipment, and vehicles.

Chris Howes has been co-opted to the Council of **National Outdoor Events Association (NOEA)**. Chris has also been instrumental in setting up the **Event Medical Association** and its subsequent promotion in the event industry

We have continued to support the NHS in its vaccination programme.

We have given a warm welcome to new trustees Lorrae Allford and Nathan Ware.

During the year Elaine Jewell-Moore left the Board. We are indebted to Elaine for the high level of skills brought to our work.

Nich Woolf BEM
Chair of FMS Trustees



Annie's Assisted Ascent 4th May 2024

FMS Patron, Annie Maw, had never been to the top of the 158-metre (518 foot) iconic landmark – even before she had her horse-riding accident in 2002 which led to her becoming a wheelchair-user. The steep and rocky terrain is not normally considered suitable for wheelchairs. In doing so she raised £16,328 to support the work of Motivation and Humanity and Inclusion, charities who work alongside disabled and vulnerable people in 60 countries affected by poverty, conflict and disaster.

2. Festival Medical Services ESG Report (Environmental, Social, Corporate Governance)

FMS' ESG at a Glance

Environmental

We are monitoring our energy use and introduced solar panels. Most of our meetings are now virtual, but Festivals involve travel, and we encourage lift sharing and use of public transport.

Social

- We support communities in the UK through medical services at events, and vaccinations
- We support communities internationally, and at home in the UK, through provision of grants to medical projects
- We support our staff and volunteers by providing fair pay, expenses reimbursement, and a safe comfortable environment for both staff and volunteers
- FMS is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain

- Through our training we increase the available life-saving skills in our members' communities

Governance

- We follow the Charity Commissions advice set out in the Charity Governance Code
- We have a fair and open way of recruiting Trustees, Staff, and Managers
- FMS is committed to ensuring that there are no conflicts of interest
- We have Internal Financial Controls, and Invest our funds ethically



North Somerset Agricultural Show is an Annual agricultural Show in Wraxall with the very best livestock and horse competitions showcased with rural events, crafts and food.

Medical Cover provided by Festival Medical Services

FMS' ESG in Detail

Environmental

Since purchasing our own premises, we have been able to improve the insulation with the installation of suspended ceilings, separated those areas which require more heating than other areas (e.g. storage has a lower temperature than areas where we train staff/volunteers) and installed solar panels which provide surplus power to the grid.

In 2022, we calculated that the miles travelled by our volunteers attending the Glastonbury and Reading Festivals was a total of 275,000. We are attempting to reduce this by encouraging lift sharing, public transport, and electric vehicles. In 2023 our Carbon Footprint had reduced. However, this was in part, owing to not being so heavily involved in carrying out COVID and flu vaccinations. Our 2023 calculations tell us that FMS needs to plant 1,930 trees this year to offset the carbon that we produce. The Trustees offset this by restoring tree cover in Mali to provide fruit, combat desertification, soil conditioning and providing food.

FMS' Carbon Footprint for 2024 indicates that FMS needs to plant just under two thousand trees to offset emissions.

Post COVID use of virtual meetings has reduced the need to travel to meetings (including our AGM).

The power for our medical centres at Glastonbury Festival uses biofuel and battery storage.

Social

Charity Objects

Festival Medical Service charity's objects are:

- (a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings.
- (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care; and
- (c) any Charitable purpose which the trustees shall from time to time think fit

FMS' Community

- **Medical Services at Festivals.** Festival Medical Services (FMS) is a charity that provides doctors, nurses, paramedics, first responders and other trained medical and administrative personnel to music festivals and outdoor events throughout the UK. On 31st October 2024 FMS had 1485 volunteers, and five paid part time staff.

We provide a full range of medical services to minimise the health footprint of events. By providing on-site medical care at events FMS achieves the following:

- Early treatment of casualties preventing escalation of trauma and medical emergencies
- Prevention of casualty deterioration by treating on site, where possible
- Reducing the impact on local health services
- Assisting event organisers in complying with their obligations

Our charity is almost exclusively staffed by volunteers, and it is extremely grateful to all those that have given their time, skills, given up holidays and weekends to assist. In 2024 this amounted to a total of 29,000 hours which our volunteers spent on medical care duty at events or duties associated with events. Additionally, there was time spent by our Team Leaders and Managers in managing this effort, and Trustees with steering the charity. The total hours of medical care duty, Team Leaders, and Managers is 32,000 hours.

- **Vaccinations.** In addition to the voluntary hours above our members have supported the NHS in the rolling out of the national vaccination programmes. This amounted to 304 hours in 2024.
- **Grant Making.** FMS has granted £1.5m to projects since 1991 throughout the world which have changed health outcomes for the better of a very considerable number of people.

FMS aims to make a real, practical difference in everything it does. Our grants demonstrate this commitment with the range of grants awarded.

Our EDB vision is that we will build a culture of inclusivity, encourage diversity and foster good relations between people, including those with protected characteristics, and we will strive to create equity of opportunity.

We do not accept discrimination on the grounds of age, disability, gender, reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation, pregnancy and maternity.

Members are protected against discrimination in all aspects of their employment, volunteer status, education, and training relationship, which includes recruitment and selection, employment terms and conditions, promotion, appraisal/annual review, assessment of performance, dismissal, and post-termination (such as providing references).

Priorities and next steps:

1. Increase awareness of the organisational commitment to EDB.
2. Improve accessibility in all areas including making reasonable adjustments for volunteers and staff and improving the website and social media content.
3. Review opportunities for personal development and advancement within FMS including all levels of the organisation.

These aims demonstrate the overall strategy of FMS. A working group of staff, Board members and volunteers will be initiated to build a framework of actions which will ensure they succeed.

- **Safeguarding** We are committed to being accountable and transparent regarding our safeguarding policies and approaches. We have zero tolerance for harassment, bullying or exploitation of any kind.

We have a comprehensive safeguarding policy which is regularly reviewed. This policy is applied to our patients and volunteers equally.

- **Staff/Volunteer Support.** Staff have a Disciplinary Procedure, and a Grievance Procedure. Volunteers have a:
 - **Handbook** setting out the hopes, expectations, and information.
 - **Code of Conduct** setting out behaviour expectations
 - **Means of Resolving Problems** setting out what we do in the event of things going wrong.
 - **Expense Reimbursement Policy**
 - **Wellbeing and emotional support**
 - **Fantastic camping facilities while working at Festivals.**

Supply Chain Partners

- **Slavery and Human Trafficking.** FMS is committed to doing all it can to prevent modern slavery and human trafficking from occurring within both its business and supply chain.

- **Ukraine Trauma Boxes** FMS applies its skills in preparing Trauma Boxes, first aid kits, and hospital equipment for clinicians working in war torn Ukraine. This is funded by donations.
- **Training** providing certified courses for responders to increase their skills
- **Fundraising** Using our fundraising capacity to maximise the support we can achieve in reducing health inequalities.
- **Public Benefit** the Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The provision of medical care at events, vaccinations, Ukraine Medical supplies, and grants to worthy causes, are charitable for the purposes of public benefit. We are here to provide a service to the public and support worthy causes. We consider how our planned activities contribute to public benefit.

Human Capital Management

- **Pay Policy** Responsibility for determining pay rests with the Board of Trustees. The annual review of staff pay takes place in March. In setting the staff salaries consideration is given to rises in the cost of living, national trends in pay rises, and the market rate for the work. Pay benchmarking studies are carried out to ensure that FMS staff are paid the market rate.
- **Equity, Diversity, and Belonging.** We have a Trustee with EDB experience and are now rolling out an Action Plan which will:
 - Meet our legal responsibilities.
 - Agree a timetable of implementation.
 - Support and encourage EDB throughout FMS.
 - Ensure that all policies and decisions have EDB considerations.
 - Re draft the FMS Strategy to include EDB.
 - Include EDB as part of all training.
- Equity Diversity and Belonging (EDB) statement. We are committed to being fair to our employees, trustees, volunteers, and service users. We aim for an environment of equity of opportunity and treatment wherever practically possible, with reasonable adjustments made to ensure we can offer an inclusive experience to those who are disadvantaged.



Glastonbury Festival (formally the Glastonbury Festival of Contemporary Performing Arts and known colloquially as Glasto) is a five-day festival of contemporary performing arts held near Pilton, Somerset, England, in most summers. In addition to contemporary music, the festival hosts dance, comedy, theatre, circus, cabaret, and other arts. Leading pop and rock artists have headlined, alongside thousands of others appearing on smaller stages and performance areas. Films and albums have been recorded at the festival, and it receives extensive television and newspaper coverage. It has its own charitable activities.

Medical Cover provided by Festival Medical Services

Governance

- **How we operate** Together, every decision we make ensures our work is efficient, effective and sustainable, and takes us closer to our goal of relief of sickness by the provision of medical services and emergency treatment at festivals, vaccinations, Ukraine Medical supplies, and making the world a better place with the grants that we make
- **Leadership** FMS has a Board of Trustees that provides Leadership, Strategic Planning, and Direction. It takes responsibility for all decisions made by the organisation and follows best practice. Under a Scheme of Delegation, the Senior Leadership Team leads the management and operations of FMS and is itself supported by managers and team leaders
- **Recruitment, Training, and Induction of Trustees** Our Trustees are appointed by secret ballot at the Annual General Meeting. Trustees retiring can stand for re-election to the Board subject to the "nine-year rule". When a vacancy arises, the Board will advertise the post within the membership and include details of the desired skills needed to ensure the Board have the right skills mix to effectively govern. We will also encourage those from under-represented groups to apply, to bring a range of experience and viewpoints to the organisation. All applications will be considered equally, and the successful candidate is democratically elected by the membership.

- **Conflict of Interest** FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting while such items are discussed and not take part in any vote. Additionally, Trustees are required to complete an annual Conflict-of-Interest Form declaring any potential interest.

- **Risk Management**

Our Risk Register is split into four areas:

- Clinical
- Operational
- Organisational
- People

At every meeting, our trustees monitor one of these risks in detail on a rotational basis.

The Risk Register helps to ensure that there are sufficient risk management processes in place, and that assurances are provided to the board as well as highlighting any areas for concern and agreeing mitigation measures

- **Internal Financial Controls.** FMS Trustees protect their charity's assets and resources and make sure they are only used to further the charity's aims. They have robust internal financial controls in place to protect funds from misuse.

Our system includes a rolling five-year cash-flow, and annual budgets approved by trustees. These are reviewed by the Senior Leadership Team and the Board. The Board also considers actual results compared with plans and forecasts. Our Financial Procedures are regularly reviewed by the Finance Officer and Chief Finance Officer. Tests are carried out to ensure the procedures are being adhered to.

- **Charity Governance Code.**

- FMS Board meets four times a year.
- The Chair:
 - Plans the annual cycle of board meetings and AGM.
 - Sets agendas for the board and AGM.
- The Chair develops the board of trustees including induction, training, and succession planning.
- The Chair addresses conflict within the board.
- The board can get independent, professional advice in areas such as governance, the law and finance.
- The Board carries out an annual Skills Audit.
- The Board has a minimum of five and a maximum of twelve Trustees.
- All new trustees are provided with an induction and key documents.
- Trustees receive ongoing support through training opportunities.
- Trustees have been requested to undertake Self Reflection using the format provided by the NCVO.

- **Investment policy** We bank our cash to obtain maximum interest payments with minimum charges, mainly through the specialist charity services provided by the Co-operative Bank, Triodos Bank, Nationwide, Charities Aid Foundation Bank (Scottish Widows), Charity Bank, and Reliance Bank. We spread our funds so that we stay under the £85,000 covered by the Financial Services Compensation Scheme. We are unwilling to invest in long term investments as our funds are comparatively small and all but working capital is granted to charities (see Reserves below).

FMS ensures that its deposits are not being invested in arms manufacture, tobacco, fast food, gambling, alcohol, fossil fuel, slavery, fracking, nuclear energy, pornography, and companies with a dubious human rights record.

- **Reserves Policy** Our trustees annually review the charity's reserves and after quantifying all known risks the trustees recently set a level of reserves of £150,000. This is the working capital that Festival Medical Services needs to give it time (one year) to rebuild in the event of it losing a considerable amount of activity. These reserves are freely available.

At 31 October 2024 the level of reserves held by the charity stood at £838,147 (2023: £778,339) of which £811,752 (2023: £740,166) were unrestricted funds. Of these funds £287,645 (2023: £266,102) was held as fixed assets and £25,334 (2023: £14,823) stock. This leaves £498,773 (2023: £459,241) of free reserves which are readily available. In 2025 FMS plans to make grants and donations of £102,000.



Working closely with FMS staff, I have seen firsthand their drive for continual improvement; always with a patient centered approach.

The professionalism shown both to patients, family members and partners is fantastic. FMS cover some of the biggest and most complex events that we are involved with, and it provides a sense of relief, knowing that such a competent, experienced, and knowledgeable group of people will be at the forefront of patient care. I am confident that those patients treated by FMS will receive the best possible response and that each individual will go above and beyond to deliver great patient care. It is obvious to me that FMS have a long-standing culture of embracing and enhancing safety at events, encouraging, and influencing event organisers to put safety at the forefront of planning and delivery.

*Emergency Preparedness Resilience and Response Manager
South West Ambulance Service Trust*

3. FMS' Strategy for the future

We have adopted a five-year strategy (starting January 2025):

The right people

- Recruitment – attracting the right people
- Retain volunteers across all roles
- Great Volunteer experience – communication, safety, fairness, facilities, opportunities
- Effective Human Resources management

Good organisation

- Finance – sound finances and financial probity
- Risk management – organisational, clinical, operational
- Information governance
- Relationships & Marketing – customers, agencies, media

Clinical effectiveness

- Operating policy
- Clinical guidance
- Patient safety including safeguarding, infection control, complaints handling Quality assurance – learning from what happens
- Quality assurance including learning from what happens

Operational effectiveness

- Equipment – enough of the right kit where it is needed
- Operational Policies
- People fit to practice compliance
- Training and refreshers

Well-managed charitable activities

- Project management – assessment and monitoring
- Fund raising
- Participation - opportunities for member involvement



Project Harar Providing cleft lip and palates treatment to children across Ethiopia. The charity strives to break social stigma, working with community leaders and local health clinics to provide information and access to treatment for cleft lip and palate.

In 2024 FMS provided urgent, life-changing treatment for 100 infants and children affected by cleft palate in remote and insecure living in Ethiopia

4. FMS' Grants and Donations in 2024

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2024
Akamba Aid Fund	Purchase an Ambulance for a rural clinic in Kenya	£17,500	The ambulance is fully operational and being well used (and cared for). The clinic is transferring patients almost daily to the nearest hospital 60km away. Mainly obstetric cases needing further investigations and possible caesarean deliveries as well as sick children needing more care than the clinic can provide.
	Updating Maternity Facilities at Tei wa Yesu clinic, Gai, Northeast Kenya	£14,200	The maternity unit was opened in October 2024. The work has gone extremely well, and the unit is looking very modern. The equipment had all arrived. The number of pregnant ladies attending the clinic has been rapidly increasing. The clinic is now able to offer a better standard of care in a much more pleasant environment for the pregnant women. (Please see Photos at foot of this table.)
Project Harar	Provide urgent, life-changing treatment for 100 infants and children affected by cleft palate in remote and insecure living in Ethiopia	£18,415	The original application was to treat 100 patients. The currency fluctuations in Ethiopia were favorable and more patients were treated than originally planned.
Joliba Trust	Planting of 2000 trees in South Mali to offset the carbon produced by FMS in 2023	£1,760	Both projects were implemented in April 2024
	Training of Birth Attendants, and two moped ambulances, in Mali	£15,832	
Bridge2Aid	Four Infant Oral Mutilation training workshops for 800 community representatives and teachers in rural East Africa	£8,764	Workshops were carried out in 2024
Humanity and Inclusion	Donation to the programme for the management of diabetes in St Louis, Senegal	£15,000	All donations used
	Humanitarian work in Gaza Donation	£5,000	
	Annies Assisted Ascent Donation	£8,000	

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2024
HIPZ	Strengthening the management of cardiovascular disease in Zanzibar	£13,170	
Equa Aqua	Toilets, clean water harvesting, and hygiene training in three primary schools in Uganda	£10,623	Work and training completed in 2024
WHY	Part-fund drop-in counselling sessions in Somerset, Bath and NE Somerset for those affected by cancer	£8,069	Donation used to support the work in 2024
Tulsi Trust	Tribal HealthCare, Medical Camps, Mother and Baby Programme, Referral Outreach Hospital, School Health Education Visits, and Women and Girls Health Programme in Rural India	£11,830	Grant used in the manner intended
Ethiopian Medical Project	Fund items to treat Podoconiosis for one year	£15,000	Items purchased in 2024
St Peters Lifeline	Emergency funding for the Emergency Bid Dosh4Nosh Scheme in Kenya	£4,500	Donation used for emergency
Motivation	Annie's Assisted Ascent Donation	£4,000	Donation used
Re-Act	Provision of crucial support over the next six months by sending three further deployments to Ukraine to deliver life-saving training and medical equipment to more than 300 people.	£10,000	Donation used
PONT	Three Tuk-Tuk Ambulances	£19,500	Two of the Tuk Tuk Ambulances have been completed. Work has begun on the third. There have been delays with registration and certification within Uganda, and our UK team has insisted on getting the design plans made to UK standards, which has slowed the process further.

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2024
Lalibela	<p>Ethiopia</p> <ol style="list-style-type: none"> Sarsena Community Health Centre furniture and equipment £12,000 Hormone Analyser in Lalibela Hospital £1,700 Repairs of and equipment for 4 Health Posts in Bugna Woreda <u>£8,000</u> <p><u>£21,700</u></p>	£21,700	<ol style="list-style-type: none"> <u>Sarsena Community Health Centre</u> furniture and equipment All purchased and installed, and the Centre is fully operational, including the agreed additional 5 staff. <u>Hormone Analyser for Lalibela Hospital</u> To be reviewed on the 17th February 2025 to confirm equipment to be purchased. <u>Bugna Woreda</u> has been a total no-go area until early in 2025. To be reviewed on the 20th February 2025, to reassess the needs of the 4 Health Posts and other projects. We anticipate that the cost will be more than the £8000 grant, but Lalibela will supplement from its unrestricted funds.
	Total	£222,863	



Akamba Aid Fund is a small independent UK charity based in South Somerset. It was founded in 2000 with the specific objectives of relieving poverty, sickness and distress, coupled with the advancement of education in the Kyuso Sub-County, Eastern Province, of Kenya.

In 2024 FMS funded the purchase of an ambulance, and updated maternity facilities (electric bed on left was part of this).



FMS Grant Making Policy

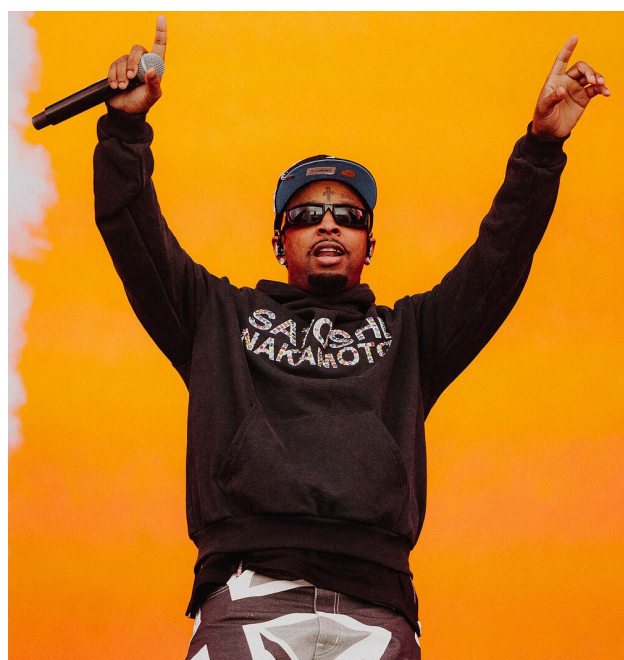
FMS aims to make a real, practical difference in everything we do. Our grants demonstrate this commitment with the range of grants awarded. These are the criteria that we use:

- Applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland are preferred. Where this is not possible the Grants Committee will ensure that the project meets the same standard of reporting detail as the UK bodies require. As a Board we are responsible for the money transferred to a charity and that the money is spent in the manner agreed.
- Every such application will be considered. Our Grants Committee will look at published data about the recipient charity to satisfy itself with its financial stability and probity and ensure that the application complies with FMS policy.
- Applications from smaller charities will be given priority. FMS itself is a small charity, and we believe that we have a duty to our members to ensure that every penny of the money they raise goes to the cause that we are supporting and will do the most for the most.
- The application must be focused on a specific project with a defined time frame. The timeframe should be one or two years and who is to benefit must be clearly stated. Some projects will have natural progression but will require further application for later stages. Often the initial project is something which should ideally be funded by the government and showing the project can succeed may persuade the government to continue to support it.
- The project must be health or education based. Within FMS our trustees and members have many different skills which we use to help with the projects that we take on.
- The project must have an element of capacity building, in other words it must leave a legacy of enduring benefit. "Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for life". Capacity building also gives a sense of ownership to the people who are running a project. Indirectly this helps to combat opportunities for corruption.
- FMS does not support funding for international or domestic airfares but may occasionally support local transport or similar where it is an integral part of a projected course. To elaborate further we would not fund travel for consultants from the UK to visit remote hospitals, but we would consider supporting poor health workers travelling relatively short distances.
- Successful charities are expected to provide a five-minute video for the FMS web site demonstrating to the membership how their grant has been used, what benefits it has provided and to whom. Restrictions of time will mean that in future this might be published on our website.

- Successful applications will usually have a champion within FMS, someone who would oversee the project and may be able to visit it. We encourage members to become champions of projects so that we can receive up-to-date news on progress and ensure that the project is kept on track.
- FMS will strive to ensure a project delivers the greatest possible benefit for the sum donated. FMS members work extremely hard at festivals to raise the money that goes into providing these grants to other charities. It is only right that we take on projects that produce clearly defined benefits so that our members can be motivated to carry on with this work.
- FMS will satisfy itself that all donations are used in a nonpartisan way and take all reasonable steps to ensure these are not used to support terrorist activities as determined by the Terrorism, Counter Terrorism and Border Security Acts.

Reading Festival is the longest-running popular music festival in the UK. Many of the biggest bands in the UK and internationally have played at the festival over five decades. The festival has had various musical phases over the years, but since 1999, rock, alternative, indie, punk and metal have been the main genres featured in the line-up. More recently hip hop has comprised an increasing proportion of the lineup.

Medical Cover provided by Festival Medical Services



5. Clinical Review 2024

We saw 6724 patients during our events season. There were no births but sadly one fatality.

Manchester Arena Inquiry

In 2024 we worked closely with our colleagues from NHS ambulance services and our major events to revise our Emergency Preparedness, Resilience and Response (EPRR) Plan and ensure our response to a major incident was robust and in line with recommendations coming out of the Manchester Arena Inquiry.

Care Quality Commission

We are working to the standards expected by the Care Quality Commission (CQC) and are expecting a CQC inspection soon.

Achievements of some of our Teams

Our newly introduced Patient Safety team has significantly changed for the better the way incidents are reported and investigated. This in turn generated a high number of reported incidents which demonstrates the success of the new process.

Our Clinical Governance Team is now supporting all our events (small, medium, and large).

Our recently formed Patient Safety Team generated a higher rate of incident reporting which demonstrates the excellence of the service. Those involved in the team found the experience challenging, stimulating, and rewarding. Feedback has been consistently positive across the board.

Changes for our volunteers

We introduced a new staff uniform which added to the professionalism of our volunteers.

With the spread of measles, staff and volunteers were advised to ensure that they were immune (through a previous infection) or were vaccinated.

Our Wellbeing Team provided support to volunteers who had dealt with a traumatic incident.



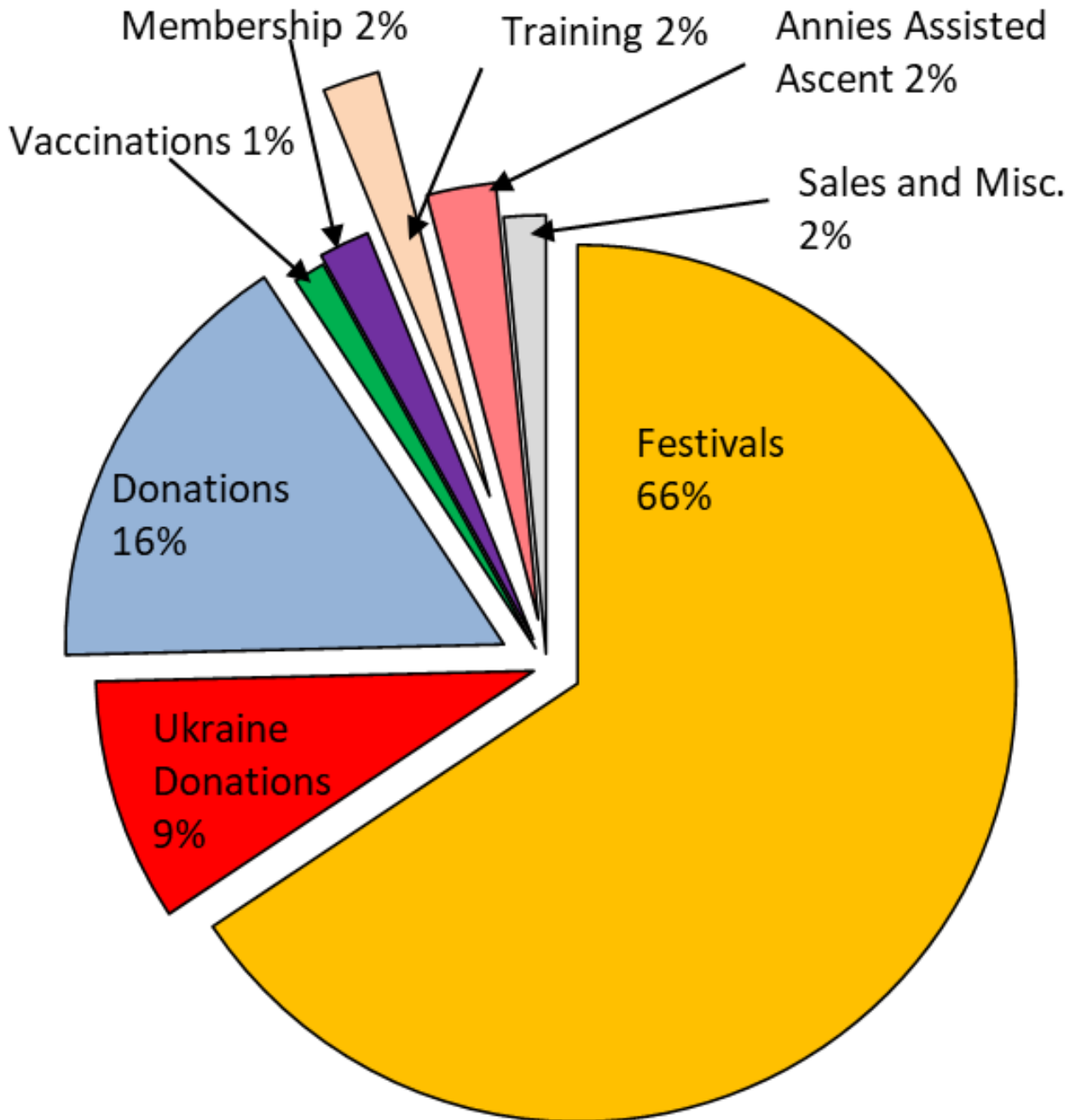
End of Road Festival is an annual music festival in England which focuses on independent rock and folk music. It is hosted at the Larmer Tree Gardens, on the border of north Dorset and Wiltshire, and usually takes place over the last weekend of August or the first full weekend in September. The first festival took place in 2006, and after selling out for the first time in 2008, it has sold out in advance every year since.

**Medical Cover provided by Festival
Medical Services**

6. Financial Review 2024

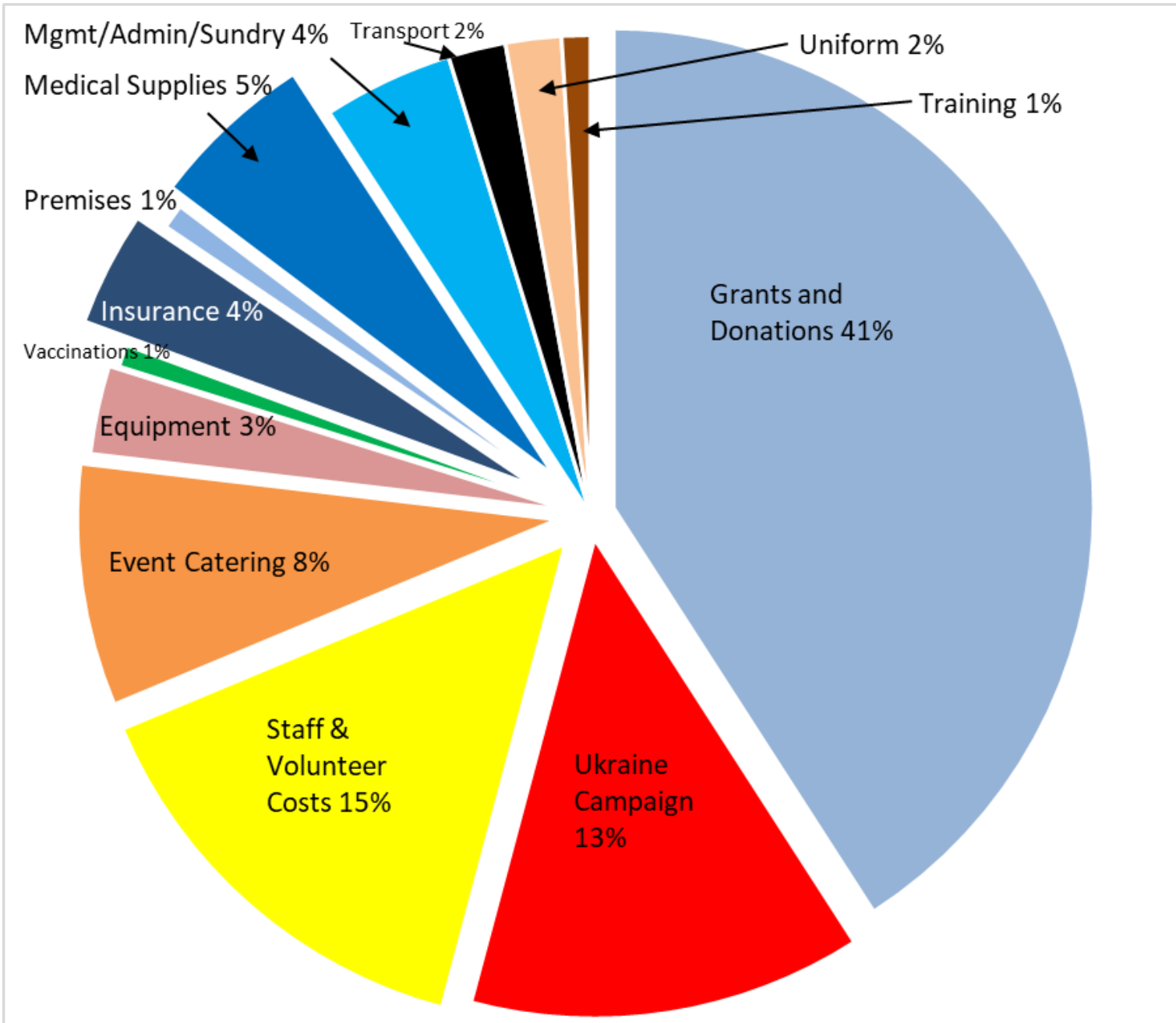
Where our income came from 2023/24

Total income for the year was £661,353 (2023: £799,845). The split of the funding sources can be seen below:



How the money was spent 2023/24

Total expenditure for the year was £601,545 (2023: £708,892). The split of the funding sources can be seen below:



Vehicles During the year FMS purchased a replacement vehicle @ £21,216 from capital expenditure.



Joliba Trust has supported grassroots development projects in Mali for over 30 years. It knows the country and its people well and as a result its work is low cost and effective. It focuses on sustaining and improving livelihoods in particularly poor areas in order to reduce the need for migration; improving the lives of women; and providing opportunities for young people. **In 2024 FMS** funded planting 2000 trees, training birth attendants, and purchasing two moped ambulances.

7. How FMS Trustees carry out their work

Patrons

Heidi Thomas
 Stephen McGann
 Annie Maw

Trustees

Our governing document is our Memorandum and Articles of Association.

Trustees for the year ending 31st October 2024:

Chris	Howes	Chief Executive Officer
Dave	Parry	Chief Operations Officer
Derek	Jenkins	
Elaine	Tomlins	
Grahame	Paine	Vice Chair
Lainey	Jewell-Moore	Resigned January 2025
Neil	Rushton	Lead for Grants
Nich	Woolf BEM	Chair
Paul	Hooton	Chief Clinical Officer
Sarah	Todd	
Lorrae	Allford	Appointed March 2024
Nathan	Ware	Appointed March 2024

Festival Medical Services was incorporated as a company limited by guarantee on 1st June 2007 and registered as a charity on 1st June 2007 with a Memorandum and Articles as its Governing Document. It had previously been registered as an unincorporated charity on 18 February 1998. It operates throughout England and Wales.

FMS has a “Unitary Board” comprising senior leaders and trustees.

It is not unusual for small charities to have trustees that play both a governance and executive role.

There is scope for increasing the diversity of the Board at each annual election. We are introducing equality monitoring to enable the FMS Board to reflect our membership and patients.

- Ethnicity: The events that FMS covers do not at present publish ethnicity data. FMS is keen to represent the UK population in our membership.
- Disability: Equality monitoring will enable FMS to assess and provide help for disabled members. At a clinical level we are actively engaged with promoters to provide facilities for people with disabilities.
- Age: Currently the average age of FMS Trustees is 65 years. FMS aims to reduce this figure over time. However, the average age has increased by at least one year since we started recording this in 2020 and compares unfavourably with 2015 when the average age was 55.
- Male to female ratio on the Board in 2024 was 2:1



Welland Steam and Country Rally

is held every year over 3 days, on the last weekend in July. The Rally first started in 1964 by a handful of Steam Engine enthusiasts in Ross-on-Wye and it has grown and developed since then. It is now one of the largest and most respected events of its type in the country. The Rally is a day of nostalgia, sights, sounds and colour for every member of the family as you take a trip down memory lane to the days when steam power reigned on the roads, farm and fairground.

**Medical Cover provided by
Festival Medical Services**

FMS Trustee Board Meetings

March Board Meeting

- Management Accounts
- Cash Flow Statement
- Salary Reviews
- Festival Financial Analysis
- Grants
- Approve TAR
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governance reports

January Board Meeting

- Grants
- Management Accounts
- Cash Flow Statement
- Trustee Skills Audit Analysis
- SLT Report
- Strategic Plan Progress
- Governance reports



May Board Meeting

- Approve Financial Statements
- Grants
- Management Accounts
- Cash flow Statement
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governance reports

October Board Meeting

- Management Accounts
- Cash Flow Statement
- Grants
- Appt. of Independent Examiner
- ESG Review
- Approve Budget
- Reserves Policy
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governing Document Review
- Financial Procedures Manual Review

Occasionally Trustees provide paid cover at events. In doing this the Trustees are satisfied that it is in the interests of the Charity on some occasions, Trustees have the same access to paid roles as the rest of the membership. In reaching this decision the Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. This decision is reached on the understanding that most of the Trustees in office will receive no such payments.

Trustees receive no remuneration for their work as Trustees. The role of Chief Operating Officer is currently a part-paid one. The current COO is both a paid employee of the charity and a Trustee. The Board has decided that it is in the interests of the charity for him to continue in both roles. In reaching this decision Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. Also, this decision was reached on the understanding that most of the Trustees in office will have no such paid positions.

FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete a Conflict-of-Interest Form declaring any potential interest.



Humanity & Inclusion (HI) is an international charity working in situations of poverty and exclusion, conflict and disaster. They work tirelessly alongside disabled and vulnerable people to help meet their basic needs, improve their living conditions and promote respect for their dignity and fundamental rights.

In 2024 FMS funded:

- A programme for the management of diabetes in St Louis, Senegal
 - Humanitarian work in Gaza
- Additionally, monies raised from Annies Assisted Ascent (see page 3) was donated to HI

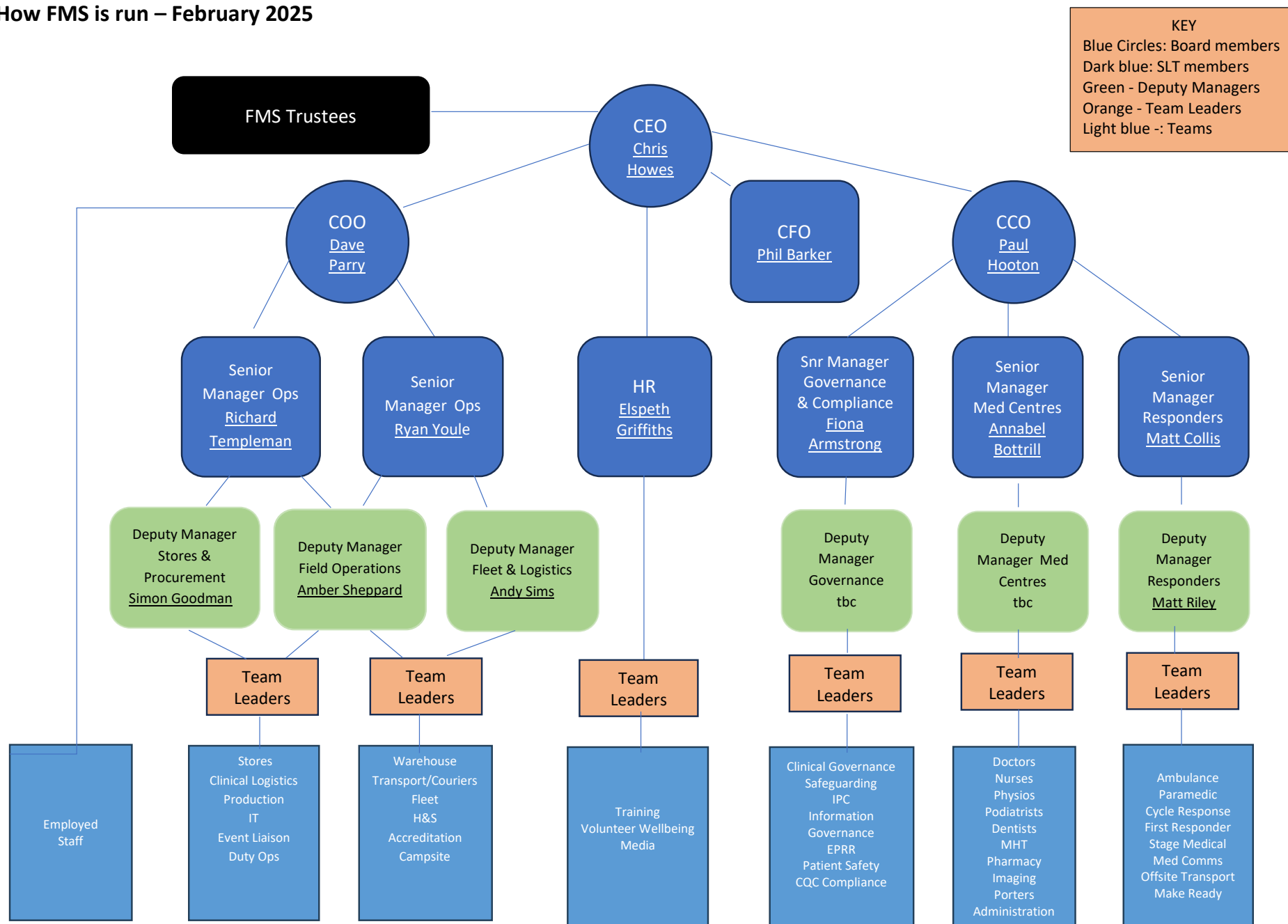
Management and Administration

We have a headquarters and stores at Somerton, where we train staff, store records, medical equipment and vehicles. Most of our work is done from our homes. Most meetings are now by video call.

Management of the organisation is led by a Senior Leadership Team.

Delivery is organised by Managers and Team Leaders who:

- Are appointed by the Senior Leadership Team with advice from members.
- Lead teams between and at events
- Disseminate information
- Recruit staff and check qualifications
- Manage rotas.



10. Reference and administrative details of the charity, its trustees, and advisers

Festival Medical Services (known as FMS) is a registered Charity and Company limited by guarantee. Our Registered Charity Number is 1124695 (England and Wales) and our Company Registration Number is 6265957.

Independent Examiner:

A C Mole LLP
Stafford House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Registered Office:

Festival Medical Services
Unit 17,
Canvin Court,
Somerton Business Park,
Somerton,
Somerset, TA11 6SB

Bankers

The Charity Bank Limited,
Fosse House,
182 High Street,
Tonbridge,
Kent, TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

Reliance Bank Ltd
Faith House
23-24 Lovat Lane
London
EC3R 8EB

Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

11. Declarations

Statement of trustees' responsibilities

The trustees (who are also directors of Festival Medical Services for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and

expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporation 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.

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Nich Woolf BEM	Phil Barker
Position (for example Secretary, Chair, etc)	Chair	Company Secretary

Date

FESTIVAL MEDICAL SERVICES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FESTIVAL MEDICAL SERVICES

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 October 2024, which are set out on pages 28 to 41.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S REPORT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those accounting records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Sarah Twist FCA DChA
Chartered Accountant
A C Mole LLP
Stafford House Blackbrook Park Avenue
Taunton Somerset TA1 2PX

_____2025

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

		Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	Note	£	£	2024 £	2023 £
Income					
Donations and Grants	2	169,743	9,880	179,623	309,071
Income from Other Trading Activities	3	-	42,925	42,925	33,332
Income from Charitable Activities	4	-	429,778	429,778	452,390
Other Income		-	370	370	801
Investment Income	5	-	8,657	8,657	4,251
		—————	—————	—————	—————
TOTAL INCOME		169,743	491,610	661,353	799,845
		—————	—————	—————	—————
Expenditure					
Costs of Raising Funds Festival tickets		-	16,698	16,698	10,024
Expenditure on Charitable Activities	6	181,521	403,326	584,847	698,868
		—————	—————	—————	—————
TOTAL EXPENDITURE		181,521	420,024	601,545	708,892
		—————	—————	—————	—————
Net income for the year		(11,778)	71,586	59,808	90,953
Transfers		-	-	-	-
		—————	—————	—————	—————
Net movement in funds		(11,778)	71,586	59,808	90,953
Reconciliation of Funds:					
Total funds brought forward		38,173	740,166	778,339	687,386
		—————	—————	—————	—————
Total funds carried forward		26,395	811,752	838,147	778,339
		=====	=====	=====	=====

The notes on pages 31 to 41 form part of these financial statements.

BALANCE SHEET AS AT 31 OCTOBER 2024

	Note	2024	2023
		£	£
FIXED ASSETS			
Tangible Assets	7	287,645	266,102
		<u>287,645</u>	<u>266,102</u>
CURRENT ASSETS			
Stock	6	25,334	14,823
Debtors & Prepayments	10	7,522	12,792
Cash at Bank and in Hand		523,436	503,068
		<u>556,292</u>	<u>530,683</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	11	5,790	18,446
		<u>550,502</u>	<u>512,237</u>
NET CURRENT ASSETS		550,502	512,237
		<u>838,147</u>	<u>778,339</u>
TOTAL NET ASSETS		838,147	778,339
		<u>811,752</u>	<u>740,166</u>
THE FUNDS OF THE CHARITY			
Unrestricted Funds	13	811,752	740,166
Restricted Funds	13	26,395	38,173
		<u>838,147</u>	<u>778,339</u>
TOTAL CHARITY FUNDS		838,147	778,339

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions of part 15 of the Companies Act 2006 relating to small companies regime.

The accounts were approved by the trustees and signed on their behalf by:

.....
N Woolf BEM - Chair of Trustees

..... 2025

The notes on pages 31 to 41 form part of these financial statements

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 OCTOBER 2024

	Note	2024		2023	
		£	£	£	£
Cashflows from operating activities					
Net cash from operating activities			58,640		110,478
Cashflows from investing activities					
Interest income	5	8,657		4,251	
Purchase of fixed assets		(46,929)		(39,718)	
Proceeds from sale of fixed assets		-		6,499	
Net cash provided by investing activities			(38,272)		(28,968)
Change in cash and cash equivalents in the reporting period			20,368		81,510
Cash and cash equivalents at the beginning of the reporting period			503,068		421,558
Cash and cash equivalents at the end of the reporting period			523,436		503,068

Reconciliation of net income to net cashflow from operating activities

Net income for the year as per Statement of Financial Activities		59,808		90,953	
Adjustments for:					
Depreciation charges		25,386		16,797	
Profit on disposal of fixed assets		-		(5,233)	
Investment income		(8,657)		(4,251)	
(Increase) in stock		(10,511)		(4,223)	
Decrease in debtors		5,270		17,980	
(Decrease) in creditors		(12,656)		(1,545)	
			58,640		110,478

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024

1 ACCOUNTING POLICIES

(i) Charitable company status

The charity is a company limited by guarantee and does not have any share capital. The liability of the guarantors, who are the members is limited to £10 per guarantor. At 31 October 2024 the charity had 1,485 members. The company is registered in England and Wales. The registered office Unit 17 Canvin Court, Bancombe Road, Somerton, Somerset, TA11 6SB.

(ii) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention. 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) (effective 1 January 2019) - (Charities SORP (FRS102) second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(iii) Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Further details of each fund are disclosed in note 14.

iv) Income Recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity been notified in writing of both the amount and settlement date. Memberships, festival income and service level agreements are recognised in the period to which it relates.

Income in the form of gifts in kind (including festival passes and equipment) are included at fair value in the statement of financial activities. Fair value is determined as the maximum sale proceeds which could be obtained by the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

v) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises those costs incurred by the charity in delivery of its activities and service for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Governance costs are included within support costs and comprise all costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of charity.

vi) Fixed Assets

Only items with a value greater than £1,000 are treated as tangible fixed assets. Items below this value are written off in the year they are acquired.

Depreciation on fixed assets has been provided at the following rates

Freehold Property	2%	Straight Line
Motor Vehicles	25%	Reducing balance
Equipment	25%, 10% & 5%	Straight Line

vii) Fixed Asset Investments

Investments in subsidiary undertakings are included in the Balance Sheet at cost less impairment.

viii) Stock

Stock is valued at the lower of cost and net realisable value.

ix) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits and other short-term highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

x) Financial Instruments

The charity only has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

xi) Critical Accounting Estimates and Judgements

The preparation of the financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

xi) Critical Accounting Estimates and Judgements - continued

The resulting accounting estimates will, by definition seldom equal the related actual results. The trustees are of the opinion that there were no estimates or assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

xii) Volunteer Reimbursements

FMS makes a contribution to volunteers costs which is below actual costs incurred and is therefore a reimbursement. HMRC has confirmed that "If there is no office or employment, it follows that the reimbursement of any expenses incurred by voluntary workers in doing the work of the organisation will not give rise to a tax liability."

xiii) Donated Services

In accordance with the Charities SORP (FRS102), any unpaid volunteer time is not recognised in the financial statements.

2 DONATIONS AND GRANTS

	Restricted £	Unrestricted £	2024 £
Donations	4,000	9,880	13,880
Glastonbury Festival	90,000	-	90,000
Ukraine Campaign	59,415	-	59,415
Annie's Assisted Ascent	16,328	-	16,328
	<hr/>	<hr/>	<hr/>
	169,743	9,880	179,623
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Restricted £	Unrestricted £	2023 £
Donations	9,000	13,479	22,479
Glastonbury Festival	90,000	-	90,000
Ukraine Campaign	196,592	-	196,592
	<hr/>	<hr/>	<hr/>
	295,592	13,479	309,071
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

3 INCOME FROM OTHER TRADING ACTIVITIES	2024	2023
	£	£
Sale of guest passes	16,698	10,024
Hire Income	1,600	900
Other from trading activities	211	1,543
Electrical hook ups	4,831	4,245
Merchandise	354	-
Food and bar takings	6,603	4,277
Facilities fees	12,628	12,343
	—————	—————
	42,925	33,332
	=====	=====
 4 INCOME FROM CHARITABLE ACTIVITIES		
	2024	2023
	£	£
Events	396,885	383,252
Membership*	13,395	15,685
Training	12,005	13,158
Covid 19 Vaccination Programme	7,493	40,295
	—————	—————
	429,778	452,390
	=====	=====

Income from Events includes £16,698 (2023: £10,024) of gifts in kind.

*MEMBERSHIP INCOME

All members apply through the FMS website, and team coordinators are responsible for their team selection. Once selected, applicants will be emailed welcoming them to FMS and requested £30 for a three-year membership. Teams are split between patient and non-patient facing teams. All members who are patient facing must have a current enhanced DBS disclosure for Adult and Child Workforce and their membership will not be finalised until a valid DBS certificate has been received. All non patient facing applicants must supply three forms of identification including photo ID as proof of identity and residency before membership is completed. Full details can be found on the FMS website under 'Membership' or by emailing membership@festival-medical.org.

5 INVESTMENT INCOME	2024	2023
	£	£
Bank Interest	8,657	4,251
	—————	—————
	8,657	4,251
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

6 EXPENDITURE ON CHARITABLE ACTIVITIES	2024 £	2023 £
Opening Stock	14,823	10,600
Closing Stock	(25,334)	(14,823)
Merchandise	10,649	-
Medicines and Dressings	31,471	23,935
Small Equipment Purchases	19,975	15,677
Equipment	2,651	5,596
Insurance and Fees	20,618	17,387
Volunteer Expenses and Reimbursements	1,430	1,452
Volunteer Catering and Facilities *	51,861	53,084
Wages	59,076	52,558
Telephone	3,015	1,941
Transport	14,799	11,494
Postage, Stationery, Website, IT and Software	8,463	7,162
Grants	210,863	218,469
Rent	-	1,972
Premises Costs	5,912	25,186
Sundries	1,045	4,595
Depreciation	25,386	16,797
Profit on Disposal of Vehicles	-	(5,233)
Bank Charges	498	628
Training	7,360	6,889
Payroll Services	559	282
Independent Examiner's Fees	2,400	2,040
Trustee Meeting Travel Expenses	3,968	4,087
Medical Cover	16,612	15,426
Professional Fees	994	1,146
Bad Debt	-	179
Covid 19 Vaccination Programme	4,232	26,263
Ukraine Campaign Expenditure	75,193	194,079
Annie's Assisted Ascent Expenditure	16,328	-
	584,847	698,868
	584,847	698,868

*Volunteer Catering and Facilities: Festival Medical Services provides food and beverages for those working at events. Charges are made to those volunteers not on duty. This has been found to be the most efficient way of providing good quality food for volunteers at events.

In 2024 there was £181,521 (2023: £284,632) of restricted expenditure of which £Nil (2023: £553) related to depreciation, £75,193 (2023: £194,079) Ukraine campaign expenditure, £90,000 (2023: £90,000) grant expenditure and £16,328 (2023: £Nil) related to Annie's Assisted Ascent.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

7 TANGIBLE FIXED ASSETS

	Freehold Property £	Equipment £	Motor Vehicles £	Total £
Cost				
1 November 2023	201,165	69,256	98,540	368,961
Additions	8,353	17,360	21,216	46,929
Disposals	-	-	-	-
	_____	_____	_____	_____
31 October 2024	209,518	107,832	98,540	415,890
	_____	_____	_____	_____
Depreciation				
1 November 2023	8,046	33,521	61,292	102,859
Charge for the Year	4,199	7,456	13,731	25,386
Eliminated on Disposal	-	-	-	-
	_____	_____	_____	_____
31 October 2024	12,245	40,977	75,023	128,245
	_____	_____	_____	_____
Net book value				
31 October 2024	197,273	45,639	44,733	287,645
	_____	_____	_____	_____
31 October 2023	193,119	35,735	37,248	266,102
	_____	_____	_____	_____

8 TRUSTEE EXPENSES AND REMUNERATION

Remuneration of £25,876 (2023: £24,458) was paid to the Trustee D Parry during the year for his role as Chief Operating Officer. The Charity's Memorandum of Association includes a provision giving legal authority to make the payment. No remuneration has been paid to, or on behalf of any other trustees (2023: Nil).

During the year £3,203 (2023: £3,161) was reimbursed to four (2023: three) Trustees for travel expenses and £4 (2023: £142) to one (2023: one) trustee for other expenses. At the year-end £Nil (2023: £7,404) was owed to a trustee with regards to expenses incurred on behalf of the charity.

9 INDEPENDENT EXAMINER'S FEES

	2024 £	2023 £
Independent Examination and Accountancy	2,400	2,040
Payroll Services	559	282
	_____	_____
	2,959	2,322
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

10 DEBTORS	2024	2023
	£	£
Trade Debtors	2,323	8,364
Prepayments	3,585	2,429
Other Debtors	1,614	1,999
	<u> </u>	<u> </u>
	7,522	12,792
	<u> </u>	<u> </u>

11 CREDITORS	2024	2023
	£	£
Amounts falling due within one year:-		
Trade Creditors	1,758	9,778
Accountancy	2,652	2,250
Expense Claim	323	-
PAYE/NIC	1,057	918
Deferred Income	-	500
Grant Commitments	-	5,000
	<u> </u>	<u> </u>
	5,790	18,446
	<u> </u>	<u> </u>

12 STAFF NUMBERS AND COSTS

The average number of staff employed during the year was: 5 (2023: 4)

The aggregate payroll costs were as follows:	2024	2023
	£	£
Wages & salaries	59,076	52,588
	<u> </u>	<u> </u>

There were no employees with emoluments above £60,000 in the period (2023: Nil).

The charity considers its key management personnel to comprise the Trustees and the Senior Leadership Team. The Chief Operating Officer is the only paid Senior Leader with a remuneration of £25,876 (2023: £24,458).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

13 STATEMENT OF FUNDS

	Balance as at 31 October 2023 £	Income £	Expenditure £	Transfers £	Balance as at 31 October 2024 £
Unrestricted funds	740,166	491,610	(420,024)	-	811,752
Restricted funds:					
Ukraine Campaign	38,173	59,415	(75,193)	-	22,395
Ambulances	-	4,000	-	-	4,000
Glastonbury Festival	-	90,000	(90,000)	-	-
Annie's Assisted Ascent	-	16,328	(16,328)	-	-
Total Restricted Funds	38,173	169,743	(181,521)	-	26,395

Unrestricted funds are to be applied to the general purposes of the Charity.

The Ukraine Campaign restricted fund represents income and expenditure relating to medical support for Ukraine in the ongoing conflict.

The Ambulances restricted fund represents a contribution from an engineering company to sponsor the replacement of one of the ambulances and the purchase of a pick-up/RRV to tow the heavy trailer. A VW Transporter has been purchased post year end on 27 February 2025.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

The Annie's Assisted Ascent restricted fund was donations raised when FMS Patron, Annie Maw (a wheelchair user), who was assisted to climb to the top of the 158-metre Glastonbury Tor. In doing so she raised £16,328 to support the work of Motivation and Humanity and Inclusion who work alongside disabled and vulnerable people in 60 countries affected by poverty, conflict and disaster.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	287,645	-
Stock	25,334	-
Debtors and Prepayments	7,522	-
Cash at bank and in hand	497,041	26,395
Creditors	(5,790)	-
At 31 October 2024	811,752	26,395

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

13 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2023

	Balance as at 31 October 2022 £	Income £	Expenditure £	Transfers £	Balance as at 31 October 2023 £
Unrestricted funds	649,558	504,253	(424,260)	10,615	740,166
Restricted funds:					
Bikes	2,168	-	(553)	(1,615)	-
Glastonbury Festival	-	90,000	(90,000)	-	-
Ukraine Campaign	35,660	106,592	(104,079)	-	38,173
Skoda	-	5,000	-	(5,000)	-
Ukraine Tolkien Trust	-	90,000	(90,000)	-	-
Van	-	4,000	-	(4,000)	-
Total Restricted Funds	37,828	295,592	(284,632)	(10,615)	38,173

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals. The funds have been fully spent, fulfilling the conditions of the grant. The transfer to unrestricted funds represents the net book value of the purchased bikes.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

The Ukraine Campaign restricted fund represents income and expenditure relating to medical support for Ukraine in the ongoing conflict.

The Skoda and Van funds represent donations received for specific asset purchases. These assets have been purchased fulfilling the conditions of the grants. The transfer to unrestricted funds represents the portion of the net book value purchased with the restricted donation.

Ukraine, Tolkien Trust made a grant for the purchase of specialist haemostatic trauma dressings. These dressings interact with blood to promote blood clotting and are essential to saving lives in severe trauma, especially in war zones.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

14 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2023

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	266,102	-
Stock	14,823	-
Debtors and Prepayments	12,792	-
Cash at bank and in hand	464,895	38,173
Creditors	(18,446)	-
	<hr/>	<hr/>
At 31 October 2023	740,166	38,173
	<hr/> <hr/>	<hr/> <hr/>

15 RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2023: None).

16 POST BALANCE SHEET EVENT

After the year end but prior to the date of this report, the Trustees passed a resolution to amend the Memorandum of Association removing the requirement for each Member to contribute £10 on dissolution of the Company.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2024 – Continued

**16 STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 OCTOBER 2023**

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	2023 £
Income			
Donations and Grants	295,592	13,479	309,071
Income and Other Trading Activities	-	33,332	33,332
Income from Charitable Activities	-	452,390	452,390
Other Income	-	801	801
Investment Income	-	4,251	4,251
	<u>295,592</u>	<u>504,253</u>	<u>799,845</u>
TOTAL INCOME	295,592	504,253	799,845
	<u>295,592</u>	<u>504,253</u>	<u>799,845</u>
Expenditure			
Costs of Raising Funds			
Festival tickets	-	10,024	10,024
Expenditure on Charitable Activities	284,632	414,236	698,868
	<u>284,632</u>	<u>424,260</u>	<u>708,892</u>
TOTAL EXPENDITURE	284,632	424,260	708,892
	<u>284,632</u>	<u>424,260</u>	<u>708,892</u>
Net income for the year	10,960	79,993	90,953
Net transfers	(10,615)	10,615	-
	<u>345</u>	<u>90,608</u>	<u>90,953</u>
Net movement in funds	345	90,608	90,953
Reconciliation of funds:			
Total funds brought forward	37,828	649,558	687,386
	<u>37,828</u>	<u>649,558</u>	<u>687,386</u>
Total funds carried forward	38,173	740,166	778,339
	<u><u>38,173</u></u>	<u><u>740,166</u></u>	<u><u>778,339</u></u>

FESTIVAL MEDICAL SERVICES

England & Wales - Charity number 1124695

Accounts



Trustees' Annual Report and Unaudited Financial Statements

For the year ended 31st October 2023

Festival Medical Services

Mission: Professional event healthcare supporting charities worldwide

Vision: Best possible medical care at UK events and support for health-related charities making a difference around the world

Core values:

We care for people: We care for the whole community including festival goers, workers, and performers.

We are innovators: We do this through the provision of specialist event medicine through governance, training, evolution, and continuous development.

We have Big Hearts: We are a family of intrepid souls with a big heart for people, here and abroad.

We care for your welfare: We create a caring and safe place for our festival community.



1. Introduction by Chair of Trustees

After several years of disruption FMS members have been busy in all aspects of the charity. I believe that all members should be very proud of the expansion and progress made in the past year; FMS has really grown in stature. We have seen more patients, at more festivals and given more money in grants, than ever before. We have also made great changes behind the scenes to make ourselves more effective both clinically and in the way that we care for our members.



Our new Patron, Annie Maw, officially opened our new HQ in Somerton in April 2023. This was the culmination of a great deal of work. FMS bought the building outright and have adapted it to serve as a warehouse, a training facility, a garage and a headquarters for the charity. We have attended to our green credentials by reducing the carbon footprint, fitting insulation and solar panels. This will be an ongoing theme to constantly improve.

In October, Annie Maw held a tea party at our HQ to showcase the work of FMS. This attracted much positive feedback, with some guests being 'blown away' by the presentation, and most just 'did not know' the way that we lessen the health impact of festivals and the very many lives that benefit from our charitable grants. We plan to follow this up with another event in the Spring 2024.

In 2023 FMS granted £218,000 to projects throughout the world with the focus on reducing health inequalities. This is the highest amount FMS has granted in one year. It is a considerable achievement and demonstrates how well FMS has recovered since the COVID lockdowns when we were unable to make any grants.

The Trustees are looking at ways that FMS can recognise members achievements and ways to further improve volunteer experience when attending events.

The Trustees, with the Senior Leadership Team, have reviewed and updated many policies in 2023 including:

- Making recommendations to the AGM regarding adjustments to the FMS governing documents to make them more applicable to the organisation.
- ESG (Environment, Social and Corporate Governance)
- EDB (Equity, Diversity, and Belonging) with data gathering of our diversity.
- Replacing the previous Volunteer Agreement with four separate documents (Volunteer Handbook, Code of Conduct for Volunteers, Resolving Problems with Volunteers, and Expenses Policy)
- Revised Incident Reporting
- Patient Safety and Concerns Policy
- FMS' position on drug checking at events

Chris Howes has been instrumental in setting up the **Events Medical Association (EMA)** under the umbrella of the **National Outdoor Events Association (NOEA)**. The EMA will bring together event medical providers to promote the highest standards of medical care at outdoor events. We truly are leaders in our field.

We are grateful for a grant that allowed us to supply haemostatic dressings to Ukraine. These dressings are a vital component for the treatment of trauma injuries. They promote blood clotting in wounds allowing emergency services to get patients to definitive treatment before they succumb to blood loss.

We have given a warm welcome to new trustees Sarah Todd and Derek Jenkins.

During the year Tony Daniel and Peter Jordan left the Board. We are indebted to Tony and Peter for the high level of skills that they brought to our work.

Nich Woolf BEM
Chair of FMS Trustees



FMS Headquarters Official Opening 1st April 2023

At the Festival Medical Services headquarters official opening are (L-R) FMS Chief Operating Officer David Parry, FMS Chief Executive Dr Chris Howes, FMS Trainer Mike Gray, Somerset Councillor Tessa Munt, FMS Chair Nich Woolf, FMS Trustee Dr Neil Rushton with Mrs Annie Maw and Michael Eavis in front.

2. Festival Medical Services ESG Report (Environmental, Social, Corporate Governance)

FMS' ESG at a Glance

Environmental

We are monitoring our energy use and introducing solar panels. Most of our meetings are now virtual, but Festivals involve travel, and we encourage lift sharing and use of public transport.

Social

- We support communities in the UK through medical services at events, and vaccinations
- We support communities internationally, and at home in the UK, through provision of grants to medical projects
- We support our staff and volunteers by providing fair pay, expenses reimbursement, and a safe comfortable environment for both staff and volunteers
- FMS is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain

Governance

- We follow the Charity Commissions advice set out in the Charity Governance Code
- We have a fair and open way of recruiting Trustees, Staff, and Managers
- FMS is committed to ensuring that there are no conflicts of interest
- We have Internal Financial Controls, and Invest our funds ethically



The Wheelbase Fred Whitton Challenge is one of the most popular sportives in the UK and is also famed as being particularly difficult. Dubbed 'The Daddy of them all' by *Cycling Weekly*, riders rank it alongside European events such as the Marmotte in terms of difficulty. The ride is a real challenge and everyone who completes it has a true sense of achievement. The Wheelbase Fred Whitton Challenge is a charity event in honour of the late Fred Whitton who was a great advocate for cycle sport in Cumbria and North Lancashire

Medical Cover provided by Festival Medical Services

FMS' ESG in Detail

Environmental

Since purchasing our own premises we have been able to improve the insulation with the installation of suspended ceilings, separated those areas which require more heating than other areas (e.g. storage has a lower temperature than areas where we train staff/volunteers) and installed solar panels which are able to provide surplus power to the grid.

In 2022, we calculated that the miles travelled by our volunteers attending the Glastonbury and Reading Festivals was a total of 275,000. We are attempting to reduce this by encouraging lift sharing, public transport, and electric vehicles. In 2023 our Carbon Footprint had reduced. However, this was in part, owing to not being so heavily involved in carrying out COVID and flu vaccinations. Our 2023 calculations tell us that FMS needs to plant 1,930 trees this year to offset the carbon that we produce. The Trustees are considering offsetting this by restoring tree cover in Mali to provide fruit, combat desertification, soil conditioning and providing food.

Post COVID use of virtual meetings has reduced the need to travel to meetings (including our AGM).

The power for our medical centres at Glastonbury Festival uses renewables.



Rhoda Dolo who carries out midwifery training.

Joliba Trust: Midwifery Training (Mali)

In the last 20 years Joliba Trust has trained over 800 Village Birth Attendants, which has dramatically reduced maternal and child mortality. When they began their work one in four women were dying of childbirth-related causes and it was not uncommon for women to lose half or even all of their children.

Festival Medical Services granted £12,149 in 2023 to support the training programme for 106 Birth Attendants in 53 villages and 16 hamlets in the districts of Wadouba and Kendé on the Dogon Plateau of Bandiagara in Central Mali.

Social

Charity Objects

Festival Medical Service charity's objects are:

- (a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings.
- (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care; and
- (c) any Charitable purpose which the trustees shall from time to time think fit

FMS' Community

- **Medical Services at Festivals.** Festival Medical Services (FMS) is a charity that provides doctors, nurses, paramedics, first responders and other trained medical and administrative personnel to music festivals and outdoor events throughout the UK. At 31st October 2023 FMS had 1341 volunteers, and four paid part time staff.

We provide a full range of medical services to minimise the health footprint of events. By providing on-site medical care at events FMS achieves the following:

- Early treatment of casualties preventing escalation of trauma and medical emergencies
- Prevention of casualty deterioration by treating on site, where possible
- Reducing the impact on local health services
- Assisting event organisers in complying with their obligations

Our charity is almost exclusively staffed by volunteers, and it is extremely grateful to all those that have given their time, skills, given up holidays and weekends to assist. In 2023 this amounted to a total of 28,500 hours which our volunteers spent on medical care duty at events or duties associated with events. Additionally, there was time spent by our Team Leaders and Managers in managing this effort, and Trustees with steering the charity. The total hours of medical care duty, Team Leaders, and Managers is 31,500 hours.

- **Vaccinations.** In addition to the voluntary hours above our members have supported the NHS in the rolling out of the national vaccination programmes. This amounted to 858 hours in 2023.
- **Grant Making.** FMS has granted £1.5m to projects since 1991 throughout the world which have changed health outcomes for the better of a very considerable number of people.

FMS aims to make a real, practical difference in everything it does. Our grants demonstrate this commitment with the range of grants awarded.

- **Ukraine Trauma Boxes** FMS applies its skills in preparing Trauma Boxes, first aid kits, and hospital equipment for clinicians working in war torn Ukraine. This is funded by donations.
- **Training** providing certified courses for responders to increase the skills of the public.
- **Fundraising** Using our fundraising capacity to maximise the support we can achieve in reducing health inequalities.
- **Public Benefit** The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The provision of medical care at events, vaccinations, Ukraine Medical supplies, and grants to worthy causes, are charitable for the purposes of public benefit. We are here to provide a service to the public and support worthy causes. We consider how our planned activities contribute to public benefit.

Human Capital Management

- **Pay Policy** Responsibility for determining pay rests with the Board of Trustees. The annual review of staff pay takes place in March. In setting the staff salaries consideration is given to rises in the cost of living, national trends in pay rises, and the market rate for the work. Pay benchmarking studies are carried out to ensure that FMS staff are paid the market rate.
- **Equity, Diversity, and Belonging.** We have recently appointed a Trustee with EDB experience and are now rolling out an Action Plan which will:
 - Meet our legal responsibilities.
 - Agree a timetable of implementation.
 - Support and encourage EDB throughout FMS.
 - Ensure that all policies and decisions have EDB considerations.
 - Re draft the FMS Strategy to include EDB.
 - Include EDB as part of all training.
- Equity Diversity and Belonging (EDB) statement. We are committed to being fair to our employees, trustees, volunteers, and service users. We aim for an environment of equity of opportunity and treatment wherever practically possible, with reasonable adjustments made to ensure we can offer an inclusive experience to those who are disadvantaged.

Our EDB vision is that we will build a culture of inclusivity, encourage diversity and foster good relations between people, including those with protected characteristics, and we will strive to create equity of opportunity.

We do not accept discrimination on the grounds of age, disability, gender, reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation, pregnancy and maternity.

Members are protected against discrimination in all aspects of their employment, volunteer status, education, and training relationship, which includes recruitment and selection, employment terms and conditions, promotion, appraisal/annual review, assessment of performance, dismissal, and post-termination (such as providing references).

Priorities and next steps:

1. Increase awareness of the organisational commitment to EDB.
2. Improve accessibility in all areas including making reasonable adjustments for volunteers and staff and improving the website and social media content.
3. Review opportunities for personal development and advancement within FMS including all levels of the organisation.

These aims demonstrate the overall strategy of FMS. A working group of staff, Board members and volunteers will be initiated to build a framework of actions which will ensure they succeed.

- **Safeguarding** We are committed to being accountable and transparent regarding our safeguarding policies and approaches. We have zero tolerance for harassment, bullying or exploitation of any kind.
We have a comprehensive safeguarding policy which is regularly reviewed. This policy is applied to our patients and volunteers equally.
- **Staff/Volunteer Support.** Staff have a Disciplinary Procedure, and a Grievance Procedure. Volunteers have a:
 - **Handbook** setting out the hopes, expectations, and information.
 - **Code of Conduct** setting out behaviour expectations
 - **Problem Resolving** setting out what we do in the event of things going wrong.
 - **Expense Reimbursement Policy**
 - **Wellbeing and emotional support**
 - **Fantastic camping facilities while working at Festivals.**

Supply Chain Partners

- **Slavery and Human Trafficking.** FMS is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain.



End of the Road Festival is an annual music festival in England which focuses on independent rock and folk music. It is hosted at the Larmer Tree Gardens, on the border of north Dorset and Wiltshire, and usually takes place over the last weekend of August or the first full weekend in September. The first festival took place in 2006, and after selling out for the first time in 2008, it has sold out in advance every year since

Medical Cover provided by Festival Medical Services

Governance

- **How we operate** Together, every decision we make ensures our work is efficient, effective and sustainable, and takes us closer to our goal of relieving of sickness by the provision of medical services and emergency treatment at festivals, vaccinations, Ukraine Medical supplies, and making the world a better place with the grants that we make
- **Leadership** FMS has a Board of Trustees that provides Leadership, Strategic Planning, and Direction. It takes responsibility for all decisions made by the organisation and follows best practice. Under a Scheme of Delegation, the Senior Leadership Team leads the management and operations of FMS.
- **Recruitment, Training, and Induction of Trustees** Our Trustees are appointed by secret ballot at the Annual General Meeting. Trustees retiring can stand for re-election to the Board subject to the "nine-year rule". When a vacancy arises, the Board will advertise the post within the membership and include details of the desired skills needed to ensure the Board have the right skills mix to effectively govern. We will also encourage those from under-represented groups to apply, in order to bring a range of experience and viewpoints to the organisation. All applications will be considered equally and the best candidate will be offered the role.

- **Conflict of Interest** FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete an annual Conflict-of-Interest Form declaring any potential interest.

- **Risk Management**

Our Risk Register is split into four areas:

- Organisational Risk
- Clinical Risk
- Operational Risk
- Board Oversight

At every meeting, our trustees monitor one of these risks in detail on a rotational basis.

The Risk Register helps to ensure that there are sufficient risk assessment processes in place, and that assurances are provided to the board as well as highlighting any areas for concern and agreeing mitigation measures

- **Internal Financial Controls.** FMS Trustees protect their charity's assets and resources and make sure they are only used to further the charity's aims. They have robust internal financial controls in place to protect funds from misuse.

Our system includes a rolling five-year cash-flow, and annual budgets approved by trustees. These are reviewed by the Senior Leadership Team and the Board. The Board also considers actual results compared with plans and forecasts. Our Financial Procedures are regularly reviewed by the Finance Officer and Chief Finance Officer. Tests are carried out to ensure the procedures are being adhered to.

- **Charity Governance Code.**

- FMS Board meets four times a year.
- The Chair:
 - Plans the annual cycle of board meetings and AGM.
 - Sets agendas for the board and AGM.
- The Chair develops the board of trustees including induction, training, appraisal, and succession planning.
- The Chair addresses conflict within the board.
- The board can get independent, professional advice in areas such as governance, the law and finance.
- The Board carries out an annual Skills Audit.
- The Board has a minimum of five and a maximum of twelve Trustees.
- All new trustees are provided with an induction and key documents.
- Trustees receive ongoing support through training opportunities.
- Trustees have been requested to undertake Self Reflection using the format provided by the NCVO.

- **Investment policy** We bank our cash to obtain maximum interest payments with minimum charges, mainly through the specialist charity services provided by the Co-operative Bank, Triodos Bank, Nationwide, Charities Aid Foundation Bank (Scottish Widows), Charity Bank, and Reliance Bank. We spread our funds so that we stay under the £85,000 covered by the Financial Services Compensation Scheme. We are unwilling to invest in long term investments as our funds are comparatively small and all but working capital is granted to charities (see Reserves below).

FMS ensures that its deposits are not being invested in arms manufacture, tobacco, fast food, gambling, alcohol, fossil fuel, slavery, fracking, nuclear, pornography, and companies with a dubious human rights records.

- **Reserves Policy** Our trustees annually review the charity's reserves and after quantifying all known risks the trustees recently set a level of reserves of £150,000. This is the working capital that Festival Medical Services needs to give it time (one year) to rebuild in the event of it losing a considerable amount of activity. These reserves are freely available.

At 31 October 2023 the level of reserves held by the charity stood at £778,339 (2022: £687,386) of which £740,166 (2022: £649,558) were unrestricted funds. Of these funds £266,102 (2022: 243,902) was held as fixed assets and £14,823 (2022: £10,600) stock. This leaves £459,241 (2022: £395,056) of free reserves which are readily available. In 2024 FMS plans to make grants and donations of £180,000.



Project Harar (Ethiopia) Since 2001 Project Harar has worked in the poorest and most remote areas of Ethiopia to provide access to treatment for young patients with cleft lip and palate.

Children who live in remote areas of Ethiopia already experience food insecurities due to environmental, social, and economic factors, these difficulties are heightened for those with cleft lip and palate and these children can become dangerously undernourished. Babies are often unable to suckle and may be prone to choking, making breastfeeding a near impossible task. Without corrective surgery, not only will these children face malnourishment, they often go on to struggle with further developmental barriers, such as speech and hearing difficulties.

Funded by Festival Medical Services

3. FMS' Strategy for the future

In September 2021 we adopted a five-year strategy:

The right people

- o Recruitment and retention – attracting the right people and keeping them
- o Volunteer experience – communication, safety, fairness, facilities, opportunities

Good organisation

- o Finance – sound finances and financial probity
- o Risk management – organisational, clinical, operational
- o Information governance
- o Relationships – customers, agencies, media

Clinical and operational effectiveness

- o Operating policy
- o Clinical guidance
- o Equipment – enough of the right kit where it is needed
- o Patient safety – checking qualifications and registrations, DBS, safeguarding, infection control, complaints handling
- o Quality assurance – learning from what happens
- o Training and refreshers

Well-managed charitable activities

- o Project management – assessment and monitoring
- o Fund raising
- o Participation - opportunities for member involvement



WOMAD Festival was founded in 1980. WOMAD Festivals have travelled all over the world, bringing artists to 27 countries and entertaining over one million people

Medical Cover in UK provided by Festival Medical Services

4. FMS' Grants and Donations in 2023

Charity/Project	Purpose of Grant/Donation		Grant	Progress in 2023
Ethiopian Prolapse Project	Item	£	£10,238	This funding contributed to the costs of local staff members and start the surgery preparation program. The work will continue in 2024.
	New Staff Members	2,559.38		
	Medicines	6,288.75		
	Laboratory Testing	1,389.37		
	Total	10,237.50		
Joliba Trust	Support the training programme for 106 Birth Attendants in 53 villages and 16 hamlets in the districts of Wadouba and Kendé on the Dogon Plateau of Bandiagara in Central Mali.		£12,149	110 Birth Attendants trained.
Anchor of Hope	Provide solar power electricity to a Prenatal Nourishment Center, Haiti.		£8,388	Solar panels are all complete and working. There was \$2,000 left and FMS agreed that they use this to buy an ultrasound probe to plug into a mobile phone.
Project Harar	<ol style="list-style-type: none"> 1. To provide access to vital surgery and treatment for 100 children affected by cleft lip and palate in remote and insecure living situations. 2. To provide comprehensive rehabilitation services – referring for nutritional support, speech therapists and social workers 3. To address the large 'backlog' of children waiting for treatment as a result of civil conflict and the Covid-19 pandemic . 		£15,900	115 children received surgery, and children who needed nutritional support were provided with it.

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2023
Bridge2Aid	<p>Fund a training and awareness programme in Northern Tanzania to stop the practice of Oral Mutilation in children.</p> <p>If infants suffer from sickness or diarrhea when they are developing their first set of teeth, traditional healers often diagnose the growing teeth as the cause of the illness. They call these plastic teeth (due to their softness). The 'treatment' (Infant Oral Mutilation) is to remove the growing canine teeth without the use of anesthetic – and usually with unsterilised, improvised implements. This is extremely painful, dangerous and can be fatal.</p>	£24,750	<p>864 local community members trained. Post training results show:</p> <ul style="list-style-type: none"> • a significant decrease of associating childhood illness with the plastic teeth myth and need for treatment from 63% to 6% • an increase from 27% to 91% saying there is no illness caused by what is known as plastic teeth myth.
Akamba Aid Fund	Fund an operating theatre in Kenya.	£12,820	Operating Theatre now functioning with kit that FMS funded. Please see photo at foot of this table.
North East Wales Search and Rescue	Purchase of full body trainer and trauma manikin moulage kit.	£3,552	FMS purchased on behalf of North East Wales Search and Rescue with input from a FMS member.
Partnership Overseas Network Trust	Provide a Tuk Tuk Ambulance in Eastern Uganda	£7,800	An engineering team is going to Uganda to add the finishing touches in Mid-February 2024. They are looking to hand over to the District Director of Health when the team arrives on 27th February, when it will then become operational. Please see photo at the foot of this table.

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2023
Move the Mind	Contribution to the cost of an animal stable/barn project near Bath, England.	£10,000	Full planning permission received in January 2024 for the new stable block and the work begins in April 2024 (weather permitting) They have raised £32,000 (as at January 2024) in total and only need another £6,000.
Tossing a Star Fish	Funding approved for a water well in Marhatsara, Madagascar.	£5,000	Tossing a Star Fish is waiting for its partner organisation Feedback Madagascar to access the site and do test drilling to establish the quality of the water to ensure that it is safe to drink. Unfortunately it is held up by weather conditions as it is in a very remote site which is difficult to access in wet conditions.
RE:ACT	Donation to assist in the rescue work following the earthquakes in Morocco and Turkey/Syria.	£20,000	
Mines Advisory Group	Training medics to work with demining teams and procure essential medical equipment for Ukraine.	£9,500	Training is progressing and teams have been deployed.
Matt Carapiet Trust	Part fund a fresh water scheme providing potable water to two remote villages in Langtang region of Nepal.	£10,000	

Charity/Project	Purpose of Grant/Donation			Grant	Progress in 2023
Equal Aqua Uganda	Nancy School for the Deaf Project	Units	Price £	£4,498	This has provided wash facilities and training for the 396 students at Nancy School for the Deaf in Northern Uganda. The main phase of the programme has been completed with two latrines with disabled access and a 10,000-rainwater harvesting tank using 'ecobricks' (upcycled drinks bottles) thereby also tackling the issue of plastic pollution in Uganda.
	Ecobricks Water Tank 10,000 Litre	1	1000		
	Latrine (2x4 stands, 1 disability stand, urinals, wash basin)	1	3242		
	Viva Purifaaya Ceramic Water Filters	4	256		
	TOTAL		4498		
	Kyaka II Refugee Settlement- 2 Schools	Units	Price £	£9,595	Work completed. Please see https://www.youtube.com/watch?v=1h0x8DDZG0
	ISSb & Eco brick Latrines (2x5 stands)	2	6484.00		
	Eco brick Water Tank 10,000 litre	2	2000.00		
	Viva Purifaaya Ceramic Water Filters	4	256.00		
	WASH and ISSB educational workshops	4	427.36		
	Menstrual Hygiene Management courses	4	427.36		
TOTAL		9594.72			
St Peters Lifeline	Purchase equipment for clinic which treats disabled children in remote tribal Kenya.			£5,239	Equipment purchased and in use.
Vanuatu Physio	Two therapeutic ultrasound machines, and interferential machine and two TENs machines, and training.			£5,000	Awaiting Bank Details from Vanuatu Physio in order to pay the grant (as at 15 Jan 24).

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2023	
Tulsi Trust		£16,540	<ul style="list-style-type: none"> • 588 patients treated under the Tribal Health Care programme. • 1042 Medical Camps patients treated. • Mother and baby camps held throughout the year, where medicine, tonics, health advice, and health checks are available to pregnant women, mothers, and young children. Pregnancies have been monitored and given after care to 41 mothers and their new-born. Mothers have been taken to hospital for deliveries and monitored the newborn babies for some months after birth. Checks are carried out, and medicine distributed with nutritional tonics as necessary. • School visits have taken place and students have engaged in a number of common health issues. • The Women and Girls Health Programme has been delivered by running camps particularly focused on women's health and hygiene. 	
	Tribal Health care			£2,400
	Medical Camps			£2,400
	Mother and Baby Programme			£1,700
	Referral Outreach Hospital			£8,100
	School Health Education Visits			£590
	Woman and Girls Health Programme			£1,350
Total	£16,540			
International Health Partners	Increase access to lifesaving medicines in Zanzibar.	£10,000	The FMS donation has contributed overall to enable IHP to treat 49,088 patients.	

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2023
Lalibela	Eye surgery expenses and health post refurbishment in Ethiopia.	£17,500	<p>Lalibela has completed the restoration of 6 of the damaged Health Posts. The remaining 4 are all in Bugna Woreda, which is still in a red line zone where it is deemed unsafe to work in the remote rural area. The Woreda Head of Health cannot put a date on when this will become free.</p> <p>However, Lalibela's informal partners, Create Impact (Australia), have secured funding for the construction and the community are enthusiastic and quickly agreed to provide the labour for the foundations, free of charge. This will leave only a need for new equipment, e.g. birthing couch, refrigerator, shelving etc.; all damaged by the Tigray Peoples Liberation Front.</p> <p>In the circumstances FMS agreed that the remaining funds are used to fund this equipment.</p>
	Total	£218,469	



Partnership Overseas Network Trust (PONT) relieves sickness and poverty and promotes and preserves good health in Uganda.

Tuk Tuk Ambulance funded by Festival Medical Services



Akamba Aid Fund (Kenya) focuses on three main areas:

- Provision of clean water and sanitation
- General health, including focus on eye care and women's health
- Education at Primary and Secondary level

Operating theatre funded by Festival Medical Services

FMS Grant Making Policy

FMS aims to make a real, practical difference in everything we do. Our grants demonstrate this commitment with the range of grants awarded. These are the criteria that we use:

- Applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland are preferred. Where this is not possible the Grants Committee will ensure that the project meets the same standard of reporting detail as the UK bodies require. As a Board we are responsible for the money transferred to a charity and that the money is spent in the manner agreed.
- Every such application will be considered. Our Grants Committee will look at published data about the recipient charity to satisfy itself about its financial stability and probity and ensure that the application complies with FMS policy.
- Applications from smaller charities will be given priority. FMS is itself a small charity and we believe that we have a duty to our members to ensure that every penny of the money they raise goes to the cause that we are supporting and will do the most for the most.
- The application must be focused on a specific project with a defined time frame. The timeframe should be one or two years and who is to benefit must be clearly stated. Some projects will have a natural progression but will require further application for later stages. Often the initial project is something which should ideally be funded by government and showing the project can succeed may persuade government to continue to support it.
- The project must be health or education based. Within FMS our trustees and members have many different skills which we use to help the projects that we take on.
- The project must have an element of capacity building, in other words it must leave a legacy of enduring benefit. "Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for life". Capacity building also gives a sense of ownership to the people who are running a project. Indirectly this helps to combat opportunities for corruption.
- FMS does not support funding for international or domestic airfares but may occasionally support local transport or similar where it is an integral part of a projected course. To elaborate further we would not fund travel for consultants from the UK to visit remote hospitals, but we would give consideration to supporting poor health workers travelling relatively short distances.
- Successful charities are expected to provide a five-minute video for the FMS web site demonstrating to the membership how their grant has been used, what benefits it has provided and to whom. Restrictions of time will mean that in future this may be published on our website.

- Successful applications will usually have a champion within FMS, someone who would oversee the project and may be able to visit it. We encourage members to become champions of projects so that we can receive up-to-date news on progress and ensure that the project is kept on track.
- FMS will strive to ensure a project delivers the greatest possible benefit for the sum donated. FMS members work extremely hard at festivals to raise the money that goes into providing these grants to other charities. It is only right that we take on projects that produce clearly defined benefits so that our members can be motivated to carry on with this work.
- FMS will satisfy itself that all donations are used in a nonpartisan way and take all reasonable steps to ensure these are not used to support terrorist activities as determined by the Terrorism, Counter Terrorism and Border Security Acts.

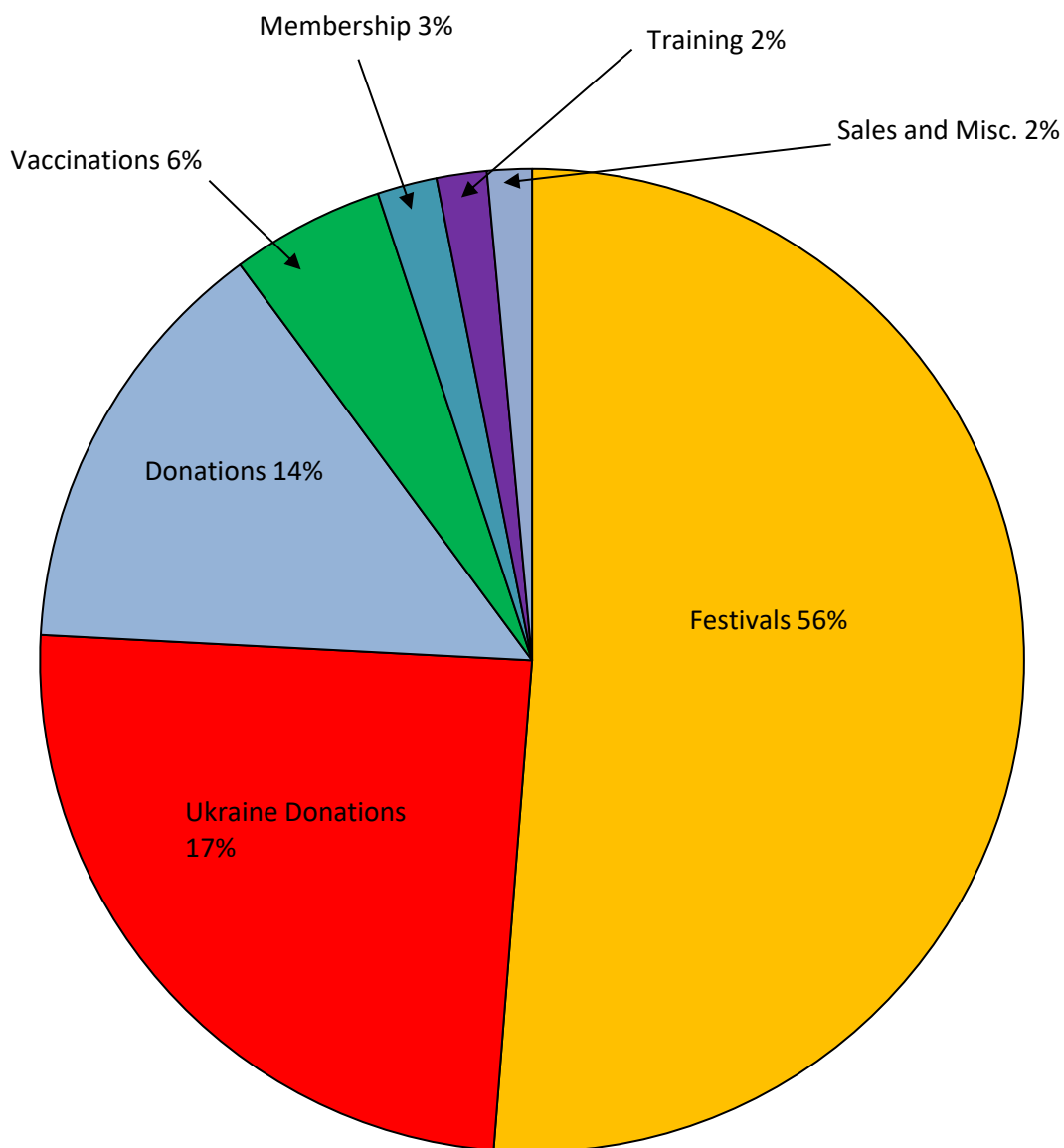


Ukraine Trauma Boxes provided by Festival Medical Services.
Boxes filled with medical supplies needed in the event of an attack

5. Financial Review of FMS

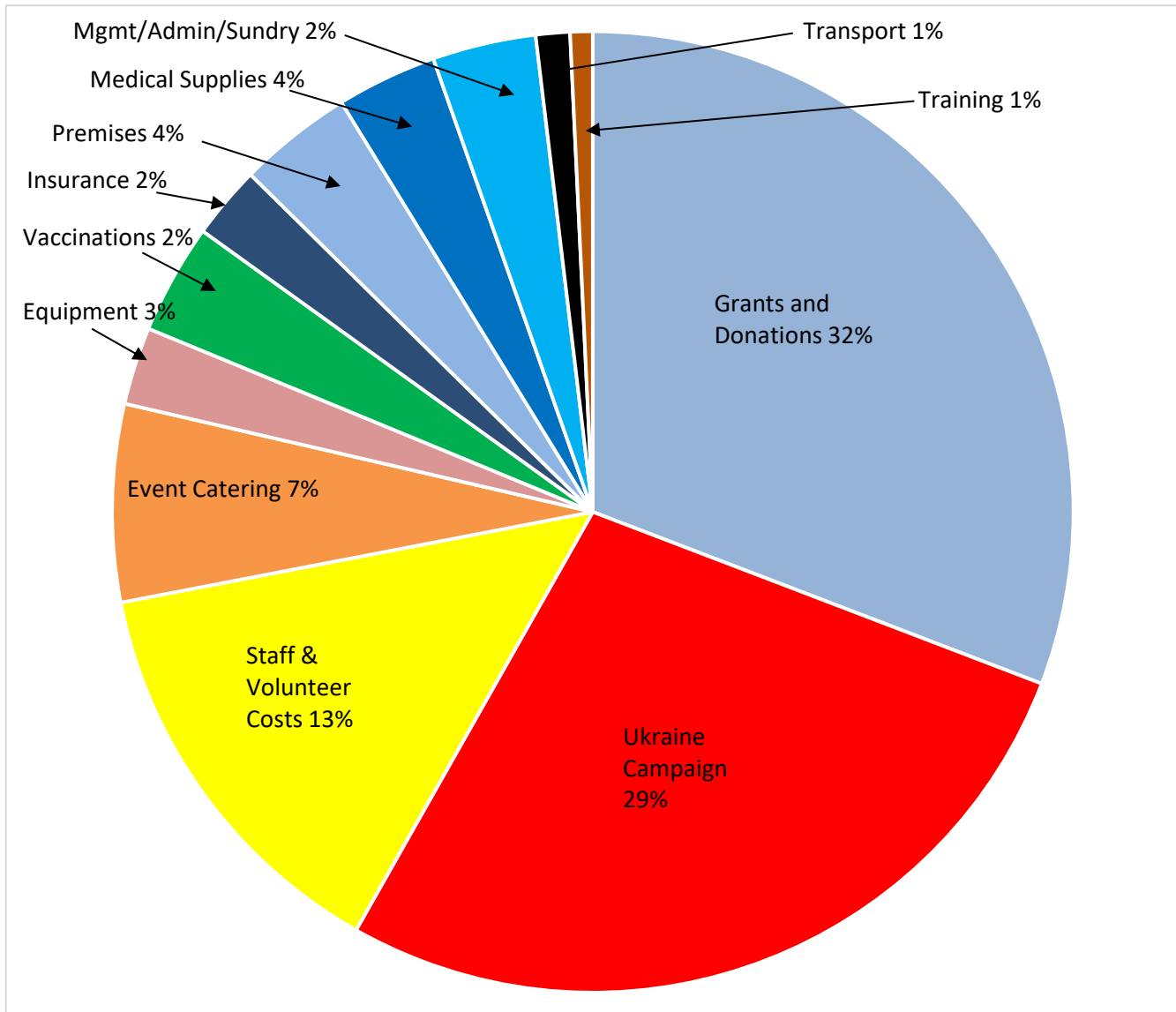
Where our income came from 2022/23

Total income for the year was £799,845 (2022: £679,744). The split of the funding sources can be seen below:



How the money was spent 2022/23

Total expenditure for the year was £708,892 (2022: £468,651). The split of the funding sources can be seen below:





The **North Somerset Show** is an agricultural show held annually in May at Wraxall, North Somerset, England. It is organised by the North Somerset Agricultural Society.

Medical Cover provided by Festival Medical Services

6. How FMS Trustees carry out their work

Patrons

Heidi Thomas
 Stephen McGann
 Annie Maw

Trustees

Our governing document is our Memorandum and Articles of Association.

Trustees for the year ending 31st October 2023:

Chris	Howes	Chief Executive Officer
Dave	Parry	Chief Operations Officer
Derek	Jenkins	Appointed March 2023
Elaine	Tomlins	Appointed March 2022
Grahame	Paine	Vice Chair Appointed
Lainey	Jewell-Moore	Appointed March 2023
Neil	Rushton	Lead for Grants
Nich	Woolf BEM	Chair
Paul	Hooton	Chief Clinical Officer
Peter	Jordan	Resigned August 2023
Phil	Barker	Resigned March 2023
Sarah	Todd	Appointed March 2023
Tony	Daniel	Resigned November 2023
Lorrae	Allford	Appointed March 2024
Nathan	Ware	Appointed March 2024

Festival Medical Services was incorporated as a company limited by guarantee on 1st June 2007 and registered as a charity on 1st June 2007 with a Memorandum and Articles as its Governing Document. It had previously been registered as an unincorporated charity on the 18 February 1998. It operates throughout England and Wales.

FMS has a “Unitary Board” comprising senior leaders and trustees.

It is not unusual for small charities to have trustees that play both a governance and executive role. Having three trustees that are ex officio senior leaders has many advantages:

- faster decision making
- shared responsibility
- clearer strategic thinking

There is scope for increasing the diversity of the Board at each annual election. We are introducing equality monitoring to enable the FMS Board to reflect our membership and patients.

- Gender: FMS as a whole has 56% female membership. Female Membership of the Board is 30%.
- Ethnicity: The events that FMS covers do not at present publish ethnicity data. FMS is keen to represent the UK population in our membership.
- Disability: Equality monitoring will enable FMS to assess and provide help for disabled members. At a clinical level we are actively engaged with promoters to provide facilities for people with disabilities.
- Age: Currently the average age of FMS Trustees is 63 years. FMS aims to reduce this figure over time.



Glastonbury Festival Organiser Emily Eavis welcoming festivalgoers as she opens the gates on the Wednesday before the Glastonbury Festival.

Medical Cover provided by Festival Medical Services

FMS Trustee Board Meetings

March Board Meeting

- Management Accounts
- Cash Flow Statement
- Salary Reviews
- Festival Financial Analysis
- Grants
- Approve TAR
- ESG Review
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governance reports

January Board Meeting

- Grants
- Management Accounts
- Cash Flow Statement
- Trustee Skills Audit Analysis
- SLT Report
- Strategic Plan Progress



May Board Meeting

- Approve Financial Statements
- Grants
- Management Accounts
- Cash flow Statement
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governance reports

October Board Meeting

- Management Accounts
- Cash Flow Statement
- Grants
- Appt. of Independent Examiner
- Approve Budget
- Reserves Policy
- Strategic Plan Progress
- Risk Register Performance
- SLT Report
- Governing Document Review
- Financial Procedures Manual Review

Occasionally Trustees provide paid cover at events. In doing this the Trustees are satisfied that it is in the interests of the Charity on some occasions, Trustees have the same access to paid roles as the rest of the membership. In reaching this decision the Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. This decision is reached on the understanding that the majority of the Trustees in office will receive no such payments.

Trustees receive no remuneration for their work as Trustees. The role of Chief Operating Officer is currently a part paid one. The current COO is both a paid employee of the charity and a Trustee. The Board has decided that it is in the interests of the charity for him to continue in both roles. In reaching this decision Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. Also, this decision was reached on the understanding that the majority of the Trustees in office will have no such paid positions.

FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete a Conflict-of-Interest Form declaring any potential interest.



Oktoberfest began in 1810 to celebrate the marriage of Prince Ludwig to Princess Therese of Saxe-Hildburghausen. The royal newlyweds deemed the party so great that they wanted to repeat it every year and so Oktoberfest has been celebrated in Munich every fall since then. Today, Oktoberfests are held in many countries.

Medical Cover in UK provided by Festival Medical Services

Management and Administration

We have a headquarters and stores at Somerton, where we train staff, store medical supplies and ambulances. Most of our work is done from home. Most meetings are now by video call.

The Managers are led by a Senior Leadership Team.

Delivery is organised by Managers and Team Leaders who:

- Are appointed by the Senior Leadership Team with advice from members.

- Coordinate teams between and at events
- Disseminate information from Senior Leadership Team
- Recruit staff and check qualifications
- Manage rotas.

Senior Leadership Team

Chief Executive Officer	Head of Human Resources & Organisational Development
Chief Operating Officer	Senior Manager (Medical Centres)
Chief Finance Officer	Senior Manager (Responder Team)
Chief Clinical Officer	Operations Manager

Management and Administration Staff

Chief Operating Officer	Communications & Finance Officer
Membership Administrator	Warehouse Supervisor

Managers

Clinical Governance Manager	IT & Administration Manager
Patient Safety Manager & Caldicott Guardian	Training & Development Manager
Medical Communications Manager	Health & Safety Manager
Support Team Manager	Information Governance Manager

Teams

Medical Centre Teams	Responder Teams
Doctors	Recruitment administration
Nurses	First Responders
Dentists	Cycle Responders
Mental Health	Stages
Pharmacy	Ambulance and Paramedics
Physiotherapy	Small Events
Podiatry	
Imaging	Patient Safety Team
Porters	Incidents and Complaints
Clinical Governance Teams	Medical Communications Team
Safeguarding	
Infection Control	Operations Teams
CQC Preparedness	Warehouse
	Logistics and Procurement
Support Teams	Transport
Production	Fleet
Campsite	Accreditation
Bar	Emergency Preparedness, Resilience and Response
	Event Liaison
Administration & IT Team	Duty Ops
Training Team	
	Media Liaison Team
Marketing & Fundraising Team	Social media
Volunteer Wellbeing Team	



Lalibela Trust is a UK registered charity which works to improve health, education, and drinking water through the construction of health posts, classrooms, and clean water projects in Amhara Region, Northern Ethiopia.

Funded by Festival Medical Services

10. Reference and administrative details of the charity, its trustees, and advisers

Festival Medical Services (known as FMS) is a registered Charity and Company limited by guarantee. Our Registered Charity Number is 1124695 (England and Wales) and our Company Registration Number is 6265957.

Independent Examiner:

A C Mole LLP
Stafford House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Registered Office:

Festival Medical Services
Unit 17,
Canvin Court,
Somerton Business Park,
Somerton,
Somerset, TA11 6SB

Bankers

The Charity Bank Limited,
Fosse House,
182 High Street,
Tonbridge,
Kent, TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

Reliance Bank Ltd
Faith House
23-24 Lovat Lane
London
EC3R 8EB

Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

11. Declarations

Statement of trustees' responsibilities

The trustees (who are also directors of Festival Medical Services for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

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

The trustees 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.

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Nich Woolf BEM	Phil Barker
Position (for example Secretary, Chair, etc)	Chair	Company Secretary
Date		

FESTIVAL MEDICAL SERVICES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FESTIVAL MEDICAL SERVICES

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 October 2023, which are set out on pages 33 to 45.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Sarah Twist FCA DChA
Chartered Accountant
A C Mole LLP
Stafford House Blackbrook Park Avenue
Taunton Somerset TA1 2PX

_____2024

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2023

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income					
Donations and Grants	2	295,592	13,479	309,071	206,505
Income from Other Trading Activities	3	-	33,332	33,332	47,985
Income from Charitable Activities	4	-	452,390	452,390	416,363
Other Income	6	-	801	801	8,042
Investment Income	5	-	4,251	4,251	849
		_____	_____	_____	_____
TOTAL INCOME		295,592	504,253	799,845	679,744
		_____	_____	_____	_____
Expenditure					
Costs of Raising Funds Festival tickets		-	10,024	10,024	15,667
Expenditure on Charitable Activities	7	284,632	414,236	698,868	452,984
		_____	_____	_____	_____
TOTAL EXPENDITURE		284,632	424,260	708,892	468,651
		_____	_____	_____	_____
Net income for the year		10,960	79,993	90,953	211,093
Transfers		(10,615)	10,615	-	-
		_____	_____	_____	_____
Net movement in funds		345	90,608	90,953	211,093
Reconciliation of Funds:					
Total funds brought forward		37,828	649,558	687,386	476,293
		_____	_____	_____	_____
Total funds carried forward		38,173	740,166	778,339	687,386
		=====	=====	=====	=====

The notes on pages 36 to 45 form part of these financial statements.

BALANCE SHEET AS AT 31 OCTOBER 2023

	Note	2023	2022
		£	£
FIXED ASSETS			
Tangible Assets	8	266,102	244,447
		<u>266,102</u>	<u>244,447</u>
CURRENT ASSETS			
Stock	7	14,823	10,600
Debtors & Prepayments	11	12,792	30,772
Cash at Bank and in Hand		503,068	421,558
		<u>530,683</u>	<u>462,930</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	12	18,446	19,991
		<u>512,237</u>	<u>442,939</u>
NET CURRENT ASSETS			
		<u>778,339</u>	<u>687,386</u>
TOTAL NET ASSETS			
		<u>778,339</u>	<u>687,386</u>
THE FUNDS OF THE CHARITY			
Unrestricted Funds	14	740,166	649,558
Restricted Funds	14	38,173	37,828
		<u>778,339</u>	<u>687,386</u>
TOTAL CHARITY FUNDS			
		<u>778,339</u>	<u>687,386</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions of part 15 of the Companies Act 2006 relating to small companies regime.

The accounts were approved by the trustees and signed on their behalf by:

..... Trustee
N Woolf BEM - Chair of Trustees

..... 2024

The notes on pages 36 to 45 form part of these financial statements

CONSOLIDATED STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 OCTOBER 2023

	Note	2023		2022	
		£	£	£	£
Cashflows from operating activities					
Net cash from operating activities			110,478		211,603
Cashflows from investing activities					
Interest income	5	4,251		849	
Purchase of fixed assets		(39,718)		(237,599)	
Proceeds from sale of fixed assets		6,499		4,500	
Net cash provided by investing activities			(28,968)		(232,250)
Change in cash and cash equivalents in the reporting period			81,510		(20,647)
Cash and cash equivalents at the beginning of the reporting period			421,558		442,205
Cash and cash equivalents at the end of the reporting period			503,068		421,558

Reconciliation of net income to net cashflow from operating activities

Net income for the year as per Statement of Financial Activities		90,953		211,093	
Adjustments for:					
Depreciation charges		16,797		13,622	
Profit on disposal of fixed assets		(5,233)		(2,118)	
Impairment of fixed asset investment		-		1	
Investment income		(4,251)		(849)	
(Increase) in stock		(4,223)		(4,600)	
Decrease/(Increase) in debtors		17,980		(393)	
(Decrease) in creditors		(1,545)		(5,153)	
			110,478		211,603

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023

1 ACCOUNTING POLICIES

(i) Charitable company status

The charity is a company limited by guarantee and does not have any share capital. The liability of the guarantors, who are the members is limited to £10 per guarantor. At 31 October 2023 the charity had 1,341 members. The company is registered in England and Wales. The registered office Unit 17 Canvin Court, Bancombe Road, Somerton, Somerset, TA11 6SB.

(ii) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention. 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) (effective 1 January 2019) - (Charities SORP (FRS102) second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(iii) Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Further details of each fund are disclosed in note 14.

iv) Income Recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity been notified in writing of both the amount and settlement date. Memberships, festival income and service level agreements are recognised in the period to which it relates.

Income in the form of gifts in kind (including festival passes and equipment) are included at fair value in the statement of financial activities. Fair value is determined as the maximum sale proceeds which could be obtained by the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

v) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises those costs incurred by the charity in delivery of its activities and service for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Governance costs are included within support costs and comprise all costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of charity.

vi) Fixed Assets

Only items with a value greater than £1,000 are treated as tangible fixed assets. Items below this value are written off in the year they are acquired.

Depreciation on fixed assets has been provided at the following rates

Freehold Property	2%	Straight Line
Motor Vehicles	25%	Reducing balance
Equipment	25%, 20% & 10%	Straight Line

vii) Fixed Asset Investments

Investments in subsidiary undertakings are included in the Balance Sheet at cost less impairment.

viii) Stock

Stock is valued at the lower of cost and net realisable value.

ix) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits and other short-term highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

x) Financial Instruments

The charity only has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

xi) Critical Accounting Estimates and Judgements

The preparation of the financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

xi) Critical Accounting Estimates and Judgements - continued

The resulting accounting estimates will, by definition seldom equal the related actual results. The trustees are of the opinion that there were no estimates or assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

xii) Volunteer Reimbursements

FMS makes a contribution to volunteers costs which is below actual costs incurred and is therefore a reimbursement. HMRC has confirmed that "If there is no office or employment, it follows that the reimbursement of any expenses incurred by voluntary workers in doing the work of the organisation will not give rise to a tax liability."

xiii) Donated Services

In accordance with the Charities SORP (FRS102), any unpaid volunteer time is not recognised in the financial statements.

2 DONATIONS AND GRANTS

	Restricted £	Unrestricted £	2023 £
Donations	9,000	13,479	22,479
Glastonbury Festival	90,000	-	90,000
Ukraine Campaign	196,592	-	196,592
	<u>295,592</u>	<u>13,479</u>	<u>309,071</u>
	<u><u>295,592</u></u>	<u><u>13,479</u></u>	<u><u>309,071</u></u>
	Restricted £	Unrestricted £	2022 £
Donations	-	9,917	9,917
Covid 19 Grants	-	688	688
Glastonbury Festival	80,093	-	80,093
Ukraine Campaign	115,807	-	115,807
	<u>195,900</u>	<u>10,605</u>	<u>206,505</u>
	<u><u>195,900</u></u>	<u><u>10,605</u></u>	<u><u>206,505</u></u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

3 INCOME FROM OTHER TRADING ACTIVITIES	2023	2022
	£	£
Sale of guest passes	10,024	22,171
Hire Income	900	250
Other from trading activities	1,543	6,553
Electrical hook ups	4,245	5,628
Food and bar takings	4,277	3,729
Facilities fees	12,343	9,654
	————	————
	33,332	47,985
	=====	=====
 4 INCOME FROM CHARITABLE ACTIVITIES		
	2023	2022
	£	£
Events	383,252	329,461
Membership*	15,685	17,975
Training	13,158	16,256
Covid 19 Vaccination Programme	40,295	52,671
	————	————
	452,390	416,363
	=====	=====

Income from Events includes £10,024 (2022: £22,171) of gifts in kind.

*MEMBERSHIP INCOME

All members apply through the FMS website, and team coordinators are responsible for their team selection. Once selected, applicants will be emailed welcoming them to FMS and requested £25 for a three-year membership. Teams are split between patient and non-patient facing teams. All members who are patient facing must have a current enhanced DBS disclosure for Adult and Child Workforce and their membership will not be finalised until a valid DBS certificate has been received. All non patient facing applicants must supply two forms of identification as proof of identity and residency before membership is completed. Full details can be found on the FMS website under 'Membership' or by emailing membership@festival-medical.org.

5 INVESTMENT INCOME	2023	2022
	£	£
Bank Interest	4,251	849
	————	————
	4,251	849
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

6 OTHER INCOME

Other income includes £Nil from the sale of shipping containers (2022 - £6,750).

7 EXPENDITURE ON CHARITABLE ACTIVITIES	2023 £	2022 £
Opening Stock	10,600	6,000
Closing Stock	(14,823)	(10,600)
Medicines and Dressings	23,935	29,325
Small Equipment Purchases	15,677	6,316
Equipment	5,596	10,066
Insurance and Fees	17,387	22,888
Volunteer Expenses and Reimbursements	1,452	4,582
Volunteer Catering and Facilities *	53,084	48,751
Wages	52,558	49,483
Telephone	1,941	1,779
Transport	11,494	10,886
Postage, Stationery, Website, IT and Software	7,162	7,790
Grants	218,469	90,001
Rent	1,972	14,970
Premises Costs	25,186	6,271
Sundries	4,595	1,842
Depreciation	16,797	13,622
Profit on Disposal of Vehicles	(5,233)	(2,496)
Loss on Disposal of Equipment	-	378
Impairment of investments	-	1
Bank Charges	628	542
Training	6,889	7,239
Payroll Services	282	1,000
Independent Examiner's Fees	2,040	1,577
Trustee Meeting Travel Expenses	4,087	942
Medical Cover	15,426	6,864
Professional Fees	1,146	3,387
Bad Debt	179	-
Covid 19 Vaccination Programme	26,263	39,431
Ukraine Campaign Expenditure	194,079	80,147
	-----	-----
	698,868	452,984
	=====	=====

*Volunteer Catering and Facilities: Festival Medical Services provides food and beverages for those working at events. Charges are made to those volunteers not on duty. This has been found to be the most efficient way of providing good quality food for volunteers at events.

In 2023 there was £284,632 (2022: £161,328) of restricted expenditure of which £553 (2022: £1,088) related to depreciation, £194,079 (2022: £80,147) Ukraine campaign expenditure and £90,000 (2022: £80,093) grant expenditure.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

8 TANGIBLE FIXED ASSETS

	Freehold Property £	Equipment £	Motor Vehicles £	Total £
Cost				
1 November 2022	201,165	48,788	88,785	338,738
Additions	-	20,468	19,250	39,718
Disposals	-	-	(9,495)	(9,495)
	_____	_____	_____	_____
31 October 2023	201,165	69,256	98,540	368,961
	_____	_____	_____	_____
Depreciation				
1 November 2022	4,023	28,046	62,222	94,291
Charge for the Year	4,023	5,475	7,299	16,797
Eliminated on Disposal	-	-	(8,229)	(8,229)
	_____	_____	_____	_____
31 October 2023	8,046	33,521	61,292	102,859
	_____	_____	_____	_____
Net book value				
31 October 2023	193,119	35,735	37,248	266,102
	_____	_____	_____	_____
31 October 2022	197,142	20,742	26,563	244,447
	_____	_____	_____	_____

9 TRUSTEE EXPENSES AND REMUNERATION

Remuneration of £24,458 (2022: £23,028) was paid to the Trustee D Parry during the year for his role as Chief Operating Officer. The Charity's Memorandum of Association includes a provision giving legal authority to make the payment. No remuneration has been paid to, or on behalf of any other trustees (2022: Nil).

During the year £3,161 (2022: £843) was reimbursed to three (2022: two) Trustees for travel expenses and £142 (2022: £1,183) to one (2022: two) trustee for other expenses. At the year-end £7,404 (2022: £453) was owed to a trustee and £0 (2022: £51) was due back from a trustee with regards to expenses incurred on behalf of the charity.

10 INDEPENDENT EXAMINER'S FEES

	2023 £	2022 £
Independent Examination and Accountancy	2,040	1,577
Payroll Services	282	1,000
	_____	_____
	2,322	2,577
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

11	DEBTORS	2023	2022
		£	£
	Trade Debtors	8,364	19,945
	Prepayments	2,429	8,399
	Other Debtors	1,999	2,428
		—————	—————
		12,792	30,772
		=====	=====
12	CREDITORS	2023	2022
		£	£
	Amounts falling due within one year:-		
	Trade Creditors	9,778	12,126
	Accountancy	2,250	2,316
	PAYE/NIC	918	762
	Deferred income	500	4,787
	Grant Commitments	5,000	-
		—————	—————
		18,446	19,991
		=====	=====

13 STAFF NUMBERS AND COSTS

The average number of staff employed during the year was: 4 (2022: 4)

The aggregate payroll costs were as follows:	2023	2022
	£	£
Wages & salaries	52,558	49,483
	=====	=====

There were no employees with emoluments above £60,000 in the period (2022: Nil).

The charity considers its key management personnel to comprise the Trustees and the Senior Leadership Team. The Chief Operating Officer is the only paid Senior Leader with a remuneration of £24,458 (2022: £23,028).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

14 STATEMENT OF FUNDS

	Balance as at 31 October 2022 £	Income £	Expenditure £	Transfers £	Balance as at 31 October 2023 £
Unrestricted funds	649,558	504,253	(424,260)	10,615	740,166
Restricted funds:					
Bikes	2,168	-	(553)	(1,615)	-
Glastonbury Festival	-	90,000	(90,000)	-	-
Ukraine Campaign	35,660	106,592	(104,079)	-	38,173
Skoda	-	5,000	-	(5,000)	-
Ukraine Tolkien Trust	-	90,000	(90,000)	-	-
Van	-	4,000	-	(4,000)	-
Total Restricted Funds	37,828	295,592	(284,632)	(10,615)	38,173

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals. The funds have been fully spent, fulfilling the conditions of the grant. The transfer to unrestricted funds represents the net book value of purchased bikes.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

The Ukraine Campaign restricted fund represents income and expenditure relating to medical support for Ukraine in the ongoing conflict.

The Skoda and Van funds represent donations received for specific asset purchases. These assets have been purchased fulfilling the conditions of the grants. The transfer to unrestricted funds represents the portion of the net book value purchased with the restricted donation.

Ukraine, Tolkien Trust made a grant for the purchase of specialist haemostatic trauma dressings. These dressings interact with blood to promote blood clotting and are essential to saving lives in severe trauma, especially in war zones.

Represented by:	Unrestricted Funds £	Restricted Funds £
Fixed Assets	266,102	-
Stock	14,823	-
Debtors and Prepayments	12,792	-
Cash at bank and in hand	464,895	38,173
Creditors	(18,446)	-
At 31 October 2023	740,166	38,173

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

15 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2022

	Balance as at 31 October 2021 £	Income £	Expenditure £	Balance as at 31 October 2022 £
Unrestricted Funds	473,037	483,844	(307,323)	649,558
Restricted Funds:				
Bikes	2,762	-	(594)	2,168
Defibrillators	494	-	(494)	-
Glastonbury Festival	-	80,093	(80,093)	-
Ukraine Campaign	-	115,807	(80,147)	35,660
Total Restricted Funds	3,256	195,900	(161,328)	37,828

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals, however, only £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	243,902	545
Stock	10,600	-
Debtors and Prepayments	30,772	-
Cash at bank and in hand	384,275	37,283
Creditors	(19,991)	-
At 31 October 2022	649,558	37,828

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2023 – Continued

16 RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2022: None).

17 STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2022

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	2022 £
Income			
Donations and Grants	195,900	10,605	206,505
Income and Other Trading Activities	-	47,985	47,985
Income from Charitable Activities	-	416,363	416,363
Other Income	-	8,042	8,042
Investment Income	-	849	849
	<hr/>	<hr/>	<hr/>
TOTAL INCOME	195,900	483,844	679,744
	<hr/>	<hr/>	<hr/>
Expenditure			
Costs of Raising Funds			
Festival tickets	-	15,667	15,667
Expenditure on Charitable Activities	161,328	291,656	452,984
	<hr/>	<hr/>	<hr/>
TOTAL EXPENDITURE	161,328	307,323	468,651
	<hr/>	<hr/>	<hr/>
Net income for the year	34,572	176,521	211,093
Reconciliation of funds:			
Total funds brought forward	3,256	473,037	476,293
	<hr/>	<hr/>	<hr/>
Total funds carried forward	37,828	649,558	687,386
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

FESTIVAL MEDICAL SERVICES

England & Wales - Charity number 1124695

Accounts

Registered Charity No: 1124695
(England and Wales)

Company No: 6265957



Trustees' Annual Report and Unaudited Financial Statements

For the year ended 31st October 2022

Festival Medical Services

Mission: Professional event healthcare supporting charities worldwide

Vision: Best possible medical care at UK events and health-related charities
making a difference around the world

Core values:

- We care for People
- We have Big Hearts
- We care for your welfare
- We are innovators



1. Introduction by Chair of Trustees

2022 has been a remarkable year for FMS and we thank all our supporters for their help achieving this, especially:

- Those assisting with the Vaccination Programme who have gone above and beyond during the year and continue to do so.
- The tremendous efforts of those that planned for and gave their skills and time at festivals.
- Those that have bent over backwards to get our new premises ready for use.
- Those involved in putting together the Trauma Boxes to Ukraine

We are now the proud owners of our own HQ in Somerton, which we own outright. The building will be officially opened later in 2023 by our new patron Annie Maw. We have been sending trauma boxes of lifesaving medical kit to Ukraine since February 2022. Each box costs around £300 - £400, along with hundreds of individual first aid kits. We are extremely proud of our efforts and will continue to send out our Trauma Boxes as long as funds are donated.

After lockdown, FMS re started its grant making. Grants and donations totaling £90k have been made in 2022. Our plans are to award grants/donations of up to £140k in 2023. With the worldwide increase in hunger, we are now making emergency donations to prevent starvation.

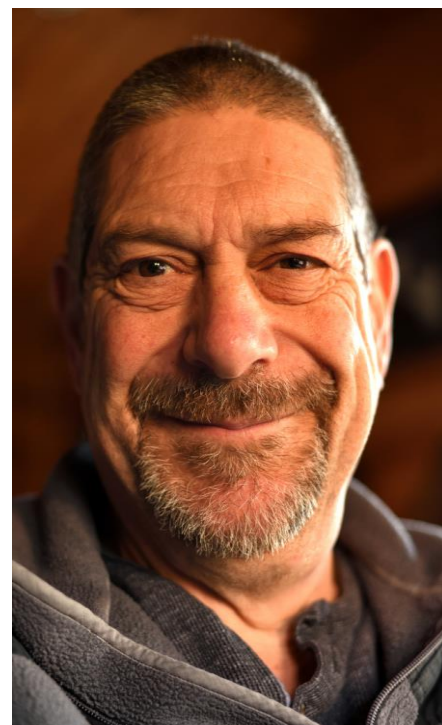
We have been presented with two awards in 2022:

- At the Glastonbury Festival 2022 we were awarded the Queen's Award for Voluntary Service – which is the highest award given to voluntary groups.
- Our founder, Chris Howes, was presented with a Lifetime Achievement Award by the National Outdoor Events Association, in recognition of his long association with the industry and the role of FMS in helping raise the standard of medical care at events.

Chris said: "This award is for the whole of FMS and along with the Queen's Award for Voluntary Service further national recognition of our standing as one of the leading event medical providers in the UK."

We give a warm welcome to new trustees Grahame Paine, Elaine Tomlins, and Lainie Jewell-Moore.

We also welcome Annie Maw as our new Patron. Many will remember Annie as the former Lord Lieutenant of Somerset. Annie joins our two existing patrons Heidi Thomas and Stephen McGann from "Call the Midwife" fame.



During the year Cara Chapman, Will Green and Alex Layard left the Board. We are indebted to Cara, Will and Alex for the high level of skills that they brought to our work.

We also said goodbye to our previous Chair, Mike O'Connor. Mike had been a trustee since 2009 and was appointed chair in 2015. We are indebted to Mike for his inspirational leadership and steady steer.

Nich Woolf BEM
Chair of FMS Trustees

2. Festival Medical Services (FMS)

Festival Medical Services (FMS) is a charity that provides doctors, nurses, paramedics, first responders and other trained medical and administrative personnel to music festivals and outdoor events throughout the UK. Additionally, we award grants to charities, in the UK and worldwide, that make a real difference to the lives of people.

We provide a full range of medical services to minimise the number of patients sent to hospital.



Our volunteers give their services free of charge to benefit the charity's work at festivals and provision of grants.

We support medical staff worldwide who want to help others, by training and improving practices in less fortunate parts of the world.

Our charity makes significant use of volunteers, and it is extremely grateful to all those that have given their time, skills, given up holidays and weekends to assist. In 2022 this amounted to a total of 25,000 hours which our volunteers spent on medical care duty at events or duties associated with events. Additionally, there was time spent by our Coordinators and Managers in managing this effort, and Trustees with steering the charity. These totalled 31,500 hours.

In addition to the voluntary hours our members have supported the roll out of the national vaccination programme. This amounted to 1,400 hours in 2022.

FMS' New HQ

FMS moved into its new HQ in Somerton on 30 November 2022 – which it owns outright. It has a large garage on the ground floor, with room to keep all our vehicles under cover, an upstairs storage area, accessed by a goods lift and a small mezzanine – it's perfect for FMS' needs. FMS is immensely grateful for the support that it received in bringing the building into use which involved:

- Removal of the third floor
- Construction of a New Records Office and IT Store
- Installing a goods lift so that cages can be moved between floors
- Upgrading electrics
- Installing a mezzanine floor
- Redecoration

Special thanks go to construction companies Bouygues and Marcon and members Mark Wayment Will Irvine for the tireless work in installing and upgrading electrics

3. FMS' plans for the future

- Principally FMS will focus on its Objects of providing medical cover at events, supporting its staff in upskilling, and supporting worthy causes

- We will continue to support the roll out of vaccinations in the UK, and assist, wherever its capacity allows, help the NHS

- We will continue to support the people of Ukraine by supplying Trauma Boxes to clinicians working in war torn areas

- In September 2021 we adopted a five-year strategy which we will continue to develop a strategy based on the following four principles:

- **The right people**

- Recruitment and retention – attracting the right people and keeping them
- Volunteer experience – communication, safety, fairness, facilities, opportunities

- **Good organisation**

- Finance – sound finances and financial probity
- Risk management – organisational, clinical, operational
- Information governance
- Relationships – customers, agencies, media

- **Clinical and operational effectiveness**

- Operating policy
- Clinical guidance
- Equipment – enough of the right kit where it is needed
- Patient safety – checking qualifications and registrations, DBS, safeguarding, infection control, complaints handling
- Quality assurance – learning from what happens
- Training and refreshers



WOMAD Festival was founded in 1980. WOMAD Festivals have travelled all over the world, bringing artists to 27 countries and entertaining over one million people

Medical Cover in UK provided by Festival Medical Services

- **Well-managed charitable activities**

- Project management – assessment and monitoring
 - Fund raising
 - Participation - opportunities for member involvement
- Our cash flow projections indicate that we will be able continue awarding grants at existing high levels. This is good news for the charities that we support.
 - Our training division will continue to train and accredit our volunteers. This will help maintain the high level of medical care at events and ensure a consistent high standard. Many of the courses have now moved online which reduces the students and tutor’s travel
 - We have identified where there are skills gaps on the Board, and we are attempting to fill those gaps. There will be a biannual Trustee Skills Audit
 - We are working on an Equalities, Diversity, and Inclusivity Action Plan which will:
 - Meet our legal responsibilities
 - Appoint an EDI Lead
 - Agree a timetable of implementation
 - Support and encourage EDI throughout FMS
 - Ensure that all policies and decisions have EDI considerations
 - Re draft the FMS Strategy to include EDI
 - Include EDI as part of all training
 - Advertise widely for Board Members
 - Continue to assess risk and monitor our risk management work
 - Climate Impact: We have calculated our Carbon Footprint and are making attempts to reduce its size.



UNICEF Goodwill Ambassador Priyanka Chopra Jonas meets 2-year-old Apolo Lokai who is being treated for malnutrition with a sachet of ready-to-use therapeutic food (RUTF).

Escalated by the war in Ukraine, the relentless drought, and soaring food prices, crisis is building and children in East Africa are caught in the middle.

Festival Medical Services donated £20,000 to help protect the children of East Africa

4. FMS' Impact

FMS draws upon the following resources to do its work:

- Volunteers selected from a membership of 1,400 clinical practitioners and support staff.
- FMS has its own Training Division and offers a comprehensive portfolio of medical training courses including FREC responder training, CPD events for clinical professionals, and life support/first aid.
- FMS is equipped with ambulances, medicines, and medical supplies and equipment.
- It makes an impact by improving the life chances of those in deprived parts of the world.
- It can assist the NHS in rolling out its vaccination programme.
- It applies its skills in preparing Trauma Boxes for clinicians working in war torn Ukraine.



Ukraine Trauma Boxes provided by Festival Medical Services.

A stark reminder that even volunteer drivers get targeted when delivering medical aid. We supplied boxes to a convoy in Ukraine which was caught up in an ariel bombardment but luckily the family delivering the boxes were in the bunker at the time.



What FMS has achieved:

By providing on-site medical care at events FMS has achieved the following:

- Early treatment of casualties preventing escalation of trauma and medical emergencies
- Prevention of casualty deterioration by treating many on site
- Reducing the impact on local health services
- Assisting event organisers in complying with obligations
- The relief and support given to the beneficiaries of the charities which FMS funds
- Relieving the strain on local hospitals who would be unable to cope with the volume of casualties
- Assist with the delivery of national vaccination programmes for COVID and influenza
- Provided Trauma Boxes to clinicians in war torn Ukraine

In 2022 FMS awarded grants to the following Charities:

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2022														
<p>Tulsi Trust: Provide healthcare and education for Bengali resettled refugees and the indigenous Adivaashi aboriginals of the interior area of Chhattisgarh, India</p>	<table border="1"> <tr> <td>Tribal Health Care Programme</td> <td>£2,580</td> </tr> <tr> <td>Medical Camps</td> <td>£2,500</td> </tr> <tr> <td>Mother and Baby Programme</td> <td>£1,800</td> </tr> <tr> <td>Referral and Eye Cataract Patients</td> <td>£5,280</td> </tr> <tr> <td>School Health Education Classes</td> <td>£440</td> </tr> <tr> <td>Village Projector Show Programme</td> <td>£180</td> </tr> <tr> <td></td> <td>£12,780</td> </tr> </table>	Tribal Health Care Programme	£2,580	Medical Camps	£2,500	Mother and Baby Programme	£1,800	Referral and Eye Cataract Patients	£5,280	School Health Education Classes	£440	Village Projector Show Programme	£180		£12,780	<p>£12,780</p>	<p>Tribal Health Programme continuing on a daily basis, with basic health and hygiene awareness being taught. Medical camps are taking place each month – each time in a different village. Under the mother and Baby programme tonics, treatments and advice is being given. There have been eye cataract operations (at least three so far)</p>
Tribal Health Care Programme	£2,580																
Medical Camps	£2,500																
Mother and Baby Programme	£1,800																
Referral and Eye Cataract Patients	£5,280																
School Health Education Classes	£440																
Village Projector Show Programme	£180																
	£12,780																
<p>Doctors for Nepal: Improve healthcare in rural Nepal by providing scholarships to under-privileged medical, nursing and midwifery students. They then return to their communities to provide desperately needed medical care.</p>	<p>Three cardiocograph (CTG) machines for three remote hospitals in the Karnali Province in the far west of Nepal</p>	<p>£6,000</p>	<p>The three CTG machines are in constant use .</p>														
<p>Humanity and Inclusion UK: Work in situations of poverty and exclusion, conflict and disaster; by working tirelessly alongside disabled and vulnerable people to help meet their basic needs, improve their living conditions and promote respect for their dignity and fundamental rights.</p>	<p>Emergency support for their work in orphanages in Ukraine</p>	<p>£1,000</p>															

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2022
<p>St Peter's Life-Line: Is a small, grass-roots charity, with the passion and vision to make a big difference, where 100% of your donations reach the schools and community. St Peter's Life-Line partners with St Peter's primary schools and community of Kajuki, Kenya.</p>	<ul style="list-style-type: none"> • donation to the emergency appeal to alleviate the impact of a failed harvest in the semi-arid part of Kenya £4,000 • donation to the emergency appeal to FeedTheElderly £5,000 • the Alternative Rite of Passage to empower girls to say no to FGM £7,300 • Grant for clinic operating, school fees at special school, and medical needs £4,660 	<p>£20,960</p>	<p>Disability Action Plan All routine services and sundries were maintained for 6 months at our busy, free rehabilitative Clinic, treating weekly over 80 disabled children – the only facility in this area. Our Respite Home continues giving 24/7 care for 4 patients. 6 disabled children who would otherwise never receive formal education attended special schools for a year. The contingency was part-used for a remedial operation for a young lad. Building our Community of Love.</p> <p>Alternative Rite of Passage (ARP) This one-week educative residential to empower girls to say NO! to FGM, was a huge success! The budget was for 300 girls – 428 turned up – we accommodated all! The other headline was the attendance and very public disavowal of FGM by one of the secretive circumciser women. The joyful Graduation Ceremony was attended by national and local politicians and received wide publicity. FGM will be history within this generation.</p>
<p>Equal Aqua Uganda: is an NGO founded in 2020 by a group of volunteers who came together to tackle water inequality.</p>	<p>To provide a series of WASH and Menstrual Hygiene Management workshops in rural Eastern Uganda communities over a 12-month period, to engage with the community to improve health outcomes relating to water-borne disease, provide information and educational help relating to menstrual hygiene</p>	<p>£4,960</p>	<p>The grant allowed expansion of the programme of tackling water, sanitation, and hygiene skills/knowledge. Working with eight different groups in Uganda it has developed skills such as how to make soap, reusable sanitary pads, and business skills attached to developing these products.</p>

Charity/Project	Purpose of Grant/Donation	Grant	Progress in 2022
Clean Ascent: is a Charitable Incorporated Organisation (CIO) set up to help people out of addiction, by providing them with confidence inspiring, life affirming rock climbing, hill walking & mountaineering experiences and tuition.	Support two programmes for six adults.	£10,000	<p>Activity</p> <ul style="list-style-type: none"> • Five 6 - month courses (120 course-days). • The total number of participants = 30 • 17% are taking Climbing awards towards careers in the Outdoors industry. <p>Interim results (Data collection designed by Prof. L Hogarth of the Dept. of Psychology, Exeter University)</p> <ol style="list-style-type: none"> 1. Reduction in drug use 65% (range 30-100%) 2. Physical and Mental Well Being improvement 68% 3. Mental Health improvement 38% 4. Meaning of Life scores improvement 24%
UNICEF Protect Children in East Africa Appeal.	Donation assist with reducing famine in Somali	£20,000	
Omprakash: Dedicated to building mutually beneficial & educational relationships between grassroots social impact organizations	Replacing the electrical system at Haiti Communitere and providing CPR/First Aid training to staff and the local community	£6,801	Haiti Communitaire has their electrics up and running and has revolutionised their work. In addition to their work looking after medical patients a large number of students do their homework there using the light and laptop recharge facilities. They also are able to run first aid courses and circulated a video will be on the website soon.
Bridge2Aid: Train people in oral health promotion, delivering community-based oral health education programmes and training other health workers to give emergency dental treatment. The work is focused in deprived areas – especially remote and rural ones.	Training and awareness programme in Northern Tanzania.	£7,500	As part of B2A's programme to train 90 Oral Health Promoters in Northern Malawi, a further 20 people from the Districts of Rumphi and Mzimba South were given training on key oral health issues and messaging. They can now cascade this vital knowledge to their local communities in remote, rural areas of the country where access to good dental care is extremely limited
	Total	£90,001	

FMS' Grant Making Policy

FMS aims to make a real, practical difference in everything we do. Our grants demonstrate this commitment with the range of grants awarded. These are the criteria that we use:

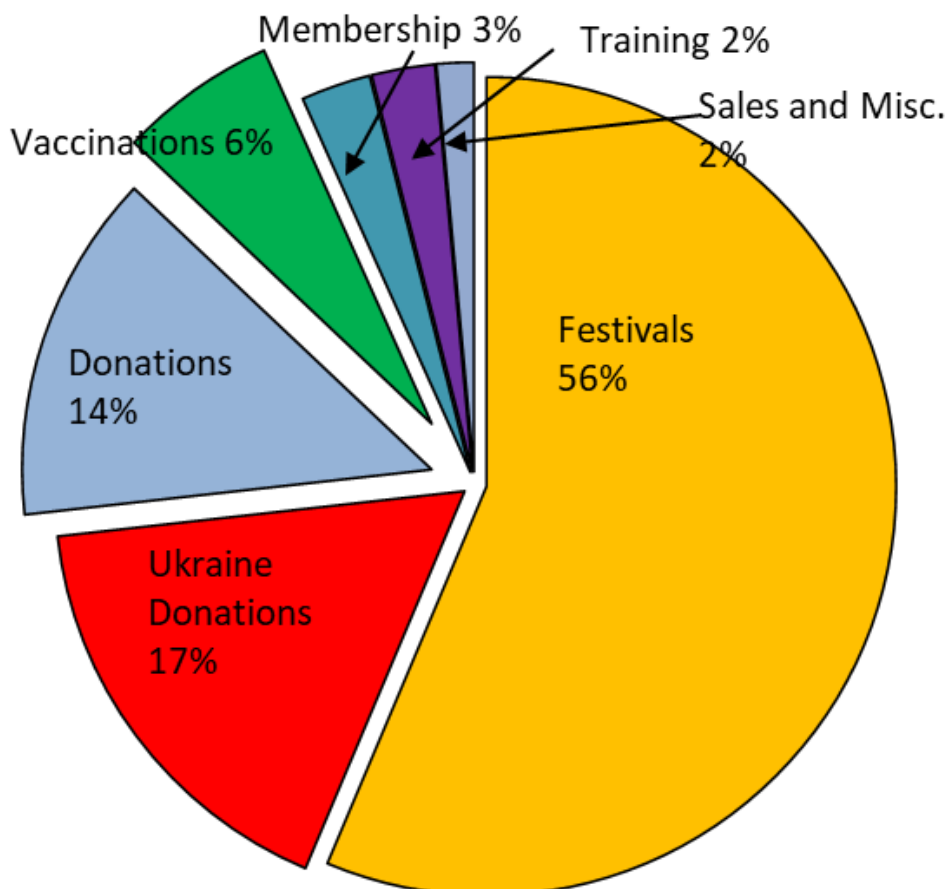
- Applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland are preferred. Where this is not possible the charity committee will ensure that the project meets the same standard of reporting detail as the UK bodies require. As a Board we are responsible for the money transferred to a charity and that the money is spent in the manner agreed.
- Every such application will be considered. Our charity committee will look at published data about the recipient charity to satisfy itself about its financial stability and probity and ensure that the application complies with FMS policy.
- Applications from smaller charities will be given priority. FMS is itself a relatively small charity and we believe that we have a duty to our members to ensure that every penny of the money they raise goes to the cause that we are supporting and will do the most for the most. Festival Medical Services Our Grant Making Policy Part funding the construction of rural health posts and a hospital maternity unit, which is now equipped to perform Caesareans and emergency surgery, in Ethiopia. Other funding was achieved through Lalibela Trust (Glastonbury) and the Ethiopian Government. Lalibela Trust Project part funded by Festival Medical Services.
- The application must be focused on a specific project with a defined time frame. The timeframe should be one or two years and who is to benefit must be clearly stated. Some projects will have a natural progression but will require further application for later stages. Often the initial project is something which should ideally be funded by government and showing the project can succeed may persuade government to continue to support it.
- The project must be health or education based. Within FMS our trustees and members have many different skills which we use to help the projects that we take on.
- The project must have an element of capacity building, in other words it must leave a legacy of enduring benefit. "Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for life". Capacity building also gives a sense of ownership to the people who are running a project. Indirectly this helps to combat opportunities for corruption.
- FMS does not support funding for international or domestic airfares but may occasionally support local transport or similar where it is an integral part of a projected course. To elaborate further we would not fund travel for consultants from the UK to visit remote hospitals, but we would give consideration to supporting poor health workers travelling relatively short distances.

- Successful charities are expected to provide a five-minute video for the FMS web site demonstrating to the membership how their donation has been used, what benefits it has provided and to whom. Restrictions of time will mean that in future this may be published on our website.
- Successful applications will usually have a champion within FMS, someone who would oversee the project and may be able to visit it. We encourage members to become champions of projects so that we can receive up-to-date news on progress and ensure that the project is kept on track. FMS will strive to ensure a project delivers the greatest possible benefit for the sum donated. FMS members work extremely hard at festivals to raise the money that goes into providing these grants to other charities. It is only right that we take on projects that produce clearly defined benefits so that our members can be motivated to carry on with this work. FMS will satisfy itself that all donations are used in a nonpartisan way and take all reasonable steps to ensure these are not used to support terrorist activities as determined by the Terrorism, Counter Terrorism and Border Security Acts.

5. Financial Review of FMS

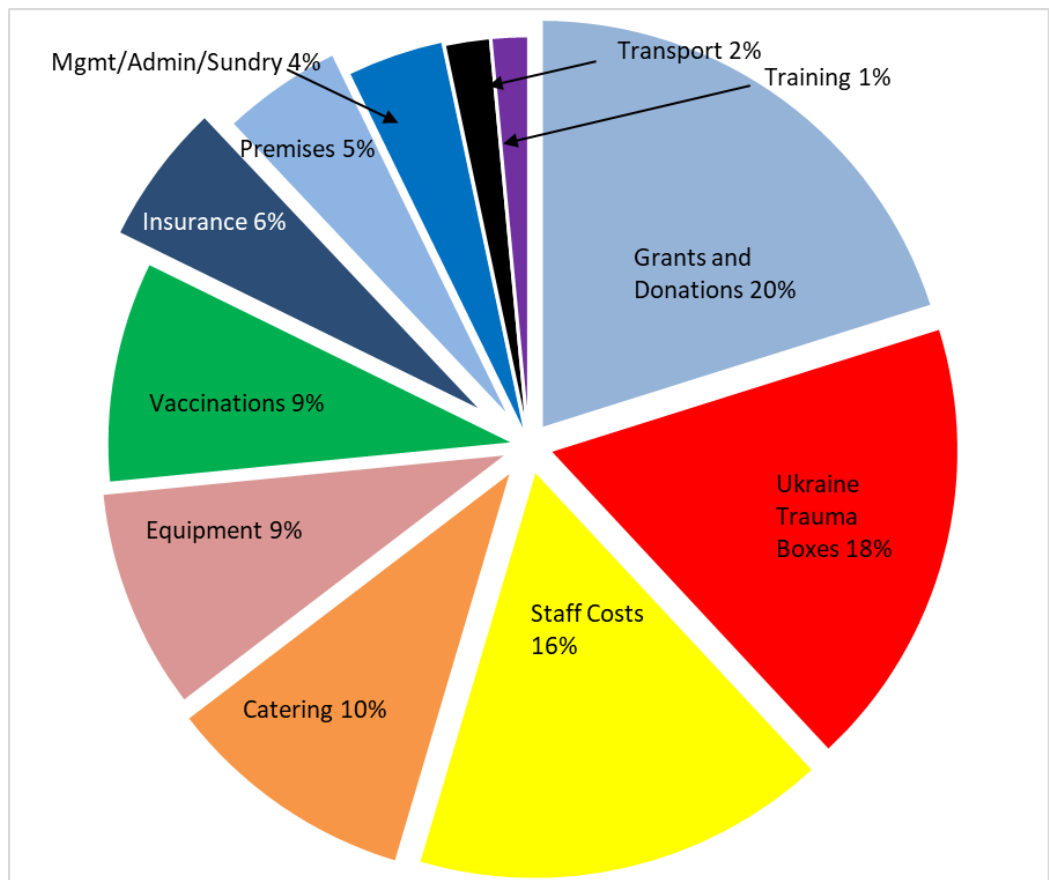
Where our income came from 2021/22

Total income for the year was £679,744 (2021: £457,383). The split of the funding sources can be seen below:



How the money was spent 2021/22

Total expenditure for the year was £468,651 (2021: £327,781). The split of the funding sources can be seen below:



The details are summarised in Note 7 of the Accounts. During the year FMS as part of its charitable activities has made grants/donations totaling £90,001 (2021: £26,390).

There was a surplus for the year of £211,093 (2021: £129,602 surplus).

Internal Controls

The Trustees have overall responsibility for ensuring that the organisation has appropriate systems of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the Financial Statements comply with the FRS 102 SORP and Companies Act 2006. The Trustees recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. They remain satisfied that the internal systems provide reasonable assurance that the organisation operates efficiently and effectively, safeguards its assets, maintains proper records, and complies with relevant laws and regulations.

Our system includes a rolling five-year cash-flow, and annual budgets approved by trustees. These are reviewed by the Senior Leadership Team and the Board. The Board also considers actual results compared with plans and forecasts. Our Financial Procedures are regularly reviewed by the Finance Officer, Finance Director and a Trustee with Financial Expertise. Tests are carried out to ensure the Procedures are being adhered to.



Vaccinators. Father and daughter, Nick and Verity Sutcliffe, assisting with the vaccination programme.
FMS is a “go-to organization” (Quote from South Somerset West PCN)

Fundraising Statement

Our values shape everything that we do; and this extends to our fundraising.

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Although we do not undertake widespread fundraising from the public, the legislation defines fundraising as ‘soliciting or otherwise procuring money or other property for charitable purposes. Such amounts receivable is presented in our accounts as ‘Donations’. In relation to the above we confirm that all solicitations are managed internally, without involvement of commercial participators or professional fundraisers or third parties.

Investment policy

We bank our cash to obtain maximum interest payments with minimum charges, mainly through the specialist charity services provided by the Co-operative Bank, Triodos Bank, Nationwide, Charities Aid Foundation Bank (Scottish Widows), Charity Bank, Reliance Bank, and Clydesdale Bank. We spread our funds so that we stay under the £85,000 covered by the Financial Services Compensation Scheme. We are unwilling to invest in long term investments as our funds are comparatively small and all but working capital is granted to charities (see Reserves below).

FMS ensures that its deposits are not being invested in arms manufacture, tobacco, fast food, gambling, alcohol, fossil fuel, slavery, fracking, nuclear, pornography, and companies with dubious human rights (e.g. oil, gas, and mining companies).

The money that we gained from our short-term investments in 2022 was £849 (2021: £597) bank interest.



Welland Steam Fayre: One of the UK's most popular steam fayres and has been running since 1964.

Medical Cover provided by Festival Medical Services

Reserves Policy

A charity needs to have enough reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

Our trustees annually review the charity's reserves and after quantifying all known risks the trustees recently set a level of reserves of £150,000. This is the working capital that Festival Medical Services needs to give it time (one year) to rebuild in the event of it losing a considerable amount of activity. These reserves are freely available.

At 31 October 2022 the level of reserves held by the charity stood at £687,386 (2021: £476,293) of which £649,558 (2021: £473,037) were unrestricted funds. Of these funds £243,902 (2021: £21,220) was held as fixed assets and £10,600 (2021: £6,000) stock. This leaves £395,056 (2021: £445,817) of free reserves which are readily available. In 2023 FMS plans to make grants and donations of more than £140,000.



Tulsi Trust: In 1992 a small group of westerners was invited to the area around Kapsi in Central India. The people of this area are either Bengali refugees or belong to the indigenous Adivasi tribes. Whilst travelling, the founders of The Tulsi Trust were touched by the deep love, kindness, hospitality, and rich culture of the locals, but also by the great suffering they witnessed, which was caused by poverty and a lack of medical and educational facilities. Some were so deeply moved by the plight of these people that they decided to dedicate their lives to help this community.

Supported by Festival Medical Services

6. Charity Objects

Festival Medical Service's charity's objects are:

- (a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings;
- (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care; and
- (c) any Charitable purpose which the trustees shall from time to time think fit

7. Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006, to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The provision of medical care at events, vaccinations, Ukraine Medical supplies, and grants to worthy causes, are charitable for the purposes of public benefit. We are here to provide a service to the public and support worthy causes. We consider how our planned activities contribute to public benefit.

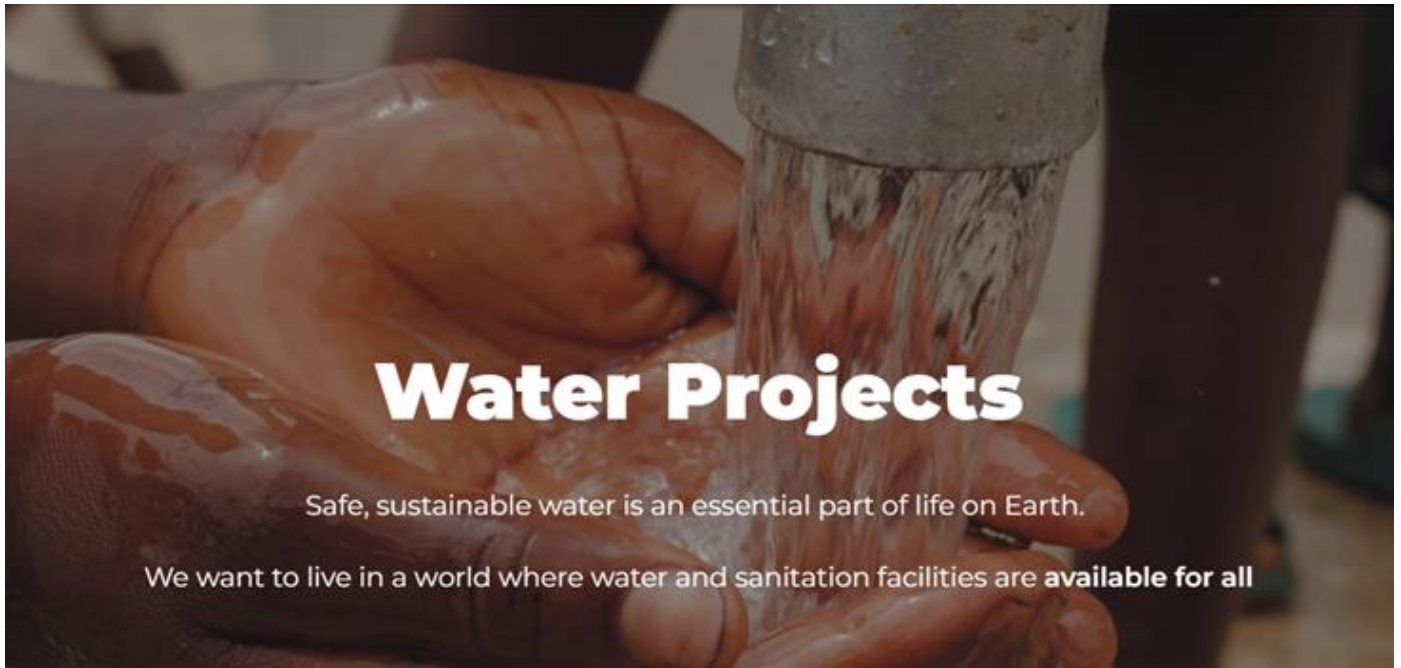
8. Safeguarding

We are committed to being accountable and transparent regarding our safeguarding policies and approaches. We have zero tolerance for harassment, bullying or exploitation of any kind.

We have a comprehensive safeguarding policy which is regularly reviewed.

9. How we operate

Together, every decision we make ensures our work is efficient, effective and sustainable, and takes us closer to our goal of relieving of sickness by the provision of medical services and emergency relief at festivals, vaccinations, Ukraine Medical supplies, and making the world a better place with the grants that we make.



Water Projects

Safe, sustainable water is an essential part of life on Earth.

We want to live in a world where water and sanitation facilities are **available for all**

Equal Aqua Uganda: is an NGO founded in 2020 by a group of volunteers who came together to tackle water inequality. Their programmes align with the objectives and targets of UN Sustainable Development Goal 6 – Clean Water and Sanitation for All

Supported by Festival Medical Services

Patrons

Heidi Thomas
 Stephen McGann
 Annie Maw

Trustees

Our governing document is our Memorandum and Articles of Association.

Trustees for the year ending 31st October 2022:

Alex	Layard	Resigned July 2022
Cara	Chapman	Resigned October 2022
Chris	Howes	Managing Director
Dave	Parry	Operations Director
Elaine	Tomlins	Appointed March 2022
Grahame	Paine	Vice Chair Appointed March 2022
Mike	O'Connor	Resigned March 2022
Neil	Rushton	Lead for Grants
Nich	Woolf BEM	Chair
Paul	Hooton	Clinical Director
Peter	Jordan	
Phil	Barker	Finance Director and Company Secretary Resigned March 2023
Tony	Daniel	
Will	Green	Resigned March 2022

The following Trustees were appointed after the year end but before the date of this report:

Sarah	Todd	Appointed March 2023
Lainey	Jewell-Moore	Appointed March 2023
Derek	Neale	Appointed March 2023

Festival Medical Services was incorporated as a company limited by guarantee on 1st June 2007 and registered as a charity on 1st June 2007 with a Memorandum and Articles as its Governing Document. It operates throughout England and Wales.

FMS has a “Unitary Board” comprising senior leaders and trustees.

It is not unusual for small charities to have trustees that play both a governance and executive role. Having four trustees that are ex officio senior leaders has many advantages:

- faster decision making
- shared responsibility
- clearer strategic thinking

There is scope for increasing the diversity of the Board at each annual election. We are introducing equality monitoring to enable the FMS Board to reflect our membership and patients.

- Gender: FMS as a whole has 55% female membership. This varies between teams and efforts will be made to balance this in the long term.
- Ethnicity: The events that FMS covers do not at present publish ethnicity data. FMS is keen to represent the UK population in our membership.
- Disability: Equality monitoring will enable FMS to assess and provide help for disabled members. At a clinical level we are actively engaged with promoters to provide facilities for people with disabilities.
- Age: Currently the average age of FMS Trustees is 62 years. FMS aims to reduce this figure over time.

Recruitment, Training, and Induction of Trustees

Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board subject to the “nine-year rule”

When a vacancy arises, it is advertised within the FMS membership detailing the skills gaps to be filled, and how it would like to balance the Board diversity. If FMS is unable to fill the vacancy, then the trustees are recruited by traditional methods such as word of mouth. If this fails, then the vacancy can be left open or advertised using a trustee brokerage service



Glastonbury Festival: Festival founder Michael Eavis CBE enjoying the show.

Glastonbury Festival is a five-day festival of contemporary performing arts that takes place in Pilton, Somerset, England. In addition to contemporary music, the festival hosts dance, comedy, theatre, circus, cabaret, and other arts. Leading pop and rock artists have headlined, alongside thousands of others appearing on smaller stages and performance areas. Films and albums have been recorded at the festival, and it receives extensive television and newspaper coverage.

Medical Cover provided by Festival Medical Services

We voluntarily encourage a process of achieving better gender, ethnicity, disability, age, and background balance on the board. We encourage members who we feel would benefit the board with their skill set and improve the Board's diversity.

At a meeting of the Trustees on the 9th January 2022 it was decided to:

- i. Improve communication from the Board to the wider membership
- ii. Develop and implement actions to widen the potential people who would be interested in standing for the Board
- iii. Improve its own awareness of EDI either through training or learning from other organisations
- iv. Consider more proactive approaches to recruiting Board members

**Clean Ascent:**

Set up to help people out of addiction, by providing them with confidence in spiring, life affirming rock climbing, hill walking & mountaineering experiences and tuition.

**Supported
by Festival
Medical
Services**

James Culley's story: Getting addicted to drugs and alcohol for me was essentially about giving up, things got too hard, too scary, the fear of not being good enough raised it's ugly head and I sought escapism through drugs. It's these very reasons that I feel climbing was the perfect new pastime to fill the void in my life that stopping using illicit substances had left.

Risk Management

Our Risk Register is split into four areas:

- Organisational Risk
- Clinical Risk
- Operational Risk
- Board Oversight

At every meeting, our trustees monitor one of these risks in detail on a rotational basis.

The Risk Register helps to ensure that there are sufficient risk assessment processes in place, and that assurances are provided to the board as well as highlighting any areas for concern.

Charity Governance Code

In 2020 Festival Medical Services compared its Governance with that of the Charity Governance Code. Below is an outline of this comparison.

Charity Governance Code	FMS' Position
1. The board meets as often as it needs to be effective.	FMS Board meets four times a year which is considered effective.
2. The chair, working with board members and where they exist staff, plans the board's work and meetings, making sure trustees have the information, time and space they need to explore key issues and reach well-considered decisions.	With the Company Secretary/Senior Leadership Team the Chair: <ol style="list-style-type: none"> I. Plans the annual cycle of board meetings and AGM. II. Sets agendas for the board and AGM
3. The board regularly discusses its effectiveness and its ability to work together as a team, including individuals' motivations and expectations about behaviours. Trustees take time to understand each other's motivations to build trust within the board and the chair asks for feedback on how to foster an environment where trustees can constructively challenge each other.	The Chair develops the board of trustees including induction, training, appraisal, and succession planning.
4. Where significant differences of opinion arise, trustees take time to consider the range of perspectives and outcomes, respecting all viewpoints and the value of compromise in board discussions.	The Chair addresses conflict within the board and within the organisation, and liaising with the Managing Director to achieve this.
5. The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.	The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.

Reviewing the board's composition

Charity Governance Code	FMS' Position
<p>1. The board has, and regularly considers, the skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It reflects this mix in its trustee appointments, balancing the need for continuity with the need to refresh the board.</p>	<p>The Board carries out an annual Skills Audit. The most recent one was in December 2021 and revealed that the Board is strong on Management (inc. Leadership), Communications, Data Protection, and Networking. FMS was not so strong on History of Sector, Diversity and Inclusion, Marketing, and Training Provision. It subsequently identified those that held the "not so strong" skills so that it was aware what skills it would lose when those holding these skills left the Board.</p>
<p>2. The board is big enough that the needs of the charity's work can be carried out and changes to the board 's composition can be managed without too much disruption. A board of at least five but no more than twelve trustees is typically considered good practice.</p>	<p>FMS Board has a minimum of five and a maximum of twelve Trustees.</p>



Lord Lieutenant and Mike Gray

Many FMS members were present at Glastonbury Festival when the Lord Lieutenant of Somerset, Annie Maw, presented us with our Queen's Award for Voluntary Service – and had an emotional surprise reunion FMS paramedic Mike Gray. She had been talking about how grateful she had been for the best medical care following her horse-riding accident 20 years ago, since when she has been a wheelchair-user. She didn't know that the first paramedic to reach her on that day – Mike - was also an FMS volunteer – until he stepped forward to introduce himself. The pair had not met since the day of the accident, and both found the reunion an emotional experience with Mrs. Maw saying the event was "the best thing I've done" as Lord Lieutenant. She said: "I admire FMS immensely and I feel so privileged to be presenting you with this award – this is the zenith of my time as Lord Lieutenant – this is the holy of holies."

Overseeing appointments

Charity Governance Code	FMS' Position
<p>1. There is a formal, rigorous and transparent procedure to appoint new trustees to the board, which includes advertising vacancies widely.</p>	<p>Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board.</p> <p>New Trustees usually come from within our membership, and often through personal contact and seeking the skills that the Board requires. The Trustees accept that this method could lead to a less diverse Board and is seeking ways to address this.</p>
<p>2. The search for new trustees is carried out, and appointments or nominations for election are made, on merit, against objective criteria and considering the benefits of diversity. The board regularly looks at what skills it has and needs, and this affects how new trustees are found.</p>	
<p>3. Trustees are appointed for an agreed length of time, subject to any applicable constitutional or statutory provisions relating to election and re-election. If a trustee has served for more than nine years, their reappointment is:</p> <ul style="list-style-type: none"> i. subject to a particularly rigorous review and takes into account the need for progressive refreshing of the board. ii. explained in the trustees' annual report. 	<p>In March 2022 FMS' AGM adopted the Nine-Year Rule, and amended the Articles to read:</p> <p>(a) If an elected trustee has served for more than nine years, their reappointment is:</p> <ul style="list-style-type: none"> • Subject to a particularly rigorous review and in the context of the need for progressive refreshing of the board. The decision should explain why it is in the best interests of the charity for the trustee to be reappointed. • Such decision should be explained in the minutes of both the Board and AGM, and in the Trustees' Annual Report <p>The above provision is to apply to those elected trustees appointed from, and including, the AGM 2022</p>
<p>4. If a charity's governing document provides for one or more trustees to be nominated and elected by a wider membership or elected by a wider membership after nomination or recommendation by the board, the charity supports the members to play an informed role in these processes.</p>	<p>Trustees are appointed at the AGM by the membership present at the meeting. All new trustees are provided with an induction.</p>

Developing the board

Charity Governance Code	FMS' Position
<p>1. Trustees receive an appropriately resourced induction when they join the board that includes meetings with other members and staff (if the charity has staff) and covers all areas of the charity's work.</p>	<p>All new Trustees are provided with the key documents. Trustees receive ongoing support through training opportunities.</p>
<p>2. The board reviews its own performance, including that of the chair. These reviews might consider the board's balance of skills, experience and knowledge, its diversity, how the board works together and other factors that affect its effectiveness.</p>	<p>Trustees have been requested to undertake Self Reflection using the format provided by the NCVO.</p>
<p>3. Trustees can explain how they check their own performance.</p>	



Reading Festival: is the world's oldest popular music festival still in existence. Many of the biggest bands in the UK and internationally have played at the festival over five decades.

Dexter's (pictured left) Story: Holding a message in front of Fontaines DC 16-year-old Dexter got to play guitar on "Boys in the Betterland". Check out the video on the internet - he was amazing.

Medical Cover provided by Festival Medical Services

How FMS Trustees carry out their work



Occasionally Trustees provide paid cover at events. In doing this the Trustees are satisfied that it is in the interests of the Charity on some occasions, Trustees have the same access to paid roles as the rest of the membership. In reaching this decision the Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. This decision is reached on the understanding that the majority of the Trustees in office will receive no such payments.

Trustees receive no remuneration for their work as Trustees. The role of Operations Director is a paid one. The current OD is both a paid employee of the charity and a Trustee – previously an elected one and now ex-officio. The Board has decided that it is in the interests of the charity for him to continue in both roles. In reaching this decision Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. Also, this decision was reached on the understanding that the majority of the Trustees in office will have no such paid positions.

FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete a Conflict-of-Interest Form declaring any potential interest.



St Peter's Life-Line: Is a small, grass-roots charity, with the passion and vision to make a big difference, where 100% of your donations reach the schools and community. St Peter's Life-Line partners with St Peter's primary schools and community of Kajuki, Kenya.

Supported by Festival Medical Services

Management and Administration

The Managers are led by a Senior Leadership Team, made up of the Managing Director, Operations Director, Financial Director, Clinical Director, and Human Resources and Organisation Development Manager.

We have a headquarters and stores at Evercreech, where we train staff, store medical supplies and ambulances. We are a geographically challenged organisation and most of our work is done from home. The pandemic has meant that meetings are now by video call. This way of meeting is likely to remain after the pandemic.

FMS Management and Administration comprises:

Four Part Time employed members of staff:

- Chief Operating Officer
- Membership Administrator
- Communications & Finance Officer
- Warehouse Supervisor

Senior Leadership Team	
Chief Executive Officer	Head of Human Resources & Organisational Development
Chief Operating Officer	Senior Manager (Medical Centres)
Chief Finance Officer	Senior Manager (Responder Team)
Chief Clinical Officer	Operations Manager

Managers	
Clinical Governance Manager	IT & Administration Manager
Patient Safety Manager & Caldicott Guardian	Training & development Manager
Medical Communications Manager	Health & Safety Manager
Support Team Manager	Information Governance Manager

Teams	
Medical Centre Teams	Responder Teams
Doctors	Recruitment administration
Nurses	First Responders
Dentists	Cycle Responders
Mental Health	Stages
Pharmacy	Ambulance and Paramedics
Physiotherapy	Small Events
Podiatry	
Imaging	Patient Safety Team
Porters	Incidents and Complaints
Clinical Team Governance Teams	Medical Communications Team
Safeguarding	
Infection Control	Operations Teams
CQC Preparedness	Warehouse
	Stores
Support Teams	Clinical Logistics
Production	Transport
Campsite	Fleet
Bar	Accreditation
	EPRR
Administration & IT Team	Event Liaison
	Duty Ops
Training Team	
	Media Liaison Team
Marketing & Fundraising Team	Social media

Delivery is organised by Managers and Team Leaders who:

- Are appointed by Senior Leadership Team with advice from membership
- Coordinate teams between and at events
- Disseminate information from Senior Leadership Team
- Recruit staff and check qualifications
- Manage rotas

Equality, Diversity, and Inclusivity statement

We are committed to being fair to our employees, volunteers, students, and service users. We aim for an environment of equality of opportunity and equality of treatment wherever practically possible.

Our diversity vision is that we will uphold the Equality Act and provide a culture of diversity and inclusivity, fostering good relations between people who possess a protected characteristic and those who do not and advancing equality of opportunity between them.

We do not accept discrimination on the grounds of age, disability, gender reassignment, marital status, race, religion, or sexual orientation.

Members are protected against discrimination in all aspects of their employment, volunteer status, education, and training relationship, which includes recruitment and selection, employment terms and conditions, promotion, appraisal/annual review, assessment of performance, dismissal, and post-termination (such as providing references).



Glastonbury Extravaganza: Is an annual music event held in the grounds of Glastonbury Abbey in Glastonbury since 1996. The event is held as a thank you to local people from Glastonbury Festival organiser Michael Eavis

Medical Cover provided by Festival Medical Services

Pay Policy

Responsibility for determining pay rests with the Board of Trustees. It is essential that Trustees are objective and fair when taking decisions on staff pay. This is particularly important in relation to the annual review of staff salaries that takes place at the March Board meeting and setting the salary of new posts. In setting the staff salaries consideration is given to rises in the cost of living, national trends in pay rises, and the market rate for the work. Pay benchmarking studies

are often carried out to ensure that FMS staff are paid the market rate. FMS does not apply any form of performance-related pay, nor does it have a bonus scheme.

10. Reference and administrative details of the charity, its trustees, and advisers

Festival Medical Services (known as FMS) is a registered Charity and Company limited by guarantee. Our Registered Charity Number is 1124695 (England and Wales) and our Company Registration Number is 6265957.

Independent Examiner:

A C Mole
Stafford House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Registered Office:

Festival Medical Services
Unit 17,
Canvin Court,
Somerton Business Park,
Somerton,
Somerset, TA11 6SB

Bankers

The Charity Bank Limited,
Fosse House,
182 High Street,
Tonbridge,
Kent, TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

Clydesdale Bank (Virgin
Money)
30 St Vincent Place
Glasgow
G1 2HL

Reliance Bank Ltd
Faith House
23-24 Lovat Lane
London
EC3R 8EB

Charities Aid Foundation
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

11. Declarations

Statement of trustees' responsibilities

The trustees (who are also directors of Festival Medical Services for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the

financial statements in accordance with 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).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period.

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

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

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

In so far as the trustees are aware:

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

The trustees 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.

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Nich Woolf BEM	Phil Barker
Position (for example Secretary, Chair, etc)	Chair	Company Secretary
Date		

FESTIVAL MEDICAL SERVICES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FESTIVAL MEDICAL SERVICES

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 October 2022, which are set out on pages 31 to 44.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Sarah Twist FCA DChA
Chartered Accountant
A C Mole
Stafford House Blackbrook Park Avenue
Taunton Somerset TA1 2PX
_____2023

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2022

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income					
Donations and Grants	2	195,900	10,605	206,505	58,560
Income from Other Trading Activities	3	-	47,985	47,985	11,809
Income from Charitable Activities	4	-	416,363	416,363	385,280
Other Income	6	-	8,042	8,042	1,137
Investment Income	5	-	849	849	597
		_____	_____	_____	_____
TOTAL INCOME		195,900	483,844	679,744	457,383
		_____	_____	_____	_____
Expenditure					
Costs of Raising Funds					
Festival tickets		-	15,667	15,667	10,004
Donated goods		-	-	-	1,600
Expenditure on Charitable Activities	7	161,328	291,656	452,984	316,177
		_____	_____	_____	_____
TOTAL EXPENDITURE		161,328	307,323	468,651	327,781
		_____	_____	_____	_____
Net income for the year		34,572	176,521	211,093	129,602
Reconciliation of Funds:					
Total funds brought forward		3,256	473,037	476,293	346,691
		_____	_____	_____	_____
Total funds carried forward		37,828	649,558	687,386	476,293
		=====	=====	=====	=====

The notes on pages 34 to 44 form part of these financial statements.

BALANCE SHEET AS AT 31 OCTOBER 2022

	Note	2022	2021
		£	£
FIXED ASSETS			
Tangible Assets	8	244,447	22,852
Investments	9	-	1
		<u>244,447</u>	<u>22,853</u>
CURRENT ASSETS			
Stock	7	10,600	6,000
Debtors & Prepayments	12	30,772	30,379
Cash at Bank and in Hand		421,558	442,205
		<u>462,930</u>	<u>478,584</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	13	19,991	25,144
		<u>19,991</u>	<u>25,144</u>
NET CURRENT ASSETS		442,939	453,440
		<u>442,939</u>	<u>453,440</u>
TOTAL NET ASSETS		687,386	476,293
		<u>687,386</u>	<u>476,293</u>
THE FUNDS OF THE CHARITY			
Unrestricted Funds	15	649,558	473,037
Restricted Funds	15	37,828	3,256
		<u>687,386</u>	<u>476,293</u>
TOTAL CHARITY FUNDS		687,386	476,293
		<u>687,386</u>	<u>476,293</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions of part 15 of the Companies Act 2006 relating to small companies regime.

The accounts were approved by the trustees and signed on their behalf by:

..... Trustee
N Woolf BEM - Chair of Trustees

..... 2023

The notes on pages 29 to 39 form part of these financial statements

CONSOLIDATED STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 OCTOBER 2022

	Note	2022		2021	
		£	£	£	£
Cashflows from operating activities					
Net cash from operating activities			211,603		136,026
Cashflows from investing activities					
Interest income	5	849		597	
Purchase of fixed assets		(237,599)		-	
Proceeds from sale of fixed assets		4,500		-	
Net cash provided by investing activities			(232,250)		597
Change in cash and cash equivalents in the reporting period			(20,647)		136,623
Cash and cash equivalents at the beginning of the reporting period			442,205		305,582
Cash and cash equivalents at the end of the reporting period			421,558		442,205

Reconciliation of net income to net cashflow from operating activities

Net income for the year as per Statement of Financial Activities		211,093		129,602	
Adjustments for:					
Depreciation charges		13,622		9,619	
Profit on disposal of fixed assets		(2,118)		-	
Impairment of fixed asset investment		1		-	
Investment income		(849)		(597)	
(Increase) in stock		(4,600)		(1,000)	
(Increase) in debtors		(393)		(21,293)	
(Decrease)/Increase in creditors		(5,152)		19,695	
			211,603		136,026

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022

1 ACCOUNTING POLICIES

(i) Charitable company status

The charity is a company limited by guarantee and does not have any share capital. The liability of the guarantors, who are the members is limited to £10 per guarantor. At 31 October 2022 the charity had 1,447 members. The company is registered in England and Wales. The registered office Unit 17 Canvin Court, Bancombe Road, Somerton, Somerset, TA11 6SB.

(ii) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention. 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) (effective 1 January 2019) - (Charities SORP (FRS102) second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(iii) Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Further details of each fund are disclosed in note 14.

iv) Income Recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity been notified in writing of both the amount and settlement date. Memberships, festival income and service level agreements are recognised in the period to which it relates.

Income in the form of gifts in kind (including festival passes and equipment) are included at fair value in the statement of financial activities. Fair value is determined as the maximum sale proceeds which could be obtained by the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

v) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises those costs incurred by the charity in delivery of its activities and service for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Governance costs are included within support costs and comprise all costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of charity.

vi) Fixed Assets

Only items with a value greater than £500 are treated as tangible fixed assets. Items below this value are written off in the year they are acquired.

Depreciation on fixed assets has been provided at the following rates

Freehold Property	2%	Straight Line
Motor Vehicles	25%	Reducing balance
Equipment	25% & 10%	Straight Line

vii) Fixed Asset Investments

Investments in subsidiary undertakings are included in the Balance Sheet at cost less impairment.

viii) Stock

Stock is valued at the lower of cost and net realisable value.

ix) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits and other short-term highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

x) Financial Instruments

The charity only has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

xi) Critical Accounting Estimates and Judgements

The preparation of the financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

xi) Critical Accounting Estimates and Judgements - continued

The resulting accounting estimates will, by definition seldom equal the related actual results. The trustees are of the opinion that there were no estimates or assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

xii) Volunteer Reimbursements

FMS makes a contribution to volunteers costs which is below actual costs incurred and is therefore a reimbursement. HMRC has confirmed that "If there is no office or employment, it follows that the reimbursement of any expenses incurred by voluntary workers in doing the work of the organisation will not give rise to a tax liability."

xiii) Donated Services

In accordance with the Charities SORP (FRS102), any unpaid volunteer time is not recognised in the financial statements.

xiv) Basis of Consolidation

The financial statements present information about the company as an individual undertaking and not about its group. The company and its subsidiary undertaking Doc Rock Limited, comprise a small-sized group. The company has therefore taken advantage of the exemptions provided by the Charities SORP (FRS102) and the Companies Act for small groups and consolidated accounts are not prepared.

2 DONATIONS AND GRANTS

	Restricted £	Unrestricted £	2022 £
Donations	-	9,917	9,917
Covid 19 Grants	-	688	688
Glastonbury Festival	80,093	-	80,093
Ukraine Campaign	115,807	-	115,807
	<u>195,900</u>	<u>10,605</u>	<u>206,505</u>

	Restricted £	Unrestricted £	2021 £
Donations	-	54,060	54,060
Covid 19 Grants	-	4,500	4,500
	<u>-</u>	<u>58,560</u>	<u>58,560</u>

Donations include £NIL of gifts in kind (2021: £40,106) which relates to donated face masks and printers.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

3 INCOME FROM OTHER TRADING ACTIVITIES	2022	2021
	£	£
Sale of guest passes	22,171	10,004
Hire Income	250	1,805
Other	6,553	-
Electrical hook ups	5,628	-
Food and bar takings	3,729	-
Facilities fees	9,654	-
	—————	—————
	47,985	11,809
	=====	=====
 4 INCOME FROM CHARITABLE ACTIVITIES		
	2022	2021
	£	£
Events	329,461	155,882
Membership*	17,975	7,103
Training	16,256	7,365
Covid 19 Vaccination Programme	52,671	189,623
Coronavirus Job Retention Scheme	-	25,307
	—————	—————
	416,363	385,280
	=====	=====

Income from Events includes £22,171 (2021: £10,004) of gifts in kind.

*MEMBERSHIP INCOME

All members apply through the FMS website, and team coordinators are responsible for their team selection. Once selected, applicants will be emailed welcoming them to FMS and requested £25 for a three-year membership. Teams are split between patient and non-patient facing teams. All members who are patient facing must have a current enhanced DBS disclosure for Adult and Child Workforce and their membership will not be finalised until a valid DBS certificate has been received. All non patient facing applicants must supply two forms of identification as proof of identity and residency before membership is completed. Full details can be found on the FMS website under 'Membership' or by emailing membership@festival-medical.org.

5 INVESTMENT INCOME	2022	2021
	£	£
Bank Interest	849	597
	—————	—————
	849	597
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

6 OTHER INCOME

Other income includes £6,750 from the sale of shipping containers (2021 - £Nil).

7 EXPENDITURE ON CHARITABLE ACTIVITIES	2022 £	2021 £
Opening Stock	6,000	5,000
Closing Stock	(10,600)	(6,000)
Medicines and Dressings	36,189	8,844
Small Equipment Purchases	6,316	42,539
Equipment	10,066	6,282
Insurance and Fees	22,888	19,713
Volunteer Expenses and Reimbursements	4,582	1,374
Volunteer Catering and Facilities *	48,751	16,000
Wages	49,483	41,157
Telephone	1,779	1,460
Transport	10,886	7,436
Postage, Stationery, Website, IT and Software	7,790	4,555
Grants	90,001	26,390
Rent	14,970	11,227
Premises Costs	6,271	3,720
Sundries	1,842	1,170
Depreciation	13,622	9,621
Profit on Disposal of Vehicles	(2,496)	-
Loss on Disposal of Equipment	378	-
Impairment of investments	1	-
Bank Charges	542	376
Training	7,239	9,668
Payroll Services	1,000	1,200
Independent Examiner's Fees	1,577	1,818
Trustee Meeting Travel Expenses	942	-
Trustee Meeting Expenses	-	477
Professional Fees	3,387	994
Bad Debt	-	(350)
Covid 19 Vaccination Programme	39,431	101,506
Ukraine Campaign Expenditure	80,147	-
	<u>452,984</u>	<u>316,177</u>

*Volunteer Catering and Facilities: Festival Medical Services provides food and beverages for those working at events. Charges are made to those volunteers not on duty. This has been found to be the most efficient way of providing good quality food for volunteers at events.

In 2022 there was £161,328 of restricted expenditure of which £1,088 related to depreciation, £80,147 Ukraine campaign expenditure and £80,093 grant expenditure. All expenditure was unrestricted in 2021 except £857 of depreciation.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

8 TANGIBLE FIXED ASSETS

	Freehold Property £	Equipment £	Motor Vehicles £	Total £
Cost				
1 November 2021	-	31,116	76,795	107,911
Additions	201,165	19,944	16,490	237,599
Disposals	-	(2,272)	(4,500)	(6,772)
	—————	—————	—————	—————
31 October 2022	201,165	48,788	88,785	338,738
	—————	—————	—————	—————
Depreciation				
1 November 2021	-	24,825	60,234	85,059
Charge for the Year	4,023	5,115	4,484	13,622
Eliminated on Disposal	-	(1,894)	(2,496)	(4,390)
	—————	—————	—————	—————
31 October 2022	4,023	28,046	62,222	94,291
	—————	—————	—————	—————
Net book value				
31 October 2022	197,142	20,742	26,563	244,447
	—————	—————	—————	—————
31 October 2021	-	6,291	16,561	22,852
	—————	—————	—————	—————

9 FIXED ASSET INVESTMENTS

	Investments £
Cost	
At 1 November 2021	1
Impairment	(1)
	—————
At 31 October 2022	-
	—————
Net Book Value	
At 31 October 2022	-
	—————
At 31 October 2021	1
	—————

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

9 FIXED ASSET INVESTMENTS (Continued)

The investment comprised 100% of the issued ordinary share capital of Doc Rock Ltd, a dormant company registered in England and Wales. The address of the registered office was 1 Church Close, Lydeard St Lawrence, Taunton, TA4 3SF. The capital and reserves of Doc Rock Limited at 31 October 2022 amounted to £(410).

After the balance sheet date there was an application to strike off Doc Rock Limited. The company was dissolved on 17 January 2023. The value in the accounts has therefore been impaired to £nil net realisable value.

10 TRUSTEE EXPENSES AND REMUNERATION

Remuneration of £23,028 (2021: £18,052) was paid to the Trustee D Parry during the year for his role as Operations Director. The Charity's Memorandum of Association includes a provision giving legal authority to make the payment. No remuneration has been paid to, or on behalf of any other trustees (2021: nil).

During the year £843 (2021: £401) was reimbursed to two (2021: four) Trustees for travel expenses and £1,183 (2021: £1,027) to two (2021: one) trustee for other expenses. At the year-end £453 (2021: £nil) was owed to a trustee and £51 (2021: £nil) was due back from a trustee with regards to expenses.

11	INDEPENDENT EXAMINER'S FEES	2022 £	2021 £
	Independent Examination and Accountancy	1,577	1,818
	Payroll Services	1,000	1,200
		—	—
		2,577	3,018
		—	—
12	DEBTORS	2022 £	2021 £
	Trade Debtors	19,945	3,914
	Prepayments	8,399	5,624
	Other Debtors	2,428	1,858
	Accrued Income	-	18,983
		—	—
		30,772	30,379
		—	—

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

13 CREDITORS	2022	2021
	£	£
Amounts falling due within one year:-		
Trade Creditors	12,126	654
Grants	-	20,610
Accountancy	2,316	2,202
PAYE/NIC	762	782
Deferred income	4,787	896
	<u>19,991</u>	<u>25,144</u>

14 STAFF NUMBERS AND COSTS

The average number of staff employed during the year was: 4 (2021: 4)

The aggregate payroll costs were as follows:	2022	2021
	£	£
Wages & salaries	49,483	41,157
	<u>49,483</u>	<u>41,157</u>

There were no employees with emoluments above £60,000 in the period (2021: nil).

The charity considers its key management personnel to comprise the Trustees and the Senior Leadership Team. The Operations Director is the only paid Senior Leader with a remuneration of £23,028 (2021: £18,052).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

15 STATEMENT OF FUNDS

	Balance as at 31 October 2021 £	Income £	Expenditure £	Balance as at 31 October 2022 £
Unrestricted Funds	473,037	483,844	(307,323)	649,558
Restricted Funds:				
Bikes	2,762	-	(594)	2,168
Defibrillators	494	-	(494)	-
Glastonbury Festival	-	80,093	(80,093)	-
Ukraine Campaign	-	115,807	(80,147)	35,660
Total Restricted Funds	3,256	195,900	(161,328)	37,828

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals, however, only £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

The Ukraine Campaign restricted fund represents income and expenditure from Ukraine to support the ongoing conflict.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	243,902	545
Stock	10,600	-
Debtors and Prepayments	30,772	-
Cash at bank and in hand	384,275	37,283
Creditors	(19,991)	-
At 31 October 2022	649,558	37,828

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

16 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2021

	Balance as at 31 October 2020 £	Income £	Expenditure £	Balance as at 31 October 2021 £
Unrestricted Funds	342,578	457,383	(326,924)	473,037
Restricted Funds:				
Bikes	3,356	-	(594)	2,762
Defibrillators	757	-	(263)	494
Total Restricted Funds	4,113	-	(857)	3,256

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals, however, only £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	21,220	1,633
Stock	6,000	-
Debtors and Prepayments	30,379	-
Cash at bank and in hand	440,582	1,623
Creditors	(25,144)	-
At 31 October 2021	473,037	3,256

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2022 – Continued

17 RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2021: None).

18 STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2021

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	2021 £
Income			
Donations and Grants	-	58,560	58,560
Income and Other Trading Activities	-	11,809	11,809
Income from Charitable Activities	-	385,280	385,280
Other Income	-	1,137	1,137
Investment Income	-	597	597
	-----	-----	-----
TOTAL INCOME	-	457,383	457,383
	-----	-----	-----
Expenditure			
Costs of Raising Funds			
Festival tickets	-	10,004	10,004
Donated Goods	-	1,600	1,600
Expenditure on Charitable Activities	857	315,320	316,177
	-----	-----	-----
TOTAL EXPENDITURE	857	326,924	327,781
	-----	-----	-----
Net income for the year	(857)	130,459	129,602
 Reconciliation of funds:			
Total funds brought forward	4,113	342,578	346,691
	-----	-----	-----
Total funds carried forward	3,256	473,037	476,293
	=====	=====	=====

FESTIVAL MEDICAL SERVICES

England & Wales - Charity number 1124695

Accounts

Registered Charity No: 1124695
(England and Wales)

Company No: 6265957



Trustees' Annual Report and Unaudited Financial Statements

For the year ended 31st October 2021

Festival Medical Services

Mission: Professional event healthcare supporting charities worldwide

Vision: Best possible medical care at UK events and health-related charities
making a difference around the world

Core values:

- We care for People
- We have Big Hearts
- We care for your welfare
- We are innovators



We care for people:

We care for the whole community including festival goers, workers, and performers.

1. Introduction by Chair of Trustees

This year has seen a remarkable change in fortunes for FMS. Our outcome has been far better than our best forecast and we must thank all our supporters for their help in achieving this, especially:

- Those assisting with the Somerset Vaccination Programme who have gone above and beyond during the year, and continue to do so
- The tremendous efforts of those that planned for and gave their skills and time at the Reading Festival
- Glasto Chat for its continuous support



These efforts have been assisted with a grant from Mendip District Council, Central Government's Furlough Scheme, a generous donation from a private individual, a donation of 14,000 face masks from Brandology, and some donated printers.

Progress has been so good that at the end of the year we were able to start making grants to worthy charitable projects and have planned large scale equipment/vehicle renewal.

Additionally, in the coming year we plan making grants of one hundred thousand pounds to projects.

During the year one of most committed supporters, Peter Bloomfield, sadly passed away.

Peter encapsulated all the best qualities of an FMS member, and we are recognising this by setting up an Annual Peter Bloomfield Award so that his memory will live on in FMS. One of our Trustees, Peter Jordan, is presently arranging shortlisting candidates for this Award, which will be presented at the Glastonbury Festival 2022.

In 2020 we were awarded the Queens Award for Voluntary Service. This is the highest award given to voluntary groups across the UK and is the equivalent to the MBE. The formal presentation of the Award has not been possible because of lockdown. We are now pleased to say the Somerset HM Lord Lieutenant, Mrs. Annie Maw, will formally present the Award at Glastonbury Festival 2022.

The FMS Board have been busy during the year and amongst other activities have:

- Determined the Strategy for the next five years
- Confirmed FMS' Core Values for which we are grateful to the members on the Core Values Team that put in hours of work
- Looked at succession planning for key personnel
- Attempted to improve the diversity of the Board
- Looked at the lessons learned from the Manchester Arena Inquiry

During the year Adele Lomax left the Board. We are indebted to Adele for the high level of skills that she brought to our work. The vacancy created by Adele's departure has been filled by Peter Jordan. We give a warm welcome to Peter.

Mike O'Connor
Chair of FMS Trustees

2. Festival Medical Services (FMS)

Festival Medical Services (FMS) is a charity that provides doctors, nurses, paramedics, first responders and other trained medical and administrative personnel to music festivals and outdoor events throughout the UK. Additionally, we award significant grants to charities that make a real difference to the lives of people.

We provide a full range of medical services rather than a minimum emergency response.



From left to right: Michelle Crossman, Mike Gray, Laureen Woods, Tracy West, and Dave Parry

Vaccination Programme

The above is a photo of FMS staff at the Bath and West Showground who were making a flying start with the mass vaccinations programme in Somerset. FMS staff supported the NHS by providing vaccinators and clinicians to ensure demand for vaccinations is met and the roll out can progressed quickly and safely. FMS staff were also working in Wells, Ilminster, Yeovil, Weston Super Mare, delivering vaccinations to the housebound, operating from mobile units, and visiting residential care homes.

Our costs are low as we engage highly professional staff who offer their services free of charge because we fund a range of charities.

We also support medical staff who want to help others, by training and improving practices in less fortunate parts of the world.

Our charity makes significant use of volunteers, and it is extremely grateful to all those that have given their time, skills, and given up holidays and weekends to assist. In 2021 this amounted to a total of 13,000 hours which our volunteers spent on medical care duty at events or duties associated with events. Additionally, there is time spent by our Coordinators and Managers in managing this effort, and Trustees with steering the charity. These total 19,500 hours.

In addition to the voluntary hours our members have supported the roll out of the national vaccination programme. This amounted to 13,000 hours in 2021.

3. FMS' plans for the future

- Principally FMS will focus on its Core Business of providing medical cover at events, supporting its staff in upskilling to support worthy causes. Because FMS is a sustainable business it can explore discretionary areas outside its Core Business.

- We will continue to support the roll out of vaccinations in the UK, and assist, wherever its capacity allows, to reduce infection.

- In September 2021 we adopted a five-year strategy which We will continue to develop a strategy based on the following four principles:

- **The right people**

- Recruitment and retention – attracting the right people and keeping them
- Volunteer experience – communication, safety, fairness, facilities, opportunities

- **Good organisation**

- Finance – sound finances and financial probity
- Risk management – organisational, clinical, operational
- Information governance
- Relationships – customers, agencies, media

- **Clinical and operational effectiveness**

- Operating policy
- Clinical guidance
- Equipment – enough of the right kit where it is needed
- Patient safety – checking qualifications and registrations, DBS, safeguarding, infection control, complaints handling
- Quality assurance – learning from what happens
- Training and refreshers

- **Well-managed charitable activities**

- Project management – assessment and monitoring
- Fund raising
- Participation - opportunities for member involvement



Reading Festival: The Reading Festival is the world's oldest popular music festival still in existence. Many of the biggest bands in the UK and internationally have played at the festival over five decades

Medical cover by Festival Medical Services

- Our cash flow projections indicate that we will be able continue awarding grants at existing high levels. This is good news for the charities that we support.
- Our training division will continue to train and accredit our volunteers. This will help maintain the high level of medical care at events and ensure a consistent high standard. Many of the courses have now moved online which reduces the students and tutor's travel
- We have identified where there are skills gaps on the Board, and we are attempting to fill those gaps. There will be a biannual Trustee Skills Audit
- We have considered the lack of diversity on the Board and intend:
 - Improved communication from the Board to the wider membership
 - Develop and implement actions to widen the potential people who would be interested in standing for the Board
 - Improve its own awareness of EDI either through training or learning from other organisations
 - Consider more proactive approaches to recruiting Board members
- Continue to assess risk and monitor our risk management work
- Climate Impact: We are presently calculating our carbon footprint in order to consider any reduction measures



4. FMS's Impact

FMS draws upon the following resources to do its work:

- Volunteers selected from a membership of 1,400 clinical practitioners and support staff
- FMS has its own Training Division and offers a comprehensive portfolio of medical training courses including FREC responder training, CPD events for clinical professionals, and life support/first aid
- FMS is equipped with ambulances, medicines, and medical supplies and equipment.

What FMS has achieved:

By providing on-site medical care at events FMS has achieved the following:

- Early treatment of casualties preventing escalation of trauma
- Prevention of casualty deterioration by reducing travel
- Reducing the environmental impact of travel to hospitals
- Assisting event organisers in complying with obligations
- The relief and support given to the beneficiaries of the charities which FMS funds
- Relieving the strain on local hospitals who would be unable to cope with the volume of casualties
- Assist with the delivery of national vaccination programmes

Dr Neil Rushton: Charity Lead on the FMS Board of Trustees:

"I was inspired by two events. One was the trip that Nic Sutcliffe did by when he walked into retirement by leaving his job in the police in London to return to Yeovil to raise money for Yeovil Breast Care Unit.

The second was a patient of mine who was homeless (I am a GP). I took him into my home and secured accommodation for him. So, I decided to walk to London St George's Hospital unsupported to raise money for Shelter the homeless charity.

I qualified from St George's 45 years ago. I met huge kindness on my trip and the walk became a sort of Pilgrimage back to my Alma Mater. So, with a tent sleeping bag and hope I set off. 180 miles later (for I went by paths if I could) I arrived with huge blisters and happy that I raised nearly 11,000 pounds 10 days later for Shelter"



In 2021 FMS awarded grants to the following Charities:

Charity/Project	Purpose of Grant	Grant	Progress in 2021
<p>Health Improvement Project Zanzibar The relief of sickness and the preservation of health among people residing permanently or temporarily in Zanzibar. To relieve sickness and to preserve the health of people of Zanzibar by providing and assisting in the provision of equipment, facilities and health services http://www.hipz.org.uk/</p>	<p>Effective triage system, advanced emergency care training, and department improvements.</p>	<p>£20,610</p>	<p>Progress with the Makunduchi Emergency Department is well under way. Together with the Ministry of Health, we have finalised the building plans, including the Emergency Department on the ground floor, and a brand new laboratory on the first floor. We have worked with contacts at the WHO to create a building design that meets all the required standards, and the entire design has been approved by WHO.</p>
<p>St Peter's Life-Line Supporting St Peter's Schools and Community in Kajuki, Kenya. A remote, rural and desperately poor community. http://www.stpeterslifeline.org.uk/</p>	<p>ARP programme to help stop FGM</p>	<p>£5,780</p>	
	<p>Total</p>	<p>£26,390</p>	



Worthy Pastures: Over the school holidays, 2021, Worthy Farm became Worthy Pastures – a tranquil, family-friendly campsite which welcomed guests to get back to basics in nature, with a range of pre-erected bell tents and scout tents

Medical Cover provided by Festival Medical Services

FMS' Grant Making Policy

FMS aims to make a real, practical difference in everything we do. Our grants demonstrate this commitment with the range of grants awarded. These are the criteria that we use:

- Only applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland will be considered
- Every such application will be considered
- Applications from smaller charities will be given priority
- The application must be focused on a specific project with a defined time frame
- The project must be health or education-based
- The project must have an element of capacity building, in other words it must leave a legacy of enduring benefit
- FMS does not support any application that includes funding for airfare international or domestic, but may occasionally support local transport or similar where it is an integral part of the project
- Successful charities are expected to provide a video for presentation at the FMS AGM demonstrating to the membership how their grant has been used, what benefits it has provided and to whom
- Successful applications will usually have a champion within FMS, in other words someone who would oversee the project and hopefully be able to visit it
- FMS will strive to ensure a project delivers the greatest possible benefit for the sum donated and within a time frame and may include expertise and advise as well as money
- FMS will satisfy itself that all donations are used in a non-partisan way and take all reasonable steps to ensure these are not used to support terrorist activities as determined by the Terrorism Act 2000. FMS is aware of its obligation to report any concerns about grants being misused in this way



Health Improvement Project Zanzibar

The relief of sickness and the preservation of health among people residing permanently or temporarily in Zanzibar.

To relieve sickness and to preserve the health of people of Zanzibar by providing and assisting in the provision of equipment, facilities, and health services

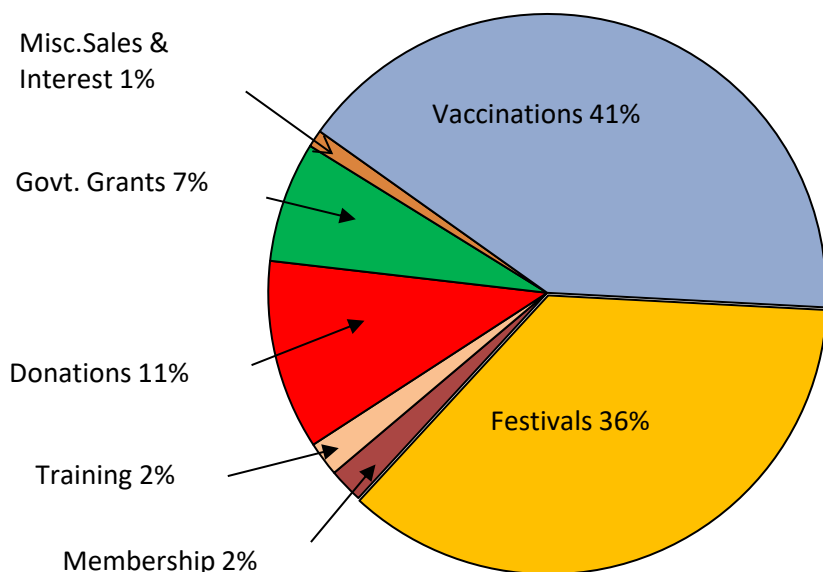
Picture is of HIPZ's proposed Makunduchi Department

Project supported by Festival Medical Services

5. Financial Review of FMS

Where our income came from 2020/21

Total income for the year was £457,383 (2020: £52,509). The split of the funding sources can be seen below:

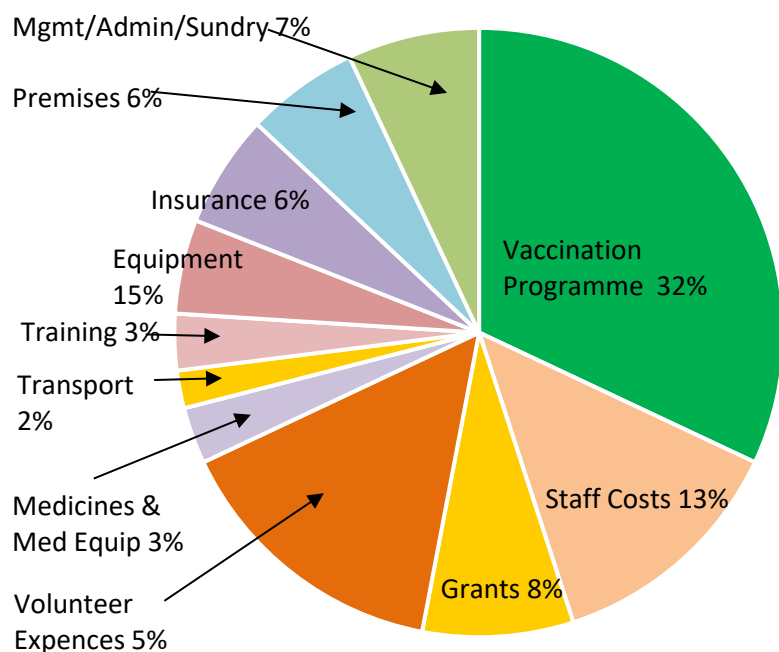


Government Grants:

Festival Medical Services is grateful for the Furlough Grant from Central Government, and the Discretionary Grant from Mendip District Council

How the money was spent 2020/21

Total expenditure for the year was £327,781 (2020: £161,818). The split of the funding sources can be seen below:



The details are summarised in Note 6 of the Accounts. During the year FMS as part of its charitable activities has made grants totaling £26,390 (2020: £17,673).

There was a surplus for the year of £129,602 (2020: £109,309 deficit).

Internal Controls

The Trustees have overall responsibility for ensuring that the organisation has appropriate systems of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the Financial Statements comply with the FRS 102 SORP and Companies Act 2006. The Trustees recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. They remain satisfied that the internal systems provide reasonable assurance that the organisation operates efficiently and effectively, safeguards its assets, maintains proper records, and complies with relevant laws and regulations.

Our system includes a rolling five-year cash-flow, and annual budgets approved by trustees. These are reviewed by the Senior Leadership Team and the Board. The Board also considers actual results compared with plans and forecasts. Our Financial Procedures are regularly reviewed by the Finance Officer, Finance Director and a Trustee with Financial Expertise. Tests are carried out to ensure the Procedures are being adhered to.



We are innovators:
We do this through the provision of specialist event medicine through governance, training, evolution, and continuous development.

Fundraising Statement

Our values shape everything that we do; and this extends to our fundraising.

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Although we do not undertake widespread fundraising from the public,

the legislation defines fundraising as 'soliciting or otherwise procuring money or other property for charitable purposes. Such amounts receivable is presented in our accounts as 'Donations'. In relation to the above we confirm that all solicitations are managed internally, without involvement of commercial participators or professional fundraisers or third parties.



Glastonbury Extravaganza: Held in the grounds of the ruined medieval Glastonbury Abbey in Somerset since 1996. The Extravaganza is held every year as a thank you to local people from Glastonbury Festival founder Michael Eavis.

Medical cover by Festival Medical Services

Investment policy

We bank our cash to obtain maximum interest payments with minimum charges, mainly through the specialist charity services provided by the Co-operative Bank, Triodos Bank, Nationwide, Charities Aid Foundation Bank (Scottish Widows), Charity Bank, Reliance Bank, and Clydesdale Bank. We spread our funds so that we stay under the £85,000 covered by the Financial Services Compensation Scheme. We are unwilling to invest in long term investments as our funds are comparatively small and all but working capital is granted to charities (see Reserves below).

FMS ensures that its deposits are not being invested in arms manufacture, tobacco, fast food, gambling, alcohol, fossil fuel, slavery, fracking, nuclear, pornography, and companies with dubious human rights (e.g. oil, gas, and mining companies).

The money that we gained from our short-term investments in 2021 was £597(2020: £1,672) bank interest.

Reserves Policy

A charity needs to have enough reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

Our trustees annually review the charity's reserves and after quantifying all known risks the trustees recently set a level of reserves of £150,000. This is the working capital that Festival Medical Services needs to give it time (one year) to rebuild in the event of it losing a considerable amount of activity. These reserves are freely available.

At 31 October 2021 the level of reserves held by the charity stood at £476,293 (2020: £346,691) of which £473,037 (2020: £342,578) were unrestricted funds. Of these funds £21,220 (2020: £29,982) was held as fixed assets and £6,000 (2020: £5,000) stock. This leaves £445,817 (2020: £311,709) of free reserves which are readily available.

The Trustees appreciate that £445,817 is considerably above the determined minimum of £150,000. However, FMS is presently looking to purchase its own premises.

From the Clinical Lead at Royal Berkshire Hospital Emergency Department:

"We are amazed at how well you guys did. We hardly saw any patients, and the ones that came were appropriate. Also, any patients that needed specialty input were referred before arrival and this caused us no bother. Hands down, the team and I feel this was the best medical service the festival has ever had. Even the paramedics that brought us the patients were full of praise about the amount of effort and work that has gone into the organisation this year. We here at RBH ED, thank you and all your team for everything you did."

6. Charity Objects

Festival Medical Service's charity's objects are:

- (a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings;
- (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care; and
- (c) any Charitable purpose which the trustees shall from time to time think fit

7. Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006, to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The provision of medical care at events, vaccinations, and grants to worthy causes, are charitable for the purposes of public benefit. We are here to provide a service to the public and support worthy causes. We consider how our planned activities contribute to public benefit.

8. Safeguarding

We are committed to being accountable and transparent regarding our safeguarding policies and approaches. We have zero tolerance for harassment, bullying or exploitation of any kind.

We have a comprehensive safeguarding policy which is regularly reviewed.

9. How we operate

Together, every decision we make ensures our work is efficient, effective and sustainable, and takes us closer to our goal of relieving of sickness by the provision of medical services and emergency relief at festivals, vaccinations, and making the world a better place with the grants that we make.



We have Big Hearts:
We are a family of intrepid souls with a big heart for people, here and abroad.

Patrons

Heidi Thomas
Stephen McGann

Trustees

Our governing document is our Memorandum and Articles of Association.

Trustees for the year ending 31st October 2021:

Cara	Chapman				
Paul	Hooton	Clinical Director			
Phil	Barker	Finance Director and Company Secretary			
Tony	Daniel				
Will	Green				
Chris	Howes	Managing Director			
Peter	Jordan	Appointed March 2021			
Alex	Layard				
Adele	Lomax	Resigned March 2021			
Mike	O'Connor	Chair			
Dave	Parry	Operations Director			
Neil	Rushton	Lead for Grants			
Nich	Woolf				

Festival Medical Services was incorporated as a company limited by guarantee on 1st June 2007 and registered as a charity on 1st June 2007 with a Memorandum and Articles as its Governing Document. It operates throughout England and Wales.

FMS has a "Unitary Board" comprising senior leaders and trustees.

It is not unusual for small charities to have trustees that play both a governance and executive role. Having four trustees that are ex officio senior leaders has many advantages:

- faster decision making
- shared responsibility
- clearer strategic thinking

There is scope for increasing the diversity of the eight elected trustees when they retire from the Board.

- Gender: There have been small improvements. Currently there are two females on the Board, compared with two in June 2015
- Ethnicity: The sort of events that FMS covers does not tend to attract those from an ethnic background. This relative monoculture is mirrored in FMS' membership
- Disability: There are no Trustees with visible disabilities
- Age: Currently the average age of FMS Trustees is 58 years. The average age in 2015 was 55.
- Background: This is not varied

Recruitment, Training, and Induction of Trustees

Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board.

When a vacancy arises, it is advertised within the FMS membership detailing the skills gaps to be filled, and how it would like to balance the Board diversity. If FMS is unable to fill the vacancy, then the trustees are recruited by traditional methods such as word of mouth. If this fails, then the vacancy can be left open or advertised using a trustee brokerage service.

We voluntarily encourage a process of achieving better gender, ethnicity, disability, age, and background balance on the board. We encourage members who we feel would benefit the board with their skill set and improve the Board's diversity

At a meeting of the Trustees on the 9th January 2022 it was decided to:

- i. Improve communication from the Board to the wider membership
- ii. Develop and implement actions to widen the potential people who would be interested in standing for the Board
- iii. Improve its own awareness of EDI either through training or learning from other organisations
- iv. Consider more proactive approaches to recruiting Board members



St Peter's Life-Line

Supporting St Peter's Schools and Community in Kajuki, Kenya. A remote, rural and desperately poor community.

Project supported by Festival Medical Services

Risk Management

Our Risk Register is split into four areas:

- Organisational Risk
- Clinical Risk
- Operational Risk
- Board Oversight

At every meeting, our trustees monitor one of these risks in detail on a rotational basis.

The Risk Register helps to ensure that there are sufficient risk assessment processes in place, and that assurances are provided to the board as well as highlighting any areas for concern.

Charity Governance Code

In 2020 Festival Medical Services compared its Governance with that of the Charity Governance Code. Below is an outline of this comparison.

Charity Governance Code	FMS' Position
1. The board meets as often as it needs to be effective.	FMS Board meets four times a year which is considered effective.
2. The chair, working with board members and where they exist staff, plans the board's work and meetings, making sure trustees have the information, time and space they need to explore key issues and reach well-considered decisions.	With the Company Secretary/Senior Leadership Team the Chair: <ol style="list-style-type: none"> I. Plans the annual cycle of board meetings and AGM II. Sets agendas for the board and AGM
3. The board regularly discusses its effectiveness and its ability to work together as a team, including individuals' motivations and expectations about behaviours. Trustees take time to understand each other's motivations to build trust within the board and the chair asks for feedback on how to foster an environment where trustees can constructively challenge each other.	The Chair develops the board of trustees including induction, training, appraisal and succession planning.
4. Where significant differences of opinion arise, trustees take time to consider the range of perspectives and outcomes, respecting all viewpoints and the value of compromise in board discussions.	The Chair addresses conflict within the board and within the organisation, and liaising with the Managing Director to achieve this.
5. The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.	The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.

Reviewing the board's composition

Charity Governance Code	FMS' Position
<p>1. The board has, and regularly considers, the skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It reflects this mix in its trustee appointments, balancing the need for continuity with the need to refresh the board.</p>	<p>The Board carries out an annual Skills Audit. The most recent one was in December 2021 and revealed that the Board is strong on Management (inc. Leadership), Communications, Data Protection, and Networking. FMS was not so strong on History of Sector, Diversity and Inclusion, Marketing, and Training Provision. It subsequently identified those that held the "not so strong" skills so that it was aware what skills it would lose when those holding these skills left the Board.</p>
<p>2. The board is big enough that the needs of the charity's work can be carried out and changes to the board 's composition can be managed without too much disruption. A board of at least five but no more than twelve trustees is typically considered good practice.</p>	<p>FMS Board has a minimum of five and a maximum of twelve Trustees.</p>



Oktoberfest: Originally Oktoberfest was an annual festival in Munich, Germany, held over a two-week period and ending on the first Sunday in October. The festival originated on October 12, 1810, in celebration of the marriage of the crown prince of Bavaria, who later became King Louis I, to Princess Therese von Sachsen-Hildburghausen.

Today, Oktoberfests are celebrated throughout the world.

In 2021 Festival Medical Services provided medical cover at three UK Oktoberfests

Overseeing appointments

Charity Governance Code	FMS' Position
<p>1. There is a formal, rigorous and transparent procedure to appoint new trustees to the board, which includes advertising vacancies widely.</p>	<p>Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board.</p> <p>New Trustees usually come from within our membership, and often through personal contact and seeking the skills that the Board requires. The Trustees accept that this method could lead to a less diverse Board and is seeking ways to address this.</p>
<p>2. The search for new trustees is carried out, and appointments or nominations for election are made, on merit, against objective criteria and considering the benefits of diversity. The board regularly looks at what skills it has and needs, and this affects how new trustees are found.</p>	
<p>3. Trustees are appointed for an agreed length of time, subject to any applicable constitutional or statutory provisions relating to election and re-election. If a trustee has served for more than nine years, their reappointment is:</p> <ul style="list-style-type: none"> i. subject to a particularly rigorous review and takes into account the need for progressive refreshing of the board. ii. explained in the trustees' annual report. 	<p>In March 2022 FMS' AGM are being asked to adopt the Nine-Year Rule.</p>
<p>4. If a charity's governing document provides for one or more trustees to be nominated and elected by a wider membership, or elected by a wider membership after nomination or recommendation by the board, the charity supports the members to play an informed role in these processes.</p>	<p>Trustees are appointed at the AGM by the membership present at the meeting. All new trustees are provided with an induction.</p>

Developing the board

Charity Governance Code	FMS' Position
<p>1. Trustees receive an appropriately resourced induction when they join the board that includes meetings with other members and staff (if the charity has staff) and covers all areas of the charity's work.</p>	<p>All new Trustees are provided with the key documents. Trustees receive ongoing support through training opportunities.</p>
<p>2. The board reviews its own performance, including that of the chair. These reviews might consider the board's balance of skills, experience and knowledge, its diversity, how the board works together and other factors that affect its effectiveness.</p>	<p>It was proposed that the performance review be covered by each trustee completing an Individual Trustee Self Reflection https://knowhow.ncvo.org.uk/tools-resources/board-basics/tools-and-guidance/Individualtrusteeselfreflection.pdf However, membership of NCVO has not been renewed to in order to limit expenditure. When FMS is confident about festival income it will renew its membership and undertake the Self Reflection.</p>
<p>3. Trustees can explain how they check their own performance.</p>	

How FMS Trustees carry out their work



Occasionally Trustees provide paid cover at events. In doing this the Trustees are satisfied that it is in the interests of the Charity on some occasions, Trustees have the same access to paid roles as the rest of the membership. In reaching this decision the Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. This decision is reached on the understanding that the majority of the Trustees in office will receive no such payments.

Trustees receive no remuneration for their work as Trustees. The role of Operations Director is a paid one. The current OD is both a paid employee of the charity and a Trustee – previously an elected one and now ex-officio. The Board has decided that it is in the interests of the charity for him to continue in both roles. In reaching this decision Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. Also, this decision was reached on the understanding that the majority of the Trustees in office will have no such paid positions.

FMS has adopted a Conflict-of-Interest policy, part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete a Conflict-of-Interest Form declaring any potential interest.



Glastonbury Live at Worthy Farm 2021: Drone pilot and drone camera operator filming at Glastonbury Live 2021.

Medical cover for this Live Event by Festival Medical Services

Management and Administration

The Managers are led by a Senior Leadership Team, made up of the Managing Director, Operations Director, Financial Director, Clinical Director, and Human Resources and Organisation Development Manager.

We have a headquarters and stores at Evercreech, where we train staff, store medical supplies and ambulances. We are a geographically challenged organisation and most of our work is done from home. The pandemic has meant that meetings are now by video call. This way of meeting is likely to remain after the pandemic.

FMS Management and Administration comprises:

Senior Leadership Team		Managers	Coordinators
Managing Director*	Clinical Director*	Medical Centre Managers	Medical Centre Team Pharmacy Physiotherapy Podiatry Imaging Porters Doctors Nurses Dentists Mental Health
		Responder Manager	Responder Team First Responders Stages Fleet
		Clinical Governance Manager	Clinical Governance Team_ Safeguarding Infection Control
		Patient Safety Manager/ Caldicott Guardian	Patient Safety Manager & Caldicott Guardian_ Complaints Lead
	Operations Director*	Operations Manager	Event Liaison Duty Ops Medical Logistics Team Clinical Logistics Warehouse Stores Transport
		Med Comms Manager	Medical Communications Team MedComms Manager
		Support Manager	Support Team Production Campsite Bar Staff
		IT & Administration Manager	Administration & IT Team Administration IT
		Training Manager	Training Team Training
		Health & Safety Manager	
Information Governance Manager			
Finance Director & Company Secretary*	Organisational Development & HR Manager		Staff <ul style="list-style-type: none"> • Operations Director 25 hrs/wk • Membership Administrator 15 hrs/wk • Communications & Finance Officer 20 hrs/wk • Warehouse Supervisor 10 hrs/wk

* Ex-officio member of Board

Delivery is organised by Coordinators who:

- Are appointed by Senior Leadership Team with advice from membership
- Coordinate individual teams between and at events
- Disseminate information from Senior Leadership Team
- Recruit staff and check qualifications
- Manage rotas

Equality, Diversity, and Inclusivity statement

We are committed to being fair to our employees, volunteers, students, and service users. We aim for an environment of equality of opportunity and equality of treatment wherever practically possible.

Our diversity vision is that we will uphold the Equality Act and provide a culture of diversity and inclusivity, fostering good relations between people who possess a protected characteristic and those who do not and advancing equality of opportunity between them.

We do not accept discrimination on the grounds of age, disability, gender reassignment, marital status, race, religion, or sexual orientation.

Members are protected against discrimination in all aspects of their employment, volunteer status, education, and training relationship, which includes recruitment and selection, employment terms and conditions, promotion, appraisal/annual review, assessment of performance, dismissal, and post-termination (such as providing references).



Swindon and Wiltshire Pride: Swindon Pride was launched in 2008, with the first ever Pride festival being held in Swindon. In 2009, the Pride event was expanded to incorporate Swindon & Wiltshire Pride. Swindon & Wiltshire pride gained charity status in 2019. The atmosphere within the Town Gardens is inclusive, happy, and vibrant. Our mission is to promote equality and diversity for the public benefit and in particular the elimination of discrimination on the grounds of sexual orientation or gender identity.

Medical cover by Festival Medical Services

Pay Policy

Responsibility for determining pay rests with the Board of Trustees. It is essential that Trustees are objective and fair when taking decisions on staff pay. This is particularly important in relation to the annual review of staff salaries that takes place at the March Board meeting and setting the salary of new posts. In setting the staff salaries consideration is given to rises in the cost of living, national trends in pay rises, and the market rate for the work. Pay benchmarking studies are often carried out to ensure that FMS staff are paid the market rate.

FMS does not apply any form of performance-related pay, nor does it have a bonus scheme.

10. Reference and administrative details of the charity, its trustees, and advisers

Festival Medical Services (known as FMS) is a registered Charity and Company limited by guarantee. Our Registered Charity Number is 1124695 (England and Wales) and our Company Registration Number is 6265957.

Independent Examiner:

A C Mole
Stafford House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Registered Office:

Festival Medical Services
Unit 1 and 2
Wayside Farm
Evercreech
Shepton Mallet
Somerset BA46QW

Bankers

The Charity Bank Limited,
Fosse House,
182 High Street,
Tonbridge,
Kent, TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

Clydesdale Bank
30 St Vincent Place
Glasgow
G1 2HL

Reliance Bank Ltd
Faith House
23-24 Lovat Lane
London
EC3R 8EB

11. Declarations

Statement of trustees' responsibilities

The trustees (who are also directors of Festival Medical Services for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period.

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

- select suitable accounting policies and then apply them consistently;

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

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

In so far as the trustees are aware:

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

The trustees 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.

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Mike O'Connor	Phil Barker
Position (for example Secretary, Chair, etc)	Chair	Finance Director and Company Secretary
Date		

FESTIVAL MEDICAL SERVICES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FESTIVAL MEDICAL SERVICES

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 October 2021, which are set out on pages 27 to 40.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Alexandra Shore FCA DChA
Chartered Accountant
A C Mole
Stafford House Blackbrook Park Avenue
Taunton Somerset TA1 2PX
_____2022

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2021

		Restricted Funds	Unrestricted Funds	Total Funds	Restated Total Funds
	Note	£	£	2021 £	2020 £
Income					
Donations and Grants	2	-	58,560	58,560	15,405
Income from Other Trading Activities	3	-	11,809	11,809	2,271
Income from Charitable Activities	4	-	385,280	385,280	30,292
Other Income		-	1,137	1,137	2,869
Investment Income	5	-	597	597	1,672
TOTAL INCOME		-	457,383	457,383	52,509
Expenditure					
Costs of Raising Funds					
Festival tickets		-	10,004	10,004	-
Merchandise		-	-	-	2,101
Donated goods		-	1,600	1,600	-
Expenditure on Charitable Activities	6	857	315,320	316,177	159,717
TOTAL EXPENDITURE		857	326,924	327,781	161,818
Net income/(expenditure) for the year		(857)	130,459	129,602	(109,309)
Reconciliation of Funds:					
Total funds brought forward		4,113	342,578	346,691	456,000
Total funds carried forward		3,256	473,037	476,293	346,691

The notes on pages 29 to 40 form part of these financial statements.

BALANCE SHEET AS AT 31 OCTOBER 2021

	Note	2021	2020
		£	£
FIXED ASSETS			
Tangible Assets	7	22,852	32,471
Investments	8	1	1
		<u>22,853</u>	<u>32,472</u>
CURRENT ASSETS			
Stock	6	6,000	5,000
Debtors & Prepayments	11	30,379	9,086
Cash at Bank and in Hand		442,205	305,582
		<u>478,584</u>	<u>319,668</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	12	25,144	5,449
		<u>453,440</u>	<u>314,219</u>
NET CURRENT ASSETS			
		<u>476,293</u>	<u>346,691</u>
TOTAL NET ASSETS			
		<u>476,293</u>	<u>346,691</u>
THE FUNDS OF THE CHARITY			
Unrestricted Funds	14	473,037	342,578
Restricted Funds	14	3,256	4,113
		<u>476,293</u>	<u>346,691</u>
TOTAL CHARITY FUNDS			
		<u>476,293</u>	<u>346,691</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions of part 15 of the Companies Act 2006 relating to small companies regime.

The accounts were approved by the trustees and signed on their behalf by:

..... Trustee
M O'Connor - Chair of Trustees

..... Trustee
P Barker - Finance Director

The notes on pages 29 to 40 form part of these financial statements

2022

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021

1 ACCOUNTING POLICIES

(i) Charitable company status

The charity is a company limited by guarantee and does not have any share capital. The liability of the guarantors, who are the members is limited to £10 per guarantor. At 31 October 2021 the charity had 1,421 members. The company is registered in England and Wales. The registered office is Unit 1 and 2, Wayside Farm, Evercreech, Shepton Mallet, Somerset, BA46QW.

(ii) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention. 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) (effective 1 January 2019) - (Charities SORP (FRS102) second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(iii) Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Further details of each fund are disclosed in note 14.

iv) Income Recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity been notified in writing of both the amount and settlement date. Memberships, festival income and service level agreements are recognised in the period to which it relates.

Income in the form of gifts in kind (including festival passes and equipment) are included at fair value in the statement of financial activities. Fair value is determined as the maximum sale proceeds which could be obtained by the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

v) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises those costs incurred by the charity in delivery of its activities and service for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Governance costs are included within support costs and comprise all costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of charity.

vi) Fixed Assets

Only items with a value greater than £500 are treated as tangible fixed assets. Items below this value are written off in the year they are acquired.

Depreciation on fixed assets has been provided at the following rates

Motor Vehicles	25%	Reducing balance
Equipment	25%	Straight Line

vii) Fixed Asset Investments

Investments in subsidiary undertakings are included in the Balance Sheet at cost less impairment.

viii) Stock

Stock is valued at the lower of cost and net realisable value.

ix) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits and other short-term highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

x) Financial Instruments

The charity only has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

xi) Critical Accounting Estimates and Judgements

The preparation of the financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

xi) Critical Accounting Estimates and Judgements - continued

The resulting accounting estimates will, by definition seldom equal the related actual results. The trustees are of the opinion that there were no estimates or assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

xii) Volunteer Reimbursements

FMS makes a contribution to volunteers costs which is below actual costs incurred and is therefore a reimbursement. HMRC has confirmed that "If there is no office or employment, it follows that the reimbursement of any expenses incurred by voluntary workers in doing the work of the organisation will not give rise to a tax liability."

xiii) Donated Services

In accordance with the Charities SORP (FRS102), any unpaid volunteer time is not recognised in the financial statements.

xiv) Operating Leased Assets

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

xv) Basis of Consolidation

The financial statements present information about the company as an individual undertaking and not about its group. The company and its subsidiary undertaking Doc Rock Limited, comprise a small-sized group. The company has therefore taken advantage of the exemptions provided by the Charities SORP (FRS102) and the Companies Act for small groups and consolidated accounts are not prepared.

xvi) Prior Year Adjustments

Where corrections are required to comparative figures, these are adjusted in the earliest period to which they relate. Details of such restatements are included in note 19.

2 DONATIONS AND GRANTS

	2021	Restated
	£	2020
		£
Donations	54,060	5,405
Covid 19 Grants	4,500	10,000
	<u>58,560</u>	<u>15,405</u>
	<u><u>58,560</u></u>	<u><u>15,405</u></u>

Donations include £40,106 of goods in kind (2020: nil) which relates to donated face masks and printers.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

3 INCOME FROM OTHER TRADING ACTIVITIES	2021	2020
	£	£
Merchandise and clothing	-	2,271
Sale of guest passes	10,004	-
Hire Income	1,805	-
	<hr/>	<hr/>
	11,809	2,271
	<hr/> <hr/>	<hr/> <hr/>
4 INCOME FROM CHARITABLE ACTIVITIES	2021	Restated
	£	2020
		£
Events	155,882	4,730
Membership*	7,103	7,850
Training	7,365	1,925
Covid 19 Vaccination Programme	189,623	-
Coronavirus Job Retention Scheme	25,307	15,787
	<hr/>	<hr/>
	385,280	30,292
	<hr/> <hr/>	<hr/> <hr/>

Income from Events includes £10,004 (2020: £nil) of goods in kind.

*MEMBERSHIP INCOME

All members apply through the FMS website, and team coordinators are responsible for their team selection. Once selected, applicants will be emailed welcoming them to FMS and requested £25 for a three-year membership. Teams are split between patient and non-patient facing teams. All members who are patient facing must have a current enhanced DBS disclosure for Adult and Child Workforce and their membership will not be finalised until a valid DBS certificate has been received. All non patient facing applicants must supply two forms of identification as proof of identity and residency before membership is completed. Full details can be found on the FMS website under 'Membership' or by emailing membership@festival-medical.org.

5 INVESTMENT INCOME	2021	2020
	£	£
Bank Interest	597	1,672
	<hr/>	<hr/>
	597	1,672
	<hr/> <hr/>	<hr/> <hr/>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

6 EXPENDITURE ON CHARITABLE ACTIVITIES	2021	2020
	£	£
Opening Stock	5,000	10,000
Closing Stock	(6,000)	(5,000)
Medicines and Dressings	8,844	696
Small Equipment Purchases	42,539	9,880
Equipment	6,282	249
Insurance and Fees	19,713	32,847
Volunteer Expenses and Reimbursements	1,374	200
Volunteer Catering and Facilities *	16,000	-
Wages	41,157	43,761
Telephone	1,460	1,342
Transport	7,436	8,362
Postage, Stationery, Website, IT and Software	4,555	2,779
Grants	26,390	17,673
Rent	11,227	13,340
Premises Costs	3,720	3,311
Sundries	1,170	133
Depreciation	9,621	11,563
Profit on Disposal of Vehicles	-	(672)
Loss on Disposal of Equipment	-	912
Bank Charges	376	247
Training	9,668	2,155
Payroll Services	1,200	1,327
Independent Examiner's Fees	1,818	2,022
Trustee Meeting Travel Expenses	-	691
Trustee Meeting Expenses	477	280
Professional Fees	994	994
Bad Debt	(350)	625
Covid 19 Vaccination Programme	101,506	-
	<u>316,177</u>	<u>159,717</u>

*Volunteer Catering and Facilities: Festival Medical Services provides food and beverages for those working at events. Charges are made to those volunteers not on duty. This has been found to be the most efficient way of providing good quality food for volunteers at events.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

7 TANGIBLE FIXED ASSETS

	Equipment £	Motor Vehicles £	Total £
Cost			
1 November 2020	31,116	76,795	107,911
	—	—	—
31 October 2021	31,116	76,795	107,911
	—	—	—
Depreciation			
1 November 2020	20,726	54,714	75,440
Charge for year	4,099	5,520	9,619
	—	—	—
31 October 2021	24,825	60,234	85,059
	—	—	—
Net book value			
31 October 2021	6,291	16,561	22,852
	=====	=====	=====
31 October 2020	10,390	22,081	32,471
	=====	=====	=====

8 FIXED ASSET INVESTMENTS

	Investments £
Cost	
At 1 November 2020	1
	—
At 31 October 2021	1
	—
Net Book Value	
At 31 October 2021	1
	=====
At 31 October 2020	1
	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

8 FIXED ASSET INVESTMENTS (Continued)

The charity's investment at the balance sheet date in the share capital of companies include the following:-

Doc Rock Limited

Registered Office: 1 Church Close, Lydeard St Lawrence, Taunton, TA4 3SF

Nature of business: Festival passes distribution

Class of shares: % holding
Ordinary 100%

	2021	2020
	£	£
Aggregate capital and reserves	(410)	(410)
	<u> </u>	<u> </u>

9 TRUSTEE EXPENSES AND REMUNERATION

Remuneration of £18,052 (2020: £20,331) was paid to the Trustee D Parry during the year for his role as Operations Director. The Charity's Memorandum of Association includes a provision giving legal authority to make the payment. No remuneration has been paid to, or on behalf of any other trustees (2020: nil).

During the year £401 (2020: £656) was reimbursed to four (2020: five) Trustees for travel expenses and £1,027 (2020: £9,315) to one (2020: three) trustee for other expenses.

10 INDEPENDENT EXAMINER'S FEES

	2021	2020
	£	£
Independent Examination and Accountancy	1,818	2,022
Payroll Services	1,200	1,327
	<u> </u>	<u> </u>
	3,018	3,349
	<u> </u>	<u> </u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

11 DEBTORS	2021 £	2020 £
Trade Debtors	3,914	-
Prepayments	5,624	8,360
Other Debtors	1,858	726
Accrued Income	18,983	-
	<u> </u>	<u> </u>
	30,379	9,086
	<u> </u>	<u> </u>

12 CREDITORS	2021 £	2020 £
Amounts falling due within one year:-		
Trade Creditors	654	15
Grants	20,610	-
Accountancy	2,202	2,094
PAYE/NIC	782	553
Deferred income	896	2,787
	<u> </u>	<u> </u>
	25,144	5,449
	<u> </u>	<u> </u>

13 STAFF NUMBERS AND COSTS

The average number of staff employed during the year was: 4 (2020: 4)

The aggregate payroll costs were as follows:	2021 £	2020 £
Wages & salaries	41,157	43,761
	<u> </u>	<u> </u>

There were no employees with emoluments above £60,000 in the period (2020: nil).

The charity considers its key management personnel to comprise the Trustees and the Senior Leadership Team. The Operations Director is the only paid Senior Leader with a remuneration of £18,052 (2020: £20,331).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

14 STATEMENT OF FUNDS

	Balance as at 31 October 2020 £	Income £	Expenditure £	Balance as at 31 October 2021 £
Unrestricted Funds	342,578	457,383	(326,924)	473,037
Restricted Funds:				
Bikes	3,356	-	(594)	2,762
Defibrillators	757	-	(263)	494
Total Restricted Funds	4,113	-	(857)	3,256

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals, however, only £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	21,220	1,633
Stock	6,000	-
Debtors and Prepayments	30,379	-
Cash at bank and in hand	440,582	1,623
Creditors	(25,144)	-
At 31 October 2021	473,037	3,256

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

15 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2020

	Balance as at 31 October 2019 £	Income £	Expenditure £	Balance as at 31 October 2020 £
Unrestricted Funds	451,030	52,509	(160,961)	342,578
Restricted Funds:				
Bikes	3,950	-	(594)	3,356
Defibrillators	1,020	-	(263)	757
Total Restricted Funds	4,970	-	(857)	4,113

Unrestricted funds are to be applied to the general purposes of the Charity.

Emico Building Services provided a grant of £4,000 in 2019 for the purchase of bikes used by responders at festivals, however, only £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	29,982	2,490
Stock	5,000	-
Debtors and Prepayments	9,086	-
Cash at bank and in hand	303,959	1,623
Creditors	(5,449)	-
At 31 October 2020	342,578	4,113

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

16 RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2020: None).

17 OPERATING LEASE

Festival Medical Services is due to pay the following future minimum lease payments under non-cancellable operating leases for which it is leasing, for each of the following periods:

	2021	2020
	£	£
Payments:		
Within one year:	-	2,495
Due in one to five years:	-	-
	<u> </u>	<u> </u>
	-	2,495
	<u> </u>	<u> </u>

The Charity has an operating lease on two rental units. It is a 3 year lease which expired on 1 January 2021.

18 POST BALANCE SHEET EVENTS

Since the year end the charity has had an offer of £200,000 accepted on a property.

19 PRIOR YEAR ADJUSTMENT

Income classification

The prior year comparatives have been restated to reflect a correction to the classification of income. Income from grants and donations was £83,867 of which £15,787 was Coronavirus Job Retention Scheme. This amount has been reclassified as income from charitable activities in accordance with recommendations from the SORP Committee. There is no net impact on total income of this adjustment.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2021 – Continued

**20 STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 OCTOBER 2020**

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	2020 £
Income			
Donations and Grants	-	31,192	31,192
Income and Other Trading Activities	-	2,271	2,271
Income from Charitable Activities	-	14,505	14,505
Other Income	-	2,869	2,869
Investment Income	-	1,672	1,672
	<hr/>	<hr/>	<hr/>
TOTAL INCOME	-	52,509	52,509
	<hr/>	<hr/>	<hr/>
Expenditure			
Costs of Raising Funds			
Festival tickets	-	-	-
Merchandise	-	2,101	2,101
Expenditure on Charitable Activities	857	158,860	159,717
	<hr/>	<hr/>	<hr/>
TOTAL EXPENDITURE	857	160,961	161,818
	<hr/>	<hr/>	<hr/>
Net income for the year	(857)	(108,452)	(109,309)
 Reconciliation of funds:			
Total funds brought forward	4,970	451,030	456,000
	<hr/>	<hr/>	<hr/>
Total funds carried forward	4,113	342,578	346,691
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

FESTIVAL MEDICAL SERVICES

England & Wales - Charity number 1124695

Accounts

Registered Charity No: 1124695
(England and Wales)

Company No: 6265957



Trustees' Annual Report and Unaudited Financial Statements

For the year ended 31st October 2020

Festival Medical Services

Mission: Professional event healthcare supporting charities worldwide

Vision: Best possible medical care at UK events and health-related charities
making a difference around the world



The Queen's Award for Voluntary Service

1. Introduction by Chair of Trustees

As with many organisations 2020 has seen a reduction in activities owing to the COVID crises. For FMS this has meant:



- No festivals
- Our training curtailed at the onset of the first lockdown
- Considerable reduction in donations to FMS
- Grants to our worthy causes being halted at the beginning of the crisis
- Staff being furloughed

However, members enjoyed covering the BBC's The Glastonbury Experience in June. This and a fireworks event at Longleat were the only events covered.

We are grateful to Glasto Chat for their continued support during the crisis; and Mendip District Council for the £10,000 Discretionary Grant.

We celebrated receiving The Queen's Award for Voluntary Service. This is the highest award given to local volunteer groups across the UK to recognise outstanding work done. It is the MBE for volunteer groups.

I take great pride in FMS being a going concern and viable. Our Governance is good, and this year we have taken the time to make further improvements. Here are some examples:

- Developed a robust Risk Mitigation Tool
- Developed our Strategy
- Written Role Descriptions for key Board Roles and Committees
- Written the FMS Prospectus to hand to potential clients and supporters
- Determined that our Vision is "Best possible medical care at UK events and health-related charities making a difference around the world"

The Trustees have looked at our Cash Flow projections for the next five years. They examined various scenarios from the most positive to the worst-case scenarios. In all scenarios FMS will survive – even with no festivals until 2022.

We are so pleased that we have been able to support the vaccination programme in Somerset. FMS is involved in rolling out the vaccination to three hundred residential care settings and covering the mass vaccination centres and GP vaccination hubs across the County. Our members are going above and beyond to support this immensely important work.

One of our founders, Nich Woolf, was awarded a British Empire Medal in the 2021 New Year's Honours, for services to emergency medicine and disaster response. Nich has worked as a volunteer in extremely challenging circumstances in Afghanistan, Pakistan, Ethiopia, and Haiti; and, more recently, COVID prevented his return from Vanuatu where he was one of the only paramedics. And, of course, providing invaluable support at the festivals that FMS covers. Nich has helped us raise more than £1,000,000 to provide grants for medical projects worldwide. He has a mission to put health inequalities right.

Mike O'Connor

2. Festival Medical Services (FMS)



FMS Art Competition 2020: Winner Under 8's: James Braithwaite

James was inspired by wanting to play his guitar on the Pyramid Stage when he is older. He goes to Glastonbury every year and loves watching all the music. James is in a band of musically talented young people and will, one day, fulfil his ambition of playing at Glastonbury.

Festival Medical Services (FMS) is a charity that provides doctors, nurses, paramedics, first responders and other trained medical and administrative personnel to music festivals and outdoor events throughout the UK. Additionally, we award significant grants to charities that make a real difference to the lives of people.

We provide a full range of medical services rather than a minimum emergency response.

Our costs are low as we engage highly professional staff who offer their services free of charge because we fund a range of charities.

We also support medical staff who want to help others, by training and improving practices in less fortunate parts of the world.

3. FMS' plans for the future

We will continue to support the roll out of vaccinations in the UK, and assist, wherever its capacity allows, to reduce infection.

We have examined scenarios with festivals in 2021, and without festivals in 2021. Even without festivals in 2021 our cash does not sink below the £150,000 reserve. It is the intention to continue with our core costs (staff, premises) beyond the present furlough period (September 2021) so that we have trained staff in place to take us into a new festival year in 2022 or sooner.

It is planned to resume Grant making as soon as Festivals resume.

Our training has moved largely online since the first lockdown. The practical based skills are difficult to assess and it is hoped that these can resume when it is safe to do so.

It is anticipated that when festivals recommence, they will "build back safer" and FMS will be part of this safer approach.

4. FMS's Impact

FMS draws upon the following resources to do its work:

- Volunteers selected from a membership of 1,600 clinical practitioners and

support staff

- FMS has its own Training Division and offers a comprehensive portfolio of medical training courses including FREC responder training, CPD events for clinical professionals and life support/first aid
- FMS is equipped with ambulances, medicines and medical supplies and equipment.

What FMS has achieved:

By providing on-site medical care at events FMS has achieved the following:

- Early treatment of casualties preventing escalation of trauma
- Prevention of casualty deterioration by reducing travel
- Reducing the environmental impact of travel to hospitals
- Assisting event organisers in complying with obligations
- The relief and support given to the beneficiaries of the charities which FMS funds
- Relieving the strain on local hospitals who would be unable to cope with the volume of casualties

COVID 19 has meant that FMS's Impact in 2020 has been limited.



FMS Art Competition 2020: Winner 15–18 year Category: Neamh Unwin
The NHS Rainbow as a symbol of hope to get us through COVID-19

In 2020 FMS awarded grants to the following Charities:

Charity/Project	Purpose of Grant	Grant	Progress in 2020
<p>Health Improvement Project Zanzibar The relief of sickness and the preservation of health among people residing permanently or temporarily in Zanzibar. To relieve sickness and to preserve the health of people of Zanzibar by providing and assisting in the provision of equipment, facilities and health services http://www.hipz.org.uk/</p>	Care for pediatric burns patients.		There has been continued supply of essential medical consumables and medicine to support the treatment of burns patients in Makunduchi and Kivunge Hospital. In total Kivunge & Makunduchi HIPZ has supported 84 inpatient cases in 2020. HIPZ has also supported the establishment of physiotherapy at Kivunge Hospital which is also benefitting the burns cases. During the year the previously committed grant of £4,897 was paid.
<p>Kambeng Trust Supports the rural village of Bakary Sambouya in The Gambia, with healthcare, education and sustainable community development. http://www.kambengtrust.org.uk/The_Kambeng_Trust/home.html</p>	Cost of bed nets, 1/3rd cost of healthy meals, and 50% cost of "seed funding" for additional Clinic services in the community haemoglobin, BM and urine testing kits	£4,198	The funding helped expand the range of testing done in the clinic lab and they are now able to distribute 400 bed nets, part funded by the FMS grant.
<p>St Peter's Life-Line Supporting St Peter's Schools and Community in Kajuki, Kenya. A remote, rural and desperately poor community. http://www.stpeterslifeline.org.uk/</p>	Contribution of £1,500 to cover of a child's operation (Fortune)	£1,500	The operation was successful, but after a brain scan fluid was detected on Fortune's brain, and on 11 March underwent another operation. She came out of surgery and has recovered.
<p>Yeovil Hospital Charity launched an appeal to raise £2 million for a dedicated Breast Cancer Unit. The new unit will bring all of the relevant services together, meaning that patients will no longer need to move around the hospital to access the various services they need. Patients can see a specialist nurse, have their clinical examination, an ultrasound scan, a mammogram, a biopsy, a prosthesis fitting, and an appointment with a doctor, all in one place.</p>		£1,000	At the 23 rd February 2021 £1,683,911 (84%) had been raised. They have another 16% to raise to meet their target.
<p>We Hear You providing support through counselling for individuals who have been affected personally or through association by cancer and other life threatening illnesses</p>	Support for the Outdoors Courses	£4,710	As a result, participants reported 84% overall improvement to their wellbeing and nature connection. For many participants, the experience was deeply impactful.

Charity/Project	Purpose of Grant	Grant	Progress in 2020
Care Africa Network Improving the lives of orphans, vulnerable children, families and future generations and empower women and girls by providing consultations and needs led training in successful methods, (including the treatment of post-traumatic stress disorder), to local organisations, and funding income generating projects, to empower community supported family care of children in crisis.	Funding for courses which improve the lives of orphans and vulnerable children	£6,265	The courses were successfully run
	Total	£17,673	



FMS Art Competition 2020: Winner 19 and over Real Life: Ian Mason

Using a pinhole camera, with overlapping film to create an atmospheric West Holts Stage scene at Glastonbury. Ian Said "The pinhole photograph records a much slower passing of time than a normal one, capturing the essence of the scene rather than its factual representation. As such I feel the spirit of the place is recorded in a much more accurate way and creates the feeling of being there. The abstract haze of movement also represents the mass of people enjoying the festival at its sunny Sunday afternoon best. 20 second exposure on colour roll film using a wooden box camera with a 0.2mm pinhole instead of a lens."

FMS' Grant Making Policy

FMS aims to make a real, practical difference in everything we do. Our grants demonstrate this commitment with the range of grants awarded. These are the criteria that we use:

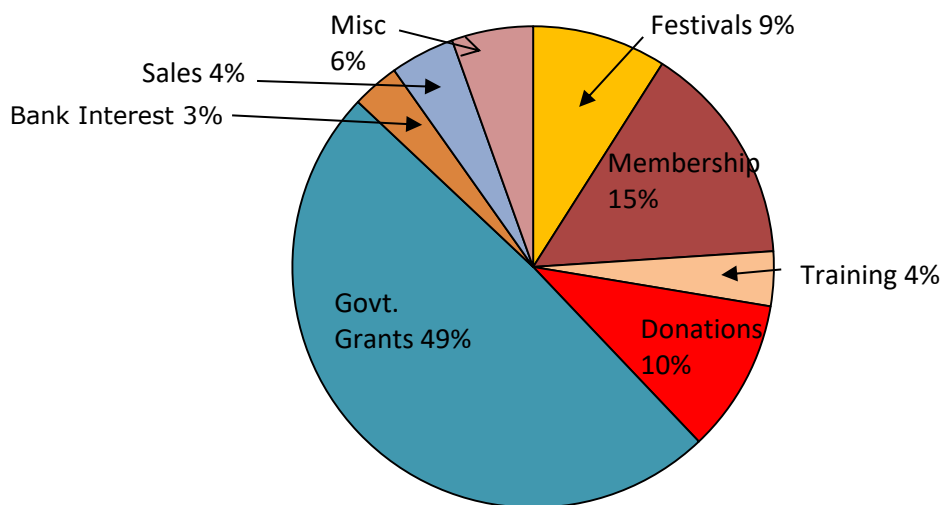
- Only applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland will be considered.
- Every such application will be considered
- Applications from smaller charities will be given priority
- The application must be focused on a specific project with a defined time frame
- The project must be health or education-based
- The project must have an element of capacity building, in other words it must leave a legacy of enduring benefit
- FMS does not support any application that includes funding for airfare international or domestic, but may occasionally support local transport or similar where it is an integral part of the project
- Successful charities are expected to provide a video for presentation at the FMS AGM demonstrating to the membership how their grant has been used, what benefits it has provided and to whom
- Successful applications will usually have a champion within FMS, in other words someone who would oversee the project and hopefully be able to visit it
- FMS will strive to ensure a project delivers the greatest possible benefit for the sum donated and within a time frame and may include expertise and advice as well as money
- FMS will satisfy itself that all donations are used in a non-partisan way and take all reasonable steps to ensure these are not used to support terrorist activities as determined by the Terrorism Act 2000. FMS is aware of its obligation to report any concerns about grants being misused in this way

FMS' Grant making stopped at the point when Glastonbury 2020 was cancelled.

5. Financial Review of FMS

Where our income came from 2019/20

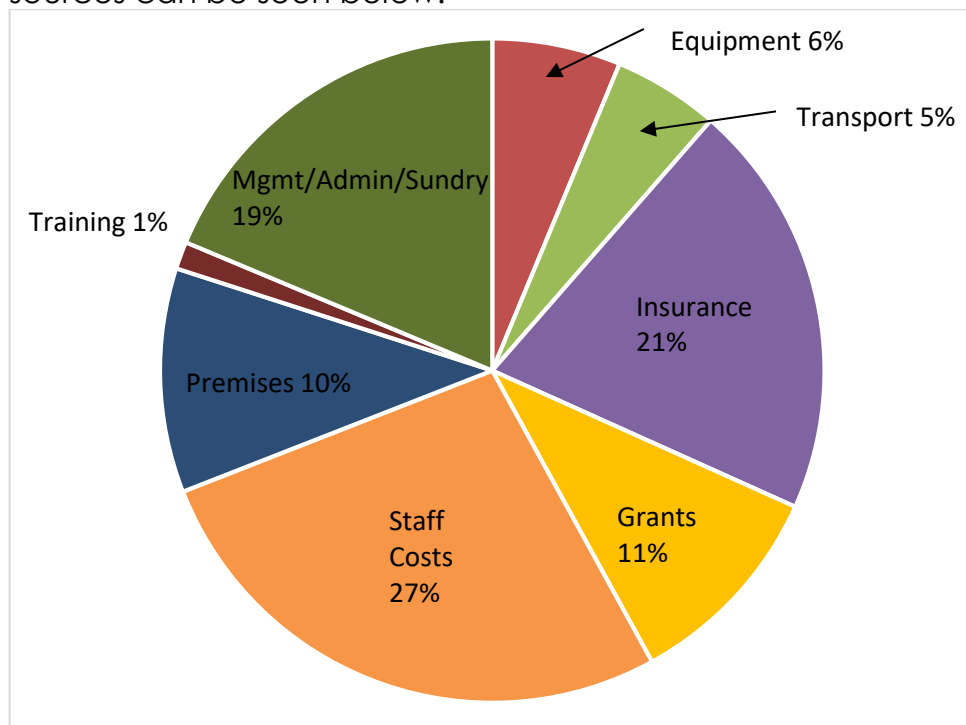
Total income for the year was £52,509 (2019: £447,320). The split of the funding sources can be seen below:



Government Grants: Festival Medical Services is grateful for the Furlough Grant from Central Government, and the Discretionary Grant from Mendip District Council

How the money was spent 2019/20

Total expenditure for the year was £161,818 (2019: £373,978). The split of the funding sources can be seen below:



The details are summarised in Note 6 of the Accounts. During the year FMS as part of its charitable activities has made grants totaling £17,673 (2019: £100,375).

There was a deficit for the year of £109,309 (2019: £73,342 surplus).

Internal Controls

The Trustees have overall responsibility for ensuring that the organisation has appropriate systems of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the Financial Statements comply with

the FRS 102 SORP and Companies Act 2006. The Trustees recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. They remain satisfied that the internal systems provide reasonable assurance that the organisation operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

Our system includes a rolling five-year cash-flow, and annual budgets approved by trustees. These are reviewed by the Senior Leadership Team and the Board. The Board also considers actual results compared with plans and forecasts. Our Financial Procedures are regularly reviewed by the Finance Officer, Finance Director and a Trustee with Financial Expertise. Tests are carried out to ensure the Procedures are being adhered to.



**FMS Art Competition 2020: Winner
19 and over Go Wild: Melissa
Sheppard**

Replica of the Ribbon Tower Lamp.

Fundraising Statement

Our values shape everything that we do; and this extends to our fundraising.

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Although we do not undertake widespread fundraising from the public, the legislation defines fundraising as 'soliciting or otherwise procuring money or other property for charitable purposes. Such amounts receivable is presented in our accounts as 'Donations'. In relation to the above we confirm that all solicitations are managed internally, without involvement of commercial participators or professional fundraisers or third parties.

Investment policy

We bank our cash to obtain maximum interest payments with minimum charges, mainly through the specialist charity services provided by the Co-operative Bank, Triodos Bank, Nationwide, Charity Bank, Reliance Bank, and Clydesdale Bank. We spread our funds so that we stay under the £85,000 covered by the Financial Services Compensation Scheme. We are

unwilling to invest in long term investments as our funds are comparatively small and all but working capital is granted to charities (see reserves below).

FMS ensures that its deposits are not being invested in arms manufacture, tobacco, fast food, gambling, alcohol, fossil fuel, slavery, fracking, nuclear, pornography, and companies with dubious human rights (e.g. oil, gas, and mining companies).

The money that we gained from our short-term investments in 2020 was £1,672 (2019: £2,401) bank interest.



Care Africa Network Empowering communities in Africa to continue to care well for orphans and vulnerable children despite the pressures of the crisis

Project Funded by Festival Medical Services

Reserves Policy

A charity needs to have enough reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity.

Our trustees annually review the charity's reserves and after quantifying all known risks the trustees recently set a level of reserves of £150,000. This is considered to be the working capital that Festival Medical Services needs to give it time (one year) to rebuild. These reserves are freely available.

At 31 October 2020 the level of reserves held by the charity stood at £346,691 (2019: £456,000) of which £342,578 (2019: £451,030) are unrestricted Funds and £4,113 (2019: £4,970) were restricted funds. Of the unrestricted funds £29,982 (2019: £37,928) were held as fixed assets and £5,000 (2019: £10,000) stock. This leaves £307,596 (2019: £380,532) of free reserves which are readily available.

The Trustees appreciate that £307,532 is considerably above the determined minimum of £150,000. However, it is needed to ensure that we will be in existence when festivals restart after the pandemic.

Risk Management

Our Risk Register is split into four areas:

- Organisational Risk
- Clinical Risk
- Operational Risk
- Board Oversight

At every meeting, our trustees monitor one of these risks in detail on a rotational basis.

The Risk Register helps to ensure that there are sufficient risk assessment processes in place, and that assurances are provided to the board as well as highlighting any areas for concern.



FMS member Nick Sutcliffe. I always had a crazy plan to walk home, in Martock (Somerset), from New Scotland Yard on my last day at work following 30 years' service in the Met. Initially, it was simply an opportunity to think and reflect upon all the things that were important to me – the kind of things, I'm sure, we all push to the backs of our minds owing to our seemingly busier and busier lives.

However, living in the depths of Somerset (approx. 150 miles from central London) and retiring in the midst of Winter, presented two minor flaws to my plan. The significance of such trifling matters gained a new perspective when my wife, Stephanie, was diagnosed with breast cancer in 2018. Steph's bravery was immense. She faced surgery, chemo and radiotherapy without complaint, no doubt to help shield me and our daughter from the terrible anguish she and all cancer patients must feel. Thankfully, Steph's treatment went extremely well.

So, armed with a tent, a compass, and a tin of beans, I set off from New Scotland Yard on Monday 6th of January 2020 at 1030 hrs and arrived home, via the local pub, the following Saturday. All monies raised were donated to Yeovil Breast Care Unit Appeal

Project supported by Festival Medical Services

6. Charity Objects

Festival Medical Service's charity's objects are:

(a) the relief of sickness by the provision of medical services and emergency relief particularly at public gatherings;

- (b) to advance the education and training of members and volunteers of the Charity, and of members of the public in general, in the subject of medical care; and
- (c) any Charitable purpose which the trustees shall from time to time think fit

7. Public Benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006, to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The provision of medical care at events, and grants to worthy causes, are charitable for the purposes of public benefit. We are here to provide a service to the public and support worthy causes. We consider how our planned activities contribute to public benefit.

8. Safeguarding

We are committed to being accountable and transparent regarding our safeguarding policies and approaches. We have zero tolerance for harassment, bullying or exploitation of any kind.

We have a comprehensive safeguarding policy which is regularly reviewed.

9. How we operate

Together, every decision we make ensures our work is efficient, effective and sustainable, and takes us closer to our goal of relieving of sickness by the provision of medical services and emergency relief at festivals, and making the world a better place with the grants that we make.

Patrons

Heidi Thomas
Stephen McGann

Trustees

Our governing document is our Memorandum and Articles of Association.

Trustees for the year ending 31st October 2020:

Phil	Barker	Finance Director and Company Secretary
Cara	Chapman	
Tony	Daniel	
Will	Green	
Paul	Hooton	Clinical Director
Chris	Howes	Managing Director
Alex	Layard	
Adele	Lomax	(resigned 27th March 2021)
Mike	O'Connor	Chair
Dave	Parry	Operations Director
Neil	Rushton	
Nich	Woolf	
Peter	Jordan	(appointed 27th March 2021)

Festival Medical Services was incorporated as a company limited by guarantee on 1st June 2007 and registered as a charity on 1st June 2007 with a Memorandum and Articles as its Governing Document. It operates throughout England and Wales.

FMS has a “Unitary Board” comprising senior leaders and trustees.

It is not unusual for small charities to have trustees that play both a governance and executive role. Having four trustees that are ex officio senior leaders has many advantages:

- faster decision making
- shared responsibility
- clearer strategic thinking

There is scope for increasing the diversity of the eight elected trustees when they retire from the Board.

- Gender: There have been small improvements. Currently there are three females on the Board, compared with two in June 2015
- Ethnicity: The sort of events that FMS covers does not tend to attract those from an ethnic background. This relative monoculture is mirrored in FMS' membership
- Disability: There are no Trustees with visible disabilities
- Age: Currently the average age of FMS Trustees is 56 years. The average age in 2015 was 55.
- Background: This is not varied

Recruitment, Training and Induction of Trustees

Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board.

When a vacancy arises, it is advertised within the FMS membership detailing the skills gaps to be filled, and how it would like to balance the Board diversity. If FMS is unable to fill the vacancy, then the trustees are recruited by traditional methods such as word of mouth. If this fails, then the vacancy can be left open or advertised using a trustee brokerage service.

We voluntarily encourage a process of achieving better gender, ethnicity, disability, age and background balance on the board. We encourage members who we feel would benefit the board with their skill set and improve the Board's diversity



St Peter's Life-Line

Supporting St Peter's Schools and Community in Kajuki, Kenya. A remote, rural and desperately poor community.

Project supported by Festival Medical Services

Charity Governance Code

In 2020 Festival Medical Services compared its Governance with that of the Charity Governance Code. Below is an outline of this comparison.

Charity Governance Code	FMS' Position
1. The board meets as often as it needs to be effective.	FMS Board meets four times a year which is considered effective
2. The chair, working with board members and where they exist staff, plans the board's work and meetings, making sure trustees have the information, time and space they need to explore key issues and reach well-considered decisions	With the Company Secretary/Senior Leadership Team the Chair: <ol style="list-style-type: none"> I. Plans the annual cycle of board meetings and AGM II. Sets agendas for the board and AGM
3. The board regularly discusses its effectiveness and its ability to work together as a team, including individuals' motivations and expectations about behaviours. Trustees take time to understand each other's motivations to build trust within the board and the chair asks for feedback on how to foster an environment where trustees can constructively challenge each other.	The Chair develops the board of trustees including induction, training, appraisal and succession planning
4. Where significant differences of opinion arise, trustees take time to consider the range of perspectives and outcomes, respecting all viewpoints and the value of compromise in board discussions.	The Chair addresses conflict within the board and within the organisation, and liaising with the Managing Director to achieve this
5. The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.	The board collectively can get independent, professional advice in areas such as governance, the law and finance. This is either on a pro-bono basis or at the charity's expense if needed for the board to discharge its duties.

Reviewing the board's composition

Charity Governance Code	FMS' Position
<p>1. The board has, and regularly considers, the skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It reflects this mix in its trustee appointments, balancing the need for continuity with the need to refresh the board.</p>	<p>In 2018 a Trustee skills audit was undertaken to assess if there are any skills gaps which the Board should address. The Audit revealed that FMS is strong on Governance (although there might have been confusion with Clinical Governance), Management and Strategic Planning. FMS was not so strong on Fundraising, Media/PR, Political/Parliamentary and Volunteer Support. We have since appointed a Trustee with e-marketing skills</p>
<p>2. The board is big enough that the needs of the charity's work can be carried out and changes to the board's composition can be managed without too much disruption. A board of at least five but no more than twelve trustees is typically considered good practice</p>	<p>The AGM is to be asked to increase the minimum to five. FMS Board has a maximum of twelve Trustees.</p>



Health Improvement Project Zanzibar
 preservation of health among people residing permanently or temporarily in Zanzibar.

Project supported by Festival Medical Services

Overseeing appointments

Charity Governance Code	FMS' Position
<p>1. There is a formal, rigorous and transparent procedure to appoint new trustees to the board, which includes advertising vacancies widely</p>	<p>Our Trustees are appointed by secret ballot at the Annual General Meeting. One third of the Trustees retire each year by rotation, except for the Managing Director, Operations Director, Finance Director and Clinical Director (who are ex officio Trustees). Trustees retiring can stand for re-election to the Board.</p>
<p>2. The search for new trustees is carried out, and appointments or nominations for election are made, on merit, against objective criteria and considering the benefits of diversity. The board regularly looks at what skills it has and needs, and this affects how new trustees are found.</p>	<p>New Trustees usually come from within our membership, and often through personal contact and seeking the skills that the Board requires. The Trustees accept that this method could lead to a less diverse Board and is seeking ways to address this</p>
<p>3. Trustees are appointed for an agreed length of time, subject to any applicable constitutional or statutory provisions relating to election and re-election. If a trustee has served for more than nine years, their reappointment is</p> <ul style="list-style-type: none"> i. subject to a particularly rigorous review and takes into account the need for progressive refreshing of the board ii. explained in the trustees' annual report. 	<p>The Trustees are presently considering how this is to be addressed</p>
<p>4. If a charity's governing document provides for one or more trustees to be nominated and elected by a wider membership, or elected by a wider membership after nomination or recommendation by the board, the charity supports the members to play an informed role in these processes</p>	<p>Trustees are appointed at the AGM by the membership present at the meeting. All new trustees are provided with an induction.</p>

Developing the board

Charity Governance Code	FMS' Position
<p>1. Trustees receive an appropriately resourced induction when they join the board that includes meetings with other members and staff (if the charity has staff) and covers all areas of the charity's work.</p>	<p>All new Trustees are provided with the key documents Trustees receive ongoing support through training opportunities.</p>
<p>2. The board reviews its own performance, including that of the chair. These reviews might consider the board's balance of skills, experience and knowledge, its diversity, how the board works together and other factors that affect its effectiveness.</p>	<p>It was proposed that the performance review be covered by each trustee completing an Individual Trustee Self Reflection https://knowhow.ncvo.org.uk/tools-resources/board-basics/tools-and-guidance/Individualtrusteeselfreflection.pdf However, membership of NCVO has not been renewed to in order to limit expenditure in the present difficult times. When FMS starts receiving festival income it will renew its membership and undertake the Self Reflection</p> <p>FMS has a Board Diversity Policy, and undertakes skill balance reviews</p>
<p>3. Trustees can explain how they check their own performance.</p>	

How FMS Trustees carry out their work





BBC Glastonbury

Experience: To coincide with the 50th anniversary of the first ever Glastonbury Festival, BBC Music celebrated the spirit of Glastonbury with back-to-back iconic sets and highlights from past festivals.

Cover provided by Festival Medical Services

Occasionally Trustees provide paid cover at events. In doing this the Trustees are satisfied that it is in the interests of the Charity on some occasions, Trustees have the same access to paid roles as the rest of the membership. In reaching this decision the Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. This decision is reached on the understanding that the majority of the Trustees in office will receive no such payments.

Trustees receive no remuneration for their work as Trustees. The role of Operations Director is a paid one. The current OD is both a paid employee of the charity and a Trustee – previously an elected one and now ex-officio. The Board has decided that it is in the interests of the charity for him to continue in both roles. In reaching this decision Trustees balanced the advantage of employing a Trustee against the disadvantages of doing so. Also, this decision was reached on the understanding that the majority of the Trustees in office will have no such paid positions.

FMS has adopted a conflict of interest policy, a part of which is a requirement for Trustees to declare any potential interest at the beginning of a meeting and absent themselves from the meeting when such items are discussed and not take part in any vote. Additionally, Trustees are required to complete a Conflict of Interest Form declaring any potential interest.

Management and Administration

The Managers are led by a Senior Leadership Team, made up of the Managing Director, Operations Director, Financial Director, Clinical Director, and Human Resources and Organisation Development Manager.

We have a headquarters and stores at Evercreech, where we meet, train staff, store medical supplies and ambulances. We are a geographically challenged organisation and most of our work is done from home. The pandemic has meant that meetings are now by video call. This way of meeting is likely to remain after the pandemic.

FMS Management and Administration comprises:

Senior Leadership Team		Managers	Coordinators		
Managing Director *	Clinical Director *	Medical Centre Managers	Medical Centre Team	Pharmacy Physiotherapy Podiatry Imaging Porters	
		Responder Manager	Responder Team	First Responders Stages Fleet	
		Clinical Governance Manager	Clinical Governance Team	Safeguarding Infection Control	
		Patient Safety Manager/ Caldicott Guardian	Patient Safety Manager & Caldicott Guardian	Complaints Lead	
	Operations Director *	Operations Manager			
		EPRR and ECC Manager	Medical Communications Team	MedComms Manager Event Liaison Duty Ops	
		Medical Logistics Manager	Medical Logistics Team	Clinical Infrastructure Warehouse Stores Transport	
		Support Manager	Support Team	Production Campsite Bar Staff	
		IT & Administration Manager	Administration & IT Team	Administration IT	
		Training Manager	Training Team	Training	
		EPRR Manager			
		Health & Safety Manager			
	Information Governance Manager				
Finance Director & Company Secretary *		Staff	Operations Director 25 hrs/wk Membership Administrator 15 hrs/wk Communications & Finance Officer 20 hrs/wk Warehouse Supervisor 10 hrs/wk		

* Ex-officio member of Board

Delivery is organised by Coordinators who:

- Are appointed by Senior Leadership Team with advice from membership
- Coordinate individual teams between and at events
- Disseminate information from Senior Leadership Team
- Recruit staff and check qualifications
- Manage rotas



We Hear You (WHY)

We Hear You provides free therapeutic support to children, families and individuals in Bath and North East Somerset, Somerset and Wiltshire affected by cancer and other life-threatening conditions. It does this through a variety of services.

Project supported by Festival Medical Services

Equality, Diversity, and Inclusivity statement

We are committed to being fair to our employees, volunteers, students and service users. We aim for an environment of equality of opportunity and equality of treatment wherever practically possible.

Our diversity vision is that we will uphold the Equality Act and provide a culture of diversity and inclusivity, fostering good relations between people who possess a protected characteristic and those who do not and advancing equality of opportunity between them.

We do not accept discrimination on the grounds of age, disability, gender reassignment, marital status, race, religion, or sexual orientation.

Members are protected against discrimination in all aspects of their employment, volunteer status, education, and training relationship, which includes recruitment and selection, employment terms and conditions, promotion, appraisal/annual review, assessment of performance, dismissal, and post-termination (such as providing references).

Pay Policy

Responsibility for determining pay rests with the Board of Trustees. It is essential that Trustees are objective and fair when taking decisions on staff pay. This is particularly important in relation to the annual review of staff salaries that takes place at the March Board meeting and setting the salary of new posts. In setting the staff salaries consideration is given to rises in the cost of living, national trends in pay rises, and the market rate for the work. Pay benchmarking studies are often carried out to ensure that FMS staff are paid the market rate.

FMS does not apply any form of performance-related pay, nor does it have a bonus scheme.

Membership Promise

Every member promise, if the Charity is dissolved while he or she is a member or within twelve months after he or she ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her towards the payment of the debts and liabilities of the Charity incurred before he or she ceases to be a member, and of the costs, charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

10. Reference and administrative details of the charity, its trustees and advisers

Festival Medical Services (known as FMS) is a registered Charity and Company limited by guarantee. Our Registered Charity Number is 1124695 (England and Wales) and our Company Registration Number is 6265957.

Independent Examiner:

A C Mole & Sons
Stafford House
Blackbrook Park Avenue
Taunton
Somerset TA1 2PX

Registered Office:

Festival Medical Services
Unit 1 and 2
Wayside Farm
Evercreech
Shepton Mallet
Somerset BA46QW

Bankers

The Charity Bank Limited
Fosse House
182 High Street
Tonbridge
Kent
TN9 1BE

Triodos Bank
Deanery Road
Bristol
BS1 5AS

The Cooperative Bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Nationwide Building Society
Nationwide House
Pipers Way
Swindon
SN38 1NW

Clydesdale Bank
30 St Vincent Place
Glasgow
G1 2HL

Reliance Bank Ltd
Faith House
23-24 Lovat Lane
London
EC3R 8EB

11. Declarations

Statement of trustees' responsibilities

The trustees (who are also directors of Festival Medical Services for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period.

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

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

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

In so far as the trustees are aware:

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

The trustees 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.

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Mike O'Connor	Phil Barker
Position (for example Secretary, Chair, etc)	Chair	Finance Director and Company Secretary

Date

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FESTIVAL MEDICAL SERVICES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FESTIVAL MEDICAL SERVICES

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 October 2020, which are set out on pages 25 to 38.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Alexandra Shore FCA DChA
Chartered Accountant
A C Mole & Sons
Stafford House Blackbrook Park Avenue
Taunton Somerset TA1 2PX
_____2021

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 OCTOBER 2020

		Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	Note	£	£	2020 £	2019 £
Income					
Donations and Grants	2	-	31,192	31,192	102,224
Income from Other Trading Activities	3	-	2,271	2,271	28,777
Income from Charitable Activities	4	-	14,505	14,505	312,437
Other Income		-	2,869	2,869	1,481
Investment Income	5	-	1,672	1,672	2,401
TOTAL INCOME		-	52,509	52,509	447,320
Expenditure					
Costs of Raising Funds					
Festival tickets		-	-	-	11,806
Merchandise		-	2,101	2,101	2,201
Expenditure on Charitable Activities	6	857	158,860	159,717	359,971
TOTAL EXPENDITURE		857	160,961	161,818	373,978
Net (expenditure)/income for the year		(857)	(108,452)	(109,309)	73,342
Reconciliation of Funds:					
Total funds brought forward		4,970	451,030	456,000	382,658
Total funds carried forward		4,113	342,578	346,691	456,000

The notes on pages 27 to 38 form part of these financial statements.

BALANCE SHEET AS AT 31 OCTOBER 2020

	Note	2020	2019
		£	£
FIXED ASSETS			
Tangible Assets	7	32,471	41,274
Investments	8	1	1
		<u>32,472</u>	<u>41,275</u>
CURRENT ASSETS			
Stock	6	5,000	10,000
Debtors & Prepayments	11	9,086	22,007
Cash at Bank and in Hand		305,582	453,046
		<u>319,668</u>	<u>485,053</u>
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	12	5,449	70,328
		<u>5,449</u>	<u>70,328</u>
NET CURRENT ASSETS		314,219	414,725
		<u>314,219</u>	<u>414,725</u>
TOTAL NET ASSETS		346,691	456,000
		<u>346,691</u>	<u>456,000</u>
THE FUNDS OF THE CHARITY			
Unrestricted Funds	14	342,578	451,030
Restricted Funds	14	4,113	4,970
		<u>346,691</u>	<u>456,000</u>
TOTAL CHARITY FUNDS		346,691	456,000
		<u>346,691</u>	<u>456,000</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions of part 15 of the Companies Act 2006 relating to small companies regime.

The accounts were approved by the trustees and signed on their behalf by:

..... Trustee
M O'Connor - Chair of Trustees

..... Trustee
P Barker - Finance Director

The notes on pages 27 to 38 form part of these financial statements

2021

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020

1 ACCOUNTING POLICIES

(i) Charitable company status

The charity is a company limited by guarantee and does not have any share capital. The liability of the guarantors, who are the members is limited to £10 per guarantor. At 31 October 2020 the charity had 1610 members. The company is registered in England and Wales. The registered office is Unit 1 and 2, Wayside Farm, Evercreech, Shepton Mallet, Somerset, BA46QW.

(ii) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention. 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) (effective 1 January 2019) - (Charities SORP (FRS102) second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(iii) Funds Structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Further details of each fund are disclosed in note 14.

iv) Income Recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity been notified in writing of both the amount and settlement date. Memberships and festival income is recognised in the period to which it relates.

Income in the form of gifts in kind (including festival passes and equipment) are included at fair value in the statement of financial activities. Fair value is determined as the maximum sale proceeds which could be obtained by the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

v) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities comprises those costs incurred by the charity in delivery of its activities and service for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings.

Governance costs are included within support costs and comprise all costs associated with meeting the constitutional and statutory requirements of the charity and include the professional fees and costs linked to the strategic management of charity.

vi) Fixed Assets

Only items with a value greater than £500 are treated as tangible fixed assets. Items below this value are written off in the year they are acquired.

Depreciation on fixed assets has been provided at the following rates

Motor Vehicles	25%	Reducing balance
Equipment	25%	Straight Line

vii) Fixed Asset Investments

Investments in subsidiary undertakings are included in the Balance Sheet at cost less impairment.

viii) Stock

Stock is valued at the lower of cost and net realisable value.

ix) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits and other short-term highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

x) Financial Instruments

The charity only has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

xi) Critical Accounting Estimates and Judgements

The preparation of the financial statements requires the trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

xi) Critical Accounting Estimates and Judgements - continued

The resulting accounting estimates will, by definition seldom equal the related actual results. The trustees are of the opinion that there were no estimates or assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

xii) Volunteer Reimbursements

FMS makes a contribution to volunteers costs which is below actual costs incurred and is therefore a reimbursement. HMRC has confirmed that "If there is no office or employment, it follows that the reimbursement of any expenses incurred by voluntary workers in doing the work of the organisation will not give rise to a tax liability."

xiii) Donated Services

In accordance with the Charities SORP (FRS102), any unpaid volunteer time is not recognised in the financial statements.

xiv) Operating Leased Assets

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

xv) Basis of Consolidation

The financial statements present information about the company as an individual undertaking and not about its group. The company and its subsidiary undertaking Doc Rock Limited, comprise a small-sized group. The company has therefore taken advantage of the exemptions provided by the Charities SORP (FRS102) and the Companies Act for small groups and consolidated accounts are not prepared.

2 DONATIONS AND GRANTS	2020	2019
	£	£
Donations	5,405	22,224
Glastonbury Festival	-	80,000
Covid 19 Grants	25,787	-
	—————	—————
	31,192	102,224
	=====	=====
3 INCOME FROM OTHER TRADING ACTIVITIES	2020	2019
	£	£
Merchandise and clothing	2,271	105
Food & Bar Takings	-	4,343
Sale of Guest Passes	-	11,806
Electrical hook ups	-	2,810
Facilities fee	-	9,713
	—————	—————
	2,271	28,777
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

4	INCOME FROM CHARITABLE ACTIVITIES	2020	2019
		£	£
	Events	4,730	292,655
	Membership*	7,850	10,675
	Training	1,925	9,107
		—————	—————
		14,505	312,437
		=====	=====

Income from Events includes £nil (2019: £11,806) of goods in kind.

*MEMBERSHIP INCOME

All members apply through the FMS website, and team coordinators are responsible for their team selection. Once selected, applicants will be emailed welcoming them to FMS and requested £25 for a three-year membership. Teams are split between patient and non-patient facing teams. All members who are patient facing must have a current enhanced DBS disclosure for Adult and Child Workforce and their membership will not be finalised until a valid DBS certificate has been received. All non patient facing applicants must supply two forms of identification as proof of identity and residency before membership is completed. Full details can be found on the FMS website under 'Membership' or by emailing membership@festival-medical.org.

5	INVESTMENT INCOME	2020	2019
		£	£
	Bank Interest	1,672	2,401
		—————	—————
		1,672	2,401
		=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

6 EXPENDITURE ON CHARITABLE ACTIVITIES	2020	2019
	£	£
Opening Stock	10,000	10,000
Closing Stock	(5,000)	(10,000)
Medicines and Dressings	696	31,879
Subcontracted Medical Services	-	8,418
Small Equipment Purchases	9,880	10,258
Equipment	249	12,694
Insurance and Fees	32,847	25,840
Volunteer Expenses and Reimbursements	200	9,872
Volunteer Catering and Facilities *	-	44,270
Wages	43,761	47,117
Telephone	1,342	1,721
Transport	8,362	11,245
Postage, Stationery, Website, IT and Software	2,779	8,567
Grants	17,673	100,375
Rent	13,340	14,462
Premises Costs	3,311	3,254
Sundries	133	1,723
Depreciation	11,563	12,249
Profit on Disposal of Vehicles	(672)	(937)
Loss on Disposal of Equipment	912	-
Bank Charges	247	359
Training	2,155	9,127
Payroll Services	1,327	432
Independent Examiner's Fees	2,022	2,058
Trustee Meeting Travel Expenses	691	1,963
Trustee Meeting Expenses	280	874
Trustee Training	-	7
Professional Fees	994	994
FMS 40 Expenditure	-	1,150
Bad Debt	625	-
	_____	_____
	159,717	359,971
	=====	=====

*Volunteer Catering and Facilities: Festival Medical Services provides food and beverages for those working at events. Charges are made to those volunteers not on duty. This has been found to be the most efficient way of providing good quality food for volunteers at events.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

7 TANGIBLE FIXED ASSETS

	Equipment £	Motor Vehicles £	Total £
Cost			
1 November 2019	32,293	80,045	112,338
Additions	4,500	4,500	9,000
Disposals	(5,677)	(7,750)	(13,427)
	—	—	—
31 October 2020	31,116	76,795	107,911
	—	—	—
Depreciation			
1 November 2019	21,040	50,024	71,064
Charge for year	4,451	7,112	11,563
Eliminated on disposal	(4,765)	(2,422)	(7,187)
	—	—	—
31 October 2020	20,726	54,714	75,440
	—	—	—
Net book value			
31 October 2020	10,390	22,081	32,471
	=====	=====	=====
31 October 2019	11,253	30,021	41,274
	=====	=====	=====

8 FIXED ASSET INVESTMENTS

	Investments £
Cost	
At 1 November 2019	1
	—
At 31 October 2020	1
	—
Net Book Value	
At 31 October 2020	1
	=====
At 31 October 2019	1
	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

8 FIXED ASSET INVESTMENTS (Continued)

The charity's investment at the balance sheet date in the share capital of companies include the following:-

Doc Rock Limited

Registered Office: 1 Church Close, Lydeard St Lawrence, Taunton, TA4 3SF

Nature of business: Festival passes distribution

Class of shares: % holding
Ordinary 100%

	2020	2019
	£	£
Aggregate capital and reserves	(410)	(410)
	=====	=====

9 TRUSTEE EXPENSES AND REMUNERATION

Remuneration of £20,331 (2019: £21,915) was paid to the Trustee D Parry during the year for his role as Operations Director. The Charity's Memorandum of Association includes a provision giving legal authority to make the payment. No remuneration has been paid to, or on behalf of any other trustees (2019: nil).

During the year £656 (2019: £4,265) was reimbursed to five (2019: five) Trustees for travel expenses and £9,315 (2019: £106) to three (2019: two) trustee for other expenses.

10 INDEPENDENT EXAMINER'S FEES

	2020	2019
	£	£
Independent Examination and Accountancy	2,022	2,072
Payroll Services	1,327	432
	=====	=====
	3,349	2,504
	=====	=====

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

11	DEBTORS	2020	2019
		£	£
	Prepayments	8,360	18,944
	Other Debtors	726	3,063
		<hr/>	<hr/>
		9,086	22,007
		<hr/> <hr/>	<hr/> <hr/>
12	CREDITORS	2020	2019
		£	£
	Amounts falling due within one year:-		
	Trade Creditors	15	14,469
	Grants	-	50,491
	Accountancy	2,094	2,034
	PAYE/NIC	553	755
	Accruals	-	29
	Deferred income	2,787	2,550
		<hr/>	<hr/>
		5,449	70,328
		<hr/> <hr/>	<hr/> <hr/>

13 STAFF NUMBERS AND COSTS

The average number of staff employed during the year was: 4 (2019: 4)

The aggregate payroll costs were as follows:	2020	2019
	£	£
Wages & salaries	43,761	47,117

There were no employees with emoluments above £60,000 in the period (2019: nil).

The charity considers its key management personnel to comprise the Trustees and the Senior Leadership Team. The Operations Director is the only paid Senior Leader with a remuneration of £20,331 (2019: £21,915).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

14 STATEMENT OF FUNDS

	Balance as at 31 October 2019 £	Income £	Expenditure £	Balance as at 31 October 2020 £
Unrestricted Funds	451,030	52,509	160,961	342,578
Restricted Funds:				
Bikes	3,950	-	594	3,356
Defibrillators	1,020	-	263	757
Total Restricted Funds	4,970	-	857	4,113

Unrestricted funds are to be applied to the general purposes of the Charity.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

Emico Building Services provided a grant of £4,000 last year for the purchase of bikes used by respondent festivals. In 2019 £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	29,982	2,490
Stock	5,000	-
Debtors and Prepayments	9,086	-
Cash at bank and in hand	303,959	1,623
Creditors	(5,449)	-
At 31 October 2020	342,578	4,113

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

15 STATEMENT OF FUNDS FOR THE YEAR ENDED 31 OCTOBER 2019

	Balance as at 31 October 2018 £	Income £	Expenditure £	Balance as at 31 October 2019 £
Unrestricted Funds	382,658	362,203	293,831	451,030
Restricted Funds:				
Glastonbury Festival	-	80,000	80,000	-
Bikes	-	4,000	50	3,950
Defibrillators	-	1,042	22	1,020
Grants	-	75	75	-
Total Restricted Funds	-	85,117	80,147	4,970

Unrestricted funds are to be applied to the general purposes of the Charity.

The Glastonbury Festival restricted fund represents a grant received from Glastonbury Festivals to support the grant making activities of FMS.

Emico Building Services provided a grant of £4,000 last year for the purchase of bikes used by respondent festivals. In 2019 year £2,377 was spent on the purchase of bikes. The balance on the fund represents the net book value of purchased bikes plus the remaining £1,623 of unspent funds.

The Co-op in Evercreech is supporting the purchase/replacement of the defibrillators used at festivals. In 2019 year £1,876 was spent on defibrillators of which £1,042 was funded by the Co-op funds. The reserve balance represents the net book value of the assets purchased with restricted funds.

Represented by:

	Unrestricted Funds £	Restricted Funds £
Fixed Assets	37,928	3,347
Stock	10,000	-
Debtors and Prepayments	22,007	-
Cash at bank and in hand	451,423	1,623
Creditors	(70,328)	-
At 31 October 2019	451,030	4,970

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

16 RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2019: £100 of volunteer expenses were paid to a close family member of a trustee for shifts worked at Reading festival).

17 OPERATING LEASE

Festival Medical Services is due to pay the following future minimum lease payments under non-cancellable operating leases for which it is leasing, for each of the following periods:

	2020	2019
	£	£
Payments:		
Within one year:	2,495	14,897
Due in one to five years:	-	2,495
	<u> </u>	<u> </u>
	2,495	17,392
	<u> </u>	<u> </u>

The Charity has an operating lease on two rental units. It is a 3 year lease due to expire 1 January 2021.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2020 – Continued

**18 STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 OCTOBER 2019**

	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	2019 £
Income			
Donations and Grants	85,117	17,107	102,224
Income and Other Trading Activities	-	28,777	28,777
Income from Charitable Activities	-	312,437	312,437
Other Income	-	1,481	1,481
Investment Income	-	2,401	2,401
	<hr/>	<hr/>	<hr/>
TOTAL INCOME	85,117	362,203	447,320
	<hr/>	<hr/>	<hr/>
Expenditure			
Costs of Raising Funds			
Festival tickets	-	11,806	11,806
Merchandise	-	2,201	2,201
Expenditure on Charitable Activities	80,147	279,824	359,971
	<hr/>	<hr/>	<hr/>
TOTAL EXPENDITURE	80,147	293,831	373,978
	<hr/>	<hr/>	<hr/>
Net income for the year	4,970	68,372	73,342
 Reconciliation of funds:			
Total funds brought forward	-	382,658	382,658
	<hr/>	<hr/>	<hr/>
Total funds carried forward	4,970	451,030	456,000
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>