



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.

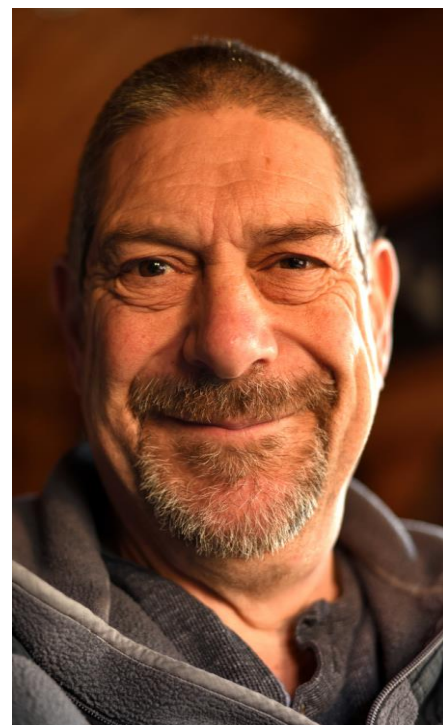
We have been presented with two awards in 2022:

- 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
Tulsi Trust: Provide healthcare and education for Bengali resettled refugees and the indigenous Adivaashi aboriginals of the interior area of Chhattisgarh, India	Tribal Health Care Programme	£12,780	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)
	Medical Camps		
	Mother and Baby Programme		
	Referral and Eye Cataract Patients		
	School Health Education Classes		
	Village Projector Show Programme		
	£12,780		
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.	Three cardiotocograph (CTG) machines for three remote hospitals in the Karnali Province in the far west of Nepal	£6,000	The three CTG machines are in constant use .
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.	Emergency support for their work in orphanages in Ukraine	£1,000	

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	Activity <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. Interim results (Data collection designed by Prof. L Hogarth of the Dept. of Psychology, Exeter University) <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:

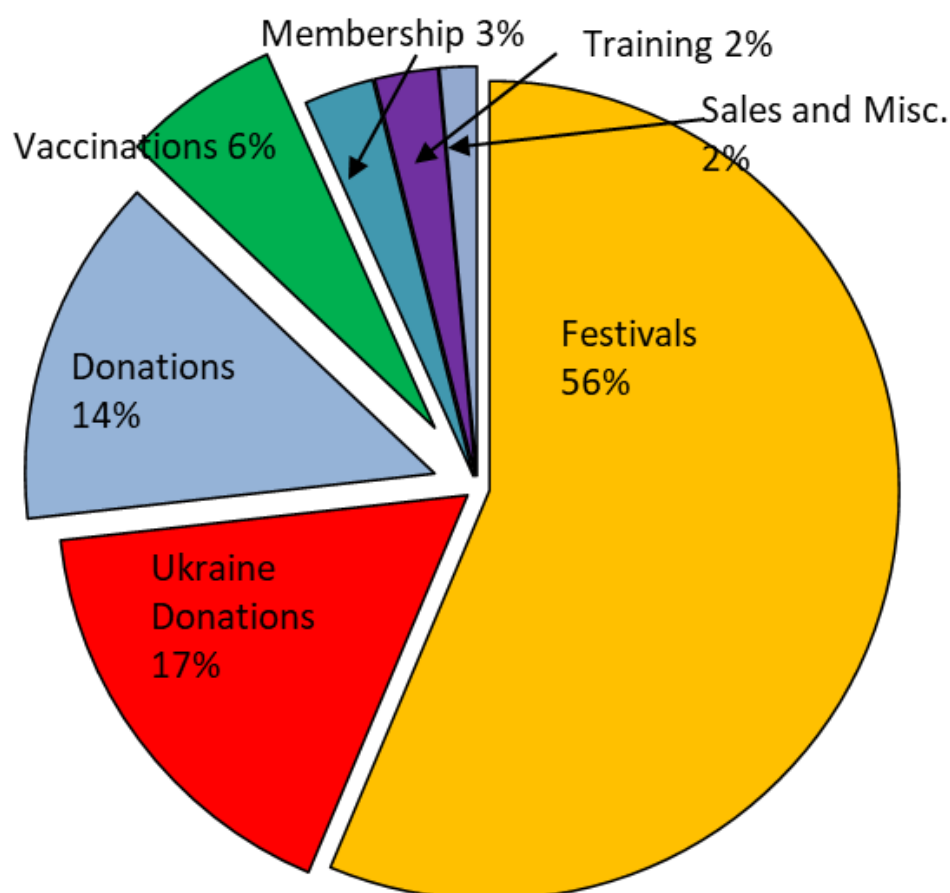
- Applications from charities registered with the Charity Commission of England and Wales, Scotland, or Northern Ireland are preferred. Where this is not possible the charity committee will ensure that the project meets the same standard of reporting detail as the UK bodies require. As a Board we are 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

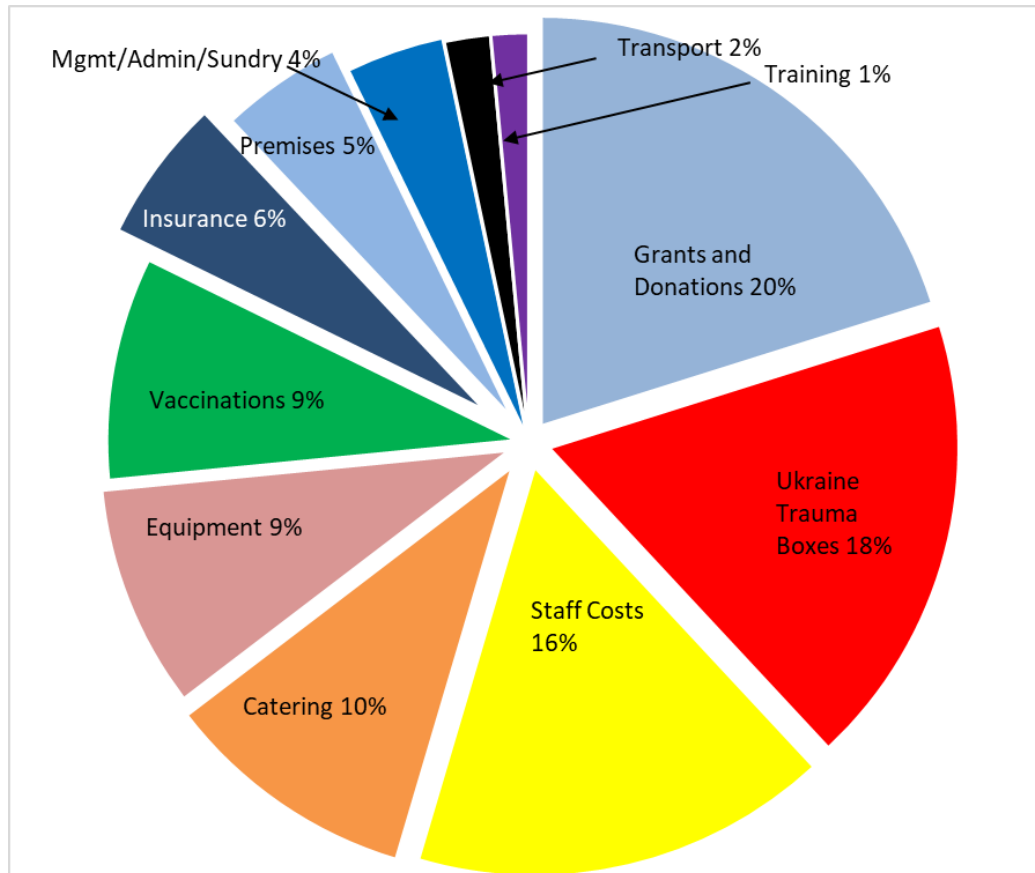
Where our income came from 2021/22

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.

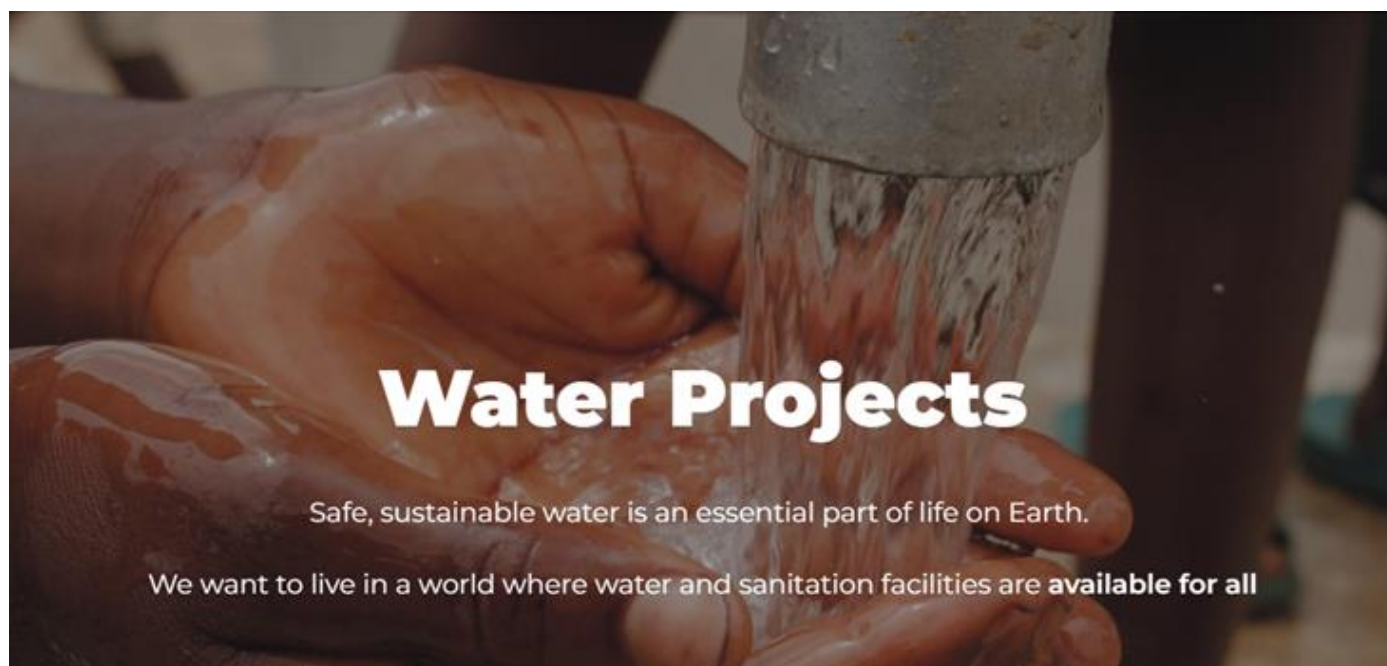
8. Safeguarding

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: <ul 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>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>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
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.	All new Trustees are provided with the key documents. Trustees receive ongoing support through training opportunities.
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.	Trustees have been requested to undertake Self Reflection using the format provided by the NCVO.
3. Trustees can explain how they check their own performance.	



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

		Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	Note	£	£	2022 £	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			<u>442,939</u>		<u>453,440</u>
TOTAL NET ASSETS			<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			<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:

- (a) ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and
- (b) 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

xii) 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.

xiii) 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	-
	<hr/>	<hr/>
	47,985	11,809
	<hr/>	<hr/>
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
	<hr/>	<hr/>
	416,363	385,280
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	849	597
	<hr/>	<hr/>

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	-
	<hr/>	<hr/>
	452,984	316,177
	<hr/>	<hr/>

*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
	<hr/>	<hr/>
	19,991	25,144
	<hr/>	<hr/>

14 STAFF NUMBERS AND COSTS

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

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

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