

BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales · Charity number 1137807

Details

Other names	BAMT
Status	Registered
Legal form	Charitable company
Company number	07301585
Registered	2010-09-06
Register	View on the Charity Commission register

Contact

Address	86 - 90 Paul Street London EC2A 4NE
Phone	02078376100
Email	info@bamt.org
Website	www.bamt.org

Activities

Objects: TO PROMOTE FOR THE PUBLIC BENEFIT THE ART AND SCIENCE OF MUSIC THERAPY AND THE USE AND DEVELOPMENT OF MUSIC THERAPY FOR CHILDREN AND ADULTS WITH A WIDE RANGE OF NEEDS, TO ADVANCE EDUCATION IN MUSIC THERAPY, AND TO PROMOTE UNDERSTANDING OF MUSIC THERAPY FOR THE GENERAL PUBLIC.

Activities: The British Association for Music Therapy promotes the profession and practice of music therapy, an intervention which helps people whose lives are affected by illness, disability or emotional distress. With a professional and lay membership, BAMT supports training, education, research and the development of music therapy services across the UK. Publishes the British Journal of Music Therapy.

Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED.
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£422,838	£402,489	-	-
2023-12-31	£200,632	£256,966	-	-
2022-12-31	£439,065	£422,347	-	-
2021-12-31	£252,506	£209,581	-	-
2020-12-31	£183,774	£190,037	-	-

Trustees

Name	Role	Appointed
Eleanor Tingle	Chair	2024-05-17
Elizabeth Jeffery Jeffery		2024-06-10
GREGORY PETER JAMES HANFORD		2025-01-31
Helen Patricia Davies		2025-09-27
Jennifer Elizabeth Kirkwood		2023-09-28
Laura Al-Bandar		2025-09-27
Nirupar Hasna Uddin		2025-09-27
PHILIP MICHAEL MATON		2024-07-19
Penelope Jane Rogers		2025-09-27

Linked charities

- JULIETTE ALVIN MUSIC THERAPY FUND (1137807-1)

BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales - Charity number 1137807

Accounts

BAMT BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st December 2024
for
BRITISH ASSOCIATION FOR MUSIC THERAPY



The British Association for Music Therapy
86-90 Paul Street, London, EC2A 4NE
Registered Charity no 1137807 Registered Company no 7301585

 info@bamt.org

 www.bamt.org

TC Group
Office: Croydon - TC SWP
3rd Floor, Suffolk House
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About BAMT

At the British Association for Music Therapy (BAMT), we are passionately committed to empowering Music Therapists through unparalleled support, resources, and advocacy.

Our mission extends beyond the provision of services; it's about fostering a thriving community where Music Therapists can grow, innovate, and excel.

This commitment begins the moment a Music Therapist becomes a part of our association, ensuring that they are not just joining an organisation, but becoming part of a movement dedicated to elevating the practice of Music Therapy.

From professional development to cutting-edge research, up-to-date guidelines to networking opportunities, BAMT stands as a beacon of excellence and support, ensuring that our members are equipped, inspired, and recognised as pioneers in the transformative power of Music Therapy.

BAMT's Aims and Objectives

The British Association for Music Therapy (BAMT) is the professional body for Music Therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities. It is also a charity committed to promoting and raising awareness of Music Therapy and providing information to the general public.

Our aims are:

- To promote the art and science of Music Therapy;
- To promote the use and development of Music Therapy for children and adults with a wide range of needs;
- To promote the understanding of Music Therapy for the general public;
- To advance education in Music Therapy.

Our mission continues to be:

- To promote the profession and practice of Music Therapy in the UK;
- Act as a voice for those who could benefit from Music Therapy and for those who provide Music Therapy.

Our Cultural Positioning

At BAMT we recognise that a vibrant, inclusive, and dynamic culture is essential to our success. It shapes the way we interact, innovate, and approach challenges.

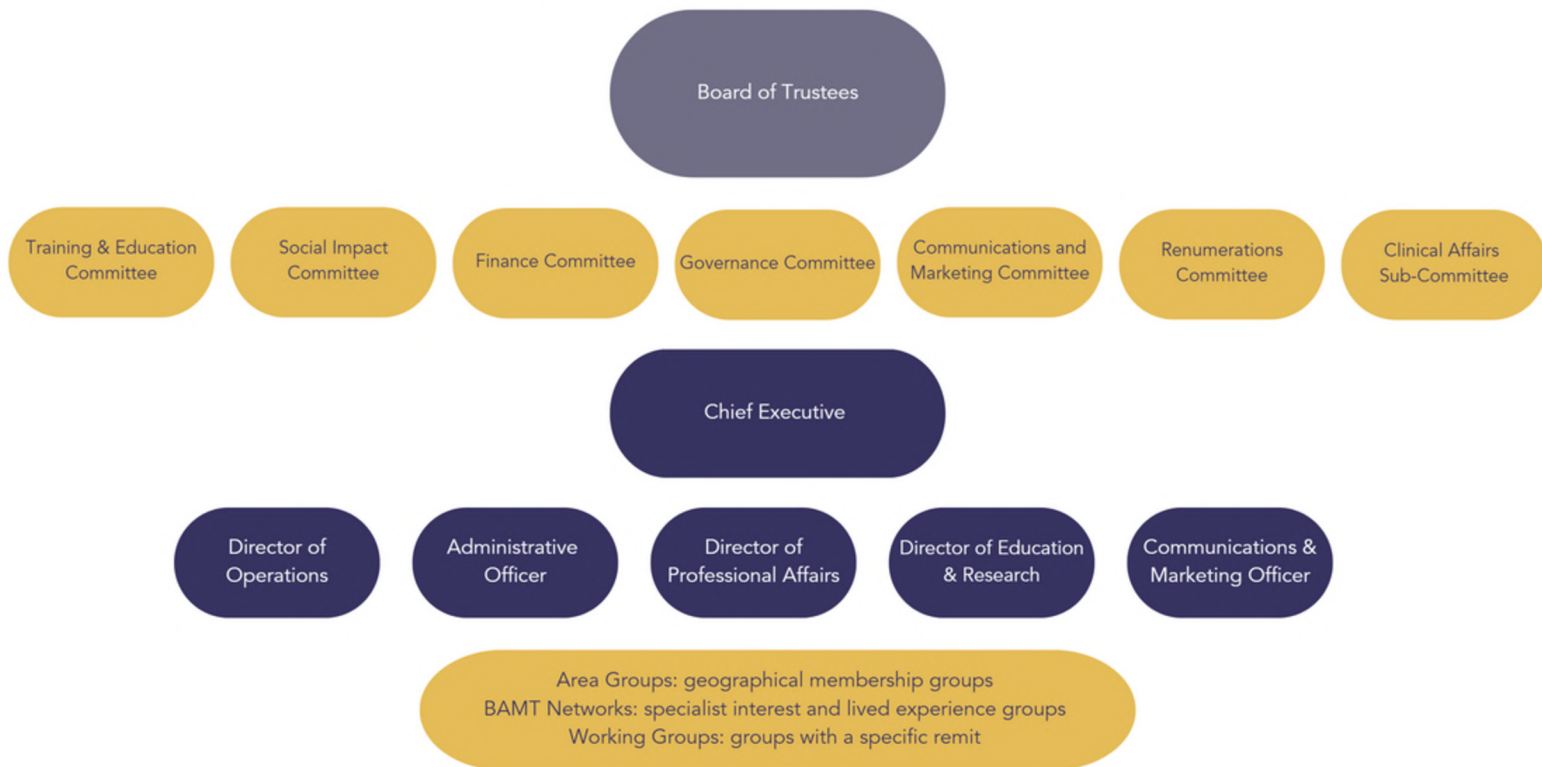
Our culture is built on a foundation of mutual respect, continuous learning, and a commitment to excellence. We celebrate diversity, encourage open communication, and foster a sense of belonging among all members.

By valuing each individual's unique contributions, we create an environment where creativity flourishes, collaboration is natural, and collective goals are achieved with enthusiasm and integrity. This cultural ethos not only drives our internal dynamics but also reflects in the quality of service we provide to our members, shaping their experience and satisfaction.



Structure, Governance and Management

BAMT Governance Structure



Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Reference and administrative details

Registered Company number
07301585 (England and Wales)

Registered Charity number

1137807

Registered office

86 - 90 Paul Street
London
EC2A 4NE

Our Trustees

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Recruitment and appointment of new trustees

In accordance with the Articles of Association, any person who is so willing may act as a Trustee and may be elected by ordinary resolution of the members. As a professional organisation we commit to having Music Therapists as a minimum of 50% of the board and that the Chair of the board will always be a Music Therapist.

At the third AGM after their appointment or election, a Trustee shall retire and be eligible to be re-elected for a further two three-year terms. No elected Trustee may serve for a period of more than nine years without a period of at least one year out of office.

Induction and training of new trustees

New Trustees undergo orientation sessions which include observation at a Board meeting prior to becoming a Trustee and meeting members of the operational team in order to familiarise themselves with the way the organisation carries out its day to day duties and implements decisions. Business planning, the Articles of Association and financial performance are also covered. Trustees are encouraged to attend external training events which assist them in undertaking their role.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Via regular meetings and other forms of communication, the Trustees have examined all areas of operation and have identified the key risks to which the organisation is exposed.

In the opinion of the Trustees, the Association has established processes and systems which, under normal circumstances, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

Public benefit

The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is demonstrated by the activities and achievements contained in this report.

Reserves policy

The charity aims to hold reserves equivalent to one year's expenditure. In calculating this figure, the direct costs of the biannual conference are excluded as it is always planned that the conference is self-financing. This level of reserves allows for unexpected demands on resources as well as providing funds for future expansion by investing in new services and enhancing support to members. At the balance sheet date free reserves stood at £313,085 compared to unrestricted expenditure of £222,616 for the year.

Board Meetings and Committees in 2024

The Board of Trustees met six times during the year. There were two new appointments, resignations and re-appointments during the year 2024. Expanding the Board has brought new experience and perspectives, from both within Music Therapy and beyond.

The Board Committees and Sub-Committees are:

- Finance
- Governance
- Training and Education
- Social Impact
- Remunerations
- Clinical Affairs Sub-Committee
- Communications and Marketing

BAMT Trustees 2024



E Tingle - BAMT Chair
Music Therapist (MT)



J E Kirkwood - MT



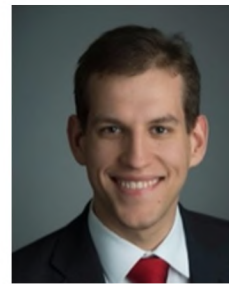
A J Sullivan - Vice Chair



L Jeffery



N J Uddin



P Maton - Treasurer



L Al-Bandar - MT



H J Davies



C J Warner - MT



P Rogers - MT

Reference and Administrative Details

Company Secretary

U Aravinth

Independent Examiner

TC Group

Office: Croydon - TC SWP

3rd Floor, Suffolk House

George Street

Croydon

CR0 0YN

Bankers

Unity Trust Bank Plc

Birmingham

B1 2HB

Approved by order of the board of trustees on17.06.2025.....

and signed on its behalf by:



.....
E Tingle – Chair of Trustees

Our Operational Team



Andrew Langford
Chief Executive



Karen Diamond
Director of Professional Affairs



Clare Maddocks
Director of Education and
Research



Zoe Summers
Communications and Marketing
Officer



Usha Aravinth
Director of Operations



Lisa Partridge
Administrative Officer

Music Therapists registered with HCPC 2021 – 2025

The overall membership numbers have remained largely unchanged from last year, with only a very small variation. The membership numbers below show the changing pattern of memberships during the past five years.

To make it easier to compare, the membership types have been grouped into 3 main categories. They are members (full practitioner & newly qualified practitioner), non-practising (retired, overseas, career break and transitional members), trainees (all trainee members) and associates (full and concessionary associate members).

	Jan 2021	Jan 2022	Jan 2023	Jan 2024	Jan 2025
HCPC Registrations	1,174	1,278	1,216	1,423	1,409
BAMT Membership 2021–2025	Jan 2021	Jan 2022	Jan 2023	Jan 2024	Jan 2025
Members (Full, Newly Qualified)	856	905	896	976	993
Transitional, Overseas, Career Break, Retired	128	124	116	127	121
Trainees (All Trainee Members)	112	104	121	134	118
Associates (Full and Concessionary)	58	82	78	66	68
	1,154	1,215	1,211	1,303	1,300

Chair's Report 2024

The year has seen BAMT continuing to focus on advocating for the profession at both regional and national level; providing increased CPD opportunities for our membership; developing further network groups; running a unique conference for Music Therapists; and actively seeking to further engage with and support our membership.

A key moment of the year was the BAMT Conference, which took place May 17th-19th at the Curve Theatre, Leicester. The conference 'About All of Us, For All of Us, By All of Us' brought together Music Therapists from across the UK and focussed on celebrating diversity and promoting inclusion.



Service Users were involved in some presentations, and voices were heard from within and outside the profession, enabling further discussion on how the profession can better reflect the communities within which therapists work, and how we can include in both individual and systems level research and clinical practice, an embedded understanding of the complexity of all that it means to be human. Whilst the conference was a great success, the Board commissioned an external consultant to undertake a 'lessons learnt' exercise in subsequent months. As a result, we are looking to a future in which BAMT conferences will move towards ensuring greater inclusivity is built into every planning decision, this will include the balance of in person and online events as a central consideration.

The conference also saw the Board sharing with BAMT membership the Strategic Development Plan 2024-2029 (SDP). This plan sets out not only our core vision but also the steps which BAMT will take across this time in order to further the aims of the charity in order to better serve BAMT members, Service Users and the profession. The Board continues to hold itself accountable to the SDP as we continually work to take BAMT forwards.

BAMT's CPD offering to its members continues to grow. The Newly Qualified Music Therapist CPD training package is popular and the Board has committed to continuing this through supportive funding. BAMT has further developed other CPD offerings which are now available to BAMT members at a discounted rate, with other professionals being able to attend at a full charge.

As a Board, we were sorry to lose Sofia Khan but have been delighted to welcome Liz Jeffrey, an HR expert, and Philip Maton, a financier, who has taken up the role of Treasurer.

Operationally, the team has welcomed Zoe Summers to the role of Communications and Marketing Officer. BAMT continues to be fortunate to have such a strong and dedicated Operational Team, led so excellently by our Chief Executive, Andrew Langford. Andrew's continued determined advocacy for Music Therapy in sometimes difficult high-level national conversations, is work which is often unseen and we are immensely grateful to him for this and all he does. Together with Andrew, Zoe Summers, Karen Diamond, Clare Maddocks, Usha Aravinth and Lisa Partridge continue to work towards the smooth running of BAMT Operations and, crucially to support our members. 2024 has seen Andrew, Karen and Clare engaged in a project created by NHS England which considers the way forward for Music Therapists' career pathways, better support for the training of Music Therapists, and the promotion of Music Therapy to the public and other health and social care professionals.

As the Chair I am grateful to each member of the board for their successful leadership of BAMT, to all of the Operational Team for their work, and service to BAMT, and to our membership who we continue to seek to serve as we promote and advocate for the Music Therapy profession.

Eleanor Tingle, Chair BAMT

Social Impact Committee

Report 2024

We have worked on facilitating a feeling of belonging and inclusivity within the profession:

- Feedback from the conference showed that delegates were impressed with the diversity of the presentations. Improvements relating to accessibility have been noted in order that action can be taken for future events.
- A membership survey on inclusivity in the profession has been completed, these results are being used to form a baseline from which we can monitor our progress.



We have begun improving our organisational structure:

- The committee has contributed to the risk register so that social impact risks are now being addressed for the first time.
- A demographic survey of our staff was completed so that we can make further steps towards diversifying the team. The recruitment process will be reviewed next year in order to enable us to move forward with this.

BAMT has invested time into linking with networks such as the NHS and higher education institutions. The Committee has supported the Operational Team as it has contributed to guidance and policies aimed at diversifying the profession, and minimising health inequalities and barriers to access for Service Users.

The Committee has ensured that BAMT has started to collaborate with organisations to increase awareness and lobby for systemic change in regard to climate change and sustainability:

- We shared information on sustainable practice on social media and contributed to Greener AHP week.
- The spotlight session on sustainability at the conference was a success and we are arranging further CPD on sustainability to take place this year.
- We joined the Climate Minds Coalition.

Laura Al-Bandar, Chair Social Impact Committee

Governance Committee Report 2024

The Governance Committee has been active across 2024 and have met three times across 2024. Work has continued on developing a framework for writing BAMT policies that includes an Equality and Quality Impact Assessment (EQIA) for all policies. It is anticipated that this document will be ready in 2025. Karen Diamond has led the development of Terms of Reference for the Area Groups and Professional Networks Groups. The Board of Trustees have asked that an annual report be received from the Area Groups and Professional Networks, thus Karen has developed a template that will be used to capture annual activities from these groups and networks feeding into the annual report.



The Committee has worked with Usha Aravinth to develop an Operational Dashboard that will provide the Board of Trustees with an overview of key performance and governance metrics in BAMT. The Operational Dashboard was introduced in the summer of 2024 and includes information such as employee compliance with statutory and mandatory training, compliance with employee annual appraisals, membership numbers, policies and guidelines due for review or overdue. The dashboard is updated by the Operational Team and presented to the Board of Trustees at every meeting.

The Governance Committee has continued to develop the BAMT Risk Register into a dynamic document. Having completed this piece of work the Board of Trustees will be taking a line-by-line review of all risks on the risk register in early 2025 with a view to ensuring the risk register is reflective of the true risks affecting BAMT; that all open risks have mitigations in place, with actions, owners and timelines for completion.

Anthony Sullivan stood down as Chair of the Governance Committee after nearly three years in the position. Penny Rogers will assume the role of chair in 2025.

Anthony Sullivan, Chair Governance Committee, Vice-Chair BAMT Board

Remuneration Committee

Report 2024

The Remunerations Committee was formed in 2023 to ensure that a structured and transparent approach is followed annually to determine the salary uplift that should be applied to employees' salaries to ensure that their remuneration aligns with increases in the cost of living. The committee considers a number of factors and makes a recommendation to the Board of Trustees on the cost of living salary increase applied to salaries from the 1st of January each year.

It was noted when the first draft of the 2025 BAMT budget was being made that there was no process in place for the review of discretionary employer pension contributions. All employers have a legal requirement to award their employees a minimum pension contribution - this is currently set at 3% in the United Kingdom. Employers have the freedom to make additional employer pension contributions above this should they wish. BAMT does award its employees with a discretionary employee contribution, thus it was agreed the remit of the remunerations committee would be expanded to include the annual review of discretionary employer pension contributions. In view of this the committee expanded the Employee Annual Cost of Living Review Policy, to include review of discretionary employer pension contributions. The BAMT Employee Annual Cost of Living and Employer Pension Contributions Review Policy was finalised by the Remunerations Committee at the end of 2024 and is awaiting sign off by the Governance Committee and Board of Trustees.

The Committee recommended a 2% increase in employee salaries for 2025 - this was accepted by the Board of Trustees. BAMT currently awards employees with a discretionary 4 percent employer pension contribution - thus their total employer pension contribution is 7%. The committee recommended that no increase to discretionary employer pension contributions was made in 2025, and this too was accepted by the Board of Trustees.

Anthony Sullivan, Chair Remunerations Committee, Vice-Chair BAMT Board

Communications and Marketing Committee Report 2024

Three meetings of the committee were held during the course of the year, February, July and November.

- Zoe Summers joined the Operations Team at the beginning of 2024 as Communications and Marketing Officer, which has significantly contributed to BAMT's work in this area with increased focus on priority comms activities throughout the year such as World Music Therapy Week, Greener AHPs Week, National Adoption Week, World Mental Health Day, European Music Therapy Day, as well as Comms support for the BAMT Conference held in May.
- The committee has provided strategic oversight for direction of communications and media activities, as well as membership engagement activities developed in the latter part of the year.
- The committee supported the Operations team in carrying out a review of the British Journal of Music Therapy via member survey, including discussion on potential change of publisher and the decision to support better sustainability to only publish the journal online.
- Support for investment in website and rebranding - recommended to be put forward as two separate suggested areas for investment, rather than having to be taken forward together, in alignment with Finance Committee's recommendations on managing reserves.
- Agreement of parameters for full membership survey to be held in early 2025.
- The committee has regularly reviewed relevant items on the risk register so that these are addressed in a timely manner and on an ongoing basis.



Jenny Kirkwood, Chair Communications and Marketing Committee

Training and Education Committee Report 2024

- The TEC continues to meet every three months for business meetings and several times more informally to discuss training issues and share good practice. A Training Day for course teams was held at University of West of England (UWE) in September 2024.
- The draft Curriculum Guidance Document was completed following a two-round consultation undertaken with BAMT members, then BAMT trustees.
- The document is finalised with the exception of the following areas which are still in draft:
 - recommendations for personal therapy hours as there is ongoing consultation on this aspect.



- recommendations for minimum placement hours - this is unlikely to be resolved quickly.
- The working party for the curriculum document has worked with the Social Impact Committee (SIC) chair to ensure sustainability and EDIB principles are embedded, ensuring the document is congruent with the Strategic Development Plan.
- The Education and Research Officer has attended all business meetings and has represented training and education issues in working party B of the NHSE consultation for Art, Drama and Music Therapists . The draft sections of the Curriculum Guidance document relate to ongoing discussions in this working group, and contribute to the potential development of a placement tariff for NHSE placements for Art, Music and Drama Therapists in the future. Present and potential course leaders in Wales, Scotland and Northern Ireland have also assisted the consultation.
- The TEC Chair, Dr Cathy Warner, has also been involved in some of the development work relating to Supervision development of competencies this year in a training consultative role.
- From the recent review of the TEC Terms of Reference, the Governance Committee made a recommendation to change the name of TEC to more accurately reflect its purpose. The preferred name is awaiting sign-off from the Governance Committee.

Dr Cathy Warner, Chair - Training and Education Committee

Clinical Affairs Committee

Report 2024

The Clinical Affairs Committee develops specific guidelines, information, resources etc that supports best practice in Music Therapy. The committee is led by Penny Rogers, a trustee who is a Music Therapist, with support from the Director of Professional Affairs and each topic that is being developed will have a specific special interest working group to ensure best possible expertise in each topic.

During the year Penny and Karen have supported a working party from the BAMT Supervision Network to develop new BAMT guidelines for supervision that will be published in 2025.

The working party has been very successfully led by Wendy Ruck who has done an outstanding job and to whom we are immensely grateful. The work of this group will ensure that guidelines are created which will have a positive effect on the profession, further supporting both Music Therapists and Service Users in the future.



Penny Rogers, Chair - Clinical Affairs Committee.

Financial Report 2024

The Finance Committee, chaired by the Treasurer and supported by three other members, is responsible for overseeing the sound financial management of BAMT. Its role includes ensuring sustainability, identifying and managing financial risks, and maintaining good governance. The directors believe that the finances of BAMT have been managed consistent with the budget set in advance of the year, with variations subject to appropriate scrutiny. This review covers the financial year from 1 January 2024 to 31 December 2024.

BAMT incurred a surplus of £20,349 during the period ending 31 December 2024.

Total expenditure for the period was £402,489.

Restricted and Designated Funds

Restricted funds represent amounts received which were earmarked for specific purposes outlined by donors at the time of donation. At the end of the financial year, BAMT had restricted funds totalling £45,236.

Designated funds represent amounts received which were set aside by the trustees for specific purposes. These include accumulated conference surpluses (allocated for CPD activities) and funds for projects supporting the provision of music therapy in underserved communities. At the end of the financial year, BAMT had designated funds totalling £35,338.

In 2024, all restricted funds from various bank accounts were consolidated into one account for streamlined administration. The different funds will be clearly delineated in the annual accounts and expenditure from restricted funds subject to enhanced oversight from the Treasurer.

In summary the key features of the period were as follows:

During the period, the Finance Committee met regularly to oversee BAMT's financial management. The Committee seeks to establish a sound framework for finance within the charity. The new treasurer was supported by the continuing members of the Committee, and the staff team who run the day-to-day finances of the charity. Policies and processes were reviewed during the period, and the risk register maintained and updated to reflect evolution in the operating environment of the charity. The Committee seeks to ensure transparency in the financial dealings of the charity, to which end this document forms a key part. The Committee is also responsible for meeting legal requirements and following good practice recommendations, as outlined in the commission's guidance on internal financial controls for charities.

To ensure financial stability, BAMT operates within annual budgets and financial plans presented at each Finance Committee meeting. An increase in the subscription rate was implemented in 2024, reflecting areas of rising expenditure. To ensure that such increases are not excessive, financial discipline is maintained in respect of expenditures.

BAMT's normal financial operations are concentrated, with income predominantly from member subscriptions, and expenditure mostly arising from staff costs. The concentration itself represents a risk, but both have been historically stable and predictable. The increase in staff salaries was, in part, attributable to certain projects for which the charity received earmarked funding and whose delivery was achieved through additional staff hours. During the year, enhanced oversight of changes in membership were introduced, to ensure appropriate reactions to any deviations from expectations. Engagement with members remains key, to demonstrate the value delivered by the expenditure and to ensure that any concerns can be appropriately addressed.

Unlike prior years, expenditure on the conference exceeded its income. This loss was budgeted at the start of the year, and was acceptable in the context of the broader budget. 2025 will not have a conference, and future conferences will likely aim to at least break even.

Finance operations continue to be performed within parameters agreed by the Committee, with appropriate governance applied to contracts and payments. Bank accounts are subject to appropriate authorisation and checks. Excess cash not immediately required is held in an interest-bearing account, consistent with a minimal appetite for investment risk.

BAMT requires a prudent level of reserves to ensure continuity in the event of unforeseen variations in income or expenditure. In 2024, this was set at one year of expenditure but this may change in 2025. Reserves at year-end exceeded the target set by our reserves policy, in part due to a large legacy, and form part of the regular Key Performance Indicators (KPIs) continuously reviewed by the Finance Committee. The reserves will be strategically managed to align with the reserves policy over the medium term, and to support the Strategic Development Plan adopted during the year.

BAMT's financial position at the end of 2024 is strong and well-managed. Through continued oversight, disciplined budgeting, and strategic reserves planning, the charity is well placed to continue delivering its core aims.

Philip Maton, Chair Finance Committee

Independent Examiner's Report 2024

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2024.

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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and 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)).

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.

TC SWP Limited

Patrick du Casse

TC Group
Office: Croydon - TC SWP
3rd Floor, Suffolk House
George Street
Croydon
CR0 0YN

17.06.2025
Date:

Statement of Financial Activities for the year ended 31st Dec 2024

	Notes	Unrestricted funds £	Restricted funds £	Total funds	31.12.24 £	31.12.2023 Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	2	94,834	-		94,834	995
Charitable activities						
Promotion of Music Therapy	4	316,061	-		316,061	190,000
Investment income	3	11,943	-		11,943	9,636
Total		422,838	-		422,838	200,631
EXPENDITURE ON Charitable activities	5					
Promotion of Music Therapy		402,185	300		402,485	256,515
Other		4	-		4	435
Total		402,189	300		402,489	256,950
NET INCOME/(EXPENDITURE)		20,649	(300)		20,349	(56,319)
RECONCILIATION OF FUNDS						
Total funds brought forward		327,774	45,536		373,310	429,629
TOTAL FUNDS CARRIED FORWARD		348,423	45,236		393,659	373,310

The notes form part of these financial statements

Balance sheet 31st Dec 2024

	Notes	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
FIXED ASSETS					
Tangible assets	11	639	-	639	-
CURRENT ASSETS					
Debtors	12	1,980	-	1,980	52,149
Cash at bank		353,524	45,236	398,760	377,932
		355,504	45,236	400,740	430,081
CREDITORS					
Amounts falling due within one year	13	(7,720)	-	(7,720)	(56,771)
NET CURRENT ASSETS		347,784	45,236	393,020	373,310
TOTAL ASSETS LESS CURRENT LIABILITIES		348,423	45,236	393,659	373,310
NET ASSETS		348,423	45,236	393,659	373,310
FUNDS	14				
Unrestricted funds				348,423	327,774
Restricted funds				45,236	45,536
TOTAL FUNDS				393,659	373,310

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

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

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 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 charitable company as at the end of each financial year and of its surplus or deficit 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 charitable company.

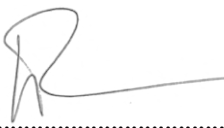
The notes form part of these financial statements

Balance sheet continued

31st Dec 2024

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

The financial statements were approved by the Board of Trustees and authorised for issue on17.06.2025..... and were signed on its behalf by:



.....
E Tingle – Chair of Trustees

Notes to the Financial Statements for the year ended 31st Dec 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

British Association for Music Therapy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transactional value unless otherwise stated in the relevant accounting policy.

The financial statements have been prepared in sterling, the functional currency of the charity, and monetary amounts in these financial statements have been rounded to the nearest £.

Going Concern

The trustees consider that there are no material uncertainties around the charity's ability to continue as a going concern. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore consider it appropriate to prepare the accounts on the going concern basis given the charitable operations, current projections and historic performance.

Legal status of the Charity

The charity is a company limited by guarantee (incorporated in England and Wales) and has no share capital. Its registered office and head office addresses are listed on page 7 of these financial statements.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity or its subsidiary have entitlement to the funds;
- Any performance conditions attached to the items of income have been met or are fully within the control of the charity or its subsidiary; and
- There is sufficient certainty that receipt of the income is considered probable and measured reliably.

Specific accounting policies for income recognition are as follows:

Donations, gifts and legacies

All monetary donations, gifts and legacies are credited to the income and expenditure account in the period of receipt. Donations under Gift Aid together with the associated income tax recoveries are credited to the income and expenditure account when the donations are received.

Income

Charitable activities

Incoming resources from charitable activities are accounted for when earned.

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but are not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets are stated at historical cost less accumulated depreciation less any accumulated impairment losses.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and fittings - 15% on cost

Computer equipment - 25% on reducing balance

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

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

Cash at bank and in hand

Cash is represented by deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors are recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities.

2. DONATIONS AND LEGACIES

	31.12.24 £	31.12.23 £
Donations	2,466	718
Gift Aid	368	277
Legacies	92,000	-
Total	94,834	995

3. INVESTMENT INCOME

	31.12.24 £	31.12.23 £
Deposit account interest	11,943	9,636

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.24 £	31.12.23 £
Journal income	Promotion of Music Therapy	1,961	1,909
Subscriptions	Promotion of Music Therapy	186,025	173,659
Conferences	Promotion of Music Therapy	107,338	-
Event income	Promotion of Music Therapy	737	920
National CPD Programme	Promotion of Music Therapy	12,950	8,536
Virtual Job Fair	Promotion of Music Therapy	-	4,976
NHSE Project	Promotion of Music Therapy	3,850	-
Job advertisement income	Promotion of Music Therapy	3,200	-
		316,061	190,000

The charity hosts a conference every two years, the last conference was held in May 2024.

5. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Grant funding of activities £	Support costs (see note 6) £	Totals £
Promotion of Music Therapy	393,634	4,700	4,151	402,485

6. SUPPORT COSTS

	Management £	Finance £	Governance £	Totals £
Promotion of Music Therapy	1,033	364	2,754	4,151

Support costs, included in the above, are as follows:

Management

	31.12.24 Promotion of Music Therapy £	31.12.23 Total Activities £
Sundries	-	910
Trustee expenses	345	732
Meeting costs	688	1,744
Total	1,033	3,386

Finance

	31.12.24 Promotion of Music Therapy £	31.12.23 Total Activities £
Bank charges	350	306
Depreciation of tangible fixed assets	14	194
Total	364	500

Governance Costs

	31.12.24 Promotion of Music Therapy £	31.12.23 Total Activities £
Accountancy fees	2,754	1,788

7. NET INCOME (EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.24 £	31.12.23 £
Depreciation - owned assets	13	194
Deficit on disposal of fixed assets	-	435
Independent examiner fees	1,470	1,200
Independent examiner fees - other accountancy services	1,284	588

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2024 nor for the year ended 31st December 2023.

Trustees' expenses

Trustee expenses, relating to travel costs, totalling £345 (2023 - £732) were paid to 2 (2023 - 3) trustees during the year.

9. STAFF COSTS

	31.12.24 £	31.12.23 £
Wages and salaries	175,033	150,392
Social security costs	11,728	9,778
Other pension costs	10,449	6,976
Total	197,210	167,146

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

	31.12.24 £	31.12.23 £
Administration	1	1
Development	2	2
Operations	3	2
Total	6	5

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total Funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	995	-	995
Charitable activities			
Promotion of Music Therapy	190,000	-	190,000
Investment income	9,488	148	9,636
Total	200,483	148	200,631
EXPENDITURE ON			
Promotion of Music Therapy	256,115	400	256,515
Other	435	-	435
	256,550	400	256,950
NET INCOME/(EXPENDITURE)	(56,067)	(252)	(56,319)
RECONCILIATION OF FUNDS			
Total funds brought forward	383,841	45,788	429,629
TOTAL FUNDS CARRIED FORWARD	327,774	45,536	373,310

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1st January 2024	2,842
Additions	652
Disposals	(480)
At 31st December 2024	3014
DEPRECIATION	
At 1st January 2024	2,842
Charge for year	13
Eliminated on disposal	(480)
At 31st December 2024	2,375
NET BOOK VALUE	
At 31st December 2024	639
At 31st December 2023	-

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24 £	31.12.23 £
Trade debtors	360	2,875
Other debtors	1,620	487
Prepayments	-	48,787
	1980	52,149

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24 £	31.12.23 £
Trade creditors	501	151
Social security and other taxes	-	48
VAT	302	71
Other creditors	2,720	1,770
Accruals and deferred income	4,197	54,731
Total	7,720	56,771

Within accruals and deferred income, deferred income amounts to £1,105 (2023 - £22,946). The deferred income in 2024 relates to 2025 subscription fees. In the year £22,946 was released into revenue in the Statement of Financial Activities (2023 - £350).

14. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	233,151	79,934	313,085
Designated fund	94,623	(59,285)	35,338
Total	327,774	20,649	348,423
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	15,465	-	15,465
Juliet Alvin Music Therapy Fund - Scholarship Fund	365	(300)	65
Juliet Alvin Music Therapy Fund - Research Fund	4,313	-	4,313
Total	45,536	(300)	45,236
TOTAL FUNDS	373,310	20,349	393,659

14. MOVEMENT IN FUNDS - Continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	302,550	(222,616)	79,934
Designated fund	120,288	(179,573)	(59,285)
Total	422,838	(402,189)	20,649
Restricted funds			
Juliet Alvin Music Therapy Fund - Scholarship Fund	-	(300)	(300)
Total			
TOTAL FUNDS	422,838	(402,489)	20,349

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	257,728	(24,577)	233,151
Designated fund	126,113	(31,490)	94,623
Total	383,841	(56,067)	327,774
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	15,450	15	15,465
Juliet Alvin Music Therapy Fund - Scholarship Fund	763	(398)	365
Juliet Alvin Music Therapy Fund - Research Fund	4,182	131	4,313
Total	45,788	(252)	45,536
TOTAL FUNDS	429,629	(56,319)	373,310

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	191,948	(216,525)	(24,577)
Designated fund	8,535	(40,025)	(31,490)
Total	200,483	(256,550)	(56,067)
Restricted funds			
Juliet Alvin Music Therapy Fund - General	15	-	15
Juliet Alvin Music Therapy Fund - Scholarship Fund	2	(400)	(398)
Juliet Alvin Music Therapy Fund - Research Fund	131	-	131
Total	148	(400)	(252)
TOTAL FUNDS	200,631	(256,950)	(56,319)

Movement in funds - continued

Designated funds

The designated funds comprise accumulated conference surpluses to be used for CPD activities, and funds for projects supporting the provision of Music Therapy.

Guildford Academic Associates Music Therapy Fund

Donations totalling £25,000 from Guildford Academic Associates established a fund of money from which to make grants to support Music Therapists on recognised trainings.

Juliet Alvin Music Therapy Funds

The funds were established by a Deed of Trust in 1984 in memory of the late Juliet Alvin who founded the first music therapy training programme in the UK in 1968 at the Guildhall School of Music and Drama. The Trust is administered through BAMT but does not allow administration costs to be drawn from the fund itself.

There are four sub-funds:

- Scholarship fund
- Research fund
- Humphrey Mews Memorial fund
- General fund

The scholarship fund is to be used to provide student grants to music therapy trainees from Guildhall School of Music and Drama.

The research fund can be used to support music therapists undertaking research at any recognised Higher Education Institution.

The Humphrey Mews Memorial was established at a later date for the specific purpose of supporting research into Vibroacoustic Therapy. As of recently these funds are now able to be spent on other activities.

The general fund is available to be used to support the purposes of the fund at the discretion of the trustees.

15. OTHER FINANCIAL COMMITMENTS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions are reflected in expenditure on the same basis as an individual's salary allocation.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £10,449 (2023 - £6,976).

At the year end all commitments have been paid over to the independent administered fund with the exception of £1,615 (2023 - £949) which is due to be paid after the year end.

16. RELATED PARTY DISCLOSURES

An amount of £2,930 was paid to P Rogers (2023 - £2,400), a trustee, for providing a safeguarding training course in the year.

These transactions have been reviewed and were considered reasonable expenses.

Detailed Statement of Financial Activities for the year ended 31st Dec 2024

INCOME AND ENDOWMENTS	31.12.24 £	31.12.23 £
Donations and legacies		
Donations	2,466	718
Gift aid	368	277
Legacies	92,000	-
Total:	94,834	995
Investment income		
Deposit account interest	11,943	9,636
Charitable activities		
Journal income	1,961	1,909
Subscriptions	186,025	173,659
Conferences	107,338	-
Event income	737	920
National CPD Programme	12,950	8,536
Virtual job fair	-	4,976
NHSE Project	3,850	-
Job Advertisement Scheme	3,200	-
Total:	316,061	190,000
Total incoming resources	422,838	200,631
EXPENDITURE		
Charitable activities		
Salaries	175,033	150,392
Social security	11,728	9,778
Pensions	10,449	6,976
Office costs	8,843	13,128
Website maintenance costs	4,615	2,799
Journal costs	30,907	30,127
Marketing and publicity	766	716
Regional events	1,980	641
Subscription costs	2,674	2,835
AHP rewards	618	576
Consultancy Fees	4,500	-
Training and education costs	697	296
Conference costs	116,723	-
EDI Project	1,496	419
Mentor for Chair	30	30
AHA costs	-	5,090
National CPD Programme	4,602	2,856
Carried forward	375,661	226,659

This page does not form part of the statutory financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

Detailed Statement of Financial Activities for the year ended 31st December 2024

	31.12.24 £	31.12.23 £
Charitable activities		
Brought forward	375,661	226,659
NQMT Training	15,453	12,470
Virtual job fair expenses	-	5,051
Music & drama expo costs	1,106	1,260
EMTC meeting costs	492	901
Supervision Work Group	922	-
Student grants	4,700	4,500
Total:	398,334	250,841
Other		
Loss on sale of tangible fixed assets	-	435
Interest Payable	4	-
Total:	4	435
Support costs		
Management		
Sundries	-	910
Trustee expenses	345	732
Meeting costs	688	1,744
Total:	1,033	3,386
Finance		
Bank charges	350	306
Computer equipment	14	194
Total:	364	500
Governance costs		
Accountancy fees	2,754	1,788
Total resources expended	402,489	256,950
Net (expenditure)/income	20,349	(56,319)

BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales - Charity number 1137807

Accounts

BAMT BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st December 2023
for
BRITISH ASSOCIATION FOR MUSIC THERAPY



The British Association for Music Therapy
86-90 Paul Street, London, EC2A 4NE
Registered Charity no 1137807 Registered Company no 7301585



info@bamt.org



www.bamt.org

Simpson Wreford & Partners
Chartered Accountants
Suffolk House, George Street
Croydon, CR0 0YN

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About BAMT

At the British Association for Music Therapy (BAMT), we are passionately committed to empowering Music Therapists through unparalleled support, resources, and advocacy.

Our mission extends beyond the provision of services; it's about fostering a thriving community where Music Therapists can grow, innovate, and excel.

This commitment begins the moment a Music Therapist becomes a part of our association, ensuring that they are not just joining an organisation, but becoming part of a movement dedicated to elevating the practice of Music Therapy.

From professional development to cutting-edge research, up-to-date guidelines to networking opportunities, BAMT stands as a beacon of excellence and support, ensuring that our members are equipped, inspired, and recognised as pioneers in the transformative power of Music Therapy.

BAMT's Aims and Objectives

The British Association for Music Therapy (BAMT) is the professional body for Music Therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities. It is also a charity committed to promoting and raising awareness of Music Therapy and providing information to the general public.

Our aims are:

- To promote the art and science of Music Therapy;
- To promote the use and development of Music Therapy for children and adults with a wide range of needs;
- To promote the understanding of Music Therapy for the general public;
- To advance education in Music Therapy.

Our mission continues to be:

- To promote the profession and practice of Music Therapy in the UK;
- To act as a voice for those who could benefit from Music Therapy and for those who provide Music Therapy.

Our Cultural Positioning

At BAMT we recognise that a vibrant, inclusive, and dynamic culture is essential to our success. It shapes the way we interact, innovate, and approach challenges.

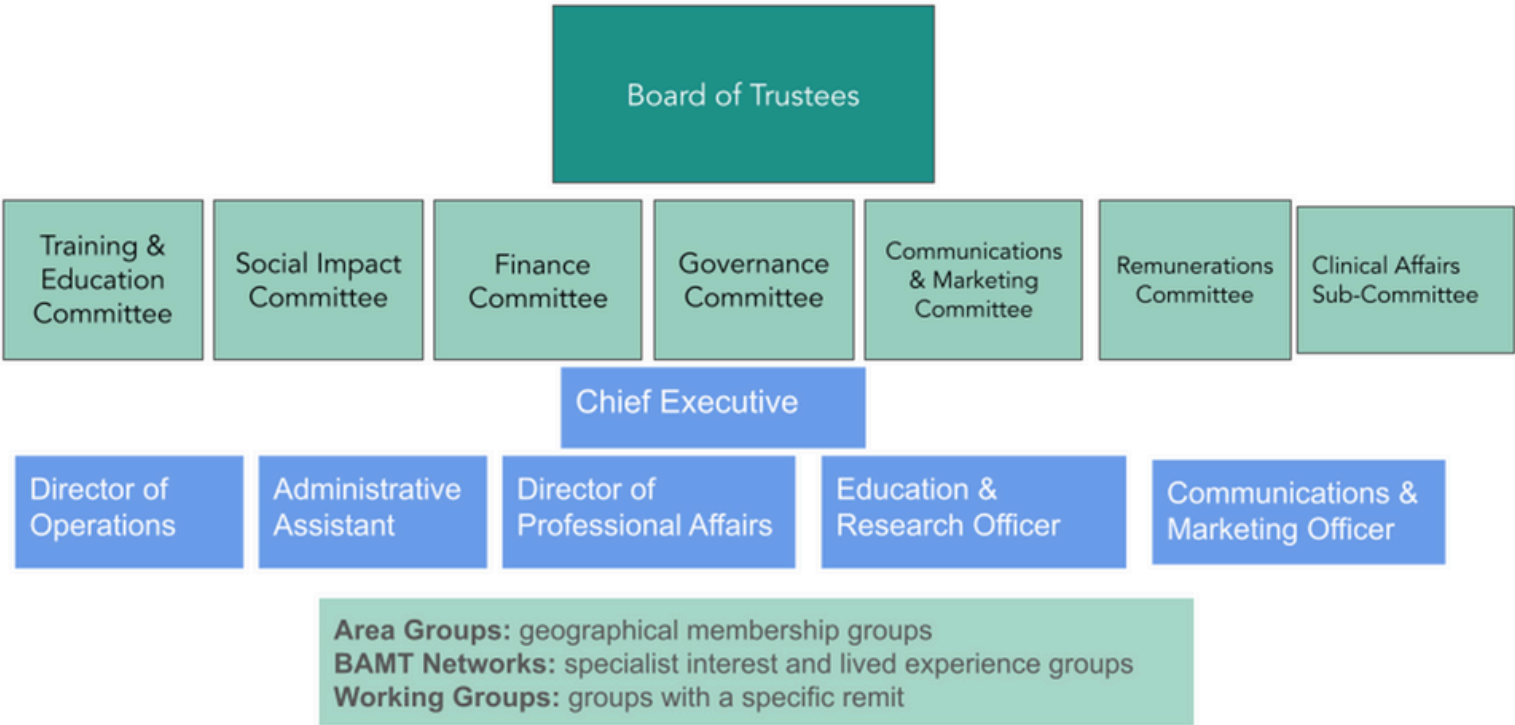
Our culture is built on a foundation of mutual respect, continuous learning, and a commitment to excellence. We celebrate diversity, encourage open communication, and foster a sense of belonging among all members.

By valuing each individual's unique contributions, we create an environment where creativity flourishes, collaboration is natural, and collective goals are achieved with enthusiasm and integrity. This cultural ethos not only drives our internal dynamics but also reflects in the quality of service we provide to our members, shaping their experience and satisfaction.



Structure, Governance and Management

BAMT Governance Structure



Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Our Trustees

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2023. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Recruitment and appointment of new trustees

In accordance with the Articles of Association, any person who is so willing may act as a Trustee and may be elected by ordinary resolution of the members. As a professional organisation we commit to having Music Therapists as a minimum of 50% of the board and that the Chair of the board will always be a Music Therapist.

At the third AGM after their appointment or election, a Trustee shall retire and be eligible to be re-elected for a further two three-year terms. No elected Trustee may serve for a period of more than nine years without a period of at least one year out of office.

Induction and training of new trustees

New Trustees undergo orientation sessions which include observation at a Board meeting prior to becoming a Trustee and meeting members of the operational team in order to familiarise themselves with the way the organisation carries out its day to day duties and implements decisions. Business planning, the Articles of Association and financial performance are also covered. Trustees are encouraged to attend external training events which assist them in undertaking their role.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Via regular meetings and other forms of communication, the Trustees have examined all areas of operation and have identified the key risks to which the organisation is exposed.

In the opinion of the Trustees, the Association has established processes and systems which, under normal circumstances, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

Public benefit

The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is demonstrated by the activities and achievements contained in this report.

Reserves policy

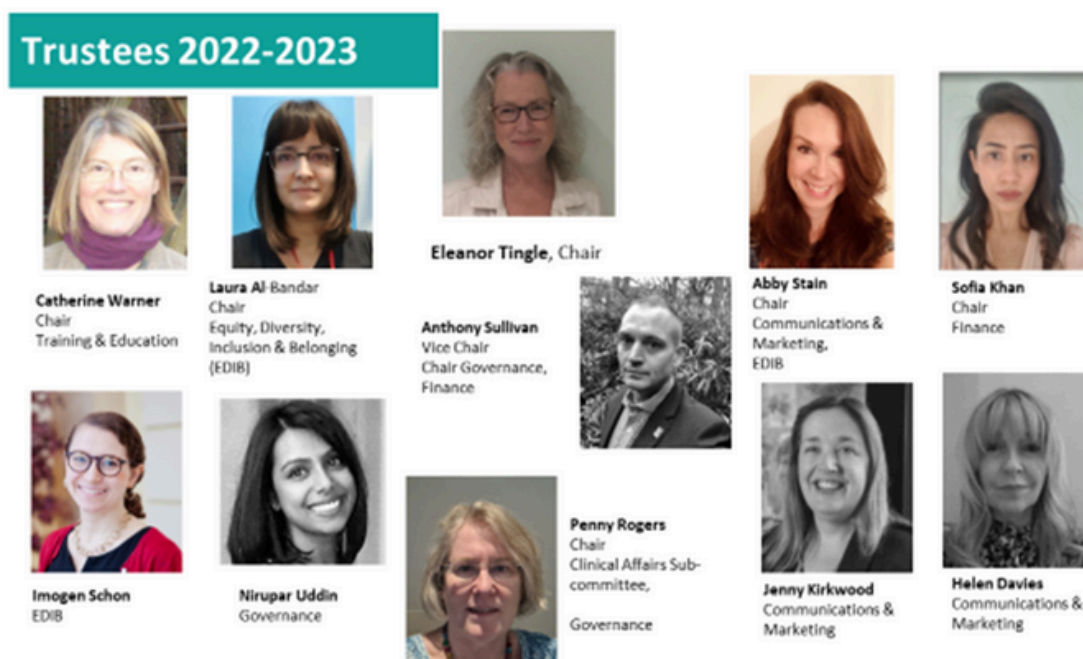
The Charity aims to hold reserves equivalent to one year's expenditure. In calculating this figure, the direct costs of the biannual conference are excluded as it is always planned that the conference is self-financing. This level of reserves allows for unexpected demands on resources as well as providing funds for future expansion by investing in new services and enhancing support to members. At the balance sheet date free reserves stood at £238,816 compared to unrestricted expenditure of £219,397 for the year.

Board Meetings and Committees in 2023

The Board of Trustees met five times during the year. There was one new appointment, three resignations and one re-appointment during the year 2023. Expanding the Board has brought new experience and perspectives, from both within Music Therapy and beyond.

The Board Committees and Sub-Committees are:

- Finance
- Governance
- Training and Education
- Social Impact: formerly Equality, Diversity, Inclusion and Belonging (EDIB)
- Remunerations (formed)
- Clinical Affairs Sub-Committee (formed)



Trustee Appointments and Resignations in 2023

- E Tingle - BAMT Chair - Music Therapist (MT)
- AJ Sullivan - Vice Chair
- A Laheurte - Treasurer (resigned 28.09.2023)
- S Khan - Treasurer (appointed 15.03.2023)
- V Sleight (resigned 28.09.2023) - MT
- J E Kirkwood - MT
- HP Davies
- L Al-Bandar - MT
- AC Stain - MT
- PJ Rogers - MT
- I K Schon (resigned 26.11.2023)
- N H Uddin
- C J Warner - MT

Reference and Administrative Details

Registered Company number

07301585 (England and Wales)

Registered Charity number

1137807

Registered office

86 - 90 Paul Street

London

EC2A 4NE

Company Secretary

U Aravinth

Independent Examiner

Simpson Wreford & Partners

Chartered Accountants

Suffolk House

George Street

Croydon

Surrey

CR0 0YN

Bankers

Unity Trust Bank Plc

Birmingham

B1 2HB

Approved by order of the board of trustees on 13th March 2024

and signed on its behalf by:



.....
E Tingle – Chair of Trustees

Our Operational Team



Andrew Langford
Chief Executive Officer



Lisa Partridge
Administrative Officer



Usha Aravinth
Operations Director



Karen Diamond
Director of Professional
Affairs (appointed)



Clare Maddocks
Education & Research
Officer
(appointed)



Vacancy
PR Officer (previously
Clare Maddocks)

Operational Team Changes in 2023

BAMT has been able to further develop its operational team during this year.

Jonathan Cousins-Booth resigned from the post of Director of Professional Affairs in May 2023, to take up a role as Associate Director of AHPs at the Isle of Wight NHS Trust. With this resignation we took the opportunity to evaluate this post and its different responsibilities and decided to split the role into two new roles - Director of Professional Affairs (DPA) and Education & Research Officer (ERO).

After a rigorous recruitment process we appointed Karen Diamond as DPA and Clare Maddocks as ERO. Clare was previously BAMT's PR Officer and her move to the ERO role left this post vacant. Once again we used this as an opportunity to evaluate this role and have developed it into that of a Communications and Marketing Officer. We hope to appoint to this new post early in 2024.

The Operational Team has continued to benefit from the outstanding "day-to-day" work of Usha, and administration support from Lisa.

Music Therapists registered with HCPC 2020 –2024

There had been a slight dip in the Full membership numbers during the year, but the overall member numbers increased by 92.

The membership fees for 2023 remained unchanged. The membership numbers below show the changing pattern of memberships during the past five years.

To make it easier to compare, the membership types have been grouped into 3 main categories.

They are members (full practitioner, newly qualified practitioner, retired, overseas and transitional members), trainees (all trainee members) and associates (full and concessionary associate members). The membership has been compared for 5 years.

	Jan 2020	Jan 2021	Jan 2022	Jan 2023	Jan 2024
HCPC Registrations	1,162	1,174	1,278	1,216	1,423
BAMT Membership 2020–2024	Jan 2020	Jan 2021	Jan 2022	Jan 2023	Jan 2024
Members (Full, Newly Qualified)	813	856	905	896	976
Transitional, Overseas, Career Break, Retired	136	128	124	116	127
Trainees (All Trainee Members)	93	112	104	121	134
Associates (Full and Concessionary)	60	58	82	78	66
	1,102	1,154	1,215	1,211	1,303

Chair's report

The year has seen BAMT continuing to focus on advocating for the profession at both regional and national level; providing increased CPD opportunities for our membership; developing further network groups; working towards the next conference; and actively seeking to further engage with and support our membership.

Highlights of the year include two virtual jobs fairs run in February and June. The second of these being arranged as a direct response to the success and popularity of the first. We are grateful to all the many Music Therapy employers who took part in these events and delighted that this has led to members making new connections and further Music Therapy work taking place.



In April I was delighted to attend the Advancing Healthcare Awards at which Karen Diamond and her team won the Music Therapy Award, and were then announced as overall winners by AHA. A tribute to the team's hard work and client centred focus. BAMT's CPD support scheme for newly qualified Music Therapists continues to be immensely popular and we are grateful to all those who provide mentoring and support through this scheme.

The 2024 conference was announced after a strong round of applications to host this. The venue will be the Curve Theatre, Leicester and a great deal of work has already been undertaken by the Operational Team and the many people who volunteer their time and expertise as conference committee, programming committee and/or local organising committee members, to deliver an innovative and more accessible conference next year.

Both the Board and the Operational Team continue to develop and gain ground in establishing strategic, governance, and operational structures which we hope will enable BAMT to move securely forwards, better serving our ability to support our membership and meet our aims and objectives.

Operationally we were sad to lose Jonathan Cousins-Booth who served as BAMT's first Director of Professional Affairs. We are grateful to Jonathan for his pioneering work in the role. His move to a substantial post in the NHS led to BAMT advertising and appointing to two separate roles. We are delighted that Karen Diamond has become our Director of Professional Affairs, and Clare Maddocks is now the BAMT Research and Education Officer. These two appointments, made in the face of strong competition, mean that the role of Communications Officer has been vacated as Clare moves to her new duties.

At the time of writing we are about to interview for a new Communications and Marketing position. BAMT is fortunate to have such a strong and dedicated Operational Team, led so excellently by our Chief Executive, Andrew Langford. Andrew's continued determined advocacy for Music Therapy in sometimes difficult high-level national conversations, is work which is often unseen and we are immensely grateful to him for this and all he does. We are grateful too to each member of the Operational Team for their work, and service to BAMT.

At Board level we have been sad to say goodbye to Annyes LaHeurte, who had been so generous with her time and skills. We welcomed Sofia Khan to the Board. Sofia took over as Treasurer as Annyes stepped down. Sadly, Imogen's growing work commitments meant that she was compelled to tender her resignation at the end of the year. The Board has worked hard across the year to reorganise and develop the committee structure in order to better serve BAMT and BAMT's members. This has led to the formation of two new groups, the Remunerations Committee, a small group of trustees who oversee salary related issues, ensuring accountability through external scoping and rigorous detailed work, and the Clinical Affairs Sub-Committee.

This sub-committee is convened by Penny Rogers and will be attended by Karen Diamond in her role as Director of Professional Affairs however in part it serves to connect an excellent working group directly to the Board; Penny and Karen will provide continuity for this sub-committee but membership will fluctuate to ensure expertise in the specific topics that it will work on. For many years we have been grateful to Wendy Ruck who Chairs the Supervision Working group for the excellent work which she and the group undertake in overseeing BAMT's register of Music Therapy Supervisors. The Clinical Affairs Sub-Committee allows such work to be connected directly into the heart of BAMT's strategic and operational thinking.

The Board has met for two away days which have allowed time and space both to undertake training, in particular about skills which have allowed us to update and overhaul the Risk Register. These in person days have also provided the opportunity to work together in depth, cementing our understanding of BAMT's ethos and vision, and meaning that we have all but finalised the five year strategic plan which will be published early in 2024.

I am grateful to the hard work of so many people who sustain and develop BAMT: the Operational Team; the Board; and all those members and supporters who volunteer their time and expertise in order that we can continue to promote, develop and celebrate the power of Music Therapy.

Eleanor Tingle, Chair BAMT

Social Impact Committee Report 2023

The Social Impact Committee (SIC) is a committee comprising of three trustee members with the support and involvement of the operational team.

In September 2023 Laura Al-Bandar became Chair of this committee.

The remit of the SIC is to represent BAMT and strategically influence change across Music Therapy in regard to its Social Impact, including Equity, Diversity, Inclusion and Belonging (EDIB) and Environment and Sustainability (ES).



Summary of main activities

- Leading systemic changes within BAMT through representation at Board level and leading on improving policy, structures and resources
- Empowering the membership to make progress in this area and to provide safe and meaningful support to members
- Ensuring that BAMT collaborates with key external systems and individuals including music educators, stakeholders and Service Users in order to promote and create change related to the committee's objectives
- Regularly reviewing those risks which fall within the remit of the committee
- Providing guidance and advice where requested to BAMT Trustees and staff on matters related to Social Impact

Summary of the main activities undertaken for the public benefit in relation to these objects:

The committee was previously named the EDIB Committee, however it was decided in December 2023 to extend the remit of the committee to include issues of ES and so the name of the committee was changed to the Social Impact Committee to reflect this.

SIC have now finalised the 5 year strategy for 2024-2029. The strategy focuses on putting in the foundations for a more accessible, inclusive and sustainable profession where all members and Service Users feel they are thriving, outlining the following goals:

1. To ensure a more diverse Music Therapy profession
2. For Members to feel they belong to an inclusive profession
3. For the BAMT to implement positive social impact across its organisational structure
4. To minimise health inequalities and barriers to access for Music Therapy Service Users
5. To minimise profession-wide harm to the environment
6. For Music Therapy to be known for having a positive impact on sustainability.

SIC have supported BAMT in their CPD offering and putting appropriate support in place for members who have marginalised identities.



Summary of the main achievements for the role for the year (as a result of the main activities undertaken):

We now have a network group for Music Therapists with a Disability. In May the network facilitated a roundtable on DISABILITY, DIVERSITY and INCLUSION WITHIN THE MUSIC THERAPY PROFESSION and there have been other CPD events focussed on disability following this.

A discount for members with a disability has been introduced as well as a reduced rate of 30% for the upcoming conference. Members have given positive feedback for this change.

Due to the success of the previous EDIB roundtables and network groups, the committee have supported plans for similar events in 2024 to focus on LGBTQIA+ issues and environment and sustainability as well as further CPD events. The conference programming committee have been supported to ensure that EDIB will be considered throughout the 2024 conference as well as doing what they can to increase accessibility for all delegates.

Laura Al-Bandar, Chair Social Impact Committee

Governance Committee

Report 2023

The Governance Committee met in March, July, September and November in 2023. Across 2023 the Governance Committee has led a restructure and review of the organisation's risk register.

Ownership of risks has been assigned to either BAMT Committees or Staff and have been reviewed and updated to reflect the mitigations in place against the risk, plans to resolve or reduce the risk to an acceptable level, and the current risk level. This work is due for completion by June 2024.

Going forward all committees will meet ahead of the Governance Committee Meeting to review their risks and report both newly identified risks and updated risks to the Governance Committee, with any essential reporting at the next full board meeting.

In early 2023 a procurement exercise was undertaken to appoint a Human Resources Advisory Company. Citrus HR was the successful company and has been working with the Chief Executive since March 2023.

At the Trustees' Away Day in June 2023 the Governance Committee identified its priorities for the forthcoming years. These are:



Summary of main activities

- Continued Review of the Risk Register
- Development and implementation of a Risk Management Policy
 - Development of a Policy for Writing and Managing Policies
- To review Current policies and identify policies that may be required, with a further aim to then write these.
- Development of an Operational Dashboard for Board Assurance purposes.
- Development of Terms of Reference and Annual Reporting for all BAMT Special Interest Groups, Network Groups and Regional Groups.

The Trustee's Away Day saw the Board identify all Special Interest Groups, Network Groups and Regional Groups that meet as members of BAMT. To ensure that there is Board level oversight of these groups these committees have now been aligned with a member of the operational team and Committees and Sub Committees of the BAMT Board of Trustees. Over the course of 2024 Karen Diamond will work with all of these groups to ensure that a Terms of Reference is in place. From 2025 it is envisioned that these groups will provide a short summary of their activity across the year for future Annual Reports.

The Governance Committee have commenced work on a 'Policy for Writing and Managing Policies' and developing a Quality and Equity Impact Assessment (QEIA) – both will be used in the future to ensure a consistent approach to writing policies and ensuring all policies identify issues of equity that are either addressed or mitigated.

The Governance Committee have an ambitious programme of work for 2024, however feel confident that this work is both necessary and will lead to improved operational and strategic governance at BAMT.

Anthony Sullivan, Chair Governance Committee, Vice-Chair BAMT Board

Remunerations Committee

Report 2023

The Remunerations Committee was formed in late 2023. The purpose of the committee is to ensure that there are policies and processes in place to ensure a transparent review of BAMT Salaries. The group is comprised of the BAMT Chair, BAMT CEO, Vice Chair, Treasurer and a Music Therapist Trustee. The inaugural meeting of the committee took place on the 31st of October 2023. The Committee will develop a policy of annual salary review that is to be approved by the Summer of 2024.

This policy will be used going forward to make recommendations to the Board of Trustees Autumn Meeting on BAMT Staff salaries increases for the following year. The committee has also commenced a review of the CEO Salary Package to ensure that it is commensurate with similar roles in other Allied Health Professional Organisations and Charitable Organisations. The committee aims to make recommendations on this to the Trust Board in January 2024.

Anthony Sullivan, Chair Remunerations Committee, Vice-Chair BAMT Board

Marketing and Communications Committee Report 2023

The Communication & Marketing Committee (CM) comprises 3 members and met 6 times during 2023.

The remit of the CM is to:

- Represent the whole Music Therapy profession and advocate for Music Therapy
- Take strategic responsibility for informing the Board of BAMT's voice on all matters relating to communications and marketing.
- Offer appropriate support and advise the staff team in delivering effective communications and marketing. ensure a comprehensive and cohesive approach - for all of BAMTs work - to be "on message" as defined in the core values and mission statement. This approach includes: support for BAMT's vision - aims, objectives, next five years monitoring, evaluation and impact, branding core values and review associated risks.



Summary of main activities:

- Developing a CMC strategy: Formulated a comprehensive strategy for the 2024-29 BAMT Strategic Plan, ensuring alignment with our overarching organisational goals.
- Risk Register review: Conducted a thorough review of the risk register, identifying and addressing potential challenges to our strategic objectives.
- BAMT Conference 2024 support of promotion plans for a successful conference.
- Recruitment of Communications & Marketing Officer: Application shortlisting and interview support in appointing a candidate who aligns with our mission and values.
- Guidance on key communications: Strategic guidance for significant communications, including the introduction of a disability discount and the necessary adjustment of membership fees.
- Annual General Meeting (AGM) involvement: Actively contributing to presentations and decision-making processes.
- Collaboration with the operations team: Enhancing BAMT's brand awareness, clarifying our unique value proposition, and strengthening member loyalty, ensuring all efforts are in sync with BAMT's key objectives.

Abigail Stain, Chair, Communications and Marketing Committee

Training and Education Committee Report 2023



The Training and Education Committee (TEC) is a committee comprising the Programme Leaders of the eight HCPC recognised Masters degree Music Therapy training programmes within the UK and the BAMT Research and Education officer.

The Programme Leader from Limerick remains on the Committee in an Associate capacity.

The remit of the TEC is:

- To speak, on behalf of all training programmes on matters that affect the training of Music Therapists, to BAMT as the professional body, and through BAMT to other bodies on which BAMT has representation (e.g. HCPC, AHPELF, HEE/Prof Body Education and Training Network).
- To respond in a timely way on matters wholly or largely to do with education and training, both at the request of BAMT and on its own initiative.
- To consider the present and future needs of the Music Therapy profession as these relate to training and any threats or opportunities to these, and to act in the best interests of the profession as a whole.
- To consult with stakeholders/users (including service users, trainees, placement educators, employers etc) about the current and future needs of the profession.
- To advise BAMT on matters to do with education and training.
- To work together as a committee to continue to provide high standards of learning and teaching in music therapy across the UK.
- To support and advise therapists and academic institutions that are considering setting up Music Therapy training programmes including Apprenticeship programmes.
- To liaise with the Social Impact Committee with representation of each Chair on the other committee.

Summary of the main activities undertaken for the public benefit in relation to these objects:

This calendar year it has been possible to manage some face-to-face TEC meetings as well as online business meetings. The TEC has met 6 times during 2023 with two meetings in person.

The TEC's annual training event and business meeting was held on 15th September 2023 at the University of South Wales in Newport. We welcomed Clare Maddocks as the new BAMT Education and Research Officer and had a useful discussion about this new role and how programme teams could engage with the wider learning needs of the profession through it.

The afternoon was completed with a workshop from a dance and movement therapist which supported programme leaders to think about the training trajectory of the last few years including the challenges and opportunities.

The committee's main activities this year have focussed on the following:
Completion of a new Curriculum Guidance Document for the BAMT. This will now be taken to the BAMT Board for discussion.

The HCPC Standards of Proficiency, the HCPC code of conduct, performance and ethics and the HCPC Standards of Education and Training were relevant to all areas of the curriculum guidance document.

Equality, Diversity, Inclusion and Belonging (EDIB): bi-monthly online good practice groups involving staff teams, focusing on curriculum and placement educator training. Laura Al-Bandar and Cathy Warner have been invited to attend TEC and Social Inclusion Committee meetings respectively to ensure cross-group working and shared focus on training, equity in the profession and sustainability.

The Apprenticeship Scheme tender has been granted to Teesside University to begin a Music Therapy Apprenticeship in 2024 and to the University of Roehampton to begin in 2025. Once programme leaders are appointed, they will be invited to join TEC.

The BAMT Education and Research Officer Clare Maddocks attends and contributes to meetings and training events, forming a vital link to the broader training work undertaken by the BAMT, specifically the mentoring scheme, developing a more vital CPD programme.

Mentoring scheme: TEC Chair Cathy Warner was involved in helping select mentors for the NQMT mentoring scheme this year, led by Clare Maddocks, and also involving a student member in recruitment decisions.

A consideration of Masters student research projects and PhD research has begun in TEC, to find ways and opportunities for the excellent research undertaken each year to be communicated and explored by the profession

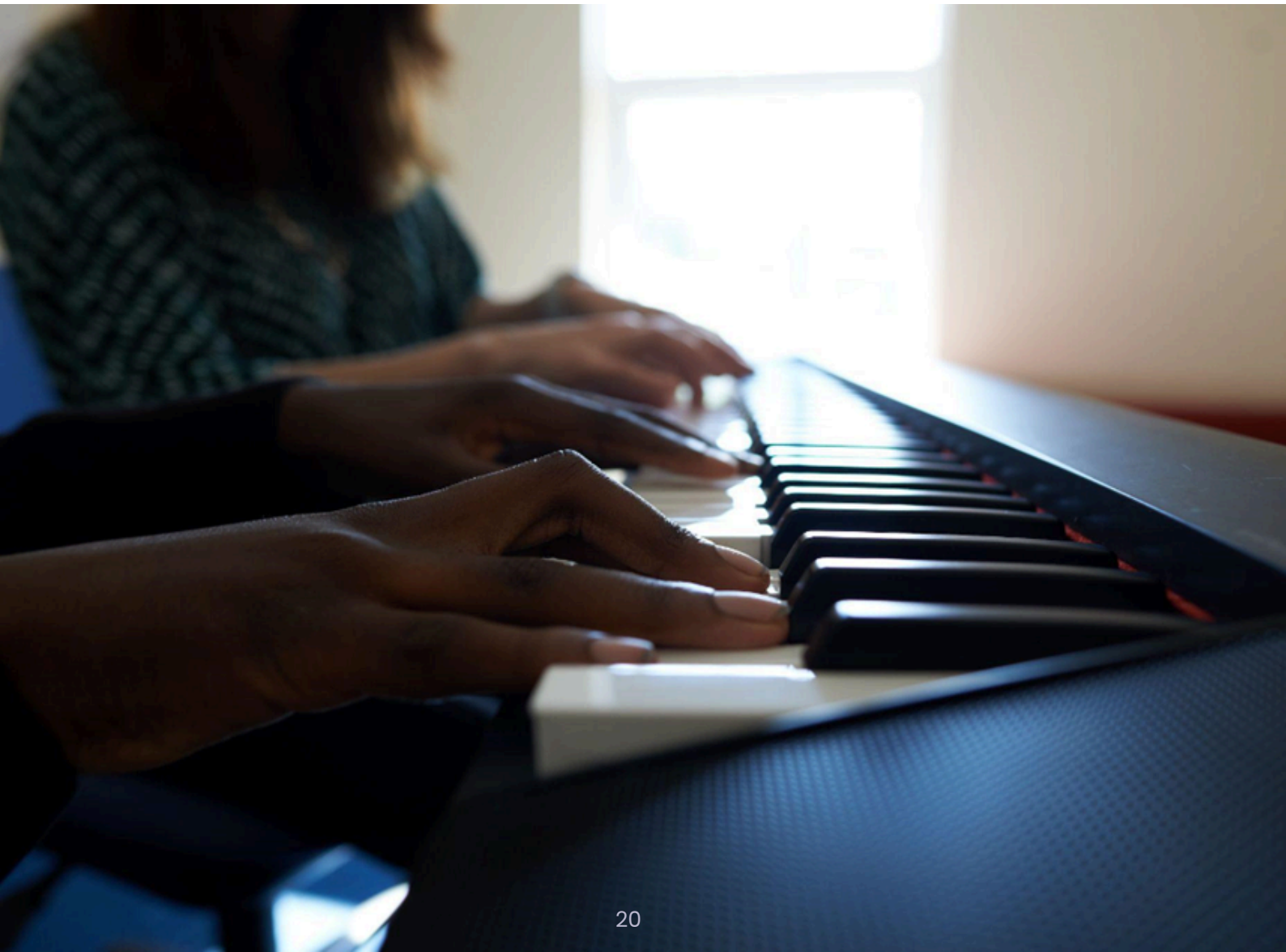
Planning for 2024

The TEC's business meetings for the year will be:

- April 25th (Thursday) 10-11.30am online
- June 19th (Wednesday) 10-11.30 am online
- September 3rd (Tuesday) 10-12 plus Training Day 12-4

More effective student liaison and communication infrastructure within BAMT is being developed by Clare Maddocks this year, and the TEC will support this with communication of information, exchange and discussion.

The 2024 BAMT conference in Leicester in May 2024 will be promoted to all trainees and a PhD symposium is planned, led by Hilary Moss, Associate member of TEC. Other course leaders will also be involved. Several other events relevant to training and research (including a spotlight on training and training round tables) are included in the draft conference programme.



Clinical Affairs Sub-Committee Report 2023

The new Clinical Affairs Committee will be further developed in 2024. Its remit is to develop specific guidelines, information, resources etc that supports best practice in Music Therapy.

The committee will be led by a Trustee, who is a Music Therapist, with support from the Director of Professional Affairs. Each topic that is being developed will have a specific special interest working group to ensure best possible expertise.

Penny Rogers, Chair, Clinical Affairs Sub-Committee



Financial Report 2023

Income

The Finance Committee oversees the sound financial management of BAMT to ensure its operations remain sustainable. The directors believe that BAMT has remained in line with the 2023 budget set at the start of the year. The figures in this report cover the period from January 2023 to December 2023.

BAMT incurred a deficit of £56,334 during the period ending 31 December 2023.

Expenditure

Total expenditure for the period was £256,966.

Restricted and Designated Funds

At the end of the financial year, BAMT had a total of £45,536 in restricted funds, earmarked for specific purposes outlined by donors at the time of donation. Furthermore, there were £88,943 in designated funds, set aside by the trustees for specific purposes. These include accumulated conference surpluses (allocated for CPD activities) and funds for projects supporting the provision of music therapy in underserved communities. Some designated funds were utilised for education-related activities during the year. In 2023, all restricted funds from various bank accounts were consolidated into one account for streamlined administration. The different funds will be clearly delineated in the annual accounts.

In summary the key features of the period were as follows:

During the period, the Finance Committee met regularly to oversee BAMT's financial management. Internal control systems were strengthened through periodic reviews of internal policies and control processes, supported by a comprehensive review of the risk register. The questions in this document are designed to help charity trustees and their advisers evaluate the charity's performance against legal requirements and good practice recommendations as outlined in the commission's guidance on internal financial controls for charities. BAMT will conduct a performance review at least once a year.

BAMT maintains a healthy level of reserves to safeguard its sustainability. Reserves at year-end exceeded the target set by our reserves policy and form part of the regular Key Performance Indicators (KPIs) continuously reviewed by the Finance Committee.

To ensure financial stability, BAMT operates within annual budgets and financial plans presented at each Finance Committee meeting. This year, the Board decided against fee increases to support members with the rising costs of living. Consequently, the Finance Committee led various exercises to review expenses and, where possible, engaged in negotiations with service providers. Additionally, BAMT initiated cost-saving measures by vacating office spaces, with staff now working from home.

Independent Examiner's Report 2023

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2023.

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.

Patrick du Casse

Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

Date:

Statement of Financial Activities for the year ended 31st Dec 2023

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.2022 Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	2	995	-	995	1,700
Charitable activities	4	190,000	-	190,000	434,874
Promotion of Music Therapy					
Investment income	3	9,489	148	9,637	2,491
Total		200,484	148	200,632	439,065
EXPENDITURE ON Charitable activities	5				
Promotion of Music Therapy		256,131	400	256,531	422,347
Other		435	-	435	-
Total		256,566	400	256,966	422,347
NET INCOME/(EXPENDITURE)		(56,082)	(252)	(56,334)	16,718
RECONCILIATION OF FUNDS					
Total funds brought forward		383,841	45,788	429,629	412,911
TOTAL FUNDS CARRIED FORWARD		327,759	45,536	373,295	429,629

The notes form part of these financial statements

Balance sheet 31st Dec 2023

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
FIXED ASSETS					
Tangible assets	11	(15)		(15)	629
Investments	12	-	-	-	12,000
		(15)		(15)	12,629
CURRENT ASSETS					
Stocks	13	-	-	-	910
Debtors	14	51,149	-	52,149	13,812
Cash at bank		332,396	45,536	377,932	433,136
		384,545	45,536	430,081	447,858
CREDITORS					
Amounts falling due within one year	15	(56,771)	-	(56,771)	(30,858)
NET CURRENT ASSETS		327,774	45,536	373,310	417,000
TOTAL ASSETS LESS CURRENT LIABILITIES		327,759	45,536	373,295	429,629
NET ASSETS		327,759	45,536	373,295	429,629
FUNDS	17				
Unrestricted funds				327,759	383,841
Restricted funds				45,536	45,788
TOTAL FUNDS				373,295	429,629

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

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

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 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 charitable company as at the end of each financial year and of its surplus or deficit 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 charitable company.

The notes form part of these financial statements

Balance sheet continued

31st Dec 2023

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13th March 2024 and were signed on its behalf by:



.....
E Tingle – Chair of Trustees

Notes to the Financial Statements for the year ended 31st Dec 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

British Association for Music Therapy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transactional value unless otherwise stated in the relevant accounting policy.

Going Concern

The trustees consider that there are no material uncertainties around the charity's ability to continue as a going concern. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore consider it appropriate to prepare the accounts on the going concern basis given the charitable operations, current projections and historic performance.

Legal status of the Charity

The charity is a company limited by guarantee and has no share capital.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income

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

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but are not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets are stated at historical cost less accumulated depreciation less any accumulated impairment losses.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and fittings - 15% on cost

Computer equipment - 25% on reducing balance

Stocks

Stocks are valued at the lower of cost and estimated selling price less costs to complete and sell, after making allowance for obsolete and slow-moving items.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

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

Cash at bank and in hand

Cash is represented by deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors are recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities.

2. DONATIONS AND LEGACIES

	31.12.23 £	31.12.22 £
Donations	718	1,116
Gift Aid	277	584
Total	995	1,700

3. INVESTMENT INCOME

	31.12.23 £	31.12.22 £
Deposit account interest	9,637	2,491

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.23 £	31.12.22 £
Journal income	Promotion of Music Therapy	1,909	1,956
Subscriptions	Promotion of Music Therapy	173,659	169,580
Conferences	Promotion of Music Therapy	-	258,227
Event income	Promotion of Music Therapy	920	317
National CPD Programme	Promotion of Music Therapy	8,536	4,794
Virtual Job Fair	Promotion of Music Therapy	4,976	-
		190,000	434,874

5. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Grant funding of activities £	Support costs (see note 6) £	Totals £
Promotion of Music Therapy	246,341	4,500	5,690	256,531

6. SUPPORT COSTS

	Management £	Finance £	Governance £	Totals £
Promotion of Music Therapy	3,386	516	1,788	5,690

Management

	31.12.23 Promotion of Music Therapy £	31.12.22 Total Activities £
Sundries	910	-
Trustee expenses	732	256
Meeting costs	1,744	-
Total	3,386	256

Finance

	31.12.23 Promotion of Music Therapy £	31.12.22 Total Activities £
Bank charges	306	276
Depreciation of tangible fixed assets	210	210
Total	516	486

Governance Costs

	31.12.23 Promotion of Music Therapy £	31.12.22 Total Activities £
Accountancy fees	1,788	1,950

7. NET INCOME (EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.23 £	31.12.22 £
Depreciation - owned assets	209	210
Deficit on disposal of fixed assets	435	-
Independent examiner fees	1,200	1,200
Independent examiner fees - other accountancy services	588	750
Rental costs under operating leases	-	9,945

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2023 nor for the year ended 31st December 2022.

Trustees' expenses

Trustee expenses, relating to travel costs, totalling £732 (2022 - £256) were paid to 3 (2022 - 2) trustees during the year.

9. STAFF COSTS

	31.12.23 £	31.12.22 £
Wages and salaries	150,392	136,422
Social security costs	9,778	9,186
Other pension costs	6,976	5,223
Total	167,146	150,831

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

	31.12.23 £	31.12.22 £
Administration	1	1
Development	2	1
Operations	2	1
Total	5	3

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total Funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	1,700	-	1,700
Charitable activities Promotion of Music Therapy	434,874	-	434,874
Investment income	2,936	95	2,491
Total	438,970	95	439,065
EXPENDITURE ON Charitable activities			
Promotion of Music Therapy	421,847	500	422,347
NET INCOME/(EXPENDITURE) Transfers between funds	17,123 436	(405) (436)	16,718 -
Net Movement in funds	17,559	(841)	16,718
RECONCILIATION OF FUNDS Total funds brought forward	366,282	46,629	412,911
TOTAL FUNDS CARRIED FORWARD	383,841	45,788	429,629

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1st January 2023	3,212	12,281	15,493
Disposals	(3,212)	(9,439)	(12,651)
At 31st December 2023	-	2,842	2,842
DEPRECIATION			
At 1st January 2023	3,212	11,652	14,864
Charge for year	-	209	209
Eliminated on disposal	(3,212)	(9,004)	(12,216)
At 31st December 2023	-	2,857	2,857
NET BOOK VALUE			
At 31st December 2023	-	(15)	(15)
At 31st December 2022	-	629	629

12. FIXED ASSET INVESTMENTS

	31.12.23 £	31.12.22 £
Investment deposits	-	12,000
There were no investment assets outside the UK		
Investments (neither listed or unlisted) were as follows:		
NS&I Income Bond - General Fund	-	4,000
NS&I Income Bond J Alvin Music Therapy - General	-	8,000
Total	-	12,000

13. STOCKS

	31.12.23 £	31.12.22 £
Materials for sale	-	910

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23 £	31.12.22 £
Trade debtors	2,875	450
Other debtors	487	584
VAT	-	1,187
Prepayments	48,787	11,591
Total	52,149	13,812

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23 £	31.12.22 £
Trade creditors	151	27,145
Social security and other taxes	48	-
VAT	71	-
Other creditors	1,770	1,588
Accruals and deferred income	54,731	2,125
Total	56,771	30,858

Within accruals and deferred income, deferred income amounts to £23,296 (2022 - £350). The deferred income in 2023 relates to bookings for the 2024 conference. In the year £350 was released into revenue in the Statement of Financial Activities (2022 - £Nil).

16. LEASING AGREEMENTS

	31.12.23 £	31.12.22 £
Within one year	-	5,140

17. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	257,728	(24,592)	233,136
Designated fund	126,113	(31,490)	94,623
Total	383,841	(56,082)	327,759
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	15,450	15	15,465
Juliet Alvin Music Therapy Fund - Scholarship Fund	763	(398)	365
Juliet Alvin Music Therapy Fund - Research Fund	4,182	131	4,313
Total	45,788	(252)	45,536
TOTAL FUNDS	429,629	(56,334)	373,295

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	191,949	(219,397)	(24,592)
Designated fund	8535	(49,025)	(31,490)
Total	200,484	(256,566)	(56,082)
Restricted funds			
Juliet Alvin Music Therapy Fund - General	15	-	15
Juliet Alvin Music Therapy Fund - Scholarship Fund	2	(400)	(398)
Juliet Alvin Music Therapy Fund - Research Fund	131	-	131
Total	148	(400)	(252)
TOTAL FUNDS	200,632	(256,966)	(56,334)

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	275,968	(18,676)	436	257,728
Designated fund	90,314	35,799	-	126,113
Total	366,282	17,123	436	383,841
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	11,356	94	4,000	15,450
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	4,436	-	(4,436)	-
Juliet Alvin Music Therapy Fund - Scholarship Fund	1,263	(500)	-	763
Juliet Alvin Music Therapy Fund - Research Fund	4,181	1	-	4,182
Total	46,629	(405)	(436)	45,788
TOTAL FUNDS	412,911	16,718	-	429,629

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	180,742	(199,418)	(18,676)
Designated fund	258,228	(222,429)	35,799
Total	438,970	(421,847)	17,123
Restricted funds			
Juliet Alvin Music Therapy Fund - General	94	-	94
Juliet Alvin Music Therapy Fund - Scholarship Fund	-	(500)	(500)
Juliet Alvin Music Therapy Fund - Research Fund	1	-	1
Total	95	(500)	(405)
TOTAL FUNDS	439,065	(422,347)	16,718

Movement in funds - continued

Designated funds

The designated funds comprise accumulated conference surpluses to be used for CPD activities, and funds for projects supporting the provision of music therapy.

Guildford Academic Associates Music Therapy Fund

Donations totalling £25,000 from Guildford Academic Associates established a fund of money from which to make grants to support music therapists on recognised trainings.

Juliet Alvin Music Therapy Funds

The funds were established by a Deed of Trust in 1984 in memory of the late Juliet Alvin who founded the first music therapy training programme in the UK in 1968 at the Guildhall School of Music and Drama. The Trust is administered through BAMT but does not allow administration costs to be drawn from the fund itself.

There are four sub-funds:

- Scholarship fund
- Research fund
- Humphrey Mews Memorial fund
- General fund

The scholarship fund is to be used to provide student grants to music therapy trainees from Guildhall School of Music and Drama.

The research fund can be used to support music therapists undertaking research at any recognised Higher Education Institution.

The Humphrey Mews Memorial was established at a later date for the specific purpose of supporting research into Vibroacoustic Therapy. As of recently these funds are now able to be spent on other activities.

The general fund is available to be used to support the purposes of the fund at the discretion of the trustees.

18. OTHER FINANCIAL COMMITMENTS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions are reflected in expenditure on the same basis as an individual's salary allocation.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £6,976 (2022 - £5,223).

At the year end all commitments have been paid over to the independent administered fund with the exception of £949 (2022 - £791) which is due to be paid after the year end.

19. RELATED PARTY DISCLOSURES

An amount of £2,400 was paid to P Rogers (2022 - £450), a Trustee, for providing a safeguarding training course in the year.

In the prior year T Watson, a trustee, was paid £500, for taking time away from their employment to edit the British Journal of Music Therapy.

These transactions have been reviewed and were considered reasonable expenses.

Detailed Statement of Financial Activities for the year ended 31st Dec

INCOME AND ENDOWMENTS	31.12.23 £	31.12.22 £
Donations and legacies		
Donations	718	1,116
Gift aid	277	584
Total:	995	1,700
Investment income		
Deposit account interest	9,637	2,491
Charitable activities		
Journal income	1,909	1,956
Subscriptions	173,659	169,580
Conferences	-	258,227
Event income	920	317
National CPD Programme	8,536	4,794
Virtual job fair	4,976	-
Total:	190,000	434,874
Total incoming resources	200,632	439,065
EXPENDITURE		
Charitable activities		
Salaries	150,392	136,422
Social security	9,778	9,186
Pensions	6,976	5,223
Office costs	13,128	19,487
Website maintenance costs	2,799	2,940
Journal costs	30,127	28,830
Leading note costs	-	1,715
Marketing and publicity	716	-
Regional events	641	1,373
Subscription costs	2,835	2,918
AHP rewards	576	575
Training and education costs	296	606
Conference costs	-	196,033
EDI Project	419	100
Mentor for Chair	30	158
AHA costs	5,090	5,000
National CPD Programme	2,856	4,464
NQMT Training	12,470	-
Virtual job fair expenses	5,051	-
Music & drama expo costs	1,260	-
Carried forward	245,440	415,030

This page does not form part of the statutory financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Detailed Statement of Financial Activities
for the year ended 31st December 2023**

	31.12.23 £	31.12.22 £
Charitable activities		
Brought forward	245,440	415,030
EMTC meeting costs	901	-
Student grants	4,500	4,625
Total:	250,841	419,655
Other		
Loss on sale of tangible fixed assets	435	-
Support costs		
Management		
Sundries		
Trustee expenses	910	-
Meeting costs	732	256
Total:	1,744	-
Finance		
Bank charges	306	276
Computer equipment	210	210
Total:	516	486
Governance costs		
Accountancy fees	1,788	1,950
Total resources expended	256,966	422,347
Net (expenditure)/income	(56,334)	16,718

BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales - Charity number 1137807

Accounts

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st December 2022
for
BRITISH ASSOCIATION FOR MUSIC THERAPY**

**Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CRO OYN**

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for the year ended 31st December 2022**

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BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The British Association for Music Therapy (BAMT) is the professional body for music therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities. It is also a charity committed to promoting and raising awareness of music therapy and providing information to the general public.

Our aims are:

- To promote the art and science of music therapy;
- To promote the use and development of music therapy for children and adults with a wide range of needs;
- To promote the understanding of music therapy for the general public;
- To advance education in music therapy.

Our mission continues to be:

- To promote the profession and practice of music therapy in the UK;
- Act as a voice for those who could benefit from music therapy and for those who provide music therapy.

Recruitment and appointment of new trustees

In accordance with the Articles of Association, any person who is so willing may act as a Trustee and may be elected by ordinary resolution of the members.

At the third AGM after his or her appointment or election, a Trustee shall retire and be eligible to be re-elected for a further two three-year terms. No elected Trustee may serve for a period of more than nine years without a period of at least one year out of office.

Induction and training of new trustees

New Trustees undergo orientation sessions which include observation at a Board meeting prior to becoming a Trustee and visiting the registered office of the company to familiarise themselves in the way the organisation carries out its day to day duties and implements decisions. Business planning, the Articles of Association and financial performance are also covered. Trustees are encouraged to attend external training events which assist them in undertaking their role.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Via regular meetings and other forms of communication, the Trustees have examined all areas of operation and have identified the key risks to which the organisation is exposed.

In the opinion of the Trustees, the Association has established processes and systems which under normal circumstances should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2022

OBJECTIVES AND ACTIVITIES

Public benefit

The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is demonstrated by the activities and achievements contained in this report.

Reserves policy

The Charity aims to hold reserves equivalent to one year's expenditure. In calculating this figure, the direct costs of the biannual conference are excluded as it is always planned that the conference is self-financing. This level of reserves allows for unexpected demands on resources as well as providing funds for future expansion by investing in new services and enhancing support to members. At the balance sheet date free reserves stood at £261,823 compared to unrestricted expenditure of £199,418 for the year.

ACHIEVEMENT AND PERFORMANCE

In this section, BAMT's subcommittee Chairs and BAMT Officers report on their committees' activities and achievements for the year in support of the charity's objects as set out in its governing document.

Training and Education Committee

Adrienne Freeman, Chair of the Training and Education Committee until September 2022

Catherine Warner, Chair of the Training and Education Committee from September 2022

Brief description of role

The Training and Education Committee (TEC) is a committee comprising the Programme Leaders of the 8 Master Degree music therapy training programmes within the UK. The Programme Leader from Limerick remains on the Committee in an Associate capacity.

The remit of the TEC is:

- To speak on behalf of all training programmes on matters that affect training of music therapists to BAMT as the professional body, and through BAMT to other bodies on which BAMT has representation (e.g. HCPC, AHPELF, HEE/Prof Body Education and Training Network).
- To respond in a timely way on matters wholly or largely to do with education and training, both at the request of BAMT and on its own initiative.
- To consider the present and future needs of the music therapy profession as these relate to trainings and any threats or opportunities to these and act in the best interests of the profession as a whole.
- To consult with stakeholders/users (including service users, students, placement managers, employers etc) about the current and future needs of the profession.
- To advise BAMT on matters to do with education and training.
- To work together as a committee to continue to provide high standards of learning and teaching in music therapy across the UK.
- The TEC additionally supports and advises therapists/academic institutions that are considering setting up music therapy training programmes.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

This calendar year it has been possible to manage some face-to-face TEC meetings as well as online business meetings, in contrast to the previous year which was more adversely affected by the pandemic. The annual training event took place in person on 6th September at the Guildhall School of Music and Drama. On that day in the morning the TEC committee met, and then lecturers from all TEC programmes, including Limerick attended the half-day training in the afternoon. The focus of this training event was 'teaching in large groups'.

The TEC has met 6 times during 2022 with 2 meetings face to face.

Report of the Trustees
for the year ended 31st December 2022

Issues and topics discussed and addressed have included:

- **Drafting of a new Curriculum Guidance Document** for the BAMT; the consultation process is just due to begin. It will involve discussions on crucial issues such as recommended or required minimums for staffing ratios in training, minimum therapy hours, etc.
- **Equality, Diversity, Inclusion and Belonging (EDIB):** bi-monthly online good practice groups involving staff teams, focusing on curriculum and placement educator training.
- **Recruitment of and handover to next TEC Chair.**
- **Buddying system** has continued to be used to support new programme leaders.
- **The Apprenticeship Scheme tender has been granted to Gloucestershire University** which has considerable experience of Apprenticeship development. Once a potential programme leader is appointed, they will be invited to join TEC.
- **BAMT's Director of Education and Professional Affairs Jonathan Cousins-Booth** attends and contributes to meetings and training events, forming a vital link to the broader training work undertaken by the BAMT.
- **TEC Chair Cathy Warner** was involved in helping select mentors for the NQMT mentoring scheme this year, led by Jonathan Cousins-Booth, and also involving a student member in recruitment decisions.

Summary of the main achievements for the role for 1 January to 31 December 2022 (as a result of the main activities undertaken)

- A successful handover of the Chair role was managed with a careful and detailed handover from Adrienne to Cathy, and a supportive and informative meeting between Adrienne, Cathy and Jonathan Cousins-Booth was held in London in July 2022 in readiness for the September change. Both Adrienne and Cathy have attended the BAMT Trustees meetings this year to feedback on TEC activities and to comment on any pertinent issues.
- Adrienne is to be thanked for her excellent contribution during the time she was Chair. She will be missed, and all TEC members recognise that her calm presence and real capacity to hear the concerns of the programme leaders was very important, especially during the periods of lockdown.
- The TEC committee have started a series of online conversations specifically focussed on developing good practice in relation to EDIB issues. Decolonising the curriculum and training placement educators are the two main areas identified so far. These meetings started in October and are bi-monthly. They are chaired by different members of TEC, and discussions involve not only heads of programmes but lecturers and associate lecturers. Therefore, potential future heads of training can be involved centrally in shaping good practice.
- The face-to-face training event described above involved presentations and workshops on the topic of teaching music skills in larger groups of up to 30 people, the challenges, sharing good practice and workshopping ideas. Feedback was positive from the event, and trainers were very grateful that they could at last meet each other in person for more intimate discussions and sharing of ideas and concerns.
- The TEC is nearing completion of a draft of the Curriculum Guidance document. This has not been revised since the 1990s so is well overdue, and the previous document was insubstantial. The TEC were able to obtain permission from the authors of the equivalent document for dramatherapy this year to use this as a basic template and a small working group are on the point of sharing the final draft with the full TEC, including Jonathan Cousins-Booth, for comment and discussion on certain minimum standards such as staff/student ratios for supervision groups, curriculum content, minimum personal therapy hours etc. The next step is student consultation and then consultation with the BAMT Trustees.

The HCPC Standards of Proficiency, the HCPC code of conduct, performance and ethics and the HCPC Standards of Education and Training were relevant to all discussions ensuring the best care for Service Users and Students.

Report of the Trustees
for the year ended 31st December 2022

Journal Committee

BJMT Editors: Tessa Watson, Alison Barrington, Emma Millard and Donald Wetherick

Brief description of role

The British Journal of Music Therapy, published twice a year, is a peer-reviewed journal that is online with Sage publications. The journal is for music therapists and other professionals interested in all aspects of music therapy, and publishes research, original articles, essays and book reviews from a variety of perspectives and approaches.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

The main activities of the journal remain largely the same with innovations from year to year:

- Receiving and processing of articles for publication through ScholarOne online system, including special editions.
- The continued provision of high standards of editorial engagement with the consideration, peer review and editing of articles, essays and book reviews, including encouraging new writers/researchers.
- Regular Editorial team meetings via zoom (and one face to face meeting in 2022), with additional meetings to discuss issues of particular concern/importance.
- Continual development of the Editorial Board, to become a more diverse representation of key partners, re-named the BJMT advisory panel.
- Continuing good relationships with SAGE.
- Running the Tony Wigram essay prize biennially.
- Working with BAMT to maintain a high level of governance regarding recruitment to the Editorial team and delivery of the journal.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

- The promotion of the art and science of music therapy in the UK and internationally through the publication of 2 Editions of BJMT online with Sage publications.
- The publication of 2 editions that have privileged EDIB issues (May 2022 and May 2023).
- Uploading of the EMTC 2022 book of abstracts to the BJMT SAGE webpage for no cost.
- Welcoming Donald Wetherick to the BJMT team in 2022.
- Continuing development of the BJMT advisory board to represent through the journal the diverse face of music therapy in the UK and internationally.
- The planning and delivery of the International Music Therapy journal editors' meeting at EMTC June 2022.

Communication & Marketing Committee

Abigail Stain, Chair of the Communication & Marketing Committee

Brief description of role

The Communication & Marketing Committee (CM) is a committee comprising 3 members. In 2022 Abigail Stain joined the Committee as Chair, taking over the role from Robert Wood

The remit of the CM is to:

- represent the whole music therapy profession and advocate for music therapy.
- take strategic responsibility for informing the Board of BAMT's voice on all matters relating to communications and marketing.
- offer appropriate support and advise the staff team in delivering effective communications and marketing.
- ensure a comprehensive and cohesive approach - for all of BAMT's work - to be "on message" as defined in the core values and mission statement. This approach includes:
 - support for BAMT's vision - aims, objectives, next five years
 - monitoring, evaluation and impact
 - branding
 - core values
- review associated risks.

**Report of the Trustees
for the year ended 31st December 2022**

Summary of the main activities undertaken for the public benefit in relation to these objects:

At the CM meetings, various issues and topics were explored and discussed including:

- Communication approaches and support for the BAMT AGM in October 2022.
- Evaluation of the current website and consideration of its functionality. Would its current static benefit from a migration to a dynamic AI platform to allow for greater customisation options, scalability opportunities, reduced maintenance, improved membership experiences, increased content management control and reduced costs.
- A Wikipedia entry - for visibility, credibility, accessibility, neutrality, SEO, community involvement and long-term preservation.
- Bulletin introduction timetable to establish rolling monthly updates from each of the Committees.
- Donation of an all-in-one social media platform to support BAMT's PR manager in publishing social media posts more efficiently and effectively from one dashboard. It can also provide comprehensive analytics, metrics and team collaboration.
- Defining the CM's Terms of Reference.

CM are currently liaising with loudfutures.org to discuss the potential for BAMT to help support imminent projects.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

The committee members have worked closely with the operations team to ensure that communications and marketing efforts are aligned with BAMT's overall missions and goals including: development of brand awareness, exploring BAMT's unique value proposition and building membership loyalty.

FROM THE BAMT CHAIR OF TRUSTEES

Eleanor Tingle

The first BAMT sponsored Advancing Healthcare Award was presented in April. There was a strong field of applications and we were delighted at the quality of clinical creativity demonstrated by all those who entered. It is a delight for BAMT to be able to celebrate and encourage good practice through the creation of this award. We look forward to celebrating more outstanding Music Therapy innovation and practice in future awards.

The operational team worked incredibly hard alongside the in-house team to ensure a successful EMTC conference at Queen Margaret's University. The impact of the ongoing difficulties relating to Covid-19 meant that preparations for both an in-person and a virtual conference were maintained until shortly before the event. For those able to attend, there was immense pleasure in meeting up, sharing ideas, exploring clinical thinking and making music together. BAMT continues to listen to its membership in seeking to ensure that such events are as inclusive and low cost as possible. Prior to the EMTC conference the BAMT team asked for bids to be put forward by organisations or local groups who would like to host the next conference. At the end of the EMTC conference BAMT announced that the 2024 BAMT conference will be held in Leicester. We look forward to reshaping future conferences starting with this event which will be centred at Leicester's famous Curve Theatre complex.

BAMT's commitment to supporting its membership through training and education is now moving forwards quickly as the Director of Education and Professional Affairs has worked to produce a strong CPD offering for members. In particular there has been huge interest in the one year post qualification CPD programme which focuses on supporting Newly Qualified Music Therapists as they start their Music Therapy careers. There is also work being undertaken to clarify and extend information for members regarding clinical supervision and how to access strong clinical supervisors.

BAMT has strongly encouraged the membership to respond to the HCPC consultation regarding its membership fees and the operational team, led by our CEO, Andrew Langford, has worked hard to push back on the proposed fee hike which comes at a time of great financial pressure for all.

**Report of the Trustees
for the year ended 31st December 2022**

The BAMT AGM was once again held online and took place on October 15th 2022. Jenny Keane, former CAHPO in Northern Ireland and now, Director of Hospital Discharge and Rehabilitation at NHS England provided an excellent and very well received talk prior to the business section of the meeting. We were sad to lose several trustees standing down from the Board this year, our thanks to them: Adrienne Freeman; Marianne Rizkallah; Rob Wood; Tessa Watson; and Neil Varey. We welcome a number of new trustees who bring varying expertise, experience and interests: Laura Al-Bandar; Penny Rogers; Abby Stain; Imogen Schoen; Niru Uddin and Cathy Warner. With each advertisement for new trustees, the Board pursues the opportunity to promote diversity around the table and we continue to ensure that this is a focus in moving forwards.

The Board is working hard to support the operational team and to ensure that the needs of the membership are anticipated and met. A great deal of work is being undertaken to ensure that the internal structures of the Board are strong and that the move to a clear division of operational responsibilities and Board level strategic thinking and oversight is put in place. In particular, committees have now revised their Terms of Reference and begun to work on those aspects of the business plan which fall within their remit. A new committee has been established to provide strategic oversight of Equity, Diversity, Inclusion and Belonging (EDIB).

On behalf of all at the BAMT, I would like to thank all those who continue to work to support the Association, including the many people who give their time to help run conferences; think about training and supervision and the many aspects of BAMT's work in supporting and advocating for Music Therapists. Special thanks to our excellent operational team: Andrew Langford, Jonathan Cousins-Booth, Usha Aravinth, Lisa Partridge, Clare Maddocks, and to the Board of Trustees for their dedication and hard work.

BOARD OF TRUSTEES

The Board of Trustees met five times during the year. There were six new appointments and one re-appointment during the year 2022. Expanding the Board has brought new experience and perspectives, from both within music therapy and beyond.

SUB-COMMITTEES

The Board is currently supported by four sub-committees:

- Finance
- Governance
- Training and Education
- EDIB (Equality, Diversity, Inclusion and Belonging)

BAMT STAFF

Core Team

The BAMT core team structure comprises the following roles:

- Chief Executive Officer (part-time, 0.8FTE)
- Operations Director (full time, 1.0FTE)
- Administration Officer (part-time, 0.5FTE)
- Director of Education and Professional Affairs (part-time, 0.6FTE)
- PR Officer (part-time, 0.4FTE)

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Report of the Trustees
for the year ended 31st December 2022**

MEMBERSHIP

There had been a slight dip in membership numbers during the year. The membership fees for 2023 remained unchanged. The membership numbers below show the changing pattern of memberships during the past five years. To make it easier to compare, the membership types have been grouped into 3 main categories. They are members (full practitioner, newly qualified practitioner, retired, overseas and transitional members), trainees (all trainee members) and associates (full and concessionary associate members). The membership has been compared for 5 years.

Date statistics taken	1 Jan 2019	1 Jan 2020	1 Jan 2021	1 Jan 2022	1 Jan 2023
Music therapists registered with HCPC	1,080	1,162	1,174	1,278	1,216
BAMT Membership 2019 -2023					
BAMT	2019	2020	2021	2022	2023
Members (full, newly qualified)	821	813	856	905	896
Transitional, overseas, career break, retired	131	136	128	124	116
Trainees (all trainee members)	41	93	112	104	121
Associates (full & concessionary)	56	60	58	82	78
	1,049	1,102	1,154	1,215	1,211

BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2022

FINANCIAL REVIEW

Agnes Laheurte, Treasurer & Chair of the Finance Committee

Brief Description of the role

The role of the Treasurer, supported by the Finance Committee, is to oversee the sound financial management of BAMT in order to ensure its operations remain sustainable. The directors consider that it has been a satisfactory year for the charity. The figures in this report are for the period January 2022- December 2022.

BAMT made a surplus of £16,718 during the period ending 31 December 2022.

Income

Income rose to £439,065 this year, an increase of £186,558 on the previous year, mainly due to conference income. Income from subscriptions remained consistent with previous years at £169,580 as the Board made the decision not to increase subscription fees. The National CPD programme, developed in 2022, brought an income of £4,794. The charity received £1,116 in donations.

Expenditure

Total expenditure for the period was £422,347.

Restricted and Designated Funds

At the end of the financial year BAMT had a total amount of £45,788 in restricted funds. These restricted funds can only be spent for the purposes stated by the donors at the time of the donation. In addition, BAMT had another £126,113 in designated funds, which have been set aside by the trustees for specific purposes. The designated funds comprise accumulated conference surpluses (to be used for CPD activities) and funds for projects supporting the provision of music therapy in underserved communities.

In summary the key features of the period were as follows:

The Finance sub-committee continued to meet regularly to oversee the management of BAMT's finances. The systems of internal control is being strengthened by regular review of internal policies and control processes. This year this process was supported by completing an internal control self-assessment provided by Charity Commission (CC8). The questions in this document are designed to help charity trustees and their advisers evaluate the charity's performance against the legal requirements and good practice recommendations set out in the commission's guidance on internal financial controls for charities. BAMT will review the charity's performance at least once a year.

The charity closed the year with a small surplus from ordinary activities of £16,718. A smaller surplus was anticipated by the Board when BAMT commenced its programme of transformation and growth in 2019 and expected that some of this investment would be funded from reserves. BAMT continues to maintain a good level of reserves to protect its sustainability. At year end, reserves were above the target level set by our reserves policy. The reserves level forms part of the regular KPIs continuously reviewed by the Finance Committee.

BAMT continues to ensure the financial stability of the organisation by operating annual budgets and financial plans. These are presented to the Finance Committee at each meeting. This year the Board made the decision not to increase fees to assist members with the costs of living, as a result the finance committee lead on a number of exercises to review expenses and service providers where possible.

We are extremely thankful to our members, donors and everyone who provides their support in the smooth running of the organisation.

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Report of the Trustees
for the year ended 31st December 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07301585 (England and Wales)

Registered Charity number

1137807

Registered office

24-27 White Lion Street
London
N1 9PD

Trustees

E Tingle - BAMT Chair	P J Rogers (appointed 15.10.2022)
M C Rizkallah - Vice-Chair (resigned 15.10.2022)	I K Schon (appointed 15.10.2022)
A Laheurte - Treasurer	N H Uddin (appointed 15.10.2022)
A J Sullivan	C J Warner (appointed 15.10.2022)
V Sleight	N Varey (resigned 27.06.2022)
J E Kirkwood	T Watson (resigned 15.10.2022)
H P Davies (re-elected 15.10.2022)	A P Freeman (resigned 15.10.2022)
L Al-Bandar (appointed 16.03.2022)	R J Wood (resigned 15.10.2022)
A C Stain (appointed 16.03.2022)	S Khan (appointed 15.03.2023)

Company Secretary

U Aravinth

Independent Examiner

Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

Bankers

Unity Trust Bank Plc
Birmingham
B1 2HB

Approved by order of the board of trustees on *22 June 2023* and signed on its behalf by:


.....
E Tingle – Chair of Trustees

**Independent Examiner's Report to the Trustees of
British Association for Music Therapy**

Independent examiner's report to the trustees of British Association for Music Therapy ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2022.

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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and 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.



Patrick du Casse

Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

Date: 27 June 2023

BRITISH ASSOCIATION FOR MUSIC THERAPY

Statement of Financial Activities
for the year ended 31st December 2022

	Notes	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,700	-	1,700	22,568
Charitable activities	4				
Promotion of music therapy		434,874	-	434,874	229,897
Investment income	3	2,396	95	2,491	42
Total		<u>438,970</u>	<u>95</u>	<u>439,065</u>	<u>252,507</u>
EXPENDITURE ON					
Charitable activities	5				
Promotion of music therapy		421,847	500	422,347	207,551
Other		-	-	-	2,031
Total		<u>421,847</u>	<u>500</u>	<u>422,347</u>	<u>209,582</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	17	17,123 436	(405) (436)	16,718 -	42,925 -
Net movement in funds		<u>17,559</u>	<u>(841)</u>	<u>16,718</u>	<u>42,925</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		366,282	46,629	412,911	369,986
TOTAL FUNDS CARRIED FORWARD		<u><u>383,841</u></u>	<u><u>45,788</u></u>	<u><u>429,629</u></u>	<u><u>412,911</u></u>

The notes form part of these financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Balance Sheet
31st December 2022**

	Notes	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
FIXED ASSETS					
Tangible assets	11	629	-	629	839
Investments	12	-	12,000	12,000	12,000
		<u>629</u>	<u>12,000</u>	<u>12,629</u>	<u>12,839</u>
CURRENT ASSETS					
Stocks	13	910	-	910	910
Debtors	14	13,812	-	13,812	46,838
Cash at bank		399,348	33,788	433,136	351,965
		<u>414,070</u>	<u>33,788</u>	<u>447,858</u>	<u>399,713</u>
CREDITORS					
Amounts falling due within one year	15	(30,858)	-	(30,858)	359
		<u>383,212</u>	<u>33,788</u>	<u>417,000</u>	<u>400,072</u>
NET CURRENT ASSETS					
		<u>383,841</u>	<u>45,788</u>	<u>429,629</u>	<u>412,911</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>383,841</u>	<u>45,788</u>	<u>429,629</u>	<u>412,911</u>
NET ASSETS					
		<u>383,841</u>	<u>45,788</u>	<u>429,629</u>	<u>412,911</u>
FUNDS					
	17			383,841	366,282
Unrestricted funds				45,788	46,629
Restricted funds				<u>429,629</u>	<u>412,911</u>
TOTAL FUNDS					
				<u>429,629</u>	<u>412,911</u>

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

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

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 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 charitable company as at the end of each financial year and of its surplus or deficit 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 charitable company.

The notes form part of these financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

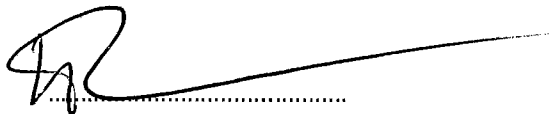
Balance Sheet - continued
31st December 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on

22 June 2023

and were signed on its behalf by:



E Tingle – Chair of Trustees

Notes to the Financial Statements
for the year ended 31st December 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', 'Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

British Association for Music Therapy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transactional value unless otherwise stated in the relevant accounting policy.

Going Concern

The trustees consider that there are no material uncertainties around the charity's ability to continue as a going concern. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore consider it appropriate to prepare the accounts on the going concern basis given the charitable operations, current projections and historic performance.

Legal status of the Charity

The charity is a company limited by guarantee and has no share capital.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income

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

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but are not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets are stated at historical cost less accumulated depreciation less any accumulated impairment losses.

Notes to the Financial Statements - continued
for the year ended 31st December 2022

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and fittings	- 15% on cost
Computer equipment	- 25% on reducing balance

Stocks

Stocks are valued at the lower of cost and estimated selling price less costs to complete and sell, after making allowance for obsolete and slow moving items.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

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

Cash at bank and in hand

Cash is represented by deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors are recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities.

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

2. DONATIONS AND LEGACIES

	31.12.22	31.12.21
	£	£
Donations	1,116	1,888
Gift aid	584	416
Legacies	-	17,764
Grants	-	2,500
	<u>1,700</u>	<u>22,568</u>

3. INVESTMENT INCOME

	31.12.22	31.12.21
	£	£
Deposit account interest	<u>2,491</u>	<u>42</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.22	31.12.21
		£	£
Journal income	Promotion of music therapy	1,956	1,925
Subscriptions	Promotion of music therapy	169,580	168,021
Conferences	Promotion of music therapy	258,227	59,951
Event income	Promotion of music therapy	317	-
National CPD Programme	Promotion of music therapy	4,794	-
		<u>434,874</u>	<u>229,897</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities	Support costs (see note 6)	Totals
	£	£	£	£
Promotion of music therapy	<u>415,030</u>	<u>4,625</u>	<u>2,692</u>	<u>422,347</u>

6. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Promotion of music therapy	<u>256</u>	<u>486</u>	<u>1,950</u>	<u>2,692</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

6. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Management

	31.12.22	31.12.21
	Promotion of music therapy	Total activities
	£	£
Trustee expenses	256	151
	<u> </u>	<u> </u>

Finance

	31.12.22	31.12.21
	Promotion of music therapy	Total activities
	£	£
Bank charges	276	304
Depreciation of tangible fixed assets	210	279
	<u> </u>	<u> </u>
	486	583
	<u> </u>	<u> </u>

Governance costs

	31.12.22	31.12.21
	Promotion of music therapy	Total activities
	£	£
Accountancy fees	1,950	2,031
	<u> </u>	<u> </u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.22	31.12.21
	£	£
Depreciation - owned assets	210	279
Independent examiner fees	1,200	1,200
Independent examiner fees - other accountancy services	700	175
Rental costs under operating leases	9,945	10,665
	<u> </u>	<u> </u>

Notes to the Financial Statements - continued
for the year ended 31st December 2022

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2022 nor for the year ended 31st December 2021.

Trustees' expenses

Trustee expenses, relating to travel costs, totalling £256 (2021 - £151) were paid to 2 (2021 - 1) trustees during the year.

9. STAFF COSTS

	31.12.22	31.12.21
	£	£
Wages and salaries	136,422	112,273
Social security costs	9,186	6,687
Other pension costs	5,223	3,396
	<u>150,831</u>	<u>122,356</u>

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

	31.12.22	31.12.21
Administration	1	1
Development	1	1
Operations	1	1
	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	22,168	400	22,568
Charitable activities			
Promotion of music therapy	229,897	-	229,897
Investment income	23	19	42
Total	<u>252,088</u>	<u>419</u>	<u>252,507</u>
EXPENDITURE ON			
Charitable activities			
Promotion of music therapy	207,351	200	207,551
Other	2,031	-	2,031
Total	<u>209,382</u>	<u>200</u>	<u>209,582</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	42,706	219	42,925
Transfers between funds	(2,473)	2,473	-
Net movement in funds	<u>40,233</u>	<u>2,692</u>	<u>42,925</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	326,049	43,937	369,986
TOTAL FUNDS CARRIED FORWARD	<u><u>366,282</u></u>	<u><u>46,629</u></u>	<u><u>412,911</u></u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1st January 2022 and 31st December 2022	<u>3,212</u>	<u>12,281</u>	<u>15,493</u>
DEPRECIATION			
At 1st January 2022	3,212	11,442	14,654
Charge for year	-	210	210
At 31st December 2022	<u>3,212</u>	<u>11,652</u>	<u>14,864</u>
NET BOOK VALUE			
At 31st December 2022	<u>-</u>	<u>629</u>	<u>629</u>
At 31st December 2021	<u>-</u>	<u>839</u>	<u>839</u>

12. FIXED ASSET INVESTMENTS

	31.12.22 £	31.12.21 £
Investment deposits	<u>12,000</u>	<u>12,000</u>

There were no investment assets outside the UK.

Investments (neither listed nor unlisted) were as follows:

	31.12.22 £	31.12.21 £
NS&I Income Bond - General Fund	4,000	4,000
NS&I Income Bond J Alvin Music Therapy - General	8,000	8,000
	<u>12,000</u>	<u>12,000</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

13. STOCKS		
	31.12.22	31.12.21
	£	£
Materials for sale	910	910
	<u> </u>	<u> </u>
14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	31.12.22	31.12.21
	£	£
Trade debtors	450	-
Other debtors	584	766
VAT	1,187	1,036
Prepayments	11,591	45,036
	<u> </u>	<u> </u>
	13,812	46,838
	<u> </u>	<u> </u>
15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	31.12.22	31.12.21
	£	£
Trade creditors	27,145	594
Other creditors	1,588	(2,328)
Accruals and deferred income	2,125	1,375
	<u> </u>	<u> </u>
	30,858	(359)
	<u> </u>	<u> </u>

Within accruals and deferred income, deferred income amounts to £350 (2021 - £Nil) . The deferred income in our year relates to 2023 event income. In the year no income was released into revenue in the Statement of Financial Activities (2021 - £42,119).

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.12.22	31.12.21
	£	£
Within one year	5,140	9,848
Between one and five years	-	5,140
	<u> </u>	<u> </u>
	5,140	14,988
	<u> </u>	<u> </u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

17. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	275,968	(18,676)	436	257,728
Designated Fund	90,314	35,799	-	126,113
	<u>366,282</u>	<u>17,123</u>	<u>436</u>	<u>383,841</u>
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	11,356	94	4,000	15,450
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	4,436	-	(4,436)	-
Juliet Alvin Music Therapy Fund - Scholarship Fund	1,263	(500)	-	763
Juliet Alvin Music Therapy Fund - Research Fund				
	<u>4,181</u>	<u>1</u>	<u>-</u>	<u>4,182</u>
	<u>46,629</u>	<u>(405)</u>	<u>(436)</u>	<u>45,788</u>
TOTAL FUNDS	<u>412,911</u>	<u>16,718</u>	<u>-</u>	<u>429,629</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	180,742	(199,418)	(18,676)
Designated Fund	258,228	(222,429)	35,799
	<u>438,970</u>	<u>(421,847)</u>	<u>17,123</u>
Restricted funds			
Juliet Alvin Music Therapy Fund - General	94	-	94
Juliet Alvin Music Therapy Fund - Scholarship Fund	-	(500)	(500)
Juliet Alvin Music Therapy Fund - Research Fund			
	<u>1</u>	<u>-</u>	<u>1</u>
	<u>95</u>	<u>(500)</u>	<u>(405)</u>
TOTAL FUNDS	<u>439,065</u>	<u>(422,347)</u>	<u>16,718</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	276,846	1,595	(2,473)	275,968
Designated Fund	49,203	41,111	-	90,314
	<u>326,049</u>	<u>42,706</u>	<u>(2,473)</u>	<u>366,282</u>
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,621	11,356
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	4,036	400	-	4,436
Juliet Alvin Music Therapy Fund - Scholarship Fund	817	(182)	627	1,262
Juliet Alvin Music Therapy Fund - Research Fund				
	<u>7,956</u>	<u>1</u>	<u>(3,775)</u>	<u>4,182</u>
	<u>43,937</u>	<u>219</u>	<u>2,473</u>	<u>46,629</u>
TOTAL FUNDS	<u>369,986</u>	<u>42,925</u>	<u>-</u>	<u>412,911</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	189,638	(188,043)	1,595
Designated Fund	62,450	(21,339)	41,111
	<u>252,088</u>	<u>(209,382)</u>	<u>42,706</u>
Restricted funds			
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	400	-	400
Juliet Alvin Music Therapy Fund - Scholarship Fund	18	(200)	(182)
Juliet Alvin Music Therapy Fund - Research Fund			
	<u>1</u>	<u>-</u>	<u>1</u>
	<u>419</u>	<u>(200)</u>	<u>219</u>
TOTAL FUNDS	<u>252,507</u>	<u>(209,582)</u>	<u>42,925</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

Notes to the Financial Statements - continued
for the year ended 31st December 2022

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	276,846	(17,081)	(2,037)	257,728
Designated Fund	49,203	76,910	-	126,113
	<u>326,049</u>	<u>59,829</u>	<u>(2,037)</u>	<u>383,841</u>
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	94	9,621	15,450
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	4,036	400	(4,436)	-
Juliet Alvin Music Therapy Fund - Scholarship Fund	817	(682)	627	762
Juliet Alvin Music Therapy Fund - Research Fund				
	<u>7,956</u>	<u>2</u>	<u>(3,775)</u>	<u>4,183</u>
	<u>43,937</u>	<u>(186)</u>	<u>2,037</u>	<u>45,788</u>
TOTAL FUNDS	<u>369,986</u>	<u>59,643</u>	<u>-</u>	<u>429,629</u>

Notes to the Financial Statements - continued
for the year ended 31st December 2022

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	370,380	(387,461)	(17,081)
Designated Fund	320,678	(243,768)	76,910
	<u>691,058</u>	<u>(631,229)</u>	<u>59,829</u>
Restricted funds			
Juliet Alvin Music Therapy Fund - General	94	-	94
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	400	-	400
Juliet Alvin Music Therapy Fund - Scholarship Fund	18	(700)	(682)
Juliet Alvin Music Therapy Fund - Research Fund			
	<u>2</u>	<u>-</u>	<u>2</u>
	<u>514</u>	<u>(700)</u>	<u>(186)</u>
TOTAL FUNDS	<u><u>691,572</u></u>	<u><u>(631,929)</u></u>	<u><u>59,643</u></u>

Designated funds

The designated funds comprise accumulated conference surpluses to be used for CPD activities, and funds for projects supporting the provision of music therapy.

Guildford Academic Associates Music Therapy Fund

Donations totalling £25,000 from Guildford Academic Associates established a fund of money from which to make grants to support music therapists on recognised trainings.

Juliet Alvin Music Therapy Funds

The funds were established by a Deed of Trust in 1984 in memory of the late Juliet Alvin who founded the first music therapy training programme in the UK in 1968 at the Guildhall School of Music and Drama. The Trust is administered through BAMT but does not allow administration costs to be drawn from the fund itself.

There are four sub-funds:

- Scholarship fund
- Research fund
- Humphrey Mews Memorial fund
- General fund

The scholarship fund is to be used to provide student grants to music therapy trainees from Guildhall School of Music and Drama.

The research fund can be used to support music therapists undertaking research at any recognised Higher Education Institution.

Notes to the Financial Statements - continued
for the year ended 31st December 2022

17. MOVEMENT IN FUNDS - continued

The Humphrey Mews Memorial was established at a later date for the specific purpose of supporting research into Vibroacoustic Therapy. As of recently these funds are now able to be spent on other activities.

The general fund is available to be used to support the purposes of the fund at the discretion of the trustees.

Transfers between funds

The transfer between funds this year is due to the charity obtaining the approval to move funds from the Humphrey Mews Memorial Fund to the General Fund.

18. OTHER FINANCIAL COMMITMENTS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions are reflected in expenditure on the same basis as an individual's salary allocation.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £5,223 (2021 - £3,396).

At the year end all commitments have been paid over to the independent administered fund with the exception of £791 (2021 - £Nil) which is due to be paid after the year end.

19. RELATED PARTY DISCLOSURES

During the year £500 (2021 - £500) was paid to T Watson, a trustee, for taking time away from their employment to edit the British Journal Of Music Therapy.

An amount of £450 was paid to P Rogers, a trustee, for providing a safeguarding training course in the year.

In the prior year an amount of £5,000 was paid to a trustee for their consultancy services employed by British Association for Music Therapy.

These transactions have been reviewed and were considered reasonable expenses.

BRITISH ASSOCIATION FOR MUSIC THERAPY

Detailed Statement of Financial Activities
for the year ended 31st December 2022

	31.12.22	31.12.21
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,116	1,888
Gift aid	584	416
Legacies	-	17,764
Grants	-	2,500
	<u>1,700</u>	<u>22,568</u>
Investment income		
Deposit account interest	2,491	42
Charitable activities		
Journal income	1,956	1,925
Subscriptions	169,580	168,021
Conferences	258,227	59,951
Event income	317	-
National CPD Programme	4,794	-
	<u>434,874</u>	<u>229,897</u>
Total incoming resources	439,065	252,507
EXPENDITURE		
Charitable activities		
Salaries	136,422	112,273
Social security	9,186	6,687
Pensions	5,223	3,396
Office costs	19,487	15,405
Website maintenance costs	2,940	2,627
Journal costs	28,830	27,930
Leading note costs	1,715	1,690
Marketing and publicity	-	113
Regional events	1,373	889
Subscription costs	2,918	2,737
AHP rewards	575	575
Consultancy fees	-	5,000
Training and education costs	606	250
Conference costs	196,033	19,553
EDI Project	100	752
Mentor for Chair	158	2,040
AHA costs	5,000	-
National CPD Programme	4,464	-
Student grants	4,625	4,900
	<u>419,655</u>	<u>206,817</u>

This page does not form part of the statutory financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

Detailed Statement of Financial Activities
for the year ended 31st December 2022

	31.12.22	31.12.21
	£	£
Support costs		
Management		
Trustee expenses	256	151
Finance		
Bank charges	276	304
Computer equipment	210	279
	<hr/>	<hr/>
	486	583
Governance costs		
Accountancy fees	1,950	2,031
	<hr/>	<hr/>
Total resources expended	422,347	209,582
	<hr/>	<hr/>
Net income	<u>16,718</u>	<u>42,925</u>

This page does not form part of the statutory financial statements



BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales - Charity number 1137807

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st December 2021
for
BRITISH ASSOCIATION FOR MUSIC THERAPY

Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

**Contents of the Financial Statements
for the year ended 31st December 2021**

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BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The British Association for Music Therapy (BAMT) is the professional body for music therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities. It is also a charity committed to promoting and raising awareness of music therapy and providing information to the general public.

Our aims are:

- To promote the art and science of music therapy;
- To promote the use and development of music therapy for children and adults with a wide range of needs;
- To promote the understanding of music therapy for the general public;
- To advance education in music therapy.

Our mission continues to be:

- To promote the profession and practice of music therapy in the UK;
- Act as a voice for those who could benefit from music therapy and for those who provide music therapy.

Recruitment and appointment of new trustees

In accordance with the Articles of Association, any person who is so willing may act as a Trustee and may be elected by ordinary resolution of the members.

At the third AGM after his or her appointment or election, a Trustee shall retire and be eligible to be re-elected for a further two three-year terms. No elected Trustee may serve for a period of more than nine years without a period of at least one year out of office.

Induction and training of new trustees

New Trustees undergo orientation sessions which include observation at a Board meeting prior to becoming a Trustee and visiting the registered office of the company to familiarise themselves in the way the organisation carries out its day to day duties and implements decisions. Business planning, the Articles of Association and financial performance are also covered. Trustees are encouraged to attend external training events which assist them in undertaking their role.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Via regular meetings and other forms of communication, the Trustees have examined all areas of operation and have identified the key risks to which the organisation is exposed.

In the opinion of the Trustees, the Association has established processes and systems which under normal circumstances should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

**Report of the Trustees
for the year ended 31st December 2021**

OBJECTIVES AND ACTIVITIES

Public benefit

The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is demonstrated by the activities and achievements contained in this report.

Reserves policy

The Charity aims to hold reserves equivalent to one year's expenditure. In calculating this figure, the direct costs of the biannual conference are excluded as it is always planned that the conference is self-financing. This level of reserves allows for unexpected demands on resources as well as providing funds for future expansion by investing in new services and enhancing support to members. At the balance sheet date free reserves stood at £275,968 compared to unrestricted expenditure of £188,042 for the year.

ACHIEVEMENT AND PERFORMANCE

In this section, BAMT's subcommittee Chairs and BAMT Officers report on their committees' activities and achievements for the year in support of the charity's objects as set out in its governing document.

Governance Committee

Neil Varey, Chair of the Governance Committee

Brief description of role

The Memorandum and Articles of BAMT have been drawn up to ensure that there is a clear understanding of responsibilities, rights and powers of the trustees and members. This governing document is supported by a set of regulations which give greater detail about membership and associate membership, organisational structures and procedures.

The aim of the Governance Committee is to review the current policies set out by BAMT on a regular basis and to respond to and support the professional development needs of individual BAMT members and the UK music therapy profession as a whole. This includes identifying gaps in the current BAMT Policies and responding to changes in legislation to ensure that BAMT operates in a professional manner and promoting the profession and practice of music therapy in the UK.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

Having only taken the Chair of the Governance Committee in July 2021 I can only report on achievements since that time.

The main achievements are as follows:

- New Grievance Policy for Trustees.
- New Grievance Policy for Employees/Trustees.
- Review and re-prioritisation of all BAMT policies.

Training and Education Committee

Adrienne Freeman, Chair of the Training and Education Committee

Brief description of role

The Training and Education Committee (TEC) is a committee comprising the Programme Leaders of the 8 Master Degree music therapy training programmes within the UK. The Programme leader from Limerick remains on the Committee in an Associate capacity.

**Report of the Trustees
for the year ended 31st December 2021**

The remit of the TEC is:

- To speak on behalf of all training programmes on matters that affect training of music therapists to BAMT as the professional body, and through BAMT to other bodies on which BAMT has representation (e.g. HCPC, AHPELF, HEE/Prof Body Education and Training Network).
- To respond in a timely way on matters wholly or largely to do with education and training, both at the request of BAMT and on its own initiative.
- To consider the present and future needs of the music therapy profession as these relate to trainings and any threats or opportunities to these and act in the best interests of the profession as a whole.
- To consult with stakeholders/users (including service users, students, placement managers, employers etc) about the current and future needs of the profession.
- To advise BAMT on matters to do with education and training.
- To work together as a committee to continue to provide high standards of learning and teaching in music therapy across the UK.
- The TEC additionally supports and advises therapists/academic institutions that are considering setting up music therapy training programmes.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

The COVID-19 pandemic has continued to have a great impact on all programmes, with pressure having been placed particularly on the practice-based learning component of training. Conversely, the pandemic has enhanced digital experience. TEC meetings have continued to take place via remote platform, with the group providing crisis management, resource sharing and valuable support during ongoing challenges posed by the pandemic. Business meetings are held biannually with informal meetings interspersed as required. In 2021 the annual training event was for the first time held separately to any other meetings.

The TEC has met 6 times during 2021, with much email exchange between meetings.

Issues and topics discussed and addressed have included:

- **Equality, Diversity, Inclusion and Belonging (EDIB):** June's training event was facilitated by a member of EDIMS (Equality and Diversity in Music Studies) and focused on 'Decolonising Music Therapy Practice: Pathways Forward'. Much work on EDIB is ongoing, including consideration of access, content and face of training delivery. An EDIB informal discussion group has recently been launched for all programme staff.
- **Planning recruitment of next TEC Chair:** A working party was formed to revise the Knowledge and Skills document, assisted by the CEO and a Trustee with HR experience. Recruitment is following BAMT processes, with the post out for advert at the time of writing this report.
- **Buddying system** has continued to be used to support new programme leaders.
- **Apprenticeship Scheme** remains under consideration, with many logistical difficulties encountered.
- **BAMT's new Director of Education and Professional Affairs** will have a key role in the committee's future work.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

The committee members shared and agreed ways to address some of the aspects of the Master Degree Education and training programmes.

In response to the continued challenges posed by the pandemic to the delivery of training, the committee values its supportive and collaborative platform of information exchange where programmes share practice, challenges and establish compatibility in adapting to and meeting their HEI and HCPC standards.

The HCPC Standards of Proficiency and Standards of Education and Training were central to all of the discussions ensuring the best care for Service Users and Students.

In a climate where there is increased time pressure for all, the training programmes continue to be committed to meeting and communicating together, resulting in highly valuable mutual understanding and development of the range of music therapy training available.

**Report of the Trustees
for the year ended 31st December 2021**

**International Officer
Tessa Watson**

Brief description of role

The role exists primarily to promote BAMT and UK music therapy to the international community of music therapy, particularly as UK representative for the European Music Therapy Confederation (EMTC). There is close liaison with Trustees and members in the exchange and dissemination of material and information.

The majority of the tasks for this role involve responding to queries and signposting enquirers to information and BAMT personnel relating to the following:

- UK music therapy
- Registration
- Placements and internships

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

The main activities continue to be:

- The active response to enquiries (mainly via email) about the training and practice of music therapy in the UK. Some enquirers wish to train, or may be Music Therapists qualified in countries other than the UK, trainers or employers. Central to these dialogues is the promotion of music therapy in the UK. Where additional information or knowledge is required, enquirers are signposted to relevant contacts within or outside BAMT. This includes liaison with programme leaders
- Provision of informative responses to questions from UK Music Therapists about potential practice outside the UK. This frequently includes giving detailed advice about training and registration. Additional information is given through signposting to relevant contacts within or outside BAMT, including EMTC.
- Information exchange between EMTC and BAMT in order to develop the understanding and promotion of music therapy between countries and across Europe. This includes information about bids for GA and EMTC conferences (eg 2022).
- Informative responses to questions from music therapists outside the UK regarding HCPC international route to registration, and signposting to resources.
- Attendance at the European Music Therapy Confederation General Assembly online in 2021. This assembly enables the representation and promotion of UK music therapy to the European community of music therapy.
- Managing the production of succinct, high quality minutes for the EMTC assembly and associated meetings over 2 days in 2021.
- Work on the European Music Therapy Standards (EMTS) committee. Working on a large survey of training programmes across Europe, to gather together data on standards of safe and effective music therapy practice. This has involved liaison with TEC, gathering information and working with EMTC regarding the development and position of UK training courses. I have been central to the work undertaken to put together and analyse the survey/data.
- Contributing to writing and presenting at European Congresses as appropriate for EMTC (currently planning for 2022).
- Contributing to planning for the EMTC contribution to the 2022 conference (including the 30 year celebration and events).
- Contact with European representatives from the Northern European area, including online meetings.
- Updating the UK information on EMTC webpages as required.
- Information sharing to EMTC about registration/regulation and the working of systems relating to this (such as CPD), and supporting the development of other such systems across Europe.
- Writing and presenting part of a webinar with European colleagues from EMTC to promote music therapy across Europe (November 2021).

All of this work enables both the promotion and sharing of practice and developments across Europe.

**Report of the Trustees
for the year ended 31st December 2021**

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

- Liaison with BAMT Trustees and the exchange and dissemination of information from BAMT to EMTC and vice versa. Throughout the year, a wide range of information is passed to BAMT and BAMT members in the form of newsletters and information for bulletins.
- Acting as a link for enquirers with a broad range of queries relating to UK music therapy and the interface with Europe/the rest of the world. Providing high quality and detailed information to enquirers.
- Likewise responding to UK enquirers about music therapy work and practice outside the UK and signposting to detailed resources/contacts.
- Close working with the EMTC and continual development of the collaborative exchange of information and discussion of issues relating to music therapy across Europe.
- Continued work with the EMTC European Music Therapy Training Standards committee to continue to analyse data and develop guidelines for safe and effective standards of education and training in Europe.
- Promoting and informing the public about music therapy in the UK through the timely and accurate response to queries from a broad range of enquirers.

Journal Committee

BJMT Editors: Tessa Watson, Alison Barrington and Emma Millard

Donald Wetherick joined the team in December 2021

Brief description of role

The British Journal of Music Therapy, published twice a year, is a peer-reviewed journal that is online with Sage publications. The journal is for music therapists and other professionals interested in all aspects of music therapy, and publishes research, original articles, essays and book reviews from a variety of perspectives and approaches

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

The main activities of the journal remain largely the same with innovations from year to year:

- Receiving and processing of articles for publication through ScholarOne online system, including special editions. For 2022 this includes considering the possibility of a conference edition for EMTC 2022 that will include all abstracts (dependent upon agreement by SAGE).
- The continued provision of high standards of editorial engagement with the consideration, peer review and editing of articles, essays and book reviews.
- Regular Editorial team meetings via zoom (and one face to face meeting in 2021).
- Continual development of the Editorial team (Recruitment of new Editors, Emma Millard and Donald Wetherick in 2021 following a formal appointment process with BAMT).
- Reworking of the Editorial Board, to become a more diverse representation of key partners.
- Continuing good relationships with SAGE.
- Running the Tony Wigram essay prize biennially.
- Working with BAMT to maintain a high level of governance regarding recruitment to the Editorial team and delivery of the journal.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

- The promotion of the art and science of music therapy in the UK and internationally through the publication of 2 Editions of BJMT online with Sage publications.
- To continue to produce BJMT throughout the pandemic despite the considerable challenges (particularly in securing peer reviewers for articles).
- A special EDIB Edition will be published in May 2022.
- More extensive use of ScholarOne functionality to streamline the process of production, and generally more streamlined use of technology for the Editorial team's work.
- We were pleased to welcome Emma Millard to the BJMT team in early 2021, this has spread the workload across the 3 Editors.
- We are very pleased to welcome Donald Wetherick to the BJMT Editorial team in December 2021.

**Report of the Trustees
for the year ended 31st December 2021**

- The Editorial team have met with Helen Davies (BAMT Trustee) to consider how best to develop the Editorial Board to become a more diverse representation of the key partners of BJMT, and how to use this board to represent through the journal the diverse face of music therapy in the UK and internationally.
- The editors have begun to plan the International Music Therapy journal editors' meeting which they will lead at EMTC June 2022.

FROM THE BAMT CHAIR OF TRUSTEES

Eleanor Tingle

The continuing impact of the COVID-19 pandemic has been an ongoing issue for our profession in the last year. The British Association for Music Therapy (BAMT) has continued to work to provide support and guidance to its membership and the wider profession throughout this time. The ongoing hard work of the core team led by Chief Executive Andrew Langford, the Board of Trustees, and volunteer officers has been extraordinary. Thanks in particular to Andrew; to our Operations Director, Usha Aravinth; and to my predecessor in the role of Acting Chair, Jonathan Cousins-Booth. Together they have shown grit and commitment in working to ensure that our Music Therapy community continues not only to grow but to evolve as we focus on crucial issues such as equality, diversity and inclusion, against a backdrop of ever changing Covid guidance and unpredictable requests for support in difficult situations.

Following the postponement of our conference due to be held in Queen's Belfast in 2020. The uncertainty surrounding COVID-19 meant that it would not be safe to hold this event in Belfast. The conference moved to a virtual platform that enabled 574 delegates from all around the world to meet together in April 2021 to celebrate Music Therapy. As the original conference was to be hosted by Belfast, we felt it was important that the virtual conference was symbolically hosted there as well. The work to increase awareness of Music Therapy in Northern Ireland continues, with government funding streams becoming available for Music Therapists to set up work in Primary Schools and possibility of a training course for Music Therapists in the next few years.

The conference provided an opportunity to hear about the incredible work going on in the profession despite the pandemic. Whilst a virtual event, there was still space for advice clinics, networking and even a live music with bands and choirs from Belfast. At a time where many people were anxious, we were pleased that through multiple feedback channels, we heard not only that the conference offered a safe space to meet and reconnect with colleagues and the profession but also that this was an accessible conference that facilitated inclusion and belonging. We ensured that, where possible, professional captions had been added to all pre-recorded presentations and that presentation slides were readable via a screen reader. We acknowledge that we are on a journey with accessibility and seek to continue to develop for EMTC 2022 at QMU near Edinburgh.

Across the year we have continued to develop our Vision, Mission and Values alongside working on our strategic plan to be launched in 2022. Both of these seek to build into our structures systems that ensure Music Therapy moves into the future with embedded principles and operational processes which allow an ongoing means of assuring equality, diversity, inclusion and belonging (EDIB).

At Board level we have been sorry to lose Chanda Viette and Jonathan Cousins-Booth. We have welcomed Anthony Sullivan and Neil Varey who bring a great deal of experience and expertise. I am privileged and delighted to have become the Chair of Trustees. After many years as a clinician, researcher and service provider, I hope to further serve music therapy through this role with a focus on delivering a strong strategic framework based on our inclusive Vision, Mission and Values.

After much planning, we have developed a new operational role to lead on professional matters and develop mechanisms for better supporting our members and ensuring further growth and awareness of the profession. Jonathan Cousins-Booth takes on the role of Director of Education and Professional Affairs after a robust round of recruitment.

BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2021

Our AGM took place virtually on 11 December 2021. Arrangements for this were in part impacted by the pandemic and we hope that in the future this event will move back to an earlier date and be accompanied by an additional event for members. Our need to recruit new trustees was announced at the AGM. Board meetings and committee meetings continue to take place virtually with, when possible, an annual whole Board in person 'away day' event. We hope that we will be able to recruit an increasingly diverse Board and the move to virtual meetings as an ongoing arrangement will allow many to apply who would not be able to do so were there a geographical requirement on attendance.

On behalf of all at the BAMT, I would like to thank the many volunteers who have continued to take forward our work through another year which has been difficult for many as we cope with the ongoing pandemic. Special thanks to Andrew, Jonathan, Usha, Lisa, Clare, and the Board of Trustees for their dedication, hard work and determination to continue to develop both the BAMT and the Music Therapy profession.

FROM THE BAMT CHIEF EXECUTIVE OFFICER

Andrew Langford

To add to the Chair's report, I would really like to applaud the vast amount of Music Therapists who have been able to continue to provide much needed services to so many people who benefit from the therapeutic benefits of Music Therapy. The profession has worked through extremely difficult times and has certainly learnt a lot and become more robust as a result.

I will not repeat Eleanor's remarks but suffice to say Thank You to all who enabled BAMT to do so much including an extremely successful conference, continued work on EDIB issues and increasing our directory of supportive guidance and information on COVID-19.

Work continues to get better recognition and equitable standing for music therapy. This includes working towards the profession being validated as both Allied Health Professionals but also within the Psychological Professions. Although it differs in the four nations the vast majority of AHP students have access to the training bursary - this is not the case anywhere for Music Therapy students and BAMT will continue to raise this as inequity and discrimination with the aim of getting the bursary for all of our students in the future. Similarly, most AHPs have their placement providers paid for providing their practical training and once again we are seeking equity for music therapy placements so that hopefully this will increase and better support placement providers.

I am also pleased to report that we are now working a lot more closely with art and drama therapy colleagues which is enabling us to be far more effective in responding to statutory consultations including: NICE, SIGN, HCPC, AHP strategies etc. It is also great for the profession to be involved in the National Centre for Creative Health - this will support in improving recognition for music therapy and to work with other committed organisations and individuals on campaigning for best possible holistic care, support and treatment. The National Centre for Creative Health will advance good practice and research, inform policy and promote collaboration, helping foster the conditions for creative health to be integral to health and social care and wider systems. (www.ncch.org.uk)

It has been extremely satisfying to see the different ways in which Music Therapy has been recognised and our profile raised including Josie Nugent and the team at the Foyle Down Syndrome Trust with additional Children in Need funding for Music Therapy, an OBE for Alexia Quin from Music as Therapy International, in recognition of her contribution to music therapy and the ARU music therapy team's Queen's Anniversary Prize, for world-leading work in music therapy.

I am indebted to the commitment and hard work of the board and staff team and delighted to welcome Jonathan in his new role as Director of Education and Professional Affairs.

So now we look forward to the European Music Therapy Conference in Edinburgh in June 2022 where we hope to bring to the fore diverse and radical perspectives within and around music therapy. These may "shoog" conventional ideas, practices, and methodologies, opening up conversations about future directions for Music Therapy.

BOARD OF TRUSTEES

The Board of Trustees met six times during the year. There were two new appointments at the AGM in December 2021 and the chair at the EGM in August 2021. Expanding the Board has brought new experience and perspectives, from both within music therapy and beyond.

BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2021

SUB-COMMITTEES

The Board is currently supported by eight sub-committees:

- Finance
- Governance
- Training and Education
- Supervision
- Continued Professional Development
- British Journal of Music Therapy
- Conference
- Archiving

BAMT STAFF

Core Team

The BAMT core team structure comprises the following roles:

- Chief Executive Officer (part-time, 0.6FTE)
- Operations Director (full time, 1.0FTE)
- Administration Officer (part-time, 0.6FTE)
- Director of Education and Professional Affairs (part-time, 0.6FTE)
- PR Officer (part-time, 5 hours/week)

MEMBERSHIP

BAMT continued to see an increase in membership during 2022 with the total membership reaching 1215.

Throughout the year, the number of members in each category tends to oscillate, reflecting the annual cycle of trainees graduating, qualified members moving to full practitioner status a year after qualifying, practitioners taking career breaks, moving overseas or retiring. The membership numbers below show the changing pattern of memberships during the past five years. To make it easier to compare, the membership types have been grouped into 3 main categories. They are members (full practitioner, newly qualified practitioner, retired, overseas and transitional members), trainees (all trainee members) and associates (full and concessionary associate members). The membership has been compared for 5 years.

Music Therapists registered with HCPC 2018 -2022

	2018	2019	2020	2021	2022
HCPC	1,053	1,080	1,162	1,174	1,278

BAMT Membership 2018 -2022

	15 July 2018	15 July 2019	1 January 2020	1 January 2021	1 January 2022
BAMT					
Members (Full, NQ, Transitional, Overseas, Career Break, Retired)	952	949	984	984	1,029
Trainees (All Trainee Members)	41	93	112	112	104
Associates (Full and Concessionary)	56	60	58	58	82
	1,049	1,102	1,154	1,154	1,215

BRITISH ASSOCIATION FOR MUSIC THERAPY

Report of the Trustees for the year ended 31st December 2021

FINANCIAL REVIEW

Agnes Laheurte, Treasurer & Chair of the Finance Committee

Brief Description of the role

The role of the Treasurer, supported by the Finance Committee, is to oversee the sound financial management of BAMT in order to ensure its operations remain sustainable. The directors consider that it has been a satisfactory year for the charity. The figures in this report are for the period January 2021- December 2021.

BAMT made a surplus of £42,925 during the period ending 31 December 2021.

Income

The charity received total income of £252,506. Income from subscriptions was £168,021. The charity received £20,068 in donations (including a legacy of £17,764). During the financial year BAMT also received a grant of £2,500 from HSC Research & Development Division.

Expenditure

Total expenditure for the period was £209,581.

Restricted and Designated Funds

At the end of the financial year BAMT had a total amount of £46,629 in restricted funds. These restricted funds can only be spent for the purposes stated by the donors at the time of the donation. In addition, BAMT had another £90,314 in designated funds, which have been set aside by the trustees for specific purposes. The designated funds comprise accumulated conference surpluses (to be used for CPD activities) and funds for projects supporting the provision of music therapy in under-served communities.

In summary the key features of the period were as follows:

The Finance sub-committee continued to meet regularly to oversee the management of BAMT's finances. The systems of internal control are being strengthened by regular review of internal policies and control processes. This year this process was supported by completing an internal control self-assessment provided by the Charity Commission (CC). The questions in this document are designed to help charity trustees and their advisers evaluate the charity's performance against the legal requirements and good practice recommendations set out in the commission's guidance on internal financial controls for charities. BAMT will review the charity's performance at least once a year.

The charity closed the year with a surplus from ordinary activities of £42,925. BAMT maintains a good level of reserves to protect its sustainability. At year end, reserves were above the target level set by our reserves policy. The reserves level forms part of the regular KPIs continuously reviewed by the Finance Committee.

BAMT continues to ensure the financial stability of the organisation by operating annual budgets and financial plans. These are presented to the Finance Committee at each meeting.

We are extremely thankful to our members, donors and everyone who provides their support in the smooth running of the organisation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07301585 (England and Wales)

Registered Charity number

1137807

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Report of the Trustees
for the year ended 31st December 2021**

Registered office

24-27 White Lion Street
London
N1 9PD

Trustees

E Tingle - BAMT Chair (appointed 17.6.21)
M C Rizkallah - Vice-Chair
J A G Cousins-Booth (resigned 23.8.21)
A Rowley (resigned 7.6.21)
T Watson
J E Carmichael (resigned 5.3.21)
A P Freeman
H P Davies
R J Wood
A Laheurte - Treasurer
C T Viette (resigned 5.8.21)
J E Kirkwood
N Varey (appointed 19.5.21)
A J Sullivan (appointed 19.5.21)
V Sleight

Company Secretary

U Aravinth

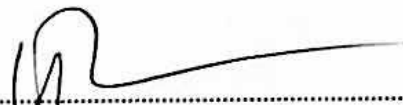
Independent Examiner

Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

Bankers

Unity Trust Bank Plc
Birmingham
B1 2HB

Approved by order of the board of trustees on 13th Jan 2022 and signed on its behalf by:


.....
Eleanor Tingle – Chair of Trustees

**Independent Examiner's Report to the Trustees of
British Association for Music Therapy**

Independent examiner's report to the trustees of British Association for Music Therapy ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2021.

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 your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACA 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.



Patrick du Casse
ACA
Simpson Wreford & Partners
Chartered Accountants
Suffolk House
George Street
Croydon
Surrey
CR0 0YN

Date: 23 June 2022.....

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Statement of Financial Activities
for the year ended 31st December 2021**

		Unrestricted funds £	Restricted funds £	31.12.21 Total funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM	Notes				
Donations and legacies	2	22,166	402	22,568	3,290
Charitable activities	4				
Promotion of music therapy		229,897	-	229,897	179,839
Investment income	3	24	17	41	645
Total		<u>252,087</u>	<u>419</u>	<u>252,506</u>	<u>183,774</u>
EXPENDITURE ON					
Charitable activities	5				
Promotion of music therapy		207,350	200	207,550	187,547
Other		2,031	-	2,031	2,490
Total		<u>209,381</u>	<u>200</u>	<u>209,581</u>	<u>190,037</u>
NET INCOME/(EXPENDITURE)		<u>42,706</u>	<u>219</u>	<u>42,925</u>	<u>(6,263)</u>
Transfers between funds	17	<u>(2,473)</u>	<u>2,473</u>	<u>-</u>	<u>-</u>
Net movement in funds		40,233	2,692	42,925	(6,263)
RECONCILIATION OF FUNDS					
Total funds brought forward		326,049	43,937	369,986	376,249
TOTAL FUNDS CARRIED FORWARD		<u><u>366,282</u></u>	<u><u>46,629</u></u>	<u><u>412,911</u></u>	<u><u>369,986</u></u>

The notes form part of these financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Balance Sheet
31st December 2021**

	Notes	Unrestricted funds £	Restricted funds £	31.12.21 Total funds £	31.12.20 Total funds £
FIXED ASSETS					
Tangible assets	11	839	-	839	1,118
Investments	12	4,000	8,000	12,000	18,779
		<u>4,839</u>	<u>8,000</u>	<u>12,839</u>	<u>19,897</u>
CURRENT ASSETS					
Stocks	13	910	-	910	910
Debtors	14	46,838	-	46,838	47,962
Cash at bank		316,028	35,937	351,965	352,790
		<u>363,776</u>	<u>35,937</u>	<u>399,713</u>	<u>401,662</u>
CREDITORS					
Amounts falling due within one year	15	(2,333)	2,692	359	(51,573)
		<u>361,443</u>	<u>38,629</u>	<u>400,072</u>	<u>350,089</u>
NET CURRENT ASSETS					
		<u>366,282</u>	<u>46,629</u>	<u>412,911</u>	<u>369,986</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>366,282</u>	<u>46,629</u>	<u>412,911</u>	<u>369,986</u>
NET ASSETS					
		<u>366,282</u>	<u>46,629</u>	<u>412,911</u>	<u>369,986</u>
FUNDS					
	17				
Unrestricted funds				366,282	326,049
Restricted funds				46,629	43,937
				<u>412,911</u>	<u>369,986</u>
TOTAL FUNDS					
				<u>412,911</u>	<u>369,986</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 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 charitable company as at the end of each financial year and of its surplus or deficit 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 charitable company.

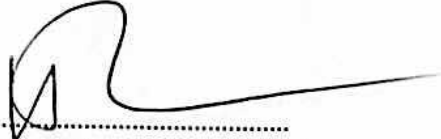
The notes form part of these financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Balance Sheet - continued
31st December 2021**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 23rd June 2022 and were signed on its behalf by:



.....
Eleanor Tingle – Chair of Trustees

**Notes to the Financial Statements
for the year ended 31st December 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

British Association for Music Therapy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transactional value unless otherwise stated in the relevant accounting policy.

Going Concern

The trustees consider that there are no material uncertainties about British Association for Music Therapy's ability to continue as a going concern. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore consider it appropriate to prepare the accounts on the going concern basis given the charitable operations, current projections and historic performance.

Legal status of the Charity

The charity is a company limited by guarantee and has no share capital.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income

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

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets are stated at historical cost less accumulated depreciation less any accumulated impairment losses.

Notes to the Financial Statements - continued
for the year ended 31st December 2021

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures and fittings	- 15% on cost
Computer equipment	- 25% on reducing balance

Stocks

Stocks are valued at the lower of cost and estimated selling price less costs to complete and sell, after making allowance for obsolete and slow moving items.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

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

Cash at bank and in hand

Cash is represented by deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors are recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities.

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

2. DONATIONS AND LEGACIES

	31.12.21	31.12.20
	£	£
Donations	1,888	2,638
Gift aid	416	652
Legacies	17,764	-
Grants	2,500	-
	<u>22,568</u>	<u>3,290</u>

Grants received, included in the above, are as follows:

	31.12.21	31.12.20
	£	£
Other grants	<u>2,500</u>	<u>-</u>

3. INVESTMENT INCOME

	31.12.21	31.12.20
	£	£
Deposit account interest	<u>41</u>	<u>645</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.21	31.12.20
		£	£
Journal income	Promotion of music therapy	1,925	2,133
Subscriptions	Promotion of music therapy	168,021	156,806
Meetings	Promotion of music therapy	-	583
Conferences	Promotion of music therapy	59,951	20,317
		<u>229,897</u>	<u>179,839</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities £	Support costs (see note 6) £	Totals £
Promotion of music therapy	<u>200,661</u>	<u>4,900</u>	<u>1,989</u>	<u>207,550</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

6. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Other resources expended	-	-	2,031	2,031
Promotion of music therapy	1,406	583	-	1,989
	<u>1,406</u>	<u>583</u>	<u>2,031</u>	<u>4,020</u>

Support costs, included in the above, are as follows:

Management

	31.12.21 Promotion of music therapy £	31.12.20 Total activities £
Insurance	1,255	505
Trustee and other governance meeting expenses	-	2,442
Trustee expenses	151	649
	<u>1,406</u>	<u>3,596</u>

Finance

	31.12.21 Promotion of music therapy £	31.12.20 Total activities £
Bank charges	304	285
Depreciation of tangible fixed assets	279	373
	<u>583</u>	<u>658</u>

Governance costs

	31.12.21 Other resources expended £	31.12.20 Total activities £
Accountancy fees	2,031	2,490
Legal fees	-	11,855
	<u>2,031</u>	<u>14,345</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.21	31.12.20
	£	£
Depreciation - owned assets	279	373
Independent examiner fees	1,200	1,580
Independent examiner fees - other accountancy services	175	-
	<u> </u>	<u> </u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2021 nor for the year ended 31st December 2020.

Trustees' expenses

Trustee expenses, relating to conference costs, totalling £151 (2020 - £649) were paid to 1 (2020 - 4) trustee during the year.

9. STAFF COSTS

	31.12.21	31.12.20
	£	£
Wages and salaries	112,273	90,602
Social security costs	6,687	4,883
Other pension costs	3,396	2,159
	<u> </u>	<u> </u>
	<u>122,356</u>	<u>97,644</u>

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

	31.12.21	31.12.20
Administration	1	1
Development	1	1
Operations	1	1
	<u> </u>	<u> </u>
	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,890	400	3,290
Charitable activities			
Promotion of music therapy	179,839	-	179,839
Investment income	645	-	645
Total	<u>183,374</u>	<u>400</u>	<u>183,774</u>
EXPENDITURE ON			
Charitable activities			
Promotion of music therapy	186,572	975	187,547
Other	2,490	-	2,490
Total	<u>189,062</u>	<u>975</u>	<u>190,037</u>
NET INCOME/(EXPENDITURE)	<u>(5,688)</u>	<u>(575)</u>	<u>(6,263)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	331,737	44,512	376,249
TOTAL FUNDS CARRIED FORWARD	<u><u>326,049</u></u>	<u><u>43,937</u></u>	<u><u>369,986</u></u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1st January 2021 and 31st December 2021	<u>3,212</u>	<u>12,281</u>	<u>15,493</u>
DEPRECIATION			
At 1st January 2021	3,212	11,163	14,375
Charge for year	-	279	279
At 31st December 2021	<u>3,212</u>	<u>11,442</u>	<u>14,654</u>
NET BOOK VALUE			
At 31st December 2021	<u>-</u>	<u>839</u>	<u>839</u>
At 31st December 2020	<u>-</u>	<u>1,118</u>	<u>1,118</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

12. FIXED ASSET INVESTMENTS

	31.12.21	31.12.20
	£	£
Investment deposits	12,000	18,779
	<u>12,000</u>	<u>18,779</u>

There were no investment assets outside the UK.

Investments (neither listed nor unlisted) were as follows:

	31.12.21	31.12.20
	£	£
Nat Savings Investment account - General Fund	-	178
Nat Savings Income Bond - General Fund	4,000	4,000
Nat Savings Income Bond J Alvin Music Therapy - General	8,000	8,000
Nat Savings Investment Account J Alvin Music Therapy Fund - Research	-	4,182
Nat Savings Investment Account J Alvin Music Therapy Fund - Scholarship	-	2,419
	<u>12,000</u>	<u>18,779</u>

13. STOCKS

	31.12.21	31.12.20
	£	£
Materials for sale	910	910
	<u>910</u>	<u>910</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Other debtors	766	20,969
VAT	1,036	5,135
Prepayments	45,036	21,858
	<u>46,838</u>	<u>47,962</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Trade creditors	594	1,902
Other creditors	(2,328)	2,278
Accruals and deferred income	1,375	47,393
	<u>(359)</u>	<u>51,573</u>

Within accruals and deferred income, deferred income amounts to £Nil (2020 - £42,189) . The deferred income in 2020 related to 2021 conference income. In the year £42,119 (2020 - £2,293) of income was released into revenue in the Statement of Financial Activities.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.12.21	31.12.20
	£	£
Within one year	9,848	4,635
Between one and five years	5,140	-
	<u>14,988</u>	<u>4,635</u>

17. MOVEMENT IN FUNDS

	At 1.1.21	Net movement in funds	Transfers between funds	At 31.12.21
	£	£	£	£
Unrestricted funds				
General fund	276,846	1,595	(2,473)	275,968
Designated Fund	49,203	41,111	-	90,314
	<u>326,049</u>	<u>42,706</u>	<u>(2,473)</u>	<u>366,282</u>
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,621	11,356
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	4,036	400	-	4,436
Juliet Alvin Music Therapy Fund - Scholarship Fund	817	(182)	627	1,262
Juliet Alvin Music Therapy Fund - Research Fund	7,956	1	(3,775)	4,182
	<u>43,937</u>	<u>219</u>	<u>2,473</u>	<u>46,629</u>
TOTAL FUNDS	<u>369,986</u>	<u>42,925</u>	<u>-</u>	<u>412,911</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	189,637	(188,042)	1,595
Designated Fund	62,450	(21,339)	41,111
	<hr/>	<hr/>	<hr/>
	252,087	(209,381)	42,706
Restricted funds			
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	400	-	400
Juliet Alvin Music Therapy Fund - Scholarship Fund	18	(200)	(182)
Juliet Alvin Music Therapy Fund - Research Fund			
	<hr/>	<hr/>	<hr/>
	1	-	1
	<hr/>	<hr/>	<hr/>
	419	(200)	219
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>252,506</u>	<u>(209,581)</u>	<u>42,925</u>

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	302,851	(26,005)	276,846
Designated Fund	28,886	20,317	49,203
	<hr/>	<hr/>	<hr/>
	331,737	(5,688)	326,049
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,735
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	3,636	400	4,036
Juliet Alvin Music Therapy Fund - Scholarship Fund	1,792	(975)	817
Juliet Alvin Music Therapy Fund - Research Fund			
	<hr/>	<hr/>	<hr/>
	7,956	-	7,956
	<hr/>	<hr/>	<hr/>
	44,512	(575)	43,937
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>376,249</u>	<u>(6,263)</u>	<u>369,986</u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	163,057	(189,062)	(26,005)
Designated Fund	20,317	-	20,317
	<u>183,374</u>	<u>(189,062)</u>	<u>(5,688)</u>
Restricted funds			
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	400	-	400
Juliet Alvin Music Therapy Fund - Scholarship Fund	-	(975)	(975)
	<u>400</u>	<u>(975)</u>	<u>(575)</u>
TOTAL FUNDS	<u><u>183,774</u></u>	<u><u>(190,037)</u></u>	<u><u>(6,263)</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	302,851	(24,410)	(2,473)	275,968
Designated Fund	28,886	61,428	-	90,314
	<u>331,737</u>	<u>37,018</u>	<u>(2,473)</u>	<u>366,282</u>
Restricted funds				
Guildford Academic Associates Music Therapy Fund	25,393	-	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,621	11,356
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	3,636	800	-	4,436
Juliet Alvin Music Therapy Fund - Scholarship Fund	1,792	(1,157)	627	1,262
Juliet Alvin Music Therapy Fund - Research Fund	7,956	1	(3,775)	4,182
	<u>44,512</u>	<u>(356)</u>	<u>2,473</u>	<u>46,629</u>
TOTAL FUNDS	<u><u>376,249</u></u>	<u><u>36,662</u></u>	<u><u>-</u></u>	<u><u>412,911</u></u>

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	352,694	(377,104)	(24,410)
Designated Fund	82,767	(21,339)	61,428
	<hr/>	<hr/>	<hr/>
	435,461	(398,443)	37,018
Restricted funds			
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	800	-	800
Juliet Alvin Music Therapy Fund - Scholarship Fund	18	(1,175)	(1,157)
Juliet Alvin Music Therapy Fund - Research Fund			
	<hr/>	<hr/>	<hr/>
	1	-	1
	<hr/>	<hr/>	<hr/>
	819	(1,175)	(356)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>436,280</u>	<u>(399,618)</u>	<u>36,662</u>

Designated funds

The designated funds comprise accumulated conference surpluses, to be used for CPD activities, and funds for projects supporting the provision of music therapy.

Guildford Academic Associates Music Therapy Fund

Donations totalling £25,000 from Guildford Academic Associates established a fund of money from which to make grants to support music therapists on recognised trainings.

Juliet Alvin Music Therapy Funds

The funds were established by a Deed of Trust in 1984 in memory of the late Juliet Alvin who founded the first music therapy training programme in the UK in 1968 at the Guildhall School of Music and Drama. The Trust is administered through BAMT but does not allow administration costs to be drawn from the fund itself.

There are four sub-funds:

- Scholarship fund
- Research fund
- Humphrey Mews Memorial fund
- General fund

The scholarship fund is to be used to provide student grants to music therapy trainees from Guildhall School of Music and Drama.

The research fund can be used to support music therapists undertaking research at any recognised Higher Education Institution.

The Humphrey Mews Memorial was established at a later date for the specific purpose of supporting research into Vibroacoustic Therapy. As of recently these funds are now able to be spent on other activities.

**Notes to the Financial Statements - continued
for the year ended 31st December 2021**

17. MOVEMENT IN FUNDS - continued

The general fund is available to be used to support the purposes of the fund at the discretion of the trustees.

Transfers between funds

Transfers between funds relate to movements within prior periods that have not previously been recognised.

18. OTHER FINANCIAL COMMITMENTS

The charity operates a defined contribution pension scheme for all qualifying employees. These assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions are reflected in expenditure on the same basis as an individual's salary allocation.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £3,396 (2020 - £2,159).

All commitments have been paid over to the independent administered fund at the year end (2020 - £425 outstanding).

19. RELATED PARTY DISCLOSURES

During the year £500 (2020 - £500) was paid to a trustee for taking time away from their employment to edit the British Journal Of Music Therapy.

In the year an amount of £5,000 was paid to a trustee for their consultancy services employed by British Association for Music Therapy.

These transactions have been reviewed and were considered reasonable expenses.

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Detailed Statement of Financial Activities
for the year ended 31st December 2021**

	31.12.21	31.12.20
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,888	2,638
Gift aid	416	652
Legacies	17,764	-
Grants	2,500	-
	<hr/>	<hr/>
	22,568	3,290
Investment income		
Deposit account interest	41	645
Charitable activities		
Journal income	1,925	2,133
Subscriptions	168,021	156,806
Meetings	-	583
Conferences	59,951	20,317
	<hr/>	<hr/>
	229,897	179,839
Total incoming resources		
	252,506	183,774
 EXPENDITURE		
Charitable activities		
Salaries	112,273	90,602
Social security	6,687	4,883
Pensions	3,396	2,159
Telephone	1,558	1,495
Postage and stationery	150	346
Hire of office equipment	1,100	1,098
Rent	9,565	10,038
Office costs	1,776	4,806
Website maintenance costs	2,627	13,606
Journal costs	27,930	25,671
Leading note costs	1,690	1,570
Marketing and publicity	113	4,528
Regional events	889	673
Subscription costs	2,737	2,123
AHP rewards	575	575
National CPD programme	-	1,400
Consultancy fees	5,000	1,020
Training and education costs	250	-
Conference costs	19,553	-
EDI Project	752	-
Carried forward	198,621	166,593

This page does not form part of the statutory financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

**Detailed Statement of Financial Activities
for the year ended 31st December 2021**

	31.12.21	31.12.20
	£	£
Charitable activities		
Brought forward	198,621	166,593
Mentor for Chair	2,040	-
Student grants	4,900	4,845
	<hr/>	<hr/>
	205,561	171,438
 Support costs		
Management		
Insurance	1,255	505
Trustee and other governance meeting expenses	-	2,442
Trustee expenses	151	649
	<hr/>	<hr/>
	1,406	3,596
 Finance		
Bank charges	304	285
Computer equipment	279	373
	<hr/>	<hr/>
	583	658
 Governance costs		
Accountancy fees	2,031	2,490
Legal fees	-	11,855
	<hr/>	<hr/>
	2,031	14,345
 Total resources expended	<hr/>	<hr/>
	209,581	190,037
 Net income/(expenditure)	<hr/>	<hr/>
	42,925	(6,263)
	<hr/>	<hr/>

This page does not form part of the statutory financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

England & Wales - Charity number 1137807

Accounts

REGISTERED COMPANY NUMBER: 07301585 (England and Wales)
REGISTERED CHARITY NUMBER: 1137807

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR YEAR ENDED
31 DECEMBER 2020
FOR
BRITISH ASSOCIATION FOR MUSIC THERAPY

Duncan & Toplis Limited
4 Henley Way
Doddington Road
Lincoln
Lincolnshire
LN6 3QR

BRITISH ASSOCIATION FOR MUSIC THERAPY

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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BRITISH ASSOCIATION FOR MUSIC THERAPY

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the 9-month period ended 31 December 2019. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is governed by its Articles of Association, and constitutes a company limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07301585 (England and Wales)

Registered Charity number
1137807

Registered office
24-27 White Lion Street
London
N1 9PD

Trustees

Mr J Cousins - Booth	BAMT Chair (Acting) from 12.10.2019	
Dr J P Sutton		- resigned 12.12.2020
Ms P L Bowler		- resigned 02.05.2020
Mr L Mucciaccia		- resigned 17.05.2020
Ms M C Rizkallah	Vice-Chair	
Ms A C Rowley		- resigned 07.06.2021
Ms S J Compton Dickinson		- resigned 12.12.2020
Ms T Watson		
Ms J Carmichael		- resigned 06.05.2021
Ms A Freeman		
Ms H Davies		
Mr R Wood		
Ms. A Laheurte	Treasurer	- appointed on 23.07.2020
Ms. C Viette		- appointed on 12.12.2020
Ms J Kirkwood		- appointed on 12.12.2020
Ms. V Sleight		- appointed on 12.12.2020
Mr N Varey		- appointed on 19.05.2021
Mr Anthony Sullivan		- appointed on 19.05.2021

Company Secretary
Ms U Aravinth

Independent examiner
Duncan & Toplis Limited
4 Henley Way
Doddington Road
Lincoln
Lincolnshire, LN6 3QR

Bankers
Unity Trust Bank Plc
Birmingham
B1 2HB

BRITISH ASSOCIATION FOR MUSIC THERAPY

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

ABOUT BAMT

The British Association for Music Therapy (BAMT) is the professional body for music therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities. It is also a charity committed to promoting and raising awareness of music therapy and providing information to the general public.

Our aims are:

- To promote the art and science of music therapy;
- To promote the use and development of music therapy for children and adults with a wide range of needs;
- To promote the understanding of music therapy for the general public;
- To advance education in music therapy.

Our mission continues to be:

- To promote the profession and practice of music therapy in the UK;
- Act as a voice for those who could benefit from music therapy and for those who provide music therapy.

Recruitment and appointment of new trustees

In accordance with the Articles of Association, any person who is so willing may act as a Trustee and may be elected by ordinary resolution of the members.

At the third AGM after his or her appointment or election, a Trustee shall retire and be eligible to be re-elected for a further two three-year terms. No elected Trustee may serve for a period of more than nine years without a period of at least one year out of office.

Induction and training of new trustees

New Trustees undergo orientation sessions which include observation at a Board meeting prior to becoming a Trustee and visiting the registered office of the company to familiarise themselves in the way the organisation carries out its day to day duties and implements decisions. Business planning, the Articles of Association and financial performance are also covered. Trustees are encouraged to attend external training events which assist them in undertaking their role.

BRITISH ASSOCIATION FOR MUSIC THERAPY

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Via regular meetings and other forms of communication, the Trustees have examined all areas of operation and have identified the key risks to which the organisation is exposed.

In the opinion of the Trustees, the Association has established processes and systems which under normal circumstances should allow the risks identified by them to be mitigated to an acceptable level in its day-to day operations.

Public Benefit

The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is demonstrated by the activities and achievements contained in this report.

Reserves Policy

The Charity aims to hold reserves equivalent to one year's expenditure. In calculating this figure, the direct costs of the biannual conference are excluded as it is always planned that the conference is self-financing. This level of reserves allows for unexpected demands on resources as well as providing funds for future expansion by investing in new services and enhancing support to members. At the balance sheet date free reserves stood at £326,049 compared to unrestricted expenditure of £183,374 for the year.

Approved by order of the board of trustees on 22nd July 2021 and signed on its behalf by:



.....
Jonathan Cousins – Booth – BAMT Chair of Trustees (Acting)

BRITISH ASSOCIATION FOR MUSIC THERAPY

STATEMENT OF TRUSTEES RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees (who are also the directors of the British Association for Music Therapy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 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.

From the BAMT Chair of Trustees (Acting)

Jonathan Cousins - Booth

In the year that has seen global struggles and instability due to the outbreak of the coronavirus pandemic, it has been the role of the British Association for Music Therapy (BAMT) to provide stability, safety and guidance to its membership and the wider profession. This has only been possible through the hard work and dedication of the core team (led by Chief Executive Andrew Langford), Board of Trustees and volunteer officers. A special thank you needs to be given to Andrew Langford for his superb leadership of the organisation despite having been at the helm only a few months prior to the pandemic commencing. As a result of this leadership, the Music Therapy community has grown in strength, community and togetherness.

My role as acting chair of Trustees was due to end at the 2020 AGM. However, due to the COVID-19 pandemic the board recommended that this term be extended until July 2021. At this point, a new chair will be put forward for election by the membership. As part of the ongoing regeneration of the board of trustees, I am delighted to welcome Annyes Laheurte, Chanda Viette, Victoria Sleight & Jenny Kirkwood. They are all already a vital part of our team and outline our commitment to developing and maintaining an effective board, ensuring the best possible further development of the BAMT.

It was with great sadness that due to the Covid-19 pandemic, we had to postpone our sold-out biennial conference that was due to be held at Queen's University Belfast in April 2020. Our planning stage had been very successful, and we were in the process of applying the finishing touches to the conference whilst also monitoring the development of coronavirus across the world. I am very proud of the team for proactively making the sensitive, well-educated, but exceptionally difficult decisions that needed to be made to ensure the safety of our members, delegates, speakers and staff whilst maintaining financial security. Although disappointed, the considerations and communication were greatly appreciated by all who had booked to attend the conference.

After further monitoring the Conference Organising Committee, it was evident that a physical conference would not be possible, so it was decided that the conference would be a virtual one instead. It was essential to all of the Organising Committee that the conference was priced so that it was affordable for members who might be experiencing financial hardship due to the pandemic. Despite not being able to host the main conference in Belfast, a training package was still developed and run locally to increase the awareness of Music Therapy to undergraduate students and healthcare professionals in Northern Ireland. In addition to the postponed Belfast 2020 conference, work is already well underway in planning the European Music Therapy Confederation (EMTC) Conference in Edinburgh 2022.

Throughout the year we have continued to engage and work closely with our membership, service users, politicians, the public, leading health professionals, link charities, clients and their families across all four nations of the United Kingdom. Due to now having a Chief Executive, we have significantly raised our presence and input within the Allied Health Professions Federation and Psychological Professions Network. Additionally, we have worked with national healthcare bodies, such as Health Education England and the Public Health Authority, educating them on the importance of Music Therapy, the transferable skills of Music Therapists and challenging the lack of funding for training and development of new positions.

As a Board of Trustees, we have continued to meet virtually throughout the pandemic. Although trustee meetings have been available to attend online for several years, meeting solely online has enabled all trustees to attend meetings effectively regardless of their location. The board has continued to formally separate operational and strategic matters, establishing a delegation of powers document that highlights permissions delegated to different people and subcommittees within the organisation. We were also able to facilitate an away day for the board and Chief Executive to formulate the Vision, Mission, and Values of the BAMT and sow the seeds of the strategic plan developed later in the year. Our AGM was held virtually in December 2020 with voting facilitated digitally. Prior to the formal AGM, we used the meeting to formally launch the BAMT diversity report, which was contributed to by 50% of the membership. This AGM saw far more people attend and engage than we have seen in previous years.

On behalf of all at the BAMT, I would like to express my gratitude to all the volunteers who have continued to make BAMT a priority during a very challenging year. I am particularly grateful to Andrew, Usha, Lisa, Clare and the Board of Trustees for their support during my tenure as Acting Chair and their commitment to the continued development of the BAMT and the wider Music Therapy.

From the BAMT Chief Executive Officer

Andrew Langford

I started 2020 having been at the BAMT for two months, my main objectives for the coming year were to meet and get to know as many members as possible, and was especially looking forward to April's Belfast conference when there would be an ideal opportunity to do this, and by speaking with members find out what the major issues are for Music Therapists and how BAMT could best support and develop useful ways forward to make the profession even stronger and Music Therapy much better known for the amazing benefits it can bring for a wide range of people. Unfortunately, within weeks Covid-19 was a major pandemic and like millions of others plans mine changed dramatically....

The BAMT had to react quickly - firstly we had to postpone the conference and secondly provide best possible advice and support for members:

As you will see within the Chair's report it was with heavy hearts we postponed the Belfast Conference but made this decision in as timely and appropriate way that we had to. It is testament to an amazing Conference Organising Committee and Programming Committee that as the year progressed we made the decision to have an online conference in April 2021 and what an amazing success this turned out to be.

My huge thanks go to Marianne Rizkallah and Jonathan Cousins-Booth who both reacted swiftly and produced immediate guidance for Music Therapists and really helped to create and maintain up to date information through the BAMT's CV-19 directory – my thanks too to those of you who sent really useful and comprehensive information to add to the directory enabling it to become an extremely useful resource for so many. I am really proud that throughout the year the BAMT has been as pro-active as possible in providing support and information, responded as soon as possible to member enquiries and requests for support and whenever possible promoted Music Therapy as an extremely important service to supporting people with and affected by the virus (this is best reflected in the evidence based response Claire Maddocks and I were able to write and send to the Health and Social Care Committee (<https://www.bamt.org/resources/covid-19-useful-information/bamt-guidance-documentation>) clearly outlining the breadth of skills and experience there is within Music Therapy to provide support, care and treatment for people with a wide range of conditions, including Covid-19. My admiration and gratitude too to Usha and Lisa for how they have adapted and maintained a very high level of work whilst completely working from home.

I will say more about Covid-19 and Music Therapy at the end of my report.

I do not want to forget that before March 16th stopping "non-essential contact and travel" and then the first lockdown on March 23rd I had had sometime to meet some of the membership. My Thanks to everyone in Edinburgh and QMU for a very warm welcome and the opportunity to discuss EMTC2022 and some of the national and specific problems and to everyone in Newport for an amazing day with staff and students at USW. I also had chance to visit beautiful Ross on Wye and meet with some of the Chroma team and then early in March met with Sandra and Simon at Nordoff Robbins. All of these meetings provided me with extremely useful feedback and ideas for how to improve what the BAMT could build upon and develop. With my ticket booked I was so looking forward to travelling down to Bristol and meeting Cathy and the team at UWE on March 23rd ...!! I promise I will make that trip as soon as I can.

In late 2019 I had a very useful discussion with our Acting Chair and Vice Chair about my initial observation of the lack of diversity within Music Therapy in the UK and the lack of support for Music Therapists who are a part of minority and marginalised groups, followed by an intense and very informative conversation with Davina Wilson in February 2020. We had started looking at how we could address these problems but then on May 25th we heard about the shocking murder of George Floyd and the incredibly important reactions of #BlackLivesMatter. Very importantly BAMT issued a response – it wasn't perfect and I learnt a lot from some of the criticisms about it so we could edit it appropriately; it also gave me the opportunity to speak with some Music Therapists, and people who wanted to become Music Therapists, about the discrimination and racism they had experienced in their training and as practitioners. Consequently, we were motivated to create the diversity survey of the membership and get as much information as possible about the problems that exist and publish the [BAMT Diversity Report](#). Thank you to all who responded so effectively and not only completed the survey but also provided invaluable insight into the issues we have to address and overcome. This work will carry on for as long as it takes and in 2021 we will start on looking at Racism and Accessibility and all of the other problems in due course that effect and affect the integrity and provision of best possible Music Therapy. #EnoughIsEnough

It is because of Covid-19 restrictions we held our AGM online in December and launched the Diversity Report. It was undoubtedly the best attended AGM by far and allowed much more effective interaction and on-going communication with members. This has also been reflected in our Network events throughout the year with vastly increased attendance

and consequently much more effective discussion, debate and peer support. It is fair to say we have learnt so much and will continue to use online platforms and in time assess the effectiveness of blended events for meetings, conferences, symposia etc.

I am extremely grateful to the Board of Trustees who have supported the work we are doing and many of whom have worked tirelessly through some difficult and very challenging times. I am delighted that we have developed the [Vision, Mission and Values](#) that reflect what BAMT is about, what it wants to achieve and how it will perform as an organisation that will always act in the best interests of Music Therapy. These will guide the business plans that will be developed in 2021 to give us our next strategy.

Lastly, I want to pay tribute and give thanks to all the Music Therapists who have shown such compassion, resilience and professional flexibility through a very difficult time – it is testament to an amazing profession that so many have continued to benefit from Music Therapy through the adaptability and professionalism of their Music Therapist.

Andrew Langford

Chief Executive

Board of Trustees

The Board of Trustees met six times during the year. There were four new appointments at the AGM in December 2021. Expanding the Board has brought new experience and perspectives, from both within music therapy and beyond.

Sub-Committees

The Board is currently supported by eight sub-committees:

- Finance
- Governance
- Training and Education
- Supervision
- Continued Professional Development
- British Journal of Music Therapy
- Conference
- Archiving

BAMT Staff

Core Team

The BAMT core team structure comprises the following roles:

- Chief Executive Officer (part-time, 0.6FTE)
- Operations Director (full time, 1.0FTE)
- Administration Officer (part-time, 0.6FTE)

Office Team

- PR Officer (part-time, hours increased to 5 hours/week in October 2020)
- Event manager (fixed term, part-time, 1day/week - contract ended in April 2020)

Membership

BAMT continued to see an increase in membership during 2021 with the total membership reaching 1154. The trainee membership fee was reduced from £72 to £55 during 2020.

Throughout the year, the number of members in each category tends to oscillate, reflecting the annual cycle of trainees graduating, qualified members moving to full practitioner status a year after qualifying, practitioners taking careers breaks, moving overseas or retiring. The membership numbers below show the changing pattern of memberships during the past five years. To make it easier to compare, the membership types have been grouped into 3 main categories. They are members (full practitioner, newly qualified practitioner, retired, overseas and transitional members), trainees (all trainee members) and associates (full and concessionary associate members). The membership has been compared for 5 years. The figures in future will be collected on 1st January each year.

Music Therapists registered with HCPC 2017 - 2021					
	2017	2018	2019	2020	2021
HCPC	1038	1053	1080	1162	1174
BAMT Membership 2017 - 2021					
BAMT	1 Sep 2017	15 Jul 2018	15 Jul 2019	1 Jan 2020	1 Jan 2021
Members (Full, NQ, Transitional, Overseas, Career Break, Retired)	859	920	952	949	984
Trainees (All Trainee Members)	100	47	41	93	112
Associates (Full and Concessionary)	49	57	56	60	58
	1008	1024	1049	1102	1154

Report of the Trustees

In this section, BAMT's subcommittee Chairs and BAMT Officers report on their committees' activities and achievements for the year in support of the charity's objects as set out in its governing document.

BAMT's aims are:

- To promote the art and science of music therapy
- To promote the use and development of music therapy for children and adults with a wide range of needs
- To promote the understanding of music therapy for the general public
- The advancement of education in music therapy.

BAMT's mission is to:

- Promote the profession and practice of music therapy in the UK
- Act as a voice for those who could benefit from music therapy and for those who provide music therapy

Governance Committee

Alison Rowley, Chair of the Governance Committee

Brief description of role

The Governance Committee was established In November 2018. It exists to ensure the good and effective ongoing governance of BAMT.

During the period 1 January 2020 – 31 December 2020 the members of the Governance Committee were Alison Rowley (Chair), Marianne Rizkallah, Jane Carmichael and Helen Davies.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

Within our terms of reference, we did the following:

- Together with the CEO we methodically considered guidelines issued by the Charity Commission and NCVO for contingency planning for Covid-19 and satisfied ourselves that BAMT had adequate contingency plans in place. The guidelines were kept under review.
- Advised the board on governance matters surrounding holding the AGM on the Zoom platform.
- Advised that the board attend a virtual Away Day to discuss Vision, Mission and Values. That event took place in November 2020 and led to the development of BAMT's Vision, Mission and Values.
- Advised the board on recruitment of trustees to replace retiring trustees and to complement the talents we already have. That process led to the appointment of four new trustees: Annyes Laheurte, Victoria Sleight, Chanda Viette and Jenny Kirkwood.
- Advised the board on the processes for recruitment of a new Chair, which led to a process being established with a view to appointing a new Chair in 2021.
- Advised the board on the processes for recruitment of the country representatives for the European Music Therapy Congress and World Federation of Music Therapy. That led to development of a process with a view to appointing a representative or representatives in 2021.
- Recommended the appointment of a mentorship programme to support the Chair of BAMT. That programme commenced in July 2020.
- Recommended that the Acting Chair be granted a period of six weeks' paternity leave. The board accepted the recommendation.

Training and Education Committee

Adrienne Freeman, Chair of the Training and Education Committee

Brief description of role

The Training and Education Committee (TEC) is a committee comprising the Programme Leaders of the 8 Master Degree music therapy training programmes within the UK. The Programme leader from Limerick remains on the Committee in an Associate capacity.

The remit of the TEC is:

- To speak on behalf of all training programmes on matters that affect training of music therapists to BAMT as the professional body, and through BAMT to other bodies on which BAMT has representation (e.g. HCPC, AHPELF, AHP Workforce and Education Strategic Oversight Forum).
- To respond in a timely way on matters wholly or largely to do with education and training, both at the request of BAMT and on its own initiative.
- To consider the present and future needs of the music therapy profession as these relate to trainings and any threats or opportunities to these and act in the best interests of the profession as a whole.
- To consult with stakeholders/users (including service users, students, placement managers, employers etc) about the current and future needs of the profession.
- To advise BAMT on matters to do with education and training.
- To work together as a committee to continue to provide high standards of learning and teaching in music therapy across the UK.
- The TEC additionally supports and advises therapists/academic institutions that are considering setting up Music Therapy training programmes.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

Due to the COVID-19 pandemic having an enormous impact on all programmes, the TEC has re-formatted the way it meets. Meetings have all taken place via remote platform and have been held more frequently (as opposed to biannually). This has provided crisis management, resource sharing and valuable support during ongoing extreme challenges for programmes as they continue to adapt teaching during the pandemic. A new pattern has emerged of holding 6-monthly business meetings with informal meetings interspersed as required. Members of TEC have found The Global Music Therapy Educators Network (formed in response to the pandemic) to be very helpful at this time, particularly in the rapid switch to on-line/blended teaching.

The TEC has met 5 times during 2020, with much email exchange between meetings.

Issues and topics discussed and addressed have included:

- Contributing towards BAMT's response to the HCPC's revision of Standards of Proficiency (SOPs)
- Equality, Diversity and Inclusion (EDI) matters
- Contributing to Health and Education England (HEE) projects: Placement Requirements project on building capacity and resilience of placements; AHP Future Education Needs
- Addressing COVID related challenges to placement provision.

Due to the pandemic, it has not been possible to hold our 2020 Annual Training Day for Programme Leaders and Tutors. It is planned to hold a training event as soon as possible (date tbc, likely June 2021) focusing on our response to the BAMT EDI project, initial findings of which have highlighted multiple issues related to training. This will likely be held virtually.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

The committee members shared and agreed ways to address some of these aspects of the Master Degree Education and training programmes.

In response to the unprecedented challenges posed by the pandemic to the delivery of training, the committee established a supportive and collaborative platform of information exchange where programmes could share practice, challenges and establish compatibility in adapting to and meeting their HEI and HCPC standards.

The committee members undertook a piece of work to provide commentary and comments for the revision process by the HCPC of their Standards of Proficiency.

The HCPC Standards of Proficiency and Standards of Education and Training were central to all of the discussions ensuring the best care for Clients, Patients and Students.

In a climate where there is increased time pressure for all, the training programmes continue to be committed to meeting and communicating together, resulting in highly valuable mutual understanding of the range of music therapy training available.

International Officer
Tessa Watson

Brief description of role

The role exists primarily to promote BAMT and UK music therapy to the international community of music therapy, particularly as UK representative for the European Music Therapy Confederation (EMTC). There is close liaison with Trustees and members in the exchange and disseminate of material and information.

The majority of the tasks for this role involve responding to queries and signposting enquirers to information and BAMT personnel relating to the following:

- UK music therapy
- Registration
- Placements and internships

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

- Summary of the main activities undertaken for the public benefit in relation to these objects
- The main activities continue to be the active response to enquiries (mainly via email) about the training and practice of music therapy in the UK. Some enquirers wish to train, or may be Music Therapists qualified in countries other than the UK, trainers or employers. Central to these dialogues is the promotion of music therapy in the UK. Where additional information or knowledge is required, enquirers are linked with the relevant contact within or outside BAMT.
- Informative responses to questions from UK Music Therapists about potential practice outside the UK. This frequently includes giving detailed advice about training and registration. Additional information is given through signposting to relevant contacts within or outside BAMT, including EMTC.
- Informative responses to questions from Music Therapists outside the UK regarding HCPC registration and signposting to resources.
- Attendance at the European Music Therapy Confederation General Assembly online in 2020. This assembly enables the representation and promotion of UK music therapy to the European community of music therapy.
- Managing the production of succinct, high quality minutes for the EMTC assembly and associated meetings over 3 days.
- Continuing work on sub committees within EMTC, in particular the European Music Therapy Standards (EMTS) committee. This committee has undertaken a large survey of training programmes across Europe, aiming to gather together data on standards of safe and effective music therapy practice. This has involved liaison with TEC, gathering information and working with EMTC regarding the development and position of UK training courses. Work continues on this project. I have been central in the work undertaken to put together and analyse the survey/data.
- Taking part in the writing and presentation of presentations at European Congresses as appropriate for EMTC.
- Contact with European representatives from the Northern European area, including online meetings.
- Updating the UK information on EMTC webpage/s.
- Information sharing to EMTC about registration/regulation and the working of systems relating to this, and supporting the development of other such systems across Europe.

All of this work enables both the promotion and sharing of practice and developments across Europe.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

- See above.
- Liaison with BAMT Trustees and the exchange and dissemination of information from BAMT to EMTC and vice versa. Throughout the year, information is passed to BAMT and BAMT members in the form of newsletters and information for bulletins.
- Acting as a link/conduit for enquirers with a broad range of queries relating to UK music therapy and the interface with Europe/the rest of the world.
- Likewise responding to UK enquirers about music therapy work and practice outside the UK and signposting to resources/contacts.
- Close working with the EMTC and continual development of the collaborative exchange of information and discussion of issues relating to music therapy across Europe.
- Work with the EMTC European Music Therapy Training Standards committee to continue to gather and develop guidelines for safe and effective standards of education and training.
- Promoting and informing about music therapy in the UK through the timely and accurate response to queries from a broad range of enquirers

Journal Committee

BJMT Editors: Tessa Watson, Dr Alison Barrington and Philippa Derrington

Brief description of role

The British Journal of Music Therapy, published twice a year, is a peer-reviewed journal that is online with Sage publications. The journal is for Music Therapists and other professionals interested in all aspects of music therapy, and publishes research, original articles, essays and book reviews from a variety of perspectives and approaches.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects

The main activities of the journal remain largely the same with innovations from year to year:

- Receiving and processing of articles for publication through ScholarOne online system, including special editions and a potential conference edition
- More extensive use of ScholarOne functionality (eg with book reviews being processed via ScholarOne in 2020)
- The continued provision of high standards of editorial engagement with the consideration, peer review and editing of articles, essays and book reviews
- Regular Editorial team meetings via skype and zoom
- Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects,
- and achievements Recruitment of new Editors, Emma Millard and Donald Wetherick, in January 2021 following a formal appointment process with BAMT. This position came about as Philippa Derrington will be stepping down as Editor, after serving for just over 3 years, and will work with the new Editors in a handover period. Further use of Guest Editors and of the Editorial Board
- Exchange with the Editorial Board, with a meeting planned for 2021
- Continuing good relationships with SAGE
- Running the Tony Wigram essay prize biennially
- Working with BAMT to maintain a high level of governance regarding recruitment to the Editorial team and delivery of the journal.

Summary of the main achievements for the role for the year (as a result of the main activities undertaken)

- The promotion of the art and science of music therapy in the UK and internationally through the publication of 2 Editions of BJMT online with Sage publications

Area Groups Liaison Officer
Davina Wilson

Brief description of role

The Area Group Liaison Officer role exists to provide effective liaison between Area Group Coordinators and the BAMT Trustees.

Summary of the main **activities undertaken for the public benefit in relation to BAMT's charitable objects, and achievements**

In a very difficult year, work on the area groups has virtually stopped. There has been little in the way of guidance of what direction to take the groups in and given how difficult coping with the pandemic has been for all, pressure to do anything was taken off. However, many of the groups remained active and held online zoom meetings to either share CPD or to socialise.

There has been some interest from newly qualified members to join area groups and either myself or Usha have directed them accordingly.

My situation of losing work, having to cope with homeschooling has meant that despite the best intentions, it has been difficult to hold or shape the groups in the way I had envisaged. This maybe moot now as part of the main difficulties with the area groups was the ability to bring everyone together to talk about ideas and vision. With the new access to technology and the skill set developed over the pandemic, these new tools are now available to us whenever we would like so the idea of arranging a nationwide meeting becomes more feasible. This is something that will be quick to develop but it would need some guidance from board level as to what the purpose of the area groups hold and where they would like to move it forward. It currently seems to lack direction which even though I have an ability to shape, must come from a wider voice than just my own.

CPD Officer
Davina Wilson

Brief description of role

The CPD Officer role exists to provide a range of CPD opportunities for the BAMT membership.

Summary of the main activities undertaken for the public benefit in relation to BAMT's charitable objects, and achievements

Over the past year, CPD events have been happening effectively through BAMT with network meetings going online. The ability to use the internet to provide CPD opportunities is a new one and needs further exploring and supporting.

In my capacity outside of BAMT I have run safeguarding CPD events which have been taken up by music therapists. This experience has set me up to think differently about running CPD events along with the fact that training can be run successfully online without the added cost of venue and food hire. Some further thinking of how more relevant and dynamic CPD training could be done in conjunction with the BAMT board to move this forward.

Financial Review

Agnes Laheurte, Treasurer & Chair of the Finance Committee

Brief Description of the role

The role of the Treasurer, supported by the Finance Committee, is to oversee the sound financial management of BAMT in order to ensure its operations remain sustainable. The directors consider that it has been a satisfactory year for the charity. The figures in this report are for the period January 2020 – December 2020 (12 months).

BAMT made a deficit of £6,263 during the period ending 31 December 2020.

Income

Income was slightly lower than in previous years mainly due to the effect of the pandemic. The charity received total income of £183,774. Income from subscriptions was £156,806. The charity received £3,290 in donations. During the financial year BAMT also received insurance monies of £20,317, in respect of the postponed conference which has been allocated to designated funds.

Expenditure

Total expenditure for the period was £190,037.

Restricted and Designated Funds

At the end of the financial year BAMT had a total amount of £43,937 in restricted funds. These restricted funds can only be spent for the purposes stated by the donors at the time of the donation. In addition, BAMT had another £49,203 in designated funds, which have been set aside by the trustees for specific purposes. The designated funds comprise accumulated conference surpluses (to be used for CPD activities) and funds for projects supporting the provision of music therapy in underserved communities.

In summary the key features of the period were as follows:

The Finance sub-committee continued to meet regularly to oversee the management of BAMT's finances. The systems of internal control is being strengthened by regular review and/ or revision of internal policies and control processes.

The charity closed the year with a deficit from ordinary activities of £6,263. This was anticipated by the Board when BAMT commenced its programme of transformation and growth in 2019 and expected that some of this investment would be funded from reserves. BAMT maintains a good level of reserves to protect its sustainability. At year end, reserves were above the target level set by our reserves policy. The reserves level forms part of the regular KPIs reviewed by the Finance Committee.

BAMT continues to ensure the financial stability of the organisation by operating annual budgets and financial plans. These are presented to the Finance Committee at each meeting.

It can be seen from the figures on page 32 of the Financial Statements that, compared to earlier accounting periods, additional costs were incurred during the year on governance matters. These covered assistance from an independent consultant and from the charity's legal advisors in investigating governance issues. This committee is pleased to report that the matter giving rise to the investigations is now closed with the total of the related costs having been included in the Statement of Financial Activities for 2020.

We are extremely thankful to our members, donors and everyone who provides their support in the smooth running of the organisation.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
BRITISH ASSOCIATION FOR MUSIC THERAPY

Independent examiner's report to the trustees of British Association for Music Therapy ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended
31 December 2020.

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.



Simon Syddall FCA
For and on behalf of
Duncan & Toplis Limited
4 Henley Way
Doddington Road
Lincoln
Lincolnshire
LN6 3QR

Date: 25/11/2021.....

BRITISH ASSOCIATION FOR MUSIC THERAPY

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	Year Ended 31.12.20 Total funds £	Period 1.4.19 to 31.12.19 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,890	400	3,290	22,257
Charitable activities Promotion of music therapy	4	179,839	-	179,839	4,013
Investment income	3	<u>645</u>	<u>-</u>	<u>645</u>	<u>1,042</u>
Total		183,374	400	183,774	142,110
EXPENDITURE ON					
Charitable activities Promotion of music therapy	5	186,572	975	187,547	121,636
Other		<u>2,490</u>	<u>-</u>	<u>2,490</u>	<u>2,895</u>
Total		189,062	975	190,037	124,531
NET INCOME/(EXPENDITURE)		(5,688)	(575)	(6,263)	17,579
RECONCILIATION OF FUNDS					
Total funds brought forward		331,737	44,512	376,249	358,670
TOTAL FUNDS CARRIED FORWARD		<u>326,049</u>	<u>43,937</u>	<u>369,986</u>	<u>376,249</u>

The notes form part of these financial statements

BRITISH ASSOCIATION FOR MUSIC THERAPY

STATEMENT OF FINANCIAL POSITION
31 DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Tangible assets	10	1,118	-	1,118	1,491
Investments	11	<u>4,178</u>	<u>14,601</u>	<u>18,779</u>	<u>18,779</u>
		5,296	14,601	19,897	20,270
CURRENT ASSETS					
Stocks	12	910	-	910	910
Debtors	13	47,962	-	47,962	9,556
Cash at bank		<u>323,454</u>	<u>29,336</u>	<u>352,790</u>	<u>358,415</u>
		372,326	29,336	401,662	368,881
CREDITORS					
Amounts falling due within one year	14	<u>(51,573)</u>	-	<u>(51,573)</u>	<u>(12,902)</u>
NET CURRENT ASSETS		<u>320,753</u>	<u>29,336</u>	<u>350,089</u>	<u>355,979</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>326,049</u>	<u>43,937</u>	<u>369,986</u>	<u>376,249</u>
NET ASSETS		<u>326,049</u>	<u>43,937</u>	<u>369,986</u>	<u>376,249</u>
FUNDS					
	16				
Unrestricted funds				326,049	331,737
Restricted funds				<u>43,937</u>	<u>44,512</u>
TOTAL FUNDS				<u>369,986</u>	<u>376,249</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 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 charitable company as at the end of each financial year and of its surplus or deficit 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 charitable company.

The notes form part of these financial statements

continued...


BRITISH ASSOCIATION FOR MUSIC THERAPY

STATEMENT OF FINANCIAL POSITION - continued
31 DECEMBER 2020

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

The financial statements were approved and authorised for issue by the Board of Trustees and authorised for issue on 22nd July 2021 and were signed on its behalf by:

A LAHEURTE


.....
Treasurer and Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income

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

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 15% on cost
Computer equipment	- 25% on reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

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

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Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
Donations	2,638	15,464
Gift aid	652	543
Grants	-	6,250
	<u>3,290</u>	<u>22,257</u>

3. INVESTMENT INCOME

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
Deposit account interest	<u>645</u>	<u>1,042</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
Journal income	2,133	64
Member subscriptions	156,806	114,748
Meetings	583	520
Conferences	20,317	-
National CPD Programme	-	3,429
Sale of publication	-	50
	<u>179,839</u>	<u>118,811</u>

continued...

BRITISH ASSOCIATION FOR MUSIC THERAPY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities £	Support costs (see note 7) £	Totals £
Promotion of music therapy	<u>166,593</u>	<u>4,845</u>	<u>16,109</u>	<u>187,547</u>

6. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Other resources expended	-	-	2,490	2,490
Promotion of music therapy	<u>3,596</u>	<u>658</u>	<u>11,855</u>	<u>16,109</u>
	<u>3,596</u>	<u>658</u>	<u>14,345</u>	<u>18,599</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
Depreciation - owned assets	373	344
Hire of office equipment	1,098	2,632
Other operating leases	<u>10,038</u>	<u>7,509</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the period ended 31 December 2019.

Trustees' expenses

Trustees' expenses totalling £649 (Period ended 31.12.19 - £877) were paid to 4 (Period ended 31.12.19 - 6) trustees during the year.

9. STAFF COSTS

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
Wages and salaries	90,602	47,300
Social security costs	4,883	1,543
Other pension costs	<u>2,159</u>	<u>1,112</u>
	<u>97,644</u>	<u>49,955</u>

continued...

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

	Year Ended 31.12.20	Period 1.4.19 to 31.12.19
Administration	1	1
Development	1	-
Operations	<u>1</u>	<u>1</u>
	<u>3</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020 and 31 December 2020	<u>3,212</u>	<u>12,281</u>	<u>15,493</u>
DEPRECIATION			
At 1 January 2020	3,212	10,790	14,002
Charge for year	<u>-</u>	<u>373</u>	<u>373</u>
At 31 December 2020	<u>3,212</u>	<u>11,163</u>	<u>14,375</u>
NET BOOK VALUE			
At 31 December 2020	<u>-</u>	<u>1,118</u>	<u>1,118</u>
At 31 December 2019	<u>-</u>	<u>1,491</u>	<u>1,491</u>

11. FIXED ASSET INVESTMENTS

	2020 £	2019 £
Investment deposits	<u>18,779</u>	<u>18,779</u>
	<u>18,779</u>	<u>18,779</u>

There were no investment assets outside the UK.

Investments (neither listed nor unlisted) were as follows:

	2020 £	2019 £
Nat Savings Investment account - General Fund	178	178
Nat Savings Income Bond - General Fund	4,000	4,000
Nat Savings Income Bond J Alvin Music Therapy Fund - General	8,000	8,000
Nat Savings Investment Account J Alvin Music Therapy Fund - Research	4,182	4,182
Nat Savings Investment Account J Alvin Music Therapy Fund - Scholarship	<u>2,419</u>	<u>2,419</u>
	<u>18,779</u>	<u>18,779</u>

continued...

BRITISH ASSOCIATION FOR MUSIC THERAPY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

12.	STOCKS		
		2020	2019
		£	£
	Materials for sale	<u>910</u>	<u>910</u>
13.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2020	2019
		£	£
	Trade debtors	-	120
	Other debtors	20,969	543
	VAT	5,135	1,425
	Prepayments	<u>21,858</u>	<u>7,468</u>
		<u>47,962</u>	<u>9,556</u>
14.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2020	2019
		£	£
	Trade creditors	1,901	-
	Other creditors	2,279	8,239
	Accruals and deferred income	<u>47,393</u>	<u>4,663</u>
		<u>51,573</u>	<u>12,902</u>
15.	LEASING AGREEMENTS		
	Minimum lease payments under non-cancellable operating leases fall due as follows:		
		2020	2019
		£	£
	Within one year	4,635	8,866
	Between one and five years	-	<u>4,433</u>
		<u>4,635</u>	<u>13,299</u>

continued...

BRITISH ASSOCIATION FOR MUSIC THERAPY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

16. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	302,851	(26,005)	276,846
Designated fund	<u>28,886</u>	<u>20,317</u>	<u>49,203</u>
	331,737	(5,688)	326,049
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,735
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	3,636	400	4,036
Juliet Alvin Music Therapy Fund - Scholarship Fund	1,792	(975)	817
Juliet Alvin Music Therapy Fund - Research Fund	<u>7,956</u>	<u>-</u>	<u>7,956</u>
	<u>44,512</u>	<u>(575)</u>	<u>43,937</u>
TOTAL FUNDS	<u>376,249</u>	<u>(6,263)</u>	<u>369,986</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	183,374	(189,062)	(5,688)
Restricted funds			
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	400	-	400
Juliet Alvin Music Therapy Fund - Scholarship Fund	<u>-</u>	<u>(975)</u>	<u>(975)</u>
	<u>400</u>	<u>(975)</u>	<u>(575)</u>
TOTAL FUNDS	<u>183,774</u>	<u>(190,037)</u>	<u>(6,263)</u>

continued...

BRITISH ASSOCIATION FOR MUSIC THERAPY

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	274,316	28,535	302,851
Designated fund	<u>38,886</u>	<u>(10,000)</u>	<u>28,886</u>
	313,202	18,535	331,737
Restricted funds			
Guildford Academic Associates Music Therapy Fund	25,393	-	25,393
Juliet Alvin Music Therapy Fund - General	5,735	-	5,735
Juliet Alvin Music Therapy Fund - Humphrey Mews Memorial Fund	3,636	-	3,636
Juliet Alvin Music Therapy Fund - Scholarship Fund	2,748	(956)	1,792
Juliet Alvin Music Therapy Fund - Research Fund	<u>7,956</u>	<u>-</u>	<u>7,956</u>
	<u>45,468</u>	<u>(956)</u>	<u>44,512</u>
TOTAL FUNDS	<u>358,670</u>	<u>17,579</u>	<u>376,249</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	142,086	(113,551)	27,555
Designated fund	<u>-</u>	<u>(10,000)</u>	<u>(10,000)</u>
	142,086	(123,551)	18,535
Restricted funds			
Juliet Alvin Music Therapy Fund - Scholarship Fund	24	(980)	(956)
	<u>24</u>	<u>(980)</u>	<u>(956)</u>
TOTAL FUNDS	<u>142,110</u>	<u>(124,531)</u>	<u>17,579</u>

17. RELATED PARTY DISCLOSURES

During the year £500 was paid to a trustee for taking time away from employment for editing British Journal of Music Therapy. (Period ended 31.12.20 - £500 was paid to a trustee for taking time away from employment for editing British Journal of Music Therapy). These were considered reasonable expenses

continued...

BRITISH ASSOCIATION FOR MUSIC THERAPY

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Year Ended 31.12.20 £	Period 1.4.19 to 31.12.19 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	2,638	15,464
Gift aid	652	543
Grants	-	6,250
	<u>3,290</u>	<u>22,257</u>
Subscriptions	156,806	114,748
Investment income		
Deposit account interest	645	1,042
Charitable activities		
Journal income	2,133	64
Meetings	583	520
Conferences	20,317	-
National CPD Programme	-	3,429
Sale of publication	-	50
	<u>23,033</u>	<u>4,063</u>
Total incoming resources	183,774	142,110
EXPENDITURE		
Charitable activities		
Wages	90,602	47,300
Social security	4,883	1,543
Pensions	2,159	1,112
Hire of office equipment	1,098	2,632
Rent	10,038	7,509
Telephone	1,495	965
Postage and stationery	346	633
Office costs	4,806	3,705
Website maintenance costs	13,606	1,732
Journal costs	25,671	26,183
Leading Note costs	1,570	1,320
Marketing and publicity	4,528	1,769
Regional events	673	1,101
Subscription costs	2,123	1,263
Carried forward	163,598	98,767

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BRITISH ASSOCIATION FOR MUSIC THERAPY

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

Charitable activities		
Brought forward	163,598	98,767
Student events	-	645
AHP Rewards	575	-
National CPD programme	1,400	3,247
Consultancy fees	1,020	350
Training and Education Committee expenses	-	495
EMTC costs	-	307
Tangent grants	-	10,000
Student grants	4,845	4,865
	<u>171,438</u>	<u>118,676</u>
Support costs		
Management		
Insurance	505	377
Trustee and other governance meeting expenses	2,442	1,183
Trustee expenses	649	877
	<u>3,596</u>	<u>2,437</u>
Finance		
Bank charges	285	179
Computer equipment	373	344
	<u>658</u>	<u>523</u>
Governance costs		
Accountancy fees	2,490	2,370
Legal and professional costs	11,855	525
	<u>14,345</u>	<u>2,895</u>
	<u>190,037</u>	<u>124,531</u>
Total resources expended		
Net (expenditure)/income	<u>(6,263)</u>	<u>17,579</u>

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