

CHANGING TUNES

England & Wales · Charity number 1144789

Details

Status	Registered
Legal form	Charitable company
Company number	07791242
Registered	2011-11-24
Register	View on the Charity Commission register

Contact

Address	Suite 299 14-15 Triangle South Bristol BS8 1EY
Phone	0117 920 0151
Email	info@changingtunes.org.uk
Website	www.changingtunes.org.uk

Activities

Objects: The advancement of education in music and the performing arts to: a) offenders and ex-offenders with a view to aiding and furthering their rehabilitation; b) people at risk of offending, particularly but not exclusively young people who may be drawn into committing crime as a result of deprivation, adverse childhood experiences, neurodiversity or other adverse conditions of life.

Activities: Changing Tunes uses music teaching, rehearsing, recording, performance, improvisation and composition to aid the rehabilitation of prisoners and ex-prisoners.

Classification

- **How:** Other Charitable Activities
- **What:** Education/training
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£820,695	£754,751	£501,988	27
2024-12-31	£792,198	£641,724	£436,044	27
2023-12-31	£627,471	£561,879	£285,570	25
2022-12-31	£502,966	£541,538	£219,978	22
2021-12-31	£498,813	£418,699	-	-
2020-12-31	£347,329	£312,006	-	-

Trustees

Name	Role	Appointed
Suzanne Joan Dymond-White	Chair	2023-10-17
Benjamin Simon Judd		2026-02-26
Cornelius James L Thorne		2020-04-22
Davey George ANSCOMBE		2026-05-12
Giulia Balzan		2024-01-30
JANE LINGS		2025-04-22
James William Rimmer		2014-04-10
MICHAEL CULLUM		2012-10-11
RICHARD SAYER		2012-10-11
Vivian Kenneth Antony Brooke		2026-02-26

CHANGING TUNES

England & Wales - Charity number 1144789

Accounts



CHANGING TUNES

Report and Financial Statements

of Changing Tunes



For the year ended 31 December 2025

Charity No. 1144789 Company No. 07791242

CHANGING TUNES
FINANCIAL STATEMENTS
YEAR ENDING 31 DECEMBER 2025

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CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDING 31 DECEMBER 2025

Charity No. 1144789

Company No. 07791242

Registered office: Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Ambassador

Jonathan James

Founder and Patron

Dr Richard Pendlebury FRSA MBE DL

Trustees

Andrew Wood BSc ACA (Resigned February 2026)

Richard Sayer BA Hons, BSocSci Hons

Paula Harriott (resigned April 2025)

Suzy Dymond-White (Chairperson)

Jane Lings (Appointed April 2025)

Giulia Balzan

HHJ Michael Cullum

James Rimmer MSc BSc

James Thorne

Cameron Harper (Resigned July 2025)

Key management personnel

Chief Executive

Musical Director

Fundraising Manager

Office Manager

David Jones

Gareth Hamer

Rea Mole

Lindsay Sellors-Moore

Independent Examiner

Joshua Kingston BSc. FCA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Bankers

Lloyds TSB, 317 Gloucester Road, Bristol, BS7 8PG

Office: PO Box 2646, Bristol, BS6 9BU

Telephone: 0844 414 6083 | **Email:** info@changingtunes.org.uk | **Website:** www.changingtunes.org.uk

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2025

The Trustees present their report and the financial statements which have been independently examined for the year ended 31 December 2025.

Structure, governance, and management

Charitable Status

Changing Tunes is a company limited by guarantee (number 07791242) which was incorporated on 29 September 2011. It attained registered charity status with the Charity Commission of England and Wales (number 1144789) on 24 November 2011.

This charity was set up to take over the activities of an existing unincorporated charity of the same name, which was founded in 1997 as part of the work of the Bristol Chaplaincy, established as an Association with a Constitution on 2 February 2000, and granted charitable status on 2 March 2000 (charity number 1079673). As such, the assets and funds of the unincorporated charity were donated to this charity on 31 December 2011. The Memorandum and Articles were amended on the 23rd October 2024.

The Charitable Objects

The object for which the Charity is established is as follows:

The advancement of education in music and the performing arts to:

- a) offenders and ex-offenders with a view to aiding and furthering their rehabilitation;**
- b) people at risk of offending, particularly but not exclusively young people who may be drawn into committing crime as a result of deprivation, adverse childhood experiences, neurodiversity or other adverse conditions of life.**

The majority of the work of the charity continues to focus on working with people inside prison or post release. However, the change of charitable objects reflects a growing need and ambition to work preventatively to stem the flow of young people experiencing school exclusion entering the Criminal Justice System.

Trustees

The charity's trustees meet at least four times a year to discuss and review the progress and development of the charity, and are kept up-to-date, between meetings, by email. Where a requirement for a new trustee is identified, suitable individuals are identified and approved and appointed by the remaining trustees. The Chairperson of Trustees is responsible for the induction of any new trustee. New trustees have to gain an awareness of trustees' responsibilities, the governing document, administrative procedures, and the history and philosophy of the charity.

The board is fortunate in being well represented in many areas and skillsets and new appointments to the board are always made to address gaps or to add skillsets and experience to those not already represented.

Trustees will take advice from advisors, but also through the trustees' own professional networks, when these are of use.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2025

Delegation to Management

The charity trustees delegate the responsibility of running the charity, day-to-day, to the Chief Executive and his senior management team. However, matters like annual pay reviews and areas of new activity, are put forward to trustee meetings, debated, and approved.

Risk Management

The trustees have reviewed the major risks and consider these major risks at each of its meetings during the course of the year, and there are systems in place to manage those risks. In addition, the board can be convened at any point, if a major issue is highlighted by the CEO to the Chair of Trustees.

The top 5 risks as identified in the Risk Matrix are:

- Income falls below level of expenditure
- Change in Political approach to prison-based funding e.g. DPS
- Injury to staff/volunteer due to participant's violence or another occupational hazard
- Changing Tunes linked to high profile security breach relating to video/music such as inappropriate lyrical content
- Scandal associated with a prisoner or ex-prisoner with whom Changing Tunes has worked (or with a prison where Changing Tunes works)

All of the above risks as well as those listed in the Matrix have been considered with controls and mitigating factors put in place.

Inevitably continued funding, to ensure continuation of services and employment is a constant challenge, but the trustees review quarterly management accounts, a re-forecast for the year, as needed, and fundraising applications and successes, at each of its trustee meetings.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2025

With Thanks

We would like to thank all those who have supported the Charity this year including:

29th May 1961 Charitable Trust
Aurum Charitable Trust
Bromley Trust
Burden Trust
Charities Trust
D'Oyly Carte Charitable Trust
E G Priestley Charitable Trust
Elmgrant Trust
Finzi Trust
Foyle Foundation
Fulmer Trust
Garfield Weston Foundation
George Henry Collins Charity
Goldcrest Charitable Trust
Grimmitt Trust
Henry Smith Charity
Jerusalem Trust
John and Susan Bowers Fund
Leathersellers' Foundation

Lloyd Robinson Family Charitable Trust
Lloyds Bank Foundation for England and Wales
Macfarlane Walker Trust
National Lottery Community Fund
Nisbet Trust
Noel Buxton Trust
Parivar Trust
Patricia Routledge Foundation
Quartet Community Foundation
SJP Foundation
Souter Charitable Trust
Swire Charitable Trust
The Drapers' Charitable Fund
The Lightbulb Trust
Walter Guinness Charitable Trust
Youth Music

We are also grateful to every individual who donated to Changing Tunes

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2025

Chairperson's report

It has been an honour to Chair the Board of Trustees through this year. Delivering a service in prisons is never an easy environment and this year has seen continued economic and political challenges.

It is a huge credit to CEO Dave Jones that we ended the year in a financially strong position. His consistent attention to securing funding and balancing the immediate and longer-term needs is a successful strategy. He is brave enough to explore ideas such as Corporate Fund Raising while managing risks appropriately. Safeguarding will always be a priority working with people in the criminal justice system. The Trauma Steering Group has made the decision to build on the bronze accreditation by enrolling on the silver award. This is fully supported by the Board and seen as a necessary development.

Early intervention work has grown; staff are developing their skills and confidence in this area. There is also growth in our post release hubs and community settings with Probation. The balance of delivery in and out of custody is carefully calculated to ensure we maintain our core mission and our reputation with prisons remains high. A new service 'Second Verse' has been launched and early feedback from Probation has been positive.

Red Tangent Records goes from strength to strength with the highest number of artists ever. A new concert in Exeter was a great success reflecting the amount of work in that area. Much work has been done behind front line delivery with new IT systems and streamlining of processes. New roles have been introduced to enhance and broaden fund raising to secure a stronger financial outlook.

The London Marathon Team has seen a few changes but a full compliment are training hard despite the challenges of a very wet winter. Enthusiasm is high and fund raising is creative.

The Board continues to be dynamic and has recently recruited 4 new members to better reflect the people we serve. The team of staff and volunteers continue to be loyal and committed and Dave Jones' creative and caring leadership is greatly appreciated by them and our beneficiaries. Changing Tunes continues to be a leader in its field and remains a credible and highly respected organisation that I am proud to be part of.

Suzy Dymond-White
Chairperson of Trustees

Statement of public benefit

The trustees have complied with their legal duty under the Charities Act to have regard to the public benefit guidance published by the Charity Commission.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2025

Chief Executive's Report

2025 was a year of lows and then highs. The 2024 General Election triggered departmental spending reviews which in turn resulted in departmental cuts, these cuts were then passed on to suppliers of the MOJ such as ourselves. This sudden and unexpected shift in public sector funding meant we had to adapt and quickly. The resulting management of change saw many staff lose hours. The process was tough but extremely well handled by staff as they showed grit and a commitment to their work. The necessary cuts were achieved without any redundancies. Within months of completing the reductions in delivery we won a contract for delivery in a new prison HMP Bullingdon fully funded! The irony was not lost on staff.

The rest of the year progressed well. We developed our next 5 year Strategy launched in Jan 2026 through a series of meetings with staff from all parts of our organisation. The strategy draws on the strengths of the organisation over many years and undertakes to apply them to emerging opportunities. It also seeks to balance the needs of our participants with those of our staff to ensure the work is sustainable. Details are shown below.

Changing Tunes broadened its portfolio of partner organisations by beginning to work alongside Urban Pursuits, BeXcellence and Bristol Drugs Project. These partnerships have enabled to work with young people on the edge of permanent exclusion and those with addiction histories. Statistically these are the groups of people who are more likely to get caught up in the Criminal Justice System.

After 5 years of effort we launched Second Verse our first direct partnership with Probation. People on license or on community sentences can now be referred to work with Changing Tunes as part of their rehabilitative journey. The first cohort showed high levels of engagement and positive outcomes. This project will be the basis of our growth and development working with people post release as we seek to roll this out to other Probation areas.

Achievements and Performance

As part of our work we undertake bespoke monitoring and evaluation. Below are the participant outcomes for 2025 which we are extremely proud of:

- 85% gained self-esteem since working with us
- 89% developed self-confidence since working with us
- 79% felt more hopeful about their future since working with us
- 85% felt more able to achieve their goals since working with us
- 92% aligned with a positive identity since working with us
- 85% felt part of something positive since working with us
- 89% stated they had found healthy relationships through working with us
- 92% stated they now use music to help with their mental health since working with us
- 90% feel that music is a positive force in their lives since working with us

Our participant reoffending rate continues to remain under 5%. For comparison the reoffending rate for England and Wales is currently at 48% within one year of release.

CHANGING TUNES
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Outputs of 2025:

Our year in numbers. Despite the reductions in prison funding and the associated disruption we are please see numbers of people worked with rise to an all-time high.

Group music sessions delivered	2,804
Participants worked with	905
Audience numbers	1,565
Recordings sessions	163
Koestler Awards received	39

Fundraising and Communications

The fundraising for this year has been exceptional with us surpassing our trusts and foundations income target. Since COVID-19 we have had a policy of seeking to diversify our income streams. In the last year we have invested in new positions to focus on generating a Corporate Funding strategy and develop our individual giving programme. We are hopeful that both of these new initiatives will begin to yield fruit in 2026.

Our social media channels continue to grow enabling us to get our message out to a wider audience.

The following quote epitomises our work and the difference it makes to individuals:

“Creating and playing music helps me deal with feelings of despair and depression and restores a sense of worth and purpose, after making an impulsive mistake which has destroyed relationships and negated former achievements.”

Financial Review

Income in 2025 was £820,695 compared to £792,198 in 2024, of which 82% was unrestricted funds. Expenditure rose to £754,751 reflecting rising staff costs and expansions of fundraising spend and frontline delivery. The resulting surplus of £65,944 was an excellent result given financial pressures during the year.

Unrestricted funds at the year-end stood at £464,298. The reserves policy of the charity prescribes maintaining a balance of six months' expenditure. This equates to reserves of £377,375 and, at the year-end, free reserves were £406,940 which is in excess of our current policy. The Trustees have designated a Capital Fund during the year of £45,000. No funds, whether restricted or unrestricted, were in deficit at the year-end.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2025

5-Year Strategy

After a series of meetings with Trustees, senior leaders and representatives from the staff body we have arrived at our 5-year strategy. The strategy will guide our development of the coming years.

OBJECTIVE 1: AMPLIFY YOUNG VOICES IN NON-MAINSTREAM EDUCATION

We will expand our work into alternative education settings through **Young Voices**, a dedicated programme for vulnerable young people. This initiative will bring the benefits of creative expression to those experiencing exclusion, instability and trauma, helping them build resilience and a positive sense of identity. Over the next five years we will position Changing Tunes as a trusted and valued partner for nonmainstream educational providers.

The initial focus of this work will be in Birmingham.

OBJECTIVE 2: STRENGTHEN THE SUSTAINABILITY OF THE MUSICIAN IN RESIDENCE MODEL

Our Musicians in Residence are fundamental to our impact. We will ensure this model is sustainable by investing in recruitment, training, supervision and wellbeing. We will strengthen organisational capacity, maintain continuity of delivery across sites, and build a stable foundation for the long-term growth of our programmes.

OBJECTIVE 3: EXPAND POST-RELEASE COMMUNITY MUSIC PATHWAYS

We will increase access to community-based musical support for people leaving prison, ensuring continuity between in prison and community provision. By expanding our community hubs and building strong local partnerships, we aim to provide structure, connection and purpose during the critical period following release. Having worked with Changing Tunes in prison will no longer be a pre-requisite for working with us outside. Second Verse will be rolled out across our patch. An 'alumni' programme will be developed to support participants who no longer require intensive support.

The initial focus of this work will be in Devon.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2025

Statement of Trustees' responsibilities

The trustees (who are also directors of Changing Tunes for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

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

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

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

Suzy Dymond-White

Signed by order of the Trustees

Suzy Dymond-White, Chairperson

Date: 23 April 2026

CHANGING TUNES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHANGING TUNES YEAR ENDING 31 DECEMBER 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.

Joshua Kingston

Joshua Kingston BSc. FCA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 23 April 2026

CHANGING TUNES

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 DECEMBER 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Donations and legacies	2	345,118	148,489	493,607	464,946
Charitable activities					
Prison Post-Release Work		314,659	-	314,659	319,839
Other trading activities		4,121	-	4,121	2,003
Investment income		7,743	-	7,743	5,410
Other income		565	-	565	-
Total income		<u>672,206</u>	<u>148,489</u>	<u>820,695</u>	<u>792,198</u>
Expenditure on:					
Raising funds	4	101,770	-	101,770	60,385
Charitable activities	5	467,307	185,674	652,981	581,339
Total expenditure		<u>569,077</u>	<u>185,674</u>	<u>754,751</u>	<u>641,724</u>
Net income / (expenditure) and net movement in funds	7	103,129	(37,185)	65,944	150,474
Total funds at start of year	16	361,169	74,875	436,044	285,570
Total funds at end of year	16	<u>464,298</u>	<u>37,690</u>	<u>501,988</u>	<u>436,044</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 15 to 26 form part of these financial statements
See note 10 for fund-accounting comparative figures

CHANGING TUNES

BALANCE SHEET

AS AT 31 DECEMBER 2025

Company number: 07791242

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	12,358	7,963
Current assets			
Debtors	12	55,922	59,427
Cash at bank and in hand		444,375	380,247
		<u>500,297</u>	<u>439,674</u>
Liabilities			
Creditors : amounts falling due within one year	13	(10,667)	(11,593)
Net current assets		<u>489,630</u>	<u>428,081</u>
Total net assets		<u>501,988</u>	<u>436,044</u>
FUNDS			
Unrestricted funds			
General funds	17	406,940	353,206
Designated funds	17	57,358	7,963
Restricted funds	17	37,690	74,875
Total funds		<u>501,988</u>	<u>436,044</u>

For the year ended 31 December 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with requirements of the Act with respect to accounting records and the preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 23 April 2026 and signed on their behalf by:

Suzy Dymond-White

.....
Suzy Dymond-White
Chairperson of Trustees

The notes on pages 15 to 26 form part of these financial statements

CHANGING TUNES

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2025

	Note	2025 £	2024 £
Net cash inflow / (outflow) from operating activities	14	66,229	126,640
Non-operational cash flows:			
Investing activities			
Fixed asset additions		(9,844)	(7,957)
Investment income		7,743	5,410
		<u>(2,101)</u>	<u>(2,547)</u>
Net cash inflow / (outflow) for the year	15	<u><u>64,128</u></u>	<u><u>124,093</u></u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 15 to 26 form part of these financial statements

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a public benefit entity as defined under FRS102. The Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

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 settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual basis, inclusive of any VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions, costs of goods sold and other costs which include the costs of running and participating in fundraising events and collections and cost of goods purchased for resale.

Charitable Activities

Expenditure on charitable activities comprises those costs incurred by the Charity in the delivery of its activities and services. It includes both costs that can be allocated directly to this activity and those costs of an indirect nature necessary to support them.

Support costs and other costs that cannot be directly attributed to activities are allocated on a basis consistent with the use of the resource.

Governance costs

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

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

1 Accounting policies (*continued*)

Tangible fixed assets

Fixed assets are stated at cost with purchases of £500 or greater being capitalised. Depreciation is calculated so as to write off the cost of fixed assets over the useful life as follows:

Music equipment	25% reducing balance
Office equipment	25% straight line

Debtors

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

Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Fund accounting

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

Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time 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 note 16 of the financial statements.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Individual gifts	53,254	-	53,254
Church gifts	4,181	-	4,181
Grants received (Note 3)	287,683	148,489	436,172
	<u>345,118</u>	<u>148,489</u>	<u>493,607</u>
Prior year comparative	Unrestricted	Restricted	Total Funds
	Funds	Funds	2024
	£	£	£
Restated			
Individual gifts	45,931	556	46,487
Church gifts	3,771	-	3,771
Grants received (Note 3)	258,846	155,842	414,688
	<u>308,548</u>	<u>156,398</u>	<u>464,946</u>

3 Grants received

	2025 £	2024 £
Aurum Charitable Trust	20,000	20,000
Garfield Weston Foundation	25,000	25,000
Harrison-Frank Family Foundation	-	40,000
Henry Smith Charitable Trust	49,350	31,350
John James Foundation	-	10,000
Lightbulb Trust	40,000	30,000
Lloyds Bank Foundation	25,000	25,000
NL Community Fund	-	56,351
NL Main Grants	58,045	-
SJP Foundation	11,000	10,000
Swire Charitable Trust	20,000	20,000
The Bromley Trust	20,000	20,000
The Burden Trust	15,000	15,000
The Jerusalem Trust	15,000	10,000
The Nisbet Charitable Trust	20,000	20,000
The Valentine Charitable Trust	-	10,000
Drapers Charitable Trust	15,000	-
Foyle Foundation	20,000	-
Leathersellers Company	22,500	-
Grants under £10k	60,277	71,987
	<u>436,172</u>	<u>414,688</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

4 Expenditure on: Raising funds

	Total 2025 £	Total 2024 £
Fundraising staff costs	76,450	53,109
Travel and subsistence costs	1,669	600
Website costs	3,909	3,676
Other costs	19,742	3,000
	<u>101,770</u>	<u>60,385</u>

Current and prior year all represented by unrestricted funds.

5 Expenditure on: Charitable activities

	Direct Costs £	Support Costs (Note 6) £	Total 2025 £
Prison Post-Release Work	444,006	208,975	652,981
	<u>444,006</u>	<u>208,975</u>	<u>652,981</u>

	Direct Costs £	Support Costs (Note 6) £	Total 2024 £
Prison Post-Release Work	418,676	162,663	581,339
	<u>418,676</u>	<u>162,663</u>	<u>581,339</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

6 Support Costs

	Total 2025 £	Total 2024 £
Management & admin costs	137,647	101,342
Equipment	1,993	109
Travel and subsistence	5,496	4,032
Training	-	145
Office costs	32,767	27,626
Recruitment	477	1,384
Accountancy fees	3,500	2,652
Publication and printing	3,176	3,793
Professional fees	14,510	13,312
Depreciation	5,032	4,035
Loss on disposal of fixed assets	417	453
<i>Governance costs:</i>		
Independent examiner's fees	3,960	3,780
	<u>208,975</u>	<u>162,663</u>

7 Net income / (expenditure) for the year

	2025 £	2024 £
This is stated after charging:		
Independent examiner's fee: - for independent examination	1,855	1,710
- for accounts preparation	2,105	2,070
Depreciation	5,032	4,035
Loss on disposal of fixed assets	417	453

The total Trustees' expenses paid during the year £Nil (2024: £Nil). Jane Lings (newly appointed trustee) received payments of £1,305 for provision of professional services during the year.

These payments are permitted under the Memorandum & Articles of Association.

No other Trustee received any remuneration during the current or previous year.

Aggregate donations from Trustees, key management personnel, and other related parties in the year was £5,388 (2024: £4,175).

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

8 Staff costs and numbers

	2025	2024
	£	£
The aggregate payroll costs were:		
Wages & salaries	510,883	475,656
Social security costs	51,163	35,342
Pension contributions	17,003	14,828
	<u>579,049</u>	<u>525,826</u>

The average weekly number of employees based on headcount during the year was 29 (2024: 27). One employee (2024: One) received emoluments between £60,000 to £70,000.

The key management personnel comprise of the Trustees, the Chief Executive Officer, the Musical Director, Fundraising Manager and the Office Manager. The total employee benefits of the key management personnel were £179,500 (2024: £172,955).

9 Taxation

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

10 Statement of Financial Activities comparative figures

For the year ended 30 December 2024	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Income from:			
Donations and legacies	308,548	156,398	464,946
Charitable activities			
Prison Post-Release Work	319,839	-	319,839
Other trading activities	2,003	-	2,003
Investment income	5,410	-	5,410
Total income	<u>635,800</u>	<u>156,398</u>	<u>792,198</u>
Expenditure on:			
Raising funds	60,385	-	60,385
Charitable activities	413,231	168,108	581,339
Total expenditure	<u>473,616</u>	<u>168,108</u>	<u>641,724</u>
Net income / (expenditure) for the year and net movement in funds	162,184	(11,710)	150,474
Total funds at start of year	198,985	86,585	285,570
Total funds at end of year	<u>361,169</u>	<u>74,875</u>	<u>436,044</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

11 Tangible fixed assets

	Office Equipment £	Musical Equipment £	Total £
Cost or valuation			
At 31 December 2024	6,684	5,894	12,578
Additions	5,197	4,647	9,844
Disposals	(1,663)	(500)	(2,163)
At 31 December 2025	<u>10,218</u>	<u>10,041</u>	<u>20,259</u>
Depreciation			
At 31 December 2024	2,321	2,294	4,615
Charge for the year	2,970	2,062	5,032
Disposals	(1,351)	(395)	(1,746)
At 31 December 2025	<u>3,940</u>	<u>3,961</u>	<u>7,901</u>
Net book value			
At 31 December 2025	<u>6,278</u>	<u>6,080</u>	<u>12,358</u>
At 30 December 2024	<u>4,363</u>	<u>3,600</u>	<u>7,963</u>

12 Debtors

	2025 £	2024 £
Due in less than one year:		
Trade debtors	17,347	34,967
Prepayments and accrued income	36,657	22,705
Other debtors	1,918	1,755
	<u>55,922</u>	<u>59,427</u>

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Other creditors	3,327	3,299
Accruals and deferred income	7,340	8,294
	<u>10,667</u>	<u>11,593</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

14 Reconciliation of net movement in funds to net cash inflow from operating activities

	2025 £	2024 £
Statement of Financial Activities: Net movement in funds	65,944	150,474
Investment income	(7,743)	(5,410)
Depreciation	5,032	4,035
(Increase) / Decrease in debtors	3,505	(17,999)
(Decrease) / Increase in creditors: current liabilities	(926)	(4,913)
(Gains) / Losses from sale of fixed assets	417	453
Net cash inflow / (outflow) from operating activities	<u>66,229</u>	<u>126,640</u>

15 Analysis of changes in cash during the year

	2025 £	2024 £	Change £
Cash at bank and in hand	<u>444,375</u>	<u>380,247</u>	<u>64,128</u>
	2024 £	2023 £	Change £
Cash at bank and in hand	<u>380,247</u>	<u>256,154</u>	<u>124,093</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

16 Movement in funds

For the year ended 31 December 2025

	At 1 Jan 2025 £	Income £	Expenditure £	Transfers £	At 31 Dec 2025 £
Restricted funds					
Foyle Foundation	-	14,000	(14,000)	-	-
Erlestoke	-	5,860	(4,451)	-	1,409
Lightbulb Trust	15,676	20,000	(24,877)	-	10,799
Nisbet	11,926	14,000	(23,498)	-	2,428
NL - Community Fund	5,324	45,954	(36,786)	-	14,492
Quartet CF	-	9,900	(8,545)	-	1,355
Sheriff of Gloucester	551	-	(551)	-	-
SJP Foundation	-	10,000	(10,000)	-	-
Small Trusts	16,171	3,500	(15,286)	-	4,385
Small trusts/Young Voices	6,140	9,800	(13,118)	-	2,822
Swire	7,342	14,000	(21,342)	-	-
Valentines/ Guy Marsh	5,963	-	(5,963)	-	-
Youth Music/RTR YA	5,782	1,475	(7,257)	-	-
	<u>74,875</u>	<u>148,489</u>	<u>(185,674)</u>	<u>-</u>	<u>37,690</u>
Unrestricted funds					
General funds	353,206	672,206	(564,045)	(54,427)	406,940
<i>Designated funds</i>					
Fixed asset fund	7,963	-	(5,032)	9,427	12,358
Capital fund	-	-	-	45,000	45,000
	<u>361,169</u>	<u>672,206</u>	<u>(569,077)</u>	<u>-</u>	<u>464,298</u>
Total funds	<u>436,044</u>	<u>820,695</u>	<u>(754,751)</u>	<u>-</u>	<u>501,988</u>

Designated Fund Descriptions

Fixed asset fund

These funds represent the net book value of fixed assets held by the Charity.

Capital fund

These funds are for refurbishment of our studio space.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

16 Movement in funds (continued)

For the year ended 31 December 2024

Restated	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	At 31 Dec 2024 £
Restricted funds					
Anchor Foundation/TFN	4,559	-	(4,559)	-	-
Erlestoke	-	3,758	(3,758)	-	-
Harrison-Frank	-	14,000	(14,000)	-	-
Lightbulb Trust	8,758	21,000	(14,082)	-	15,676
Nisbet	-	14,000	(2,074)	-	11,926
NL - Community Fund	28,302	41,424	(64,402)	-	5,324
Sheriff of Gloucester	-	2,000	(1,449)	-	551
SJP Foundation	-	10,000	(10,000)	-	-
Small Trusts	22,563	10,876	(17,268)	-	16,171
Small trusts/Young Voices	-	18,340	(12,200)	-	6,140
Swire	-	14,000	(6,658)	-	7,342
Valentines/ Guy Marsh	4,476	7,000	(5,513)	-	5,963
Youth Music/RTR YA	17,927	-	(12,145)	-	5,782
	<u>86,585</u>	<u>156,398</u>	<u>(168,108)</u>	<u>-</u>	<u>74,875</u>
Unrestricted funds					
General funds	194,491	635,800	(469,581)	(7,504)	353,206
Designated funds	4,494	-	(4,035)	7,504	7,963
	<u>198,985</u>	<u>635,800</u>	<u>(473,616)</u>	<u>-</u>	<u>361,169</u>
Total funds	<u>285,570</u>	<u>792,198</u>	<u>(641,724)</u>	<u>-</u>	<u>436,044</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

16 Movement in funds (*continued*)

Restricted Fund Descriptions

Anchor Foundation/TFN

These funds were given for rehabilitative music work at Eastwood Park women's prison.

Erlestoke

These funds were given towards the charity's work in HMP Erlestoke.

Foyle Foundation

These funds were given towards the growth of 'Young Voices' music learning programme with young people in prison and children at risk of offending in 2025.

Harrison-Frank

These funds are for salaries to support group music making with prisoners and ex-prisoners.

John James

These funds are for Vinney Green and PRU work with young people.

Lightbulb Trust

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

Nisbet

These funds are for the rehabilitation programme at Vinney Green and St Matthias.

NL - Community Fund

These funds were given to help the development of women with lived experience.

Quartet Community Fund

These funds were given for music Intervention Programme which supports young people at risk of permanent exclusion from school and criminal activity.

Sheriff of Gloucester

These funds were given to support our work at Vinney Green Secure Unit.

SJP Foundation

These funds were given for rehabilitative music work with young people who are in the criminal justice system, or are at risk of entering it.

Small Trusts

These funds represent lots of smaller amounts given towards a particular aspect of the charity's work. The majority of the funds represent grants given for work in a specified prison.

Small trusts/Young Voices

These funds were given for rehabilitative music work with young people who are in the criminal justice system, or are at risk of entering it.

Swire

These funds were given to support the Young Voices project.

Valentines/ Guy Marsh

Funding received for prison work in Dorset (Guy's Marsh).

Youth Music/RTR YA

These funds were given for work with 18-25 year olds by Red Tangent Records.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

17 Analysis of net assets between funds

	Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total
As at 31 December 2025				
	£	£	£	£
Tangible fixed assets	-	12,358	-	12,358
Other net assets	37,690	45,000	406,940	489,630
	<u>37,690</u>	<u>57,358</u>	<u>406,940</u>	<u>501,988</u>
As at 31 December 2024				
	£	£	£	£
Tangible fixed assets	-	7,963	-	7,963
Other net assets	74,875	-	353,206	428,081
	<u>74,875</u>	<u>7,963</u>	<u>353,206</u>	<u>436,044</u>

18 Related party transactions

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements.

CHANGING TUNES

England & Wales - Charity number 1144789

Accounts



CHANGING TUNES

Report and Financial Statements

of Changing Tunes



For the year ended 31 December 2024

Charity No. 1144789

Company No. 07791242

CHANGING TUNES
FINANCIAL STATEMENTS
YEAR ENDING 31 DECEMBER 2024

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CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDING 31 DECEMBER 2024

Charity No. 1144789

Company No. 07791242

Registered office: Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Ambassador

Jonathan James

Founder and Patron

Dr Richard Pendlebury FRSA MBE DL

Trustees

Andrew Wood BSc ACA

Richard Sayer BA Hons, BSocSci Hons

Paula Harriott

Suzy Dymond-White (Chairperson)

Giulia Balzan (Appointed 30/01/2024)

HHJ Michael Cullum

James Rimmer MSc BSc

James Thorne

Cameron Harper

Key management personnel

Chief Executive

Musical Director

Fundraising Manager

Office Manager

David Jones

Gareth Hamer

Rea Mole

Lindsay Sellors-Moore

Independent Examiner

Joshua Kingston BSc. ACA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Bankers

Lloyds TSB, 317 Gloucester Road, Bristol, BS7 8PG

Virgin Bank, Jubilee House, Gosforth, NE3 4PL

Office: PO Box 2646, Bristol, BS6 9BU

Telephone: 0844 414 6083 | **Email:** info@changingtunes.org.uk | **Website:** www.changingtunes.org.uk

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

The Trustees present their report and the financial statements which have been independently examined for the year ended 31 December 2024.

Structure, governance, and management

Charitable Status

Changing Tunes is a company limited by guarantee (number 07791242) which was incorporated on 29 September 2011. It attained registered charity status with the Charity Commission of England and Wales (number 1144789) on 24 November 2011.

This charity was set up to take over the activities of an existing unincorporated charity of the same name, which was founded in 1997 as part of the work of the Bristol Chaplaincy, established as an Association with a Constitution on 2 February 2000, and granted charitable status on 2 March 2000 (charity number 1079673). As such, the assets and funds of the unincorporated charity were donated to this charity on 31 December 2011. The Memorandum and Articles were amended on the 23rd October 2024.

The Charitable Objects

The object for which the Charity is established is as follows:

The advancement of education in music and the performing arts to:

- a) offenders and ex-offenders with a view to aiding and furthering their rehabilitation;**
- b) people at risk of offending, particularly but not exclusively young people who may be drawn into committing crime as a result of deprivation, adverse childhood experiences, neurodiversity or other adverse conditions of life.**

The majority of the work of the charity continues to focus on working with people inside prison or post release. However, the change of charitable objects reflects a growing need and ambition to work preventatively to stem the flow of young people experiencing school exclusion entering the Criminal Justice System.

Trustees

The charity's trustees meet at least four times a year to discuss and review the progress and development of the charity, and are kept up-to-date, between meetings, by email. Where a requirement for a new trustee is identified, suitable individuals are identified and approved and appointed by the remaining trustees. The Chairperson of Trustees is responsible for the induction of any new trustee. New trustees have to gain an awareness of trustees' responsibilities, the governing document, administrative procedures, and the history and philosophy of the charity.

The board is fortunate in being well represented in many areas and skillsets and new appointments to the board are always made to address gaps or to add skillsets and experience to those not already represented.

Trustees will take advice from advisors, but also through the trustees' own professional networks, when these are of use.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

Delegation to Management

The charity trustees delegate the responsibility of running the charity, day-to-day, to the Chief Executive and his senior management team. However, matters like annual pay reviews and areas of new activity, are put forward to trustee meetings, debated, and approved.

Risk Management

The trustees have reviewed the major risks, and consider these major risks at each of its meetings during the course of the year, and there are systems in place to manage those risks. In addition, the board can be convened at any point, if a major issue is highlighted by the CEO to the Chair of Trustees.

The top 5 risks as identified in the Risk Matrix are:

- Unscheduled departure of key personnel namely CEO and Fundraising manager
- Failure to adhere to prison regulations
- Change in political approach to prison-based funding
- Scandal associated with a prisoner or ex-prisoner with whom Changing Tunes has worked
- Injury to staff member

All of the above risks as well as those listed in the Matrix have been considered with controls and mitigating factors put in place.

Inevitably continued funding, to ensure continuation of services and employment is a constant challenge, but the trustees review quarterly management accounts, a re-forecast for the year, as needed, and fundraising applications and successes, at each of its trustee meetings.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2024

With Thanks

We would like to thank all those who have supported the Charity this year including:

Armourers & Brasiers' Gauntlet Trust	Joyce Fletcher Charitable Trust
Aurum Charitable Trust	Langtree Trust
Austin Bailey Foundation	Lloyds Bank Foundation for England and Wales
Bromley Trust	Lord Austin Trust
Burden Trust	MacFarlane Walker Charitable Trust
CB & HH Taylor 1984 Trust	Music for All
Charlotte Bonham Carter Charitable Trust	National Lottery Reaching Communities Fund
Edward and Dorothy Cadbury Trust	Nisbet Trust
Fanny Hugill Trust	Noel Buxton Trust
Finzi Trust	Norman Family Trust
Fitton Trust	Parivar Trust
Fulmer Charitable Trust	Patrick Trust
Garfield Weston Foundation	Quartet Community Foundation
Garrod Family Charitable Trust	Samuel Gardner Memorial Trust
George Henry Collins Award	Sir John and Lady Heathcoat Amory's Charitable Trust
GJW Turner Trust	Trust
Gloucestershire Community Foundation	SJP Foundation
Goldcrest Charitable Trust	Souter Trust
Grantham Yorke Trust	Swire Charitable
Greene Settlement	The Bristol 500
Harrison-Frank Family Foundation	The Grimmitt Trust
Henry Smith Charity	The John and Susan Bowers Fund
Hoddell Charitable Trust	The Lightbulb Trust
Jerusalem Trust	Three Oaks Trust
John James Bristol Foundation	Valentine Charitable Trust
John Thaw Foundation	

We are also grateful to every individual who donated to Changing Tunes

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

Chairperson's report

I am privileged to have taken over the role of Chairperson of Changing Tunes Board of Trustees; an organisation that I have known and admired for many years. CEO David Jones continues to ensure it thrives in the increasingly complex external economic and political environment. His courageous and insightful leadership is ensuring development opportunities and a secure future.

The financial position has been generally strong but was adversely affected by a freeze in the dynamic purchasing budgets of prisons post-election. Our CEO has done impressive work on managing this to limit the impact and the future looks positive. Much energy has been put into securing funding to ensure sustainability. 6 places have been secured in the London Marathon from 2026 onwards for 4 years which will raise funding as well as being good publicity.

Staff and Trustee development and protection have been improved on with Safeguarding and Anti-corruption training taking place as well as a staff day run by the Becoming an Anti-Racist Organisation Steering Group. The restructure that implemented Project Leads is proving successful and allowing the CEO more strategic opportunity. The Charitable Objectives were broadened to encompass early intervention work which gives wider delivery options.

The creative output is as strong as ever with a strong presence in prisons, other institutions and the community bringing our offer to a wide range of beneficiaries. Concerts have taken place in Bristol and Solihull as well as a Bristol High Sheriff concert, an active part in a funeral/memorial service in prison and the Creative Communities Summer Show. The Koestler Awards reflected the quality of the outputs with 6 Gold, 7 Silver, 15 Bronze, 16 Highly Commended, 31 Commended and 2 Under 25 Special Awards.

I must praise the team of staff and volunteers for their loyalty and commitment and the recipients of our work for their engagement and positive feedback on how Changing Tunes impacts their lives. The strong team ethos is maintained despite the necessary disparate way of working and this is testament to the inclusive style of leadership of the CEO and the credibility of the organisation.

Suzy Dymond-White
Chairperson of Trustees

Statement of public benefit

The trustees have complied with their legal duty under the Charities Act to have regard to the public benefit guidance published by the Charity Commission.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

Chief Executive's Report

We began our year by restructuring our leadership responding to growth and the increasing range of our activities. The internally recruited Project Leads now oversee different areas of our work: Preventative/Young people, Prisons and Post release/Advocacy. We are hopeful that this addition of a new leadership capacity and specialisation will enable Changing Tunes to adapt to the changing climate we work in.

From a delivery perspective the organisation has had a very good year, working with more people than ever before, both in prison and in the community. We have focussed on developing our preventative work under the banner of Young Voices as well as diversifying our post-release offering to better target different groups of people with lived experience of prison. This deepening of our work has been accompanied by a deepening of our knowledge and expertise in working in a Trauma aware way, something we are committed to ongoing.

A pilot of working with young people on the edge of permanent exclusion has proved once again that our model is highly effective at engagement and building trusting relationships. The work led to the exploration of themes such as bullying, knife crime, abuse and other factors affecting young people's behaviour in school. We are extremely pleased that this pilot has now been funded to be rolled out across the year in 2025.

Our collaboration with the Bristol Drugs Project to support participants with Drugs and Alcohol usage has proved to be increasingly popular. Participants have progressed to performing at concerts and writing their own material. Alongside this our Women's only sessions have created a safe space for participants to express themselves as they re-enter society.

Financially the organisation ends the year in good shape allocating surpluses to our reserves in line with our Reserves Policy. In addition, during the year we have invested in new equipment and IT to support the monitoring and evaluation of our work. The IT project also takes us closer to being Cyber Essentials accredited.

Achievements and Performance

As part of our work we undertake bespoke monitoring and evaluation. Below are the participant outcomes for 2024 which we are extremely proud of:

- 94% gained self-esteem since working with us
- 93% developed self-confidence since working with us
- 86% felt more hopeful about their future since working with us
- 91% felt more able to achieve their goals since working with us
- 81% aligned with a positive identity since working with us
- 96% felt part of something positive since working with us
- 88% stated they had found healthy relationships through working with us
- 96% stated they now use music to help with their mental health since working with us
- 94% feel that music is a positive force in their lives since working with us

Our participant reoffending rate over the past three years is <5%.
The reoffending rate for England and Wales is currently at 48% within one year of release.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

Outputs of 2024:

Group music sessions delivered	2,391
Participants worked with	755
Audience numbers	3,824
Recordings sessions	293
Koestler Awards received	79

Fundraising and Communications

The closure of HMP Dartmoor and the termination of our contract there was unfortunate. The loss of a contract at HMP Channing's Wood prison reduced our prison income from the projected amount however at just under £320,000 it was still the highest amount it has ever been and results in a 5 years of year on year growth.

Thankfully, where Prison contract income tailed off at the end of the year grant income continued to deliver with our Fundraising Manager surpassing the years income target. We are particularly pleased with the number and size of our multi-year grants that have come in in the year. Funders are seeing the benefit and effectiveness of our work. There is also significant interest in new projects that we are developing.

The following quote epitomises our work and the difference it makes to individuals:

"Changing Tunes has been the best thing I've done, since being in prison for 18 years. If I'd had this course when I was young, I would never have been to jail. I've completely changed my behaviour since starting Changing Tunes. Before, I was the worst prisoner in the jail - down the bloc every week, assaulting staff etc. My work in Changing Tunes has been the biggest part of my rehabilitation and influenced my parole positively. I've been staying out of trouble and turned everything around. I stay busy all week writing for the sessions and avoid situations where I would have previously been involved in violence. As an IPP I may never have got out without Changing Tunes."

Financial Review

Income in 2024 was £792,198, compared to £627,471 in 2023, of which 80% was unrestricted funds and expenditure was £641,724. This resulted in a significant surplus of £150,474.

Unrestricted funds at the year-end stood at £361,169. The reserves policy of the charity prescribes maintaining a balance of six months' expenditure. This equates to reserves of £320,862 and, at the year-end, free reserves were £353,206 which is for the first time in excess of our current policy. No funds, whether restricted or unrestricted, were in deficit at the year-end.

The change of Government in 2024 has resulted in departmental spending reviews and budgetary cuts for the MOJ and individual prisons. As such Changing Tunes has seen a reduction in contracted prison income in the first quarter of 2025. A Management of Change has been undertaken to reduce our associated outgoings and we are confident of continuing to be sustainable going forward.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2024

Plans for the next 12 months

The financial contractions that we have experienced at the start of 2025 mean that much of this coming year will be focussed on adapting to reduced contractual income. We are confident in our sustainability and have good systems and competent leaders to see us through this potentially difficult year.

Despite these challenges we expect to be able to continue to in 21+ settings delivering upwards of 33 days week of rehabilitative music provision. Alongside this we aim to:

- Enlarge our preventative and early intervention work, diverting vulnerable young people away from the paths to Prison.
- Develop interventions to the support the emerging agenda around alternatives to Prisons
- Increase the numbers of prisons where we offer our services.

Statement of Trustees' responsibilities

The trustees (who are also directors of Changing Tunes for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

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

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

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

Suzy Dymond-White

Signed by order of the Trustees

Suzy Dymond-White, Chairperson

Date: 22 April 2025

CHANGING TUNES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHANGING TUNES YEAR ENDING 31 DECEMBER 2024

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.

Joshua Kingston

Joshua Kingston BSc. ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 22 April 2025

CHANGING TUNES

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Donations and legacies	2	308,548	156,398	464,946	427,632
Charitable activities					
Prison Post-Release Work		319,839	-	319,839	195,784
Other trading activities		2,003	-	2,003	2,719
Investment income		5,410	-	5,410	1,336
Total income		<u>635,800</u>	<u>156,398</u>	<u>792,198</u>	<u>627,471</u>
Expenditure on:					
Raising funds	4	60,385	-	60,385	59,189
Charitable activities	5	413,231	168,108	581,339	502,690
Total expenditure		<u>473,616</u>	<u>168,108</u>	<u>641,724</u>	<u>561,879</u>
Net income / (expenditure) and net movement in funds	7	162,184	(11,710)	150,474	65,592
Total funds at start of year	16	198,985	86,585	285,570	219,978
Total funds at end of year	16	<u>361,169</u>	<u>74,875</u>	<u>436,044</u>	<u>285,570</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 14 to 25 form part of these financial statements
See note 10 for fund-accounting comparative figures

CHANGING TUNES

BALANCE SHEET

AS AT 31 DECEMBER 2024

Company number: 07791242

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	7,963	4,494
Current assets			
Debtors	12	59,427	41,428
Cash at bank and in hand		380,247	256,154
		<u>439,674</u>	<u>297,582</u>
Liabilities			
Creditors : amounts falling due within one year	13	(11,593)	(16,506)
Net current assets		<u>428,081</u>	<u>281,076</u>
Total net assets		<u>436,044</u>	<u>285,570</u>
FUNDS			
Unrestricted funds			
General funds	17	353,206	194,491
Designated funds	17	7,963	4,494
Restricted funds	17	74,875	86,585
Total funds		<u>436,044</u>	<u>285,570</u>

For the year ended 31 December 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with requirements of the Act with respect to accounting records and the preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 22 April 2025 and signed on their behalf by:

Suzy Dymond-White

.....
Suzy Dymond-White
Chairperson of Trustees

The notes on pages 14 to 25 form part of these financial statements

CHANGING TUNES

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
Net cash inflow / (outflow) from operating activities	14	126,640	54,193
Non-operational cash flows:			
Investing activities			
Fixed asset additions		(7,957)	(2,333)
Investment income		5,410	1,336
		<u>(2,547)</u>	<u>(997)</u>
Net cash inflow / (outflow) for the year	15	<u>124,093</u>	<u>53,196</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 25 form part of these financial statements

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a public benefit entity as defined under FRS102. The Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

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 settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual basis, inclusive of any VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions, costs of goods sold and other costs which include the costs of running and participating in fundraising events and collections and cost of goods purchased for resale.

Charitable Activities

Expenditure on charitable activities comprises those costs incurred by the Charity in the delivery of its activities and services. It includes both costs that can be allocated directly to this activity and those costs of an indirect nature necessary to support them.

Support costs and other costs that cannot be directly attributed to activities are allocated on a basis consistent with the use of the resource.

Governance costs

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

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

1 Accounting policies *(continued)*

Tangible fixed assets

Fixed assets are stated at cost with purchases of £500 or greater being capitalised. Depreciation is calculated so as to write off the cost of fixed assets over the useful life as follows:

Music equipment	25% reducing balance
Office equipment	25% straight line

Debtors

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

Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Fund accounting

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

Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time 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 note 16 of the financial statements.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Individual gifts	45,931	556	46,487
Church gifts	3,771	-	3,771
Grants received (Note 3)	258,846	155,842	414,688
	<u>308,548</u>	<u>156,398</u>	<u>464,946</u>
Prior year comparative	Unrestricted	Restricted	Total Funds
	Funds	Funds	2023
	£	£	£
Restated			
Individual gifts	41,467	-	41,467
Church gifts	4,175	-	4,175
Grants received (Note 3)	235,199	146,791	381,990
	<u>280,841</u>	<u>146,791</u>	<u>427,632</u>

3 Grants received

	2024 £	2023 £
A B Charitable Trust	-	22,000
Aurum Charitable Trust	20,000	-
Garfield Weston Foundation	25,000	-
Harrison-Frank Family Foundation	40,000	20,000
Henry Smith Charitable Trust	31,350	42,450
John James Foundation	10,000	-
Lightbulb Trust	30,000	30,000
Lloyds Bank Foundation	25,000	26,305
NL Community Fund	56,351	54,710
SJP Foundation	10,000	10,000
Swire Charitable Trust	20,000	-
The Anchor Foundation	-	10,800
The Bromley Trust	20,000	10,000
The Burden Trust	15,000	12,500
The Jerusalem Trust	10,000	13,000
The Nisbet Charitable Trust	20,000	-
The Valentine Charitable Trust	10,000	-
Youth Music	-	28,025
Grants under £10k	71,987	102,200
	<u>414,688</u>	<u>381,990</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

4 Expenditure on: Raising funds

	Total 2024	Total 2023
	£	£
Fundraising staff costs	53,109	50,394
Travel costs	600	444
Website costs	3,676	8,351
Other costs	3,000	-
	<u>60,385</u>	<u>59,189</u>

Current and prior year all represented by unrestricted funds.

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total 2024
	£	£	£
Prison Post-Release Work	418,676	162,663	581,339
	<u>418,676</u>	<u>162,663</u>	<u>581,339</u>

	Direct Costs	Support Costs (Note 6)	Total 2023
	£	£	£
Prison Post-Release Work	351,175	151,515	502,690
	<u>351,175</u>	<u>151,515</u>	<u>502,690</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

6 Support Costs

	Total 2024	Total 2023
	£	£
Management & admin costs	101,342	92,060
Equipment	109	3,533
Travel and subsistence	4,032	2,820
Training	145	-
Merchandise costs	-	180
Office costs	27,626	26,633
Recruitment	1,384	1,847
Accountancy fees	2,652	2,367
Publication and printing	3,793	6,319
Professional fees	13,312	9,651
Depreciation	4,035	2,311
Loss on disposal of fixed assets	453	152
<i>Governance costs:</i>		
Independent examiner's fees	3,780	3,642
	<u>162,663</u>	<u>151,515</u>

7 Net income / (expenditure) for the year

	2024	2023
	£	£
This is stated after charging:		
Independent examiner's fee: - for independent examination	1,710	1,638
- for accounts preparation	2,070	2,004
Depreciation	4,035	2,311
Loss on disposal of fixed assets	453	152
	<u> </u>	<u> </u>

The total Trustees' expenses paid during the year was £Nil (2023: £Nil). No Trustee received any remuneration during the current or previous year.

Aggregate donations from Trustees, key management personnel, and other related parties in the year was £4,175 (2023: £4,755).

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

8 Staff costs and numbers

	2024	2023
	£	£
The aggregate payroll costs were:		
Wages & salaries	475,656	415,244
Social security costs	35,342	29,561
Pension contributions	14,828	12,247
	<u>525,826</u>	<u>457,052</u>

The average weekly number of employees based on headcount during the year was 27 (2023: 25). One employee (2023: None) received emoluments of more than £60,000.

The key management personnel comprise of the Trustees, the Chief Executive Officer, the Musical Director, Fundraising Manager and the Office Manager. The total employee benefits of the key management personnel were £172,955 (2023: £160,057).

9 Taxation

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

10 Statement of Financial Activities comparative figures

For the year ended 31 December 2023

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Income from:			
Donations and legacies	280,841	146,791	427,632
Charitable activities			
Prison Post-Release Work	195,784	-	195,784
Other trading activities	2,719	-	2,719
Investment income	1,336	-	1,336
Total income	<u>480,680</u>	<u>146,791</u>	<u>627,471</u>
Expenditure on:			
Raising funds	59,189	-	59,189
Charitable activities	344,285	158,405	502,690
Total expenditure	<u>403,474</u>	<u>158,405</u>	<u>561,879</u>
Net income / (expenditure) for the year and net movement in funds	77,206	(11,614)	65,592
Total funds at start of year	121,779	98,199	219,978
Total funds at end of year	<u>198,985</u>	<u>86,585</u>	<u>285,570</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

11 Tangible fixed assets

	Office Equipment £	Musical Equipment £	Total £
Cost or valuation			
At 1 January 2024	5,609	4,971	10,580
Additions	5,125	2,832	7,957
Disposals	(4,050)	(1,909)	(5,959)
At 31 December 2024	<u>6,684</u>	<u>5,894</u>	<u>12,578</u>
Depreciation			
At 1 January 2024	3,687	2,399	6,086
Charge for the year	2,684	1,351	4,035
Disposals	(4,050)	(1,456)	(5,506)
At 31 December 2024	<u>2,321</u>	<u>2,294</u>	<u>4,615</u>
Net book value			
At 31 December 2024	<u>4,363</u>	<u>3,600</u>	<u>7,963</u>
At 31 December 2023	<u>1,922</u>	<u>2,572</u>	<u>4,494</u>

12 Debtors

	2024 £	2023 £
Due in less than one year:		
Trade debtors	34,967	7,100
Prepayments and accrued income	22,705	31,141
Other debtors	1,755	3,187
	<u>59,427</u>	<u>41,428</u>

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	3,299	2,410
Accruals and deferred income	8,294	14,096
	<u>11,593</u>	<u>16,506</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

14 Reconciliation of net movement in funds to net cash inflow from operating activities

	2024	2023
	£	£
Statement of Financial Activities: Net movement in funds	150,474	65,592
Investment income	(5,410)	(1,336)
Depreciation	4,035	2,311
(Increase) / Decrease in debtors	(17,999)	(22,609)
(Decrease) / Increase in creditors: current liabilities	(4,913)	10,083
(Gains) / Losses from sale of fixed assets	453	152
Net cash inflow / (outflow) from operating activities	<u>126,640</u>	<u>54,193</u>

15 Analysis of changes in cash during the year

	2024	2023	Change
	£	£	£
Cash at bank and in hand	<u>380,247</u>	<u>256,154</u>	<u>124,093</u>
	2023	2022	Change
	£	£	£
Cash at bank and in hand	<u>256,154</u>	<u>202,958</u>	<u>53,196</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

16 Movement in funds

For the year ended 31 December 2024

	At 1 Jan 2024 £	Income £	Expenditure £	Transfers £	At 31 Dec 2024 £
Restricted funds					
Anchor Foundation/TFN	4,559	-	(4,559)	-	-
Erlestoke	-	3,758	(3,758)	-	-
Harrison-Frank	-	14,000	(14,000)	-	-
Lightbulb Trust	8,758	21,000	(14,082)	-	15,676
Nisbet	-	14,000	(2,074)	-	11,926
NL - Community Fund	28,302	41,424	(64,402)	-	5,324
Sheriff of Gloucester	-	2,000	(1,449)	-	551
SJP Foundation	-	10,000	(10,000)	-	-
Small Trusts	22,563	10,876	(17,268)	-	16,171
Small trusts/Young Voices	-	18,340	(12,200)	-	6,140
Swire	-	14,000	(6,658)	-	7,342
Valentines/ Guy Marsh	4,476	7,000	(5,513)	-	5,963
Youth Music/RTR YA	17,927	-	(12,145)	-	5,782
	<u>86,585</u>	<u>156,398</u>	<u>(168,108)</u>	<u>-</u>	<u>74,875</u>
Unrestricted funds					
General funds	194,491	635,800	(469,581)	(7,504)	353,206
Designated funds	4,494	-	(4,035)	7,504	7,963
	<u>198,985</u>	<u>635,800</u>	<u>(473,616)</u>	<u>-</u>	<u>361,169</u>
Total funds	<u>285,570</u>	<u>792,198</u>	<u>(641,724)</u>	<u>-</u>	<u>436,044</u>

Designated Funds

These funds represent the net book value of fixed assets held by the Charity.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

16 Movement in funds (continued)

For the year ended 31 December 2023

Restated	At 1 Jan 2023 £	Income £	Expenditure £	Transfers £	At 31 Dec 2023 £
Restricted funds					
1772 Charity	15,170	-	(15,170)	-	-
Anchor Foundation/TFN	-	7,560	(3,001)	-	4,559
Charles Hayward/Young Voices	13,767	-	(13,767)	-	-
Erlestoke	245	-	(245)	-	-
John James	4,283	-	(4,283)	-	-
Lightbulb Trust	-	21,000	(12,242)	-	8,758
NL - Community Fund	-	46,503	(18,201)	-	28,302
Rayne Foundation	5,734	-	(5,734)	-	-
SJP Foundation	-	7,000	(7,000)	-	-
Small Trusts	28,817	44,410	(50,664)	-	22,563
Swire	16,578	-	(16,578)	-	-
Valentines/ Guy Marsh	10,515	-	(6,039)	-	4,476
Walter Guinness/ Erlestoke	1,750	700	(2,450)	-	-
Weavers/Drake Hall	1,340	-	(1,340)	-	-
Youth Music/RTR YA	-	19,618	(1,691)	-	17,927
	<u>98,199</u>	<u>146,791</u>	<u>(158,405)</u>	<u>-</u>	<u>86,585</u>
Unrestricted funds					
General funds	117,155	480,680	(401,163)	(2,181)	194,491
Designated funds	4,624	-	(2,311)	2,181	4,494
	<u>121,779</u>	<u>480,680</u>	<u>(403,474)</u>	<u>-</u>	<u>198,985</u>
Total funds	<u>219,978</u>	<u>627,471</u>	<u>(561,879)</u>	<u>-</u>	<u>285,570</u>

Restricted Fund Descriptions

1772 Charity

These funds are for the Tuning in with women project.

Anchor Foundation/TFN

These funds were given for rehabilitative music work at Eastwood Park women's prison.

Charles Hayward/Young Voices

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

16 Movement in funds *(continued)*

Erlestoke

These funds were given towards the charity's work in HMP Erlestoke.

Harrison-Frank

These funds are for salaries to support group music making with prisoners and ex-prisoners.

John James

These funds are for Vinney Green and PRU work with young people.

Lightbulb Trust

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

Nisbet

These funds are for the rehabilitation programme at Vinney Green and St Matthias.

NL - Community Fund

These funds were given to help the development of women with lived experience.

Rayne Foundation

These funds were given to research and develop a music rehabilitation programme for Secure Children's Homes.

Sheriff of Gloucester

These funds were given to support our work at Vinney Green Secure Unit.

SJP Foundation

These funds were given for rehabilitative music work with young people who are in the criminal justice system, or are at risk of entering it.

Small Trusts

These funds represent lots of smaller amounts given towards a particular aspect of the charity's work. The majority of the funds represent grants given for work in a specified prison.

Small trusts/Young Voices

These funds were given for rehabilitative music work with young people who are in the criminal justice system, or are at risk of entering it.

Swire

These funds were given to support the Young Voices project.

Valentines/ Guy Marsh

Funding received for prison work in Dorset (Guy's Marsh).

Walter Guinness/ Erlestoke

The funds were given to support our work at HMP Erlestoke.

Weavers/Drake Hall

These funds were given for the provision of a musician in residence in Drake Hall.

Youth Music/RTR YA

These funds were given for work with 18-25 year olds by Red Tangent Records.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

17 Analysis of net assets between funds

	Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total
	£	£	£	£
As at 31 December 2024				
Tangible fixed assets	-	7,963	-	7,963
Other net assets	74,875	-	353,206	428,081
	<u>74,875</u>	<u>7,963</u>	<u>353,206</u>	<u>436,044</u>
	Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total
	£	£	£	£
As at 31 December 2023				
Tangible fixed assets	-	4,494	-	4,494
Other net assets	86,585	-	194,491	281,076
	<u>86,585</u>	<u>4,494</u>	<u>194,491</u>	<u>285,570</u>

18 Related party transactions

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements.

CHANGING TUNES

England & Wales - Charity number 1144789

Accounts



CHANGING TUNES

Report and Financial Statements

of Changing Tunes



For the year ended 31 December 2023

Charity No. 1144789

Company No. 07791242

CHANGING TUNES
FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2023

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CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2023

Patron

Jonathan James

Founder and Patron

Dr Richard Pendlebury FRSA MBE DL

Trustees

Andrew Wood BSc ACA (Chairman)

Richard Sayer BA Hons, BSocSci Hons

Paula Harriott

James Thorne

Cameron Harper (Joined September 2023)

HHJ Michael Cullum

James Rimmer MSc BSc

Jonathan James PhD, PGCE, ALCM (Resigned July 2023)

Suzy Dymond-White (Joined July 2023)

Giulia Balzan (Joined January 2024)

Key management personnel

Chief Executive

David Jones

Other staff

Musical Director

Fundraising Manager

Office Manager

Business Development Manager

Volunteer Finance Manager

Administrator

Senior Musician in Residence

Senior Musician in Residence

Senior Musician in Residence

Senior Musician in Residence

Senior Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Record Label Manager

Gareth Hamer

Rea Mole

Lindsay Sellors-Moore

Dave Perryman

Alison Edmonds

Mike Somorjay

Simon Torrance

David Cefai

Mike Griffiths

Isie Potter

Matt Newell

David Fugler

Stuart Heath

Shelly Quarmby

Tehilla Nolan

Matt Hovenden

David Luft

Jordan Woollgar

David Lindsay

Jane Lings

Jake Williams

Nathaniel Leacock

Toby Carpenter

Ryan Kershaw

Independent Examiner

Joshua Kingston BSc. ACA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2023

Bankers

Lloyds TSB, 317 Gloucester Road, Bristol, BS7 8PG

Virgin Bank, Jubilee House, Gosforth, NE3 4PL

Office: PO Box 2646, Bristol, BS6 9BU

Telephone: 0844 414 6083 | **Email:** info@changingtunes.org.uk | **Website:** www.changingtunes.org.uk

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2023

The Trustees present their report and the financial statements which have been independently examined for the year ended 31 December 2023.

Structure, governance, and management

Charitable Status

Changing Tunes is a company limited by guarantee (number 07791242) which was incorporated on 29 September 2011. It attained registered charity status with the Charity Commission of England and Wales (number 1144789) on 24 November 2011.

This charity was set up to take over the activities of an existing unincorporated charity of the same name, which was founded in 1997 as part of the work of the Bristol Chaplaincy, established as an Association with a Constitution on 2 February 2000, and granted charitable status on 2 March 2000 (charity number 1079673). As such, the assets and funds of the unincorporated charity were donated to this charity on 31 December 2011.

The Charitable Objects

The object for which the Charity is established is as follows:

The advancement of education of prisoners and ex-prisoners in all forms of music and the performing arts with a view to aiding their rehabilitation and to further their rehabilitation by whatever means the trustees may from time to time decide.

The charity uses the medium of music to build a trusting relationship with those it works with, inside prisons, aiming to continue that supportive relationship, on release, where possible, with the objective of reducing substantially the risk of re-offending.

Trustees

The charity's trustees meet at least four times a year to discuss and review the progress and development of the charity, and are kept up-to-date, between meetings, by email. Where a requirement for a new trustee is identified, suitable individuals are identified and approved and appointed by the remaining trustees. The Chairman of Trustees is responsible for the induction of any new trustee. New trustees have to gain an awareness of trustees' responsibilities, the governing document, administrative procedures, and the history and philosophy of the charity.

The board is fortunate in being well represented in many areas and skillsets and new appointments to the board, as happened in 2023, are always made to address gaps or to add skillsets and experience to those not already represented. It is very important to the board to have a representative of those with lived experience in prison on our board.

Trustees will take advice from advisors, principally the charity's Independent Examiner, Burton Sweet, which is an expert in all relevant charity matters, but also through the trustees' own professional networks, where these are of use.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

Delegation to Management

The charity trustees delegate the responsibility of running the charity, day-to-day, to the Chief Executive and his senior management team. However, matters like annual pay reviews and areas of new activity, are put forward to trustee meetings, debated, and approved.

Risk Management

The trustees have reviewed the major risks, and consider these major risks at each of its meetings during the course of the year, and there are systems in place to manage those risks. In addition, the board can be convened at any point, if a major issue is highlighted by the CEO to the Chair of Trustees.

Inevitably continued funding, to ensure continuation of services and employment is a constant challenge, but the trustees review quarterly management accounts, any re-forecasts for the year, as needed, and fundraising applications and successes, at each of its trustee meetings.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

With Thanks

We would like to thank all those who have supported the Charity this year including:

AB Charitable Trust	Joyce Fletcher Charitable Trust
Armourers and Brasiers' Gauntlet Trust	Leeward Charity Trust
Austin Bailey Foundation	Lightbulb Trust
Bromley Trust	Lions Club of Devizes
Burden Trust	Lloyds Bank Foundation
David Family Foundation	MacFarlane Walker Trust
D'Oyly Carte Charitable Trust	National Lottery Community Fund (Leaders with Lived Experience Programme)
Eleanor Rathbone Trust	Newby Trust
Finzi Trust	Noel Buxton Trust
Fitton Trust	Norman Family Charitable Trust
Fulmer Charitable Trust	Norton Foundation
Garrod Family Trust	Oakdale Trust
Gilbert Lane Charitable Trust	Orr Mackintosh Foundation
Goldcrest Charitable Trust	Parivar Trust
Greene Charitable Settlement	Patricia Routledge Foundation
Grimmitt Trust	Patrick Trust
Harold Hyam Wingate Foundation	Quartet Community Foundation
Harrison-Frank Family Foundation	SJP Foundation
Heathcoat-Amory Charitable Trust	Souter Charitable Trust
Hedley Foundation	Three Oaks Trust
Henry Smith Charity	W F Southall Trust
Jerusalem Trust	Walter Guinness Charitable Trust
John Rayner Charitable Trust	Youth Music
John Thaw Foundation	

We are also grateful to every individual who donated to Changing Tunes

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

Chairman's report

The challenges of continuing operations and fundraising to support those operations is increasingly evident across the charitable sector, where demonstrating the impact of how funding is utilised, to funders and the wider public, is needed more than ever before.

It is testament to Dave Jones and the rest of the team that 2023 proved to be a year where funding was secured to a much greater degree than in 2022. Particular mention must be made of Rea Mole, our principal fundraiser, who has developed a deep understanding of all that the charity does, and its impact, and has the great gift of articulating this story and impact in bids for funding. Strategically, Dave Jones has also, with courage, developed the securing of funding directly from recipient prisons, now achieving 40% of Unrestricted Income in 2023, and we thank Governors for allowing this contribution to services delivered in their establishments.

To have ended 2023 having grown its Unrestricted Reserves over those at December 2022 ends a financially successful year. The charity therefore enters 2024 strongly positioned to continue delivering on and increasing the scope and depth of its service delivery.

Of note at this point, the charity has roughly doubled its income and expenditure over the 4 years since 2019 and, therefore, its impact, delivering services in 21 prison or other secure settings and in post-release activities.

As is always the case, I must thank again all of our office staff and musicians-in-residence, which has continued to be remarkably stable over the years and the strong ethos and teamwork is very evident on the rare occasions the team s assembled together. Nowhere is this team spirit and optimism, and our work, more evident than in our annual concerts, where staff, volunteers, and those we have worked with, both inside and outside prison combine together, seamlessly – you just have to 'see it, to get it' and value the impact of all that we do.

Andrew Wood

Andrew Wood
Chairman of Trustees

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2023

Statement of public benefit

The trustees have complied with their legal duty under the Charities Act to have regard to the public benefit guidance published by the Charity Commission.

Chief Executive's Report

The last year was dynamic and rewarding. A number of projects that we had been developing for some time took off and as a result we have firmly established ourselves as a provider of services in all three areas of the Criminal Justice System (Preventative, Custodial and Post-release).

The majority of our work is still very much within British prisons and we have achieved an increase in the depth of our work offering a wider range of music access and introducing for the first time choirs to our delivery alongside song-writing, music production, band facilitation, instrument teaching and general music making.

At the end of the year we were delivering an impressive 36½ days/week of music in settings and post-release. This enormous volume of work has enabled us to work with our largest number of participants to date. The quantity of work has not been our only focus, we have been working on the quality of our work too. Work has continued to embed Trauma Informed Practice across the organisation and also to develop what it means to become an Anti-racist organisation.

In 2023 we took the bold decision to relocate our post-release work to a new setting in Bristol. The move has enabled us to grow and diversify our offer which now includes, weekly, monthly and women only sessions as well as a specific session dedicated to people in recovery from alcohol and substance miss-use run in collaboration with the Bristol Drugs Project.

Recording and performance remain a key part of what we do and this we managed to win the highest number of Koestler Awards since 2016 and second best ever! These awards are so important as they recognise the value of the participants' work and mean a lot to them.

We also put on our first Annual Concert in the Midlands hosted by Knowle Parish Church which was extremely well received and has further expanded our commitment to and support from this part of the UK.

I have been particularly pleased to see financial support rising from our partner prisons. This vital source of income shows the regard with which our work is held. With more of the direct work being funded by prison partners it increasingly allows us to use grant funding for the development and innovation of new work and work in new areas.

Overview of 2023 in numbers:

	2023	2022
Group music sessions delivered	2,444	1,914
Participants worked with	668	549
Audience numbers	2125	598
Recordings sessions	164	78
Koestler Awards received	58	27

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

2023 Objective	Performance
1. Implement 'Becoming an Anti-racist organisation' action plan	More work has been done in this area although momentum has slowed.
2. Implement Fundraising Strategy	We over delivered on this year's original fundraising target enabling us to make further contributions to reserves.
3. Improve the diversification of incomes sources. Prison funding to hit 33% of overall income	Prison funding exceeded the original planned amount however fell short of the 33% target due to growth in other funding areas.
4. Instigate Major Donor Steering Group	This work has begun with some exciting plans for 2024.
5. Implement Training Plan	Training Plans for all staff have been implemented and a series of engaging Team Days was held during the year.
6. Increase frequency of Group supervision and effectiveness	Group Supervision has been put on hold due to the challenge of co-ordinating staff at the same time. However, 1:1 supervision is in place for all staff and a formula based approach has been taken for frequency of access has been implemented. This means that staff are accessing supervision according to needs rather than a one size fits all model.
7. New Website developed	A brand new website was launched which has already attracted more traffic and provides a much better user experience.
8. Implement 'Becoming a Trauma informed Organisation' action plan	Building on the accreditation achieved in 2022 the Steering Group have drawn up a action plan and have been working on delivering the cultural change aspired to.
9. Create more performance opportunities for participants	As our post-release work has started to grow again we have been finding new stages and places to facilitate performance opportunities for participants. This year in addition to our own Annual Concerts we performed at the Recovery Festival and Bognorphenia Festival.
10. Begin work in 3 new prisons	In the last years successfully won new contracts to start working in HMPs Dartmoor and Stocken. In addition, we restarted working in HMP Stafford.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

2023 Objective	Performance
11. Review risk management processes	We conducted a review of how we safely manage risk in our Post-release work. We have made some small improvements to our practice.

Fundraising and Communications

We have had a focus on increasing our following on social media as part of a strategy to raise awareness of our work across a wider demographic. The impact of that is beginning to be felt with audiences at our concerts reflecting people who are new to Changing Tunes.

We surpassed our income target for 2023 and brought in some highly valuable multi-year funding commitments for core costs. We have invested in how we document the work of the charity particularly through film and image meaning people can begin to get a sense of the work inside prison which has previously been difficult.

Financial Review

Income in 2023 was £627,471, compared to £502,966 in 2022, of which 76.6% was Unrestricted Funds and expenditure was £561,879. This resulted in an increase in our reserves to £285,570.

The reserves policy of the charity prescribes maintaining a balance of six months' expenditure. This equates to reserves of £281,000 and, at the year-end, unrestricted reserves were £198,985, which is still short of the target policy amount. No funds, whether restricted or unrestricted, were in deficit at the year-end.

Plans for the next 12 months

Our priority for 2024 is to ensure that Changing Tunes remains relevant in the Criminal Justice space. Our 37 years of presence in British jails provides up with a huge amount of knowledge and expertise but it is imperative that we continue to offer what is wanted and needed by our partners and participants. We also have an obligation to innovate and develop new music-based services that will support the needs of those caught up in the Criminal Justice System.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

Develop Communication Strategy
Secure funding from remaining prisons HMPs Drake Hall, Exeter, Winchester, Eastwood Park, Swansea, Leyhill and Ford.
Implement Fundraising Strategy
Improve the diversification of incomes sources. Target prison funding to hit 41% of overall income
Implement High Net Worth Individuals Strategy
Implement Becoming Trauma Informed Action Plan
Implement Becoming an Anti-racist organisation Action plan
Create more performance opportunities for participants (Open Mics, Small concert, Large concert)
Begin work in 3 New Prisons
Develop Birmingham based rap focussed post-release offer
Project Lead for Post-release to review transitions to PR with a view to increasing numbers
Explore the linking of RTR to a major label
Implement Training Plan
Move towards sustainable jobs for staff of a minimum of 2.5 days, including a mix of in Prison and PR work
Increase number of staff with paid Planning, Preparation and Assessment (PPA) time

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2023

Statement of Trustees' responsibilities

The trustees (who are also directors of Changing Tunes for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

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

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

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

Signed by order of the Trustees

Andrew Wood

Andrew Wood, Chairman

Date: 23 April 2024

CHANGING TUNES
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 DECEMBER 2023

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

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.

Joshua Kingston

Joshua Kingston BSc. ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 23 April 2024

CHANGING TUNES

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 DECEMBER 2023

		Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations and legacies	2	280,841	146,791	427,632	327,216
Charitable activities					
Prison Post-Release Work		195,784	-	195,784	174,892
Other trading activities		2,719	-	2,719	858
Investment income		1,336	-	1,336	-
Total income		<u>480,680</u>	<u>146,791</u>	<u>627,471</u>	<u>502,966</u>
Expenditure on:					
Raising funds	3	59,189	-	59,189	53,254
Charitable activities	4	344,285	158,405	502,690	488,284
Total expenditure		<u>403,474</u>	<u>158,405</u>	<u>561,879</u>	<u>541,538</u>
Net income / (expenditure) and net movement in funds	6	77,206	(11,614)	65,592	(38,572)
Total funds at start of year	15	121,779	98,199	219,978	258,550
Total funds at end of year	15	<u>198,985</u>	<u>86,585</u>	<u>285,570</u>	<u>219,978</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 17 to 27 form part of these financial statements
See note 9 for fund-accounting comparative figures

CHANGING TUNES

BALANCE SHEET

AS AT 31 DECEMBER 2023

Company number: 07791242

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	10	4,494	4,624
Current assets			
Debtors	11	41,428	18,819
Cash at bank and in hand		256,154	202,958
		<u>297,582</u>	<u>221,777</u>
Liabilities			
Creditors : amounts falling due within one year	12	(16,506)	(6,423)
Net current assets		<u>281,076</u>	<u>215,354</u>
Total net assets		<u><u>285,570</u></u>	<u><u>219,978</u></u>
FUNDS			
Unrestricted funds			
General funds	16	194,491	117,155
Designated funds	16	4,494	4,624
Restricted funds	16	86,585	98,199
Total funds		<u><u>285,570</u></u>	<u><u>219,978</u></u>

For the year ended 31 December 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with requirements of the Act with respect to accounting records and the preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 23 April 2024 and signed on their behalf by:

Andrew Wood

.....

Andrew Wood
Chairman of Trustees

The notes on pages 17 to 27 form part of these financial statements

CHANGING TUNES

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Net cash inflow / (outflow) from operating activities	13	54,193	(40,302)
Non-operational cash flows:			
Investing activities			
Fixed asset additions		(2,333)	(1,788)
Investment income		1,336	-
		<u>(997)</u>	<u>(1,788)</u>
Net cash inflow / (outflow) for the year	14	<u>53,196</u>	<u>(42,090)</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 17 to 27 form part of these financial statements

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a public benefit entity as defined under FRS102. The Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

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 settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual basis, inclusive of any VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions, costs of goods sold and other costs which include the costs of running and participating in fundraising events and collections and cost of goods purchased for resale.

Charitable Activities

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

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

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

1 Accounting policies (*continued*)

Tangible fixed assets

Fixed assets are stated at cost with purchases of £500 or greater being capitalised. Depreciation is calculated so as to write off the cost of fixed assets over the useful life as follows:

Music equipment	25% reducing balance
Office equipment	25% straight line

Debtors

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

Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Fund accounting

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

Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time 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 note 15 of the financial statements.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Individual gifts	41,467	-	41,467
Church gifts	4,175	-	4,175
Grants received	235,199	146,791	381,990
	<u>280,841</u>	<u>146,791</u>	<u>427,632</u>

Prior year comparative

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Individual gifts	42,654	400	43,054
Church gifts	4,357	-	4,357
Grants received	159,328	120,477	279,805
	<u>206,339</u>	<u>120,877</u>	<u>327,216</u>

3 Expenditure on: Raising funds

	Total 2023 £	Total 2022 £
Fundraising staff costs	50,394	47,277
Travel costs	444	455
Website costs	8,351	5,522
	<u>59,189</u>	<u>53,254</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

4 Expenditure on: Charitable activities

	Direct Costs £	Support Costs (Note 5) £	Total 2023 £
Prison Post-Release Work	351,175	151,515	502,690
	<u>351,175</u>	<u>151,515</u>	<u>502,690</u>

	Direct Costs £	Support Costs (Note 5) £	Total 2022 £
Prison Post-Release Work	345,994	142,290	488,284
	<u>345,994</u>	<u>142,290</u>	<u>488,284</u>

5 Support Costs

	Total 2023 £	Total 2022 £
Management & admin costs	92,060	87,810
Equipment	3,533	393
Travel and subsistence	2,820	2,600
Training	-	444
Merchandise costs	180	-
Office costs	26,633	25,242
Recruitment	1,847	814
Accountancy fees	2,367	1,918
Publication and printing	6,319	6,706
Professional fees	9,651	10,796
Depreciation	2,311	1,965
Loss on disposal of fixed assets	152	134
<i>Governance costs:</i>		
Independent examiner's fees	3,642	3,468
	<u>151,515</u>	<u>142,290</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

6 Net income / (expenditure) for the year

	2023	2022
	£	£
This is stated after charging:		
Independent examiner's fee: - for independent examination	1,638	1,908
- for accounts preparation	2,004	1,560
Depreciation	2,311	1,965
Loss on disposal of fixed assets	152	134
	<u> </u>	<u> </u>

The total Trustees' expenses paid during the year was £Nil (2022: £Nil). No Trustee received any remuneration during the current or previous year.

Aggregate donations from Trustees, key management personnel, and other related parties in the year was £4,755 (2022: £4,800).

7 Staff costs and numbers

	2023	2022
	£	£
The aggregate payroll costs were:		
Wages & salaries	415,244	371,479
Social security costs	29,561	28,199
Pension contributions	12,247	11,301
	<u>457,052</u>	<u>410,979</u>

The average weekly number of staff during the period, calculated on the basis of headcount, was as follows:

	2023	2022
	No.	No.
Management / Fundraising	5	4
Charitable Activities	20	18
	<u>25</u>	<u>22</u>

No employee received emoluments of more than £60,000.

The key management personnel comprise of the Trustees, the Chief Executive Officer, the Musical Director, Fundraising Manager and the Office Manager. The total employee benefits of the key management personnel were £160,057 (2022: £156,314).

8 Taxation

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

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

9 Statement of Financial Activities comparative figures

For the year ended 31 December 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Restated			
Income from:			
Donations and legacies	206,339	120,877	327,216
Charitable activities			
Prison Post-Release Work	174,892	-	174,892
Other trading activities	858	-	858
Total income	382,089	120,877	502,966
Expenditure on:			
Raising funds	53,254	-	53,254
Charitable activities	316,579	171,705	488,284
Total expenditure	369,833	171,705	541,538
Net income / (expenditure) for the year and net movement in funds	12,256	(50,828)	(38,572)
Total funds at start of year	109,523	149,027	258,550
Total funds at end of year	121,779	98,199	219,978

10 Tangible fixed assets

	Office Equipment £	Musical Equipment £	Total £
Cost or valuation			
At 1 January 2023	5,089	4,173	9,262
Additions	520	1,813	2,333
Disposals	-	(1,015)	(1,015)
At 31 December 2023	5,609	4,971	10,580
Depreciation			
At 1 January 2023	2,285	2,353	4,638
Charge for the year	1,402	909	2,311
Disposals	-	(863)	(863)
At 31 December 2023	3,687	2,399	6,086
Net book value			
At 31 December 2023	1,922	2,572	4,494
At 31 December 2022	2,804	1,820	4,624

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

11 Debtors

	2023	2022
	£	£
Due in less than one year:		
Trade debtors	7,100	3,252
Prepayments and accrued income	31,141	12,847
Other debtors	3,187	2,720
	<u>41,428</u>	<u>18,819</u>

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	2,410	2,453
Accruals and deferred income	14,096	3,970
	<u>16,506</u>	<u>6,423</u>

13 Reconciliation of net movement in funds to net cash inflow from operating activities

	2023	2022
	£	£
Statement of Financial Activities: Net movement in funds	65,592	(38,572)
Investment income	(1,336)	-
Depreciation	2,311	1,965
(Increase) / Decrease in debtors	(22,609)	(2,278)
Increase / (Decrease) in creditors: current liabilities	10,083	(1,551)
(Gains) / Losses from sale of fixed assets	152	134
Net cash inflow / (outflow) from operating activities	<u>54,193</u>	<u>(40,302)</u>

14 Analysis of changes in cash during the year

	2023	2022	Change
	£	£	£
Cash at bank and in hand	<u>256,154</u>	<u>202,958</u>	<u>53,196</u>
	2022	2021	Change
	£	£	£
Cash at bank and in hand	<u>202,958</u>	<u>245,048</u>	<u>(42,090)</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

15 Movement in funds

For the year ended 31 December 2023

	At 1 Jan 2023 £	Income £	Expenditure £	Transfers £	At 31 Dec 2023 £
Restricted funds					
1772 Charity	15,170	-	(15,170)	-	-
Anchor Foundation/TFN	-	7,560	(3,001)	-	4,559
Charles Hayward/Young Voices	13,767	-	(13,767)	-	-
John James	4,283	-	(4,283)	-	-
Lightbulb Trust	-	21,000	(12,242)	-	8,758
NL-Lived Experience/RTR	-	46,503	(18,201)	-	28,302
Rayne Foundation	5,734	-	(5,734)	-	-
SJP Foundation	-	7,000	(7,000)	-	-
Small Trusts	28,817	44,410	(50,664)	-	22,563
Swire	16,578	-	(16,578)	-	-
Valentines/ Guy Marsh	10,515	-	(6,039)	-	4,476
Walter Guinness/ Erlestoke	1,750	700	(2,450)	-	-
Weavers/Drake Hall	1,340	-	(1,340)	-	-
Weinstock	245	-	(245)	-	-
Youth Music/RTR YA	-	19,618	(1,691)	-	17,927
	<u>98,199</u>	<u>146,791</u>	<u>(158,405)</u>	<u>-</u>	<u>86,585</u>
Unrestricted funds					
General funds	117,155	480,680	(401,163)	(2,181)	194,491
Designated funds	4,624	-	(2,311)	2,181	4,494
	<u>121,779</u>	<u>480,680</u>	<u>(403,474)</u>	<u>-</u>	<u>198,985</u>
Total funds	<u>219,978</u>	<u>627,471</u>	<u>(561,879)</u>	<u>-</u>	<u>285,570</u>

Designated Funds

These funds represent the net book value of fixed assets held by the Charity.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

15 Movement in funds *(continued)*

For the year ended 31 December 2022

Restated	At 1 Jan 2022 £	Income £	Expenditure £	Transfers £	At 31 Dec 2022 £
Restricted funds					
1772 Charity	-	19,000	(3,830)	-	15,170
John James	-	7,000	(2,717)	-	4,283
Cadbury/West Midlands	13,898	-	(13,898)	-	-
Charles Hayward/Young Voices	23,250	17,500	(26,983)	-	13,767
Lightbulb Trust	17,850	-	(17,850)	-	-
NL-Lived Experience/RTR	960	24,024	(24,984)	-	-
Post-release Bristol	-	2,100	(2,100)	-	-
Rayne Foundation	14,000	-	(8,266)	-	5,734
Sheriff of Gloucester	5	-	(5)	-	-
Small Trusts	53,400	26,253	(50,836)	-	28,817
Swire	-	25,000	(8,422)	-	16,578
Valentines/ Guy Marsh	13,535	-	(3,020)	-	10,515
Walter Guinness/ Erlestoke	3,496	-	(1,746)	-	1,750
Weavers/Drake Hall	7,098	-	(5,758)	-	1,340
Weinstock	1,535	-	(1,290)	-	245
	<u>149,027</u>	<u>120,877</u>	<u>(171,705)</u>	<u>-</u>	<u>98,199</u>
Unrestricted funds					
General funds	104,588	382,089	(367,868)	(1,654)	117,155
Designated funds	4,935	-	(1,965)	1,654	4,624
	<u>109,523</u>	<u>382,089</u>	<u>(369,833)</u>	<u>-</u>	<u>121,779</u>
Total funds	<u>258,550</u>	<u>502,966</u>	<u>(541,538)</u>	<u>-</u>	<u>219,978</u>

Restricted Fund Descriptions

1772 Charity

These funds are for the Tuning in with women project.

Anchor Foundation/TFN

These funds were given for rehabilitative music work at Eastwood Park women's prison.

Cadbury/West Midlands

These funds were given for music rehabilitation programmes with prisoners and ex-prisoners in the West Midlands.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

15 Movement in funds (*continued*)

Charles Hayward/Young Voices

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

John James

These funds are for Vinney Green and PRU work with young people.

Lightbulb Trust

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

NL-Lived Experience/RTR

These funds were given to help the professional development of ex-prisoners as creative leaders, producers and musicians.

Post-release Bristol

Funds received from small funders to help with post-release work on Bristol respectively.

Rayne Foundation

These funds were given to research and develop a music rehabilitation programme for Secure Children's Homes.

Sheriff of Gloucester

These funds were given to support our work at Vinney Green Secure Unit.

SJP Foundation

These funds were given for rehabilitative music work with young people who are in the criminal justice system, or are at risk of entering it.

Small Trusts

These funds represent lots of smaller amounts given towards a particular aspect of the charity's work. The majority of the funds represent grants given for work in a specified prison.

Swire

These funds were given to support the Young Voices project.

Valentine Charitable Trust

Funding received for prison work in Dorset (Guy's Marsh).

Walter Guinness

The funds were given to support our work at HMP Elestoke.

Weavers/Drake Hall

These funds were given for the provision of a musician in residence in Drake Hall.

Weinstock Fund

These funds were given towards the charity's work in HMP Erlestoke.

Youth Music/RTR YA

These funds were given for work with 18-25 year olds by Red Tangent Records.

Reclassification of prior year fund

The trustees have reviewed the Swire funding with the donor and concluded that the funding is restricted. A restatement of £7,500 in the prior year has been made between restricted and unrestricted funds.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

16 Analysis of net assets between funds

	Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total
	£	£	£	£
As at 31 December 2023				
Tangible fixed assets	-	4,494	-	4,494
Other net assets	86,585	-	194,491	281,076
	<u>86,585</u>	<u>4,494</u>	<u>194,491</u>	<u>285,570</u>
	Restricted Funds	Unrestricted Designated Funds	Unrestricted General Funds	Total
	£	£	£	£
As at 31 December 2022				
Tangible fixed assets	-	4,624	-	4,624
Other net assets	98,199	-	117,155	215,354
	<u>98,199</u>	<u>4,624</u>	<u>117,155</u>	<u>219,978</u>

17 Related party transactions

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements.

CHANGING TUNES

England & Wales - Charity number 1144789

Accounts



CHANGING TUNES

Report and Financial Statements

of Changing Tunes



For the year ended 31 December 2022

Charity No. 1144789

Company No. 07791242

CHANGING TUNES
FINANCIAL STATEMENTS
YEAR ENDING 31 DECEMBER 2022

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CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2022

Patrons

Suzy Dymond-White

Stephen Hoddell

Governor of HMP Eastwood Park and former Governor of HMP Bristol

ex-Chair of Samaritans

Founder and Patron

Dr Richard Pendlebury FRSA MBE DL

Trustees

Andrew Wood BSc ACA (Chairman)

Jane Lings MA B.Ed (resigned 20th sep 2022)

Richard Sayer BA Hons, BSocSci Hons

Paula Harriott

James Thorne

Philip Jackman (resigned 1st Feb 2022)

James Rimmer MSc BSc

Jonathan James PhD, PGCE, ALCM

HHJ Michael Cullum

Key management personnel

Chief Executive

Musical Director

Fundraising Manager

Office Manager

Business Development Manager

Volunteer Finance Manager

Administrator

David Jones

Gareth Hamer

Rea Mole

Claire Greville

Dave Perryman

Alison Edmonds

Mike Somorjay

Musician Staff

Senior Musician in Residence

Senior Musician in Residence

Senior Musician in Residence

Senior Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

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Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Musician in Residence

Simon Torrance

David Cefai

Mike Griffiths

Anna Kissell

David Fugler

Clive Edwards

Cam Harper

Stuart Heath

Matt Newell

Elliot Ellison

Alex Scott

Shelly Quarmby

Tehilla Henry

Matt Hovenden

David Luft

Independent Examiner

Joshua Kingston BSc. ACA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2022

Bankers

Lloyds TSB, 317 Gloucester Road, Bristol, BS7 8PG

Virgin Bank, Jubilee House, Gosforth, NE3 4PL

Office: PO Box 2646, Bristol, BS6 9BU

Telephone: 0844 414 6083 | **Email:** info@changingtunes.org.uk | **Website:** www.changingtunes.org.uk

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDING 31 DECEMBER 2022

The Trustees present their report and the financial statements which have been independently examined for the year ended 31 December 2022.

Structure, governance, and management

Charitable Status

Changing Tunes is a company limited by guarantee (number 07791242) which was incorporated on 29 September 2011. It attained registered charity status with the Charity Commission of England and Wales (number 1144789) on 24 November 2011.

This charity was set up to take over the activities of an existing unincorporated charity of the same name, which was founded in 1997 as part of the work of the Bristol Chaplaincy, established as an Association with a Constitution on 2 February 2000, and granted charitable status on 2 March 2000 (charity number 1079673). As such, the assets and funds of the unincorporated charity were donated to this charity on 31 December 2011.

The Charitable Objects

The object for which the Charity is established is as follows:

The advancement of education of prisoners and ex-prisoners in all forms of music and the performing arts with a view to aiding their rehabilitation and to further their rehabilitation by whatever means the trustees may from time to time decide.

The charity uses the medium of music to build a trusting relationship with those it works with, inside prisons, aiming to continue that supportive relationship, on release, where possible, with the objective of reducing substantially the risk of re-offending.

Trustees

The charity's trustees meet at least four times a year to discuss and review the progress and development of the charity, and are kept up-to-date, between meetings, by email. Where a requirement for a new trustee is identified, suitable individuals are identified and approved and appointed by the remaining trustees. The Chairman of Trustees is responsible for the induction of any new trustee. New trustees have to gain an awareness of trustees' responsibilities, the governing document, administrative procedures, and the history and philosophy of the charity.

The board is fortunate in being well represented in many areas and skillsets and new appointments to the board are always made to address gaps or to add skillsets and experience to those not already represented.

Trustees will take advice from advisors, principally the charity's Independent Examiner, Burton Sweet, which is an expert in all relevant charity matters, but also through the trustees' own professional networks, where these are of use.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022

Delegation to Management

The charity trustees delegate the responsibility of running the charity, day-to-day, to the Chief Executive and his senior management team. However matters like annual pay reviews and areas of new activity, are put forward to trustee meetings, debated, and approved.

Risk Management

The trustees have reviewed the major risks, and consider these major risks at each of its meetings during the course of the year, and there are systems in place to manage those risks. In addition, the board can be convened at any point, if a major issue is highlighted by the CEO to the Chair of Trustees.

Inevitably continued funding, to ensure continuation of services and employment is a constant challenge, but the trustees review quarterly management accounts, a re-forecast for the year, as needed, and fundraising applications and successes, at each of its trustee meetings.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022

With Thanks

We would like to thank all those who have supported the Charity this year including:

1772 Charitable Trust	Lloyd Robinson Family Fund
AB Charitable Trust	MacFarlane Walker Trust
Austin Bailey Foundation	National Lottery Community Fund (Leaders with Lived Experience Programme)
Batchworth Trust	Nisbet Trust
Bromley Trust	Noel Buxton Trust
Burden Trust	Parivar Trust
CB and HH Taylor 1984 Trust	Patsy Wood Trust
Charles Hayward Foundation	PCC St Leonards Shipham
Charlotte Bonham-Carter Charitable Trust	Persula Foundation
Colwinston Charitable Trust	Quartet Community Foundation
Devizes Lions Club	Sir James Roll Charitable Trust
Fitton Trust	Sir John and Lady Heathcoat Amory Charitable Trust
Foyle Foundation	Souter Charitable Trust
Fulmer Trust	Swire Charitable Trust
George Henry Collins Charity	Syder Foundation
Gibbs Charitable Trust	The Armourers and Brasiers' Gauntlet Trust
Grantham Yorke Trust	The Jerusalem Trust
Harrison-Frank Family Foundation	The Samuel Gardner Memorial Trust
Henry Smith Charity	Three Oaks Trust
Hoddell Charitable Trust	Vera Outhwaite Charitable Trust
John and Susan Bowers Fund	W F Southall Trust
John James Foundation	W.E.D Charitable Trust
Joyce Fletcher Charitable Trust	Woodlands Churches
Langtree Trust	
Lightbulb Trust	

We are also grateful to every individual who donated to Changing Tunes

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2022

Chairman's report

2022 was a year when most of the prisons in which we work were open, operationally, but, like many public sector organisations, the impact of Covid infections amongst staff, requiring temporary exclusion from the workplace, made normal prison staffing levels a real challenge, with a consequent impact on prisoners being escorted to our group sessions. However, as we saw throughout the Covid pandemic, our staff continued to adapt to these challenges, using remote learning resources that we developed during the shutdown period in 2020, and going on to the wings, to work on a one-to-one basis.

In funding terms, particularly from larger trusts, 2022 felt tougher than, ironically, 2020 and 2021, proving harder to secure the funding required to operate. However, with long-established and expert fundraising resource on our team, we worked hard to secure nearly £300,000 from such funders, for which we continue to be hugely grateful. In some cases, we had access to funders which don't normally take applications, but who invited an application, or funders which take an interest in very particular areas of our work, like work with women and younger adults or children.

Financially, to deliver a very small surplus on Unrestricted Reserves, and also deliver the projects for which we received funding, as Restricted Income, was a pleasing outcome of the year, but funding remains a tough challenge.

One key area that our Chief Executive, Dave Jones, has been very successful with, is in securing payments from prisons in which we work, paying for the work we do, increasing share of total income to around 30%. This is a model which has been developed in recent years, improving sustainability by reducing dependency on grants, rightly being proud of the demonstrable environmental and wellbeing impact within our prisons, and prisons recognising the value of what we do, financially.

The Red Tangent record label, for ex-offenders, headed up by an ex-beneficiary of the charity, had its second year of operation, securing and promoting five artists, which is a relatively unique model. On performance matters it was also a real highlight to see 27 of the prisoner-originated submissions we supported picking up Koestler awards (its 60th year in 2022), the highest number since 2018, again recognising real talent and self-worth through these awards.

As is always the case, I must thank all of our office staff and musicians-in-residence, which has been remarkably stable over the years. Nowhere was the team spirit and optimism, and our work, more evident than in our annual concert, again in November, and in-person – you just have to 'see it, to get it' and value and impact of all that we do.

Andrew Wood
Chairman of Trustees

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2022

Statement of public benefit

The trustees have complied with their legal duty under the Charities Act to have regard to the public benefit guidance published by the Charity Commission.

Chief Executive's Report

I am extremely proud of the way staff have handled 2022. It has been a year of great development and as such has brought challenges not least of all financial. Development of projects such as 'Tuning In' and the all new preventative/early intervention work of 'Young Voices' have necessarily taken a lot of work to get off the ground.

Tuning In is a project to work specifically with mothers in prison recognising the correlation between mental ill health amongst female prisoners and the removal of mothers from their children. It also seeks to reduce reoffending through improving perceived links to their children.

The Young Voices project has seen us move in to the preventative arena for the first time, recognising the engaging power of music making. We are extremely grateful to our partners Lea Hall Academy and St Matthias Academy for working with us on this project.

We have also been focussing on increasing capacity in our existing prisons so that more prison residents can access our work. This has happened in HMPs Eastwood Park, Swansea and the IOW. We have also doubled provision in Vinney Green Secure Children's Home. Increased capacity has meant that we have been able to diversify the work, allowing for group and 1:1 sessions, different music genres and even socially prescribed sessions. We recruited replacement musicians in Stafford, Erlestoke and Guys Marsh Prisons enabling work there to restart taking the number of settings we work in on a long-term basis to 21.

The criminal justice system and the prison sector particularly is experiencing huge challenges around staffing, backlog of cases and a rising prison population. The additional pressure that this layers on top of what is already a difficult environment to work in have begun to show on our staff. We have tried to focus on staff wellbeing and support their own mental health, recognising that we cannot support prison residents if our own staff are not suitably supported. I am particularly proud that we have started on the road to becoming a Trauma Informed Organisation that will put staff welfare at the heart of how we do our work.

Securing funding to work with prisoners and ex-prisoners has never been easy however the grant funding sector in 2022 has been particularly challenging reflecting the wider and ongoing tail of COVID-19. Grant funding overall was down by 25% however we still managed to protect our unrestricted reserves. Our deliberate policy of pursuing funding direct from Prisons has paid dividends with us seeing a 195% increase in funding from this source. We are confident that there is more to come in this area despite public sector austerity that is coming.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022

Overview of 2022 in numbers:

Group music sessions delivered	1914
Participants worked with	549
Audience numbers	598
Recordings sessions	78
Koestler Awards received	27

2022 Objective	Performance
Develop work in current prisons	Provision is back to normal levels in almost all prisons. We have chosen not to return to HMPs Brinsford, Featherstone and Hewell due to a lack of financial support for the work.
Develop work in new prisons	We begun delivering in 2 Pupil Referral Units and 1 SEMH school reflecting a desire to move into preventative work.
Increase number of people worked with post-release	We have increased the number of people worked with post-release via working the Activity Hub in Bristol and also increasing the frequency of some of our Hubs.
Secure "Working with Trauma Quality Mark" Bronze or Silver	After much work we have secure the Bronze Quality Mark for Working with Trauma. This is an excellent achievement and a good start on our journey to becoming a Trauma Informed Organisation.
Become an Anti-racist organisation	Work in this area has continued. We have diversified our staff team further in 2022 and are seeing more representative levels of people from BME groups taking part in our sessions in some prisons.
Roll out distance learning packs	This has been completed.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022

Develop clear position on Drill music, how we facilitate it, what our red lines are	We undertook a Team Day looking at this complex issue. Using outside experts, we formulated a new policy document on this which has been rolled out.
Develop Partnerships	Second Step pathway is continuing to develop slowly.
Deliver Young Voices project	Our Young Voices project is up and running in 1 YOI, 1 SEMH School 2 PRUs and 2 SCHs. We have had a researcher following work the finding from which are expected in March 2023.

Fundraising and Communications

The last year has been one of the most challenging years in recent times from a fundraising point of view. The financial pressures of the pandemic have been unwinding and leaving the funding landscape hugely pressured. This has meant that our success rate for funding applications has fallen and as a result the funding we secured is significantly reduced. We received £214,000 in unrestricted funds and £113,000 in restricted funds.

Despite the challenging environment we managed to secure a number of significant multi-year awards meaning that we can be relatively assured of funds promised in to the coming 3 years. This policy of seeking multi-year prospects will certainly support sustainability going forward.

We have continued to improve the quality and content of what we communicate and with whom. We now have a well run social media output which is bringing in new audiences and stakeholders for our work. This has been backed up by an attempt to tell our story and document, through photo and film, what we do. Given this nature of our work this has been hard but the results have been very well received.

Financial Review

Income in 2022 was £502,966, compared to £498,813 in 2021, of which 77.4% was unrestricted funds and expenditure was £541,538. This resulted in a reduction in our reserves to £219,978.

Unrestricted funds at the year-end stood at £121,779. The reserves policy of the charity prescribes maintaining a balance of six months' expenditure. This equates to reserves of £270,769 and, at the year-end, free reserves were £117,155, which is still short of the target policy amount. No funds, whether restricted or unrestricted, were in deficit at the year-end.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2022

Plans for the next 12 months

Our priority for 2023 is to ensure that we bring about sustainability in everything we do; for participants, for staff and for the organisation. Alongside this we have a number of specific objectives that we would like accomplish in the coming year:

1. Implement 'Becoming an Anti-racist organisation' action plan
2. Implement Fundraising Strategy
3. Improve the diversification of incomes sources. Prison funding to hit 33% of overall income
4. Instigate Major Donor Steering Group
5. Implement Training Plan
6. Increase frequency of Group supervision and effectiveness
7. New Website developed
8. Implement 'Becoming a Trauma informed Organisation' action plan
9. Create more performance opportunities for participants
10. Begin work in 3 new prisons
11. Review risk management processes

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022

Statement of Trustees' responsibilities

The trustees (who are also directors of Changing Tunes for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

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

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

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

Signed by order of the Trustees

Andrew Wood, Chairman



Date: 11 July 2023

CHANGING TUNES

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 DECEMBER 2022

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.

Joshua Kingston

Joshua Kingston BSc. ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 11 July 2023

CHANGING TUNES

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:					
Donations	2	213,839	113,377	327,216	439,364
Charitable activities:					
Prison Post-Release Work		174,892	-	174,892	59,179
Other trading activities		858	-	858	270
Total income		389,589	113,377	502,966	498,813
Expenditure on:					
Raising funds		53,254	-	53,254	48,112
Charitable activities	3	324,079	164,205	488,284	370,587
Total expenditure		377,333	164,205	541,538	418,699
Net income/ (expenditure) net movement in funds	6	12,256	(50,828)	(38,572)	80,114
Total funds at 1 January 2022	11	109,523	149,027	258,550	178,436
Total funds at 31 December 2022	11	121,779	98,199	219,978	258,550

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the Charity are classed as continuing.

The notes on pages 17 to 25 form part of these financial statements.
See note 7 for fund-accounting comparative figures.

CHANGING TUNES

BALANCE SHEET

AS AT 31 DECEMBER 2022

Company number: 07791242

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	8	4,624	4,935
Current assets			
Debtors	9	18,819	16,541
Cash at bank and in hand		202,958	245,048
		<u>221,777</u>	<u>261,589</u>
Liabilities			
Creditors: amounts falling due withing one year	10	(6,423)	(7,974)
Net current assets		215,354	253,615
Total net assets		<u>219,978</u>	<u>258,550</u>
Funds			
Restricted funds	12	98,199	149,027
Unrestricted funds			
Designated funds	12	4,624	4,935
General funds	12	117,155	104,588
Total funds		<u>219,978</u>	<u>258,550</u>

For the year ended 31 December 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with requirements of the Act with respect to accounting records and the preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 11 July 2023 and signed on their behalf by:

Andrew Wood

.....

Andrew Wood
Chairman of Trustees

The notes on pages 17 to 25 form part of these financial statements.

CHANGING TUNES

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2022

	Note	2022 £	2021 £
Net cash inflow from operating activities	13	(40,302)	71,822
Non-operational cash flows:			
Investing activities			
Fixed asset additions		(1,788)	(4,549)
		<u>(1,788)</u>	<u>(4,549)</u>
Net cash inflow/(outflow) for the year	14	<u>(42,090)</u>	<u>67,273</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The charity is a public benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by the worldwide COVID-19 crisis. Whilst the Trustees expect there to be a significant impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

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 settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual basis, inclusive of any VAT which can be recovered.

Fixed assets

Fixed assets are stated at cost with purchases of £500 or greater being capitalised. Depreciation is calculated so as to write off the cost of fixed assets over the useful life as follows:

Music equipment	25% reducing balance
Office equipment	25% straight line

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (*continued*)

Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Fund accounting

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

Designated funds form a part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be undesignated at any time 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.

2 Income from: Donations

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Individual gifts	42,654	400	43,054
Church gifts	4,357	-	4,357
Grants receivable	166,828	112,977	279,805
	<u>213,839</u>	<u>113,377</u>	<u>327,216</u>

Prior year comparative

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Individual gifts	51,311	250	51,561
Church gifts	3,449	400	3,849
Grants receivable	210,620	156,019	366,639
Coronavirus job retention scheme	17,315	-	17,315
	<u>282,695</u>	<u>156,669</u>	<u>439,364</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

3 Expenditure on: Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Wages and salaries	232,648	121,019	353,667
Post-release costs	36,113	26,516	62,629
Equipment	6,987	2,557	9,544
Travel and subsistence	7,980	2,977	10,957
Training	-	457	457
Office costs	25,131	98	25,229
Recruitment	690	124	814
Accountancy fees	1,918	-	1,918
Publication and printing	5,233	1,473	6,706
Professional fees	1,812	8,984	10,796
Depreciation	1,965	-	1,965
Loss on disposal of fixed assets	134	-	134
Governance costs: Independent examiner's fees	3,468	-	3,468
	<u>324,079</u>	<u>164,205</u>	<u>488,284</u>

Prior year comparative

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Wages and salaries	211,036	68,115	279,151
Post-release costs	30,804	15,143	45,947
Equipment	225	-	225
Travel and subsistence	1,243	72	1,315
Training	744	85	829
Office costs	25,031	129	25,160
Recruitment	169	-	169
Accountancy fees	1,833	-	1,833
Publication and printing	5,094	786	5,880
Professional fees	3,924	86	4,010
Depreciation	1,796	-	1,796
Loss on disposal of fixed assets	452	-	452
Governance costs: Independent examiner's fees	3,820	-	3,820
	<u>286,171</u>	<u>84,416</u>	<u>370,587</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

4 Staff costs and numbers

	Total 2022	Total 2021
	£	£
The aggregate staff costs were:		
Wages and salaries	371,479	306,259
Social security costs	28,199	19,446
Pension costs	11,301	8,915
	<u>410,979</u>	<u>334,620</u>

The average weekly number of staff during the period, calculated on the basis of headcount, was as follows:

	2022	2021
	No.	No.
Management/ Fundraising	4	5
Charitable Activities	18	15
	<u>22</u>	<u>20</u>

No employee received emoluments of more than £60,000.

The key management personnel comprise of the Trustees, the Chief Executive Officer, the Musical Director, Fundraising Manager and the Office Manager. The total employee benefits of the key management personnel were £156,314 (2021: £139,800).

5 Taxation

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

6 Net income/(expenditure) for the year

	Total 2022	Total 2021
	£	£
This is stated after charging:		
Independent examiner's fee:		
- for independent examination	1,907	1,815
- for accounts preparation	1,561	1,485
- (over)/ under accrual	-	520
Depreciation	1,965	1,796
Loss on disposal of fixed assets	134	452
	<u>134</u>	<u>452</u>

The total Trustees' expenses paid during the year ended 31 December 2022 were £Nil (2021: £Nil).

Aggregate donations from Trustees and other related parties in the year were £4,800 (2021: £7,425).

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

7 Statement of Financial Activities comparative figures

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income from:			
Donations	282,695	156,669	439,364
Charitable activities			
Prison Post-Release Work	59,539	(360)	59,179
Other trading activities	270	-	270
Total income	<u>342,504</u>	<u>156,309</u>	<u>498,813</u>
Expenditure on:			
Raising funds	48,112	-	48,112
Charitable activities	286,171	84,416	370,587
Total expenditure	<u>334,283</u>	<u>84,416</u>	<u>418,699</u>
Net income/ (expenditure) and net movement in funds	8,221	71,893	80,114
Total funds at 1 January 2021	101,302	77,134	178,436
Total funds at 31 December 2021	<u>109,523</u>	<u>149,027</u>	<u>258,550</u>

8 Fixed assets

	Office Equipment £	Musical Equipment £	Total £
Cost			
At 1 January 2022	4,599	3,742	8,341
Additions	1,039	749	1,788
Disposal	(549)	(318)	(867)
At 31 December 2022	<u>5,089</u>	<u>4,173</u>	<u>9,262</u>
Depreciation			
At 1 January 2022	1,562	1,844	3,406
Charge for the year	1,272	693	1,965
Disposals	(549)	(184)	(733)
At 31 December 2022	<u>2,285</u>	<u>2,353</u>	<u>4,638</u>
Net Book Value			
At 31 December 2022	<u>2,804</u>	<u>1,820</u>	<u>4,624</u>
At 31 December 2021	<u>3,037</u>	<u>1,898</u>	<u>4,935</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

9 Debtors	2022 £	2021 £
Trade debtors	3,252	4,300
Other debtors	2,720	2,110
Prepayment and accrued income	12,847	10,131
	<u>18,819</u>	<u>16,541</u>

10 Creditors: amounts falling due within one year	2022 £	2021 £
Other creditors	2,453	1,884
Accruals & deferred income	3,970	6,090
	<u>6,423</u>	<u>7,974</u>

11 Movement in funds

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	At 31 December 2022 £
Restricted funds					
1772 Charity	-	19,000	(3,830)	-	15,170
John James	-	7,000	(2,717)	-	4,283
Cadbury/West Midlands	13,898	-	(13,898)	-	-
Charles Hayward/Young Voices	23,250	17,500	(26,983)	-	13,767
Lightbulb Trust	17,850	-	(17,850)	-	-
NL-Lived Experience/RTR	960	24,024	(24,984)	-	-
Post-release Bristol	-	2,100	(2,100)	-	-
Rayne Foundation	14,000	-	(8,266)	-	5,734
Sheriff of Gloucester	5	-	(5)	-	-
Small Trusts	53,400	26,253	(50,836)	-	28,817
Swire	-	17,500	(922)	-	16,578
Valentines/ Guy Marsh	13,535	-	(3,020)	-	10,515
Walter Guinness/ Erlestoke	3,496	-	(1,746)	-	1,750
Weavers/Drake Hall	7,098	-	(5,758)	-	1,340
Weinstock	1,535	-	(1,290)	-	245
	<u>149,027</u>	<u>113,377</u>	<u>(164,205)</u>	<u>-</u>	<u>98,199</u>
Unrestricted funds					
General funds	104,588	389,589	(375,368)	(1,654)	117,155
Designated funds	4,935	-	(1,965)	1,654	4,624
	<u>109,523</u>	<u>389,589</u>	<u>(377,333)</u>	<u>-</u>	<u>121,779</u>
Total funds	<u>258,550</u>	<u>502,966</u>	<u>(541,538)</u>	<u>-</u>	<u>219,978</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

11 Movement in funds (continued)

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	At 31 December 2021 £
Restricted funds					
Cadbury/West Midlands	-	14,000	(102)	-	13,898
CAF Resilience	1,240	3,509	(4,749)	-	-
Charles Hayward/Young Voices	-	23,250	-	-	23,250
Lightbulb Trust	-	17,850	-	-	17,850
NL-Lived Experience/RTR	-	24,914	(23,954)	-	960
Prison Funded Work	12,274	(360)	(11,914)	-	-
Rayne Foundation	-	14,000	-	-	14,000
Sheriff of Gloucester	2,176	1,750	(3,921)	-	5
Small Trusts	30,647	53,896	(31,143)	-	53,400
Southern Coop	4,006	-	(4,006)	-	-
Valentines/ Guy Marsh	13,623	-	(88)	-	13,535
Walter Guinness/ Erlestoke	3,684	-	(188)	-	3,496
Weavers/Drake Hall	8,409	-	(1,311)	-	7,098
Weinstock	1,075	3,500	(3,040)	-	1,535
	<u>77,134</u>	<u>156,309</u>	<u>(84,416)</u>	<u>-</u>	<u>149,027</u>
Unrestricted funds					
General funds	98,668	342,504	(332,486)	(4,098)	104,588
Designated funds	2,634	-	(1,797)	4,098	4,935
	<u>101,302</u>	<u>342,504</u>	<u>(334,283)</u>	<u>-</u>	<u>109,523</u>
Total funds	<u>178,436</u>	<u>498,813</u>	<u>(418,699)</u>	<u>-</u>	<u>258,550</u>

1772 Charity

These funds are for the Tuning in with women project.

Cadbury/West Midlands

These funds were given for music rehabilitation programmes with prisoners and ex-prisoners in the West Midlands.

CAF Resilience

These funds were given for COVID-19 emergency support.

Charles Hayward/Young Voices

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

Designated Funds

These funds represent the net book value of fixed assets held by the Charity.

John James

These funds are for Vinney Green and PRU work with young people.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

11 Movement in funds (continued)

Lightbulb Trust

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

NL-Lived Experience/RTR

These funds were given to help the professional development of ex-prisoners as creative leaders, producers and musicians.

Post-release Bristol

Funds received from small funders to help with post-release work on Bristol respectively.

Prison funded work

Funding received from small trusts to fund work in prisons.

Rayne Foundation

These funds were given to research and develop a music rehabilitation programme for Secure Children's Homes.

Sheriff of Gloucester

These funds were given to support our work at Vinney Green Secure Unit.

Small Trusts

These funds represent lots of smaller amounts given towards a particular aspect of the charity's work. The majority of the funds represent grants given for work in a specified prison.

Southern Coop

These funds were given for the provision of post release work in Bristol and Hampshire.

Swire

These funds were given to support the Young Voices project.

Valentine Charitable Trust

Funding received for prison work in Dorset (Guy's Marsh).

Walter Guinness

The funds were given to support our work at HMP Elestoke.

Weavers/Drake Hall

These funds were given for the provision of a musician in residence in Drake Hall.

Weinstock Fund

These funds were given towards the charity's work in HMP Erlestoke.

12 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Designated Funds £	General Funds £	Total 2022 £
Tangible fixed assets	-	4,624	-	4,624
Other net assets	98,199	-	117,155	215,354
	98,199	4,624	117,155	219,978

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

12 Analysis of net assets between funds (continued)

Prior year comparative

	Unrestricted			Total 2021 £
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	
Tangible fixed assets	-	4,935	-	4,935
Other net assets	149,027	-	104,588	253,615
	<u>149,027</u>	<u>4,935</u>	<u>104,588</u>	<u>258,550</u>

13 Reconciliation of net movement in funds to net cash inflow from operating activities

	2022 £	2021 £
Statement of Financial Activities: Net movement in funds	(38,572)	80,114
Depreciation	1,965	1,796
Decrease/(Increase) in debtors	(2,278)	(9,154)
(Decrease)/Increase in creditors	(1,551)	(1,386)
(Gains)/Losses from sale of fixed assets	134	452
Net cash (outflow)/inflow from operating activities	<u>(40,302)</u>	<u>71,822</u>

14 Analysis of changes in cash during the year

	2022 £	2021 £	Change £
Cash at bank and in hand	<u>202,958</u>	<u>245,048</u>	<u>(42,090)</u>
	2021 £	2020 £	Change £
Cash at bank and in hand	<u>245,048</u>	<u>177,775</u>	<u>67,273</u>

15 Related party transactions

There were no further related party transactions other than those disclosed elsewhere within the financial statements.

CHANGING TUNES

England & Wales - Charity number 1144789

Accounts



CHANGING TUNES

Report and Financial Statements

of Changing Tunes



Harmonies – Hybrid Annual Concert 2021

For the year ended 31 December 2021

Charity No. 1144789

Company No. 07791242

CHANGING TUNES
FINANCIAL STATEMENTS
YEAR ENDING 31 DECEMBER 2021

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CHANGING TUNES

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2021

Patrons

Suzy Dymond-White	Governor of HMP Eastwood Park and former Governor of HMP Bristol
Stephen Kinsella	Prison Patron HMP Eastwood Park
Stephen Hoddell	ex-Chair of Samaritans

Founder and Patron

Dr Richard Pendlebury FRSA MBE DL

Trustees

Andrew Wood BSc ACA (Chairman)	Jane Lings MA B.Ed
Richard Sayer BA Hons, BSocSci Hons	James Rimmer MSc BSc
Paula Harriott	Philip Jackman (<i>resigned 1 February 2022</i>)
Jonathan James PhD, PGCE, ALCM	James Thorne
	HHJ Michael Cullum

Staff

Chief Executive	David Jones
Musical Director	Gareth Hamer
Fundraising Manager	Rea Mole
Office Manager	Claire Greville
Business Development Manager	Dave Perryman
Volunteer Finance Manager	Alison Edmonds
Administrator	Mike Somorjay
Senior Musician in Residence	Simon Torrance
Senior Musician in Residence	David Cefai
Senior Musician in Residence	Mike Griffiths
Senior Musician in Residence	Anna Kissell
Musician in Residence	David Fugler
Musician in Residence	Clive Edwards
Musician in Residence	Cam Harper
Musician in Residence	Stuart Heath
Musician in Residence	Matt Newell
Musician in Residence	Elliot Ellison
Musician in Residence	Alex Scott
Musician in Residence	Shelly Quarmby
Musician in Residence	Sam McPherson

Independent Examiner

Joshua Kingston ACA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Bankers

Lloyds TSB, 317 Gloucester Road, Bristol, BS7 8PG
Virgin Bank, Jubilee House, Gosforth, NE3 4PL

Office: PO Box 2646, Bristol, BS6 9BU

Telephone: 0844 414 6083 | **Email:** info@changingtunes.org.uk | **Website:** www.changingtunes.org.uk

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDING 31 DECEMBER 2021

The Trustees present their report and the financial statements which have been independently examined for the year ended 31 December 2021.

Structure, governance, and management

Charitable Status

Changing Tunes is a company limited by guarantee (number 07791242) which was incorporated on 29 September 2011. It attained registered charity status with the Charity Commission of England and Wales (number 1144789) on 24 November 2011.

This charity was set up to take over the activities of an existing unincorporated charity of the same name, which was founded in 1997 as part of the work of the Bristol Chaplaincy, established as an Association with a Constitution on 2 February 2000, and granted charitable status on 2 March 2000 (charity number 1079673). As such, the assets and funds of the unincorporated charity were donated to this charity on 31 December 2011.

The Charitable Objects

The object for which the Charity is established is as follows:

The advancement of education of prisoners and ex-prisoners in all forms of music and the performing arts with a view to aiding their rehabilitation and to further their rehabilitation by whatever means the trustees may from time to time decide.

Trustees

The charity trustees meet at least four times a year to discuss and review the progress and development of the charity, and are kept up-to-date, between meetings, by email. Where a requirement for a new trustee is identified, suitable individuals are identified and appointed by the remaining trustees. The Chairman of Trustees is responsible for the induction of any new trustee. New trustees have to gain an awareness of trustees' responsibilities, the governing document, administrative procedures, and the history and philosophy of the charity.

Risk Management

The trustees have reviewed the major risks and there are systems in place to manage those risks.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2021

With Thanks

We would like to thank all those who have supported the Charity this year including:

1772 Charity	John and Susan Bowers Fund
AB Charitable Trust	John Thaw Foundation
Anton Jurgens Charitable Trust	Joyce Fletcher Charitable Trust
Armourers & Brasiers' Gauntlet Trust	Lancaster Foundation
Avon & Somerset PCT	Langtree Trust
Bergman Lehane Trust	Lightbulb Trust
Bonhomie United Charity Society	Lynn Foundation
Bromley Trust	MacFarlane Walker
Burden Trust	Medlock Charitable Trust
Charities Trust	National Lottery Community Fund (Leaders with Lived Experience programme)
Charles Hayward Foundation	Norman Family Trust
Colwinston Charitable Trust	Oakdale Trust
Cruach Trust	Parivar Trust
David Isaacs Fund	Park Family Trust
Devises Lions	Quartet Community Foundation
Donald Forrester Trust	Rayne Foundation
D'Oyly Carte Charitable Trust	Rowley Trust
Drapers' Company	Sir John and Lady Heathcoat Amory's Charitable Trust
Eleanor Rathbone Charitable Trust	Trust
Fairness Foundation	Society of Merchant Venturers
Fulmer Charitable Trust	Souter Charitable Trust
Garfield Weston Foundation	St James's Place Foundation
Garrod Family Trust	Sussex Community Foundation
Haleon Trust	Syder Foundation
Harold Hyam Wingate Foundation	The Fitton Trust
Harrison-Frank Family Foundation	The Fore Foundation
Henry Smith Charity	Vera Outhwaite Charitable Trust
High Sheriff of Gloucester Fund	William A Cadbury Charitable Trust
Hilden Charitable Fund	
J&M Britton Charitable Trust	
Jack Lane Charitable Trust	
James Beattie Charitable Trust	
Jamieson-Bystock Trust	
Jerusalem Trust	

We are also grateful to every individual who donated to Changing Tunes

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2021

Chairman's report

A year ago I wrote 'Survival, flexibility, and evolution are all measures of success' and this continued to be so relevant and true for the charity throughout last year.

We had hoped that, with world-leading Covid vaccine availability we might see an opening of the prison estate, to allow our in-prison work to return, but it was not to be until the latter half of the year, when in-prison started to resume, largely but not in full.

For nearly two years now, our prison residents have continued to suffer enhanced lockdown, and the enormous toll on mental health will be seen in years to come, as it will be in wider society.

However, despite all these challenges, I am delighted to report, again, and on behalf of the Board, that under the ongoing and inspiring leadership of David Jones, as CEO, the charity has continued to evolve and explore new areas of impact, in a sustainable way. The challenges of managing staff through a working environment which has been more unpredictable than ever cannot be under-estimated, and David's leadership has been quite extraordinary, fully recognised by the trustees.

New achievements of note have included the launch of the Red Tangent record label, for ex-offenders, headed up by an ex-beneficiary of the charity, now employed by the charity and hubs in cities, for post-release work now number five, a considerable increase on previous years.

We must also put on record again our great thanks to those inspired and visionary funders and supporters who have been prepared to back innovation and evolution, and who see the transformational impact of the work we do – your support has been extraordinary. In addition, more good progress has been made with securing funding from prisons themselves, for the work we do, which improves sustainability. This funding success is also a huge testament to the talent of Rea Mole, our Fundraising Manager, alongside David Jones, for which the trustees are extremely grateful, on behalf of staff and beneficiaries.

As is always the case, I must thank all of our office staff and musicians-in-residence, who have largely journeyed with us throughout the Covid pandemic, and which has arguably made us a stronger team through greater sharing and supports year. Nowhere was the team spirit and optimism, and our work, more evident than in our annual concert in November, captured on video for all-time (available via YouTube).

At the time of writing, when the Covid virus appears to becoming much less serious, aided by high vaccine take-up, and relaxing of previous restrictions, we are very optimistic that 2022 will provide a great opportunity for us to extend our reach to those within the criminal justice system.

Andrew Wood
Chairman of Trustees
February 2022

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2021

Statement of public benefit

The trustees have complied with their legal duty under the Charities Act to have regard to the public benefit guidance published by the Charity Commission.

Chief Executive's Report

We never thought we would ever have another year like 2020 and yet 2021 came along and in many ways was even more disruptive and unpredictable. Changing Tunes however has learnt to adapt and indeed thrive in adversity. The resilience that staff have shown through the changes has been matched by the extraordinary resilience of our partners and participants.

This Annual Report will set out our highlights and achievements for the year which we are very proud of. For me personally I would draw your attention to the developments we have made in our post-release offer, the growth of delivery in prisons and our remarkable financial performance in a challenging financial arena.

Developing a regular Post-release Hub in Birmingham as well as starting in a new prison in Litchfield feels like the culmination of the reintegration of the Midlands franchise establishing ourselves firmly in this area. A second Hub in the South West cements our presence in this corner of the country and increases access for those coming from further afield.

There are some encounters that stick with you and this year a conversation with an inmate of a Cat B prison will be the one that will contextualise my work in the coming months. This young person admitted to having significant learning difficulties, having been brought up in the care system and was clearly using drugs to cope with his sentence. The promise of his imminent release was tainted by the fact that there was nothing on the outside for him – no friends or family, no home and no employment. What he did have was a real aptitude and love of music. Changing Tunes had supported him through his sentence and will hopefully continue to support as he comes out. The adversities that this young man had battled through made his skilled guitar playing even more remarkable.

The most significant development this year is the way in which our prison partners have begun to fund our work directly. Whilst the actual sums overall are relatively small, the value to us of their support is significant, helping us to diversify our income and underpinning a funding model that will drive sustainable growth in the long-term. Their contribution alongside our community of loyal funders and donors has meant that we have ended the year in a strong position.

Looking ahead to 2022 we are excited about establishing the first South Wales post release Hub and developing our Young Voices project, so called because it aims to nurture the creative potential of marginalised young people who've already faced complex challenges. Our move into preventative work with two Pupil Referral Units offers an opportunity to use our experience to help divert children away from further exclusion.

We are so grateful for the support we received last year from partners, donors and funders. Our excitement about the coming year stems from the belief that others have in our work.

CHANGING TUNES
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2021

Overview of 2021 in numbers:

Group music sessions delivered	755
1:1 sessions delivered	384
Participants worked with	348
Audience numbers	1500+
Recordings sessions	11
Awards received	20

Objective	Performance to date
Develop work in current prisons	Re-established in 11 out of 19 Prisons/SCHs Increased capacity in Vinney Green SCH, HMPs Bristol and East wood Park
Increase numbers of participants worked with post-release	New Post-release hubs started in Birmingham and Exeter Zoom based 1:1 work is happening and early feedback is that it works well
Improve COVID resistant delivery	Five distance learning (In Cell) packs developed complete with accompanying audio CDs. Subjects covered: Guitar, Rhythm, Western Music Theory, Voice and Beats and Bars. Keyboard Pack is in development
Develop new post release initiatives via partnerships	Contract won to deliver music sessions in CF03 Activity Hub Bristol working with clients referred by probation. Contract has started and is working well. Collaboration with Mentor Me for an added value service to support their clients has started with small numbers of referrals being worked with.
Develop new Prison/Secure Unit based work sustainably	Work started in one new Prison (HMP Swinfen Hall) where we won a contract to deliver 4days/week
Develop Artistic Pathways	Red Tangent Records has been set up, web presence established, legal work completed and first two artists signed, with more artists in negotiations.

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2021

Improve marketing and messaging	We have dramatically improved the output on our social media platforms both in volume and quality. Our community of followers is growing reflecting the interest in what we are putting out.
Improve financial sustainability	We received commitments to pay £131,000 in income from prisons. We were not able to draw down all of this due to COVID-19 delays, but this is a very encouraging position for going forward.
Improve staff wellbeing	We have developed a process for group supervision to accompany our existing 1:1 professional supervision system. We are hopeful that this will support staff with the pressures of working in prison environments.

Fundraising and Communications

It's been a really successful year for grant fundraising, as reflected in the grant total of over £366,000 in grants secured. Within this fantastic achievement there are some individual successes which we are pleased about, cementing partnerships and multi-year support. The fundraising function of the charity is working efficiently building systems and assets that will serve us well in coming years. The improvements in our communications have also led to a rise individual giving which is helping us to diversify our sources of income.

Financial Review

Income in 2021 was £498,813, compared to £347,329 in 2020, of which 68.6% was unrestricted funds and expenditure was £418,699. This enabled the organisation to increase reserves to £258,550 putting the organisation in a strong financial position.

Unrestricted funds at the year-end stood at £109,523 with £4,935 tied up in fixed assets. The reserves policy of the charity prescribes maintaining a balance of six months' expenditure. This equates to reserves of £209,350 and, at the year-end, free reserves were £104,588, which is still short of the target policy amount. No funds, whether restricted or unrestricted, were in deficit at the year-end. The Trustees are pleased to report that reserves have been maintained during this year of transition.

Impact of Covid-19

COVID-19 continued to affect our delivery, primarily by reducing the group sizes we were able to work with thereby limiting overall participant numbers. The continued presence of the virus also meant that some Prisons were not able to allow our sessions to recommence. However, in general we have found a way to work with the virus and many of the adaptations we made during 2020 are now embedded in our such that if there is an outbreak in any particular prison we can quickly vary the way we work.

Plans for the next 12 months

Our priority for 2022 is to complete the recovery after COVID-19, fully re-establishing our pre-pandemic footprint in British prisons and secure settings. Alongside this we have a number of specific objectives that we would like accomplish in the coming year:

CHANGING TUNES

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2021

Objective

1. Develop work in at least one new prison or secure setting
2. Increase numbers of participants worked with post-release
3. Explore the gender agenda and it's relevance to our work.
4. Continue working towards becoming an Anti-racism organisation
5. Further roll out the In cell Distance learning packs
6. Develop a clear position on 'Drill' music, how we facilitate it safely
7. Develop additional partnerships particularly in post-release arena
8. Delivery of our Young Voices Project
9. Secure a 'Working with Trauma Quality Mark' –Silver Award
10. Continue the development of sustainable growth

Statement of Trustees' responsibilities

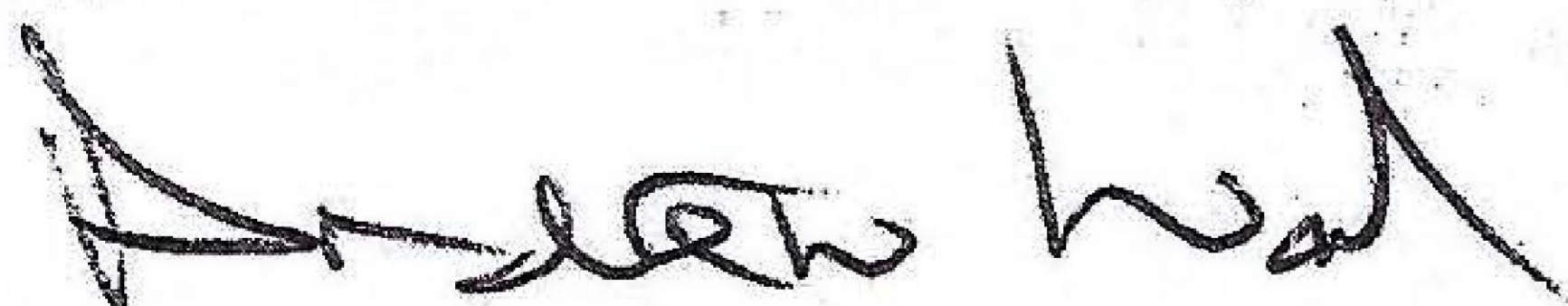
The trustees (who are also directors of Changing Tunes for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

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

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

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

Signed by order of the Trustees



Andrew Wood, Chairman

Date: 23 March 2022

CHANGING TUNES
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 DECEMBER 2021

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

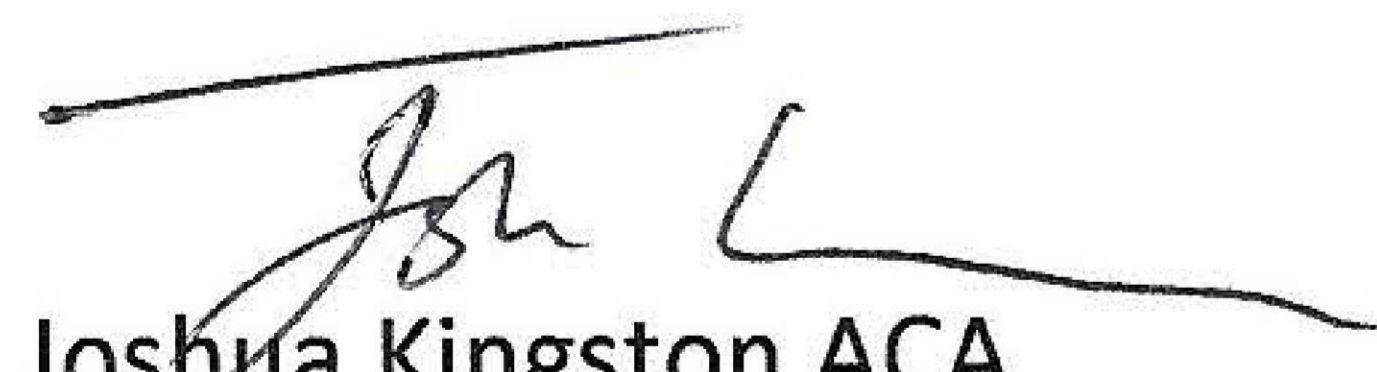
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants 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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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.



Joshua Kingston ACA
Burton Sweet Limited Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 23 March 2022

CHANGING TUNES

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:					
Donations	2	282,695	156,669	439,364	325,018
Charitable activities:					
Prison Post-Release Work		59,539	(360)	59,179	22,203
Other trading activities		270	-	270	108
Total income		342,504	156,309	498,813	347,329
Expenditure on:					
Raising funds		48,112	-	48,112	38,080
Charitable activities	3	286,171	84,416	370,587	273,926
Total expenditure		334,283	84,416	418,699	312,006
Net income/ (expenditure) and net movement in funds	6	8,221	71,893	80,114	35,323
Total funds at 1 January 2021	11	101,302	77,134	178,436	143,113
Total funds at 31 December 2021	11	109,523	149,027	258,550	178,436

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the Charity are classed as continuing.

The notes on pages 13 to 21 form part of these financial statements.
See note 7 for fund-accounting comparative figures.

CHANGING TUNES

BALANCE SHEET

AS AT 31 DECEMBER 2021

Company number: 07791242

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	8	4,935	2,634
Current assets			
Debtors	9	16,541	7,387
Cash at bank and in hand		245,048	177,775
		<u>261,589</u>	<u>185,162</u>
Liabilities			
Creditors: amounts falling due withing one year	10	(7,974)	(9,360)
Net current assets		253,615	175,802
Total net assets		<u>258,550</u>	<u>178,436</u>
Funds			
Restricted funds	12	149,027	77,134
Unrestricted funds			
Designated funds	12	4,935	2,634
General funds	12	104,588	98,668
Total funds		<u>258,550</u>	<u>178,436</u>

For the year ended 31 December 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with requirements of the Act with respect to accounting records and the preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the trustees on 23 March 2022 and signed on their behalf by:



Andrew Wood
Chairman of Trustees

The notes on pages 13 to 21 form part of these financial statements.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The charity is a public benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by the worldwide COVID-19 crisis. Whilst the Trustees expect there to be a significant impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Investment income is included on a receivable basis.

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 settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accrual basis, inclusive of any VAT which can be recovered.

Fixed assets

Fixed assets are stated at cost with purchases of £500 or greater being capitalised. Depreciation is calculated so as to write off the cost of fixed assets over the useful life as follows:

Music equipment	25% reducing balance
Office equipment	25% straight line

Debtors

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

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

1 Accounting policies (continued)

Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

Fund accounting

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

Designated funds form a part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be undesignated at any time 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.

2 Income from: Donations

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £ (Restated)
Individual gifts	51,311	250	51,561	41,058
Church gifts	3,449	400	3,849	6,337
Grants receivable	210,620	156,019	366,639	187,279
Transfer of assets - Changing Tunes Midlands	-	-	-	25,206
Coronavirus job retention scheme	17,315	-	17,315	65,138
	<u>282,695</u>	<u>156,669</u>	<u>439,364</u>	<u>325,018</u>

Prior year comparative - Restated

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Individual gifts	41,058	-	41,058
Church gifts	5,737	600	6,337
Grants receivable	147,756	39,523	187,279
Transfer of assets - Changing Tunes Midlands	15,961	9,245	25,206
Coronavirus job retention scheme	65,138	-	65,138
	<u>275,650</u>	<u>49,368</u>	<u>325,018</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

3 Expenditure on: Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Wages and salaries	211,036	68,115	279,151	225,212
Post-release costs	30,804	15,143	45,947	11,186
Equipment	225	-	225	68
Travel and subsistence	1,243	72	1,315	649
Training	744	85	829	2,744
Office costs	25,031	129	25,160	22,783
Recruitment	169	-	169	405
Accountancy fees	1,833	-	1,833	1,708
Publication and printing	5,094	786	5,880	2,024
Professional fees	3,924	86	4,010	3,264
Depreciation	1,796	-	1,796	1,015
Loss on disposal of fixed assets	452	-	452	-
Governance costs: Independent examiner's fees	3,820	-	3,820	2,868
	<u>286,171</u>	<u>84,416</u>	<u>370,587</u>	<u>273,926</u>

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Wages and salaries	192,536	32,676	225,212
Post-release costs	6,327	4,859	11,186
Equipment	68	-	68
Travel and subsistence	649	-	649
Training	2,110	634	2,744
Office costs	22,783	-	22,783
Recruitment	405	-	405
Accountancy fees	1,708	-	1,708
Publication and printing	1,994	30	2,024
Professional fees	3,264	-	3,264
Depreciation	1,015	-	1,015
Governance costs: Independent examiner's fees	2,868	-	2,868
	<u>235,727</u>	<u>38,199</u>	<u>273,926</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

4 Staff costs and numbers

	Total 2021 £	Total 2020 £
The aggregate staff costs were:		
Wages and salaries	306,259	250,024
Social security costs	19,446	9,395
Pension costs	8,915	5,530
	<u>334,620</u>	<u>264,949</u>

The average weekly number of staff during the period, calculated on the basis of headcount, was as follows:

	2021 No.	2020 No.
Management/ Fundraising	5	4
Charitable Activities	15	16
	<u>20</u>	<u>20</u>

No employee received emoluments of more than £60,000.

The key management personnel comprise of the Trustees, the Chief Executive Officer, the Musical Director, Fundraising Manager and the Office Manager. The total employee benefits of the key management personnel were £139,800 (2020: £125,486).

5 Taxation

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

6 Net income/(expenditure) for the year

	Total 2021 £	Total 2020 £
This is stated after charging:		
Independent examiner's fee:		
- for independent examination	1,815	1,400
- for accounts preparation	1,485	1,200
- (over)/ under accrual	520	268
Depreciation	1,796	1,015
Loss on disposal of fixed assets	452	-
	<u>4,073</u>	<u>3,883</u>

The total Trustees' expenses paid during the year ended 31 December 2021 were £Nil (2020: £Nil).

Aggregate donations from Trustees and other related parties in the year were £7,425 (2020: £3,725).

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

7 Statement of Financial Activities comparative figures

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income from:			
Donations	275,650	49,368	325,018
Charitable activities			
Prison Post-Release Work	580	21,623	22,203
Other trading activities	108	-	108
Total income	276,338	70,991	347,329
Expenditure on:			
Raising funds	38,080	-	38,080
Charitable activities	235,727	38,199	273,926
Total expenditure	273,807	38,199	312,006
Net income/ (expenditure) and net movement in funds	2,531	32,792	35,323
Total funds at 1 January 2020	98,771	44,342	143,113
Total funds at 31 December 2020	101,302	77,134	178,436

8 Fixed assets

	Office Equipment £	Musical Equipment £	Total £
Cost			
At 1 January 2021	549	22,950	23,499
Additions	4,050	500	4,550
Disposal	-	(19,708)	(19,708)
At 31 December 2021	4,599	3,742	8,341
Depreciation			
At 1 January 2021	549	20,316	20,865
Charge for the year	1,013	784	1,797
Disposals	-	(19,256)	(19,256)
At 31 December 2021	1,562	1,844	3,406
Net Book Value			
At 31 December 2021	3,037	1,898	4,935
At 31 December 2020	-	2,634	2,634

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

9 Debtors	2021	2020
	£	£
Trade debtors	4,300	2,027
Other debtors	2,110	2,414
Prepayment and accrued income	10,131	2,946
	<u>16,541</u>	<u>7,387</u>

10 Creditors: amounts falling due within one year	2021	2020
	£	£
Other creditors	1,884	1,148
Accruals & deferred income	6,090	8,212
	<u>7,974</u>	<u>9,360</u>

11 Movement in funds

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	At 31 December 2021 £
Restricted funds					
Cadbury/West Midlands	-	14,000	(102)	-	13,898
CAF Resilience	1,240	3,509	(4,749)	-	-
Charles Hayward/Young Voices	-	23,250	-	-	23,250
Lightbulb Trust	-	17,850	-	-	17,850
NL-Lived Experience/RTR	-	24,914	(23,954)	-	960
Prison Funded Work	12,274	(360)	(11,914)	-	-
Rayne Foundation	-	14,000	-	-	14,000
Sheriff of Gloucester	2,176	1,750	(3,921)	-	5
Small Trusts	30,647	53,896	(31,143)	-	53,400
Southern Coop	4,006	-	(4,006)	-	-
Valentines/ Guy Marsh	13,623	-	(88)	-	13,535
Walter Guinness/ Erlestoke	3,684	-	(188)	-	3,496
Weavers/Drake Hall	8,409	-	(1,311)	-	7,098
Weinstock	1,075	3,500	(3,040)	-	1,535
	<u>77,134</u>	<u>156,309</u>	<u>(84,416)</u>	<u>-</u>	<u>149,027</u>
Unrestricted funds					
General funds	98,668	342,504	(332,486)	(4,098)	104,588
Designated funds	2,634	-	(1,797)	4,098	4,935
	<u>101,302</u>	<u>342,504</u>	<u>(334,283)</u>	<u>-</u>	<u>109,523</u>
Total funds	<u>178,436</u>	<u>498,813</u>	<u>(418,699)</u>	<u>-</u>	<u>258,550</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

11 Movement in funds (continued)

	At 1 January 2020 £	Income £	Expenditure £	Transfers £	At 31 December 2020 £
Restricted funds					
CAF Resilience	-	3,509	(2,269)	-	1,240
Hampshire PCC	4,652	-	(4,652)	-	-
HMP Ashfield	3,308	-	(3,308)	-	-
Hobson/ Exeter & Channings Wood	188	-	(188)	-	-
Lloyds Grant Enable	6	-	(6)	-	-
Post-release Dorset	135	-	(135)	-	-
Prison Funded Work	178	21,623	(9,527)	-	12,274
Sheriff of Gloucester	2,176	-	-	-	2,176
Small Trusts	20,474	20,864	(10,691)	-	30,647
Southern Coop	-	5,250	(1,244)	-	4,006
Valentines/ Guy Marsh	9,181	7,000	(2,558)	-	13,623
Walter Guinness/ Erlestoke	696	3,500	(512)	-	3,684
Weavers/Drake Hall	-	9,245	(836)	-	8,409
Weinstock	3,348	-	(2,273)	-	1,075
	<u>44,342</u>	<u>70,991</u>	<u>(38,199)</u>	<u>-</u>	<u>77,134</u>
Unrestricted funds					
General funds	95,122	276,338	(272,792)	-	98,668
Designated funds	3,649	-	(1,015)	-	2,634
	<u>98,771</u>	<u>276,338</u>	<u>(273,807)</u>	<u>-</u>	<u>101,302</u>
Total funds	<u>143,113</u>	<u>347,329</u>	<u>(312,006)</u>	<u>-</u>	<u>178,436</u>

Cadbury/West Midlands

These funds were given for music rehabilitation programmes with prisoners and ex-prisoners in the West Midlands.

CAF Resilience

These funds were given for COVID-19 emergency support.

Charles Hayward/Young Voices

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

Designated Funds

These funds represent the net book value of fixed assets held by the Charity.

Hampshire PCC

These funds were for post release work in Hampshire area.

HMP Ashfield

These funds are received from HMP Ashfield to help fund work in the prison.

Hobson/ Exeter & Channings Wood

These funds were given to support our work at HMP Channings Wood and HMP Exeter.

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

11 Movement in funds (continued)

Lightbulb Trust

These funds were given for music rehabilitation work with young people who are in the criminal justice system, or at risk of entering it.

Lloyds Grant Enable

These funds, via the Enable funding stream, were given to build Changing Tunes, capacity, namely monitoring and evaluation, and our franchising project.

NL-Lived Experience/RTR

These funds were given to help the professional development of ex-prisoners as creative leaders, producers and musicians.

Post-release Bristol and Dorset

Funds received from small funders to help with post-release work on Bristol and Dorset respectively.

Prison funded work

Funding received from small trusts to fund work in prisons.

Rayne Foundation

These funds were given to research and develop a music rehabilitation programme for Secure Children's Homes.

Sheriff of Gloucester

These funds were given to support our work at Vinney Green Secure Unit.

Small Trusts

These funds represent lots of smaller amounts given towards a particular aspect of the charity's work. The majority of the funds represent grants given for work in a specified prison.

Southern Coop

These funds were given for the provision of post release work in Bristol and Hampshire.

Valentine Charitable Trust

Funding received for prison work in Dorset (Guy's Marsh).

Walter Guinness

The funds were given to support our work at HMP Elestoke.

Weavers/Drake Hall

These funds were given for the provision of a musician in residence in Drake Hall.

Weinstock Fund

These funds were given towards the charity's work in HMP Erlestoke.

12 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Designated Funds £	General Funds £	Total 2021 £
Tangible fixed assets	-	4,935	-	4,935
Other net assets	149,027	-	104,588	253,615
	<u>149,027</u>	<u>4,935</u>	<u>104,588</u>	<u>258,550</u>

CHANGING TUNES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

12 Prior year comparative (continued)

	Restricted Funds £	Unrestricted Designated Funds £	General Funds £	Total 2020 £
Tangible fixed assets	-	2,634	-	2,634
Other net assets	77,134	-	98,668	175,802
	<u>77,134</u>	<u>2,634</u>	<u>98,668</u>	<u>178,436</u>

13 Donation of assets and liabilities

On 31 March 2020, Changing Tunes Midlands, charitable company (registration number: 10662238) ceased trading. As a result on 1 April 2020 the charity has transferred all of its existing assets to Changing Tunes. Total assets transferred comprise of £26,706 accumulated cash reserves and a £1,500 accrual relating to accountancy fees. As a result the total asset transfer amounts to £25,206 (net assets) as shown in note 2 of the accounts. £9,245 of the assets transferred relate to the Weavers/ Drake hall restricted fund, remaining assets of £15,961 have been classed as unrestricted general funds (see note 11).