

INCORPORATED SOCIETY OF MUSICIANS TRUST

England & Wales · Charity number 1160261

Details

Other names ISM TRUST

Status Registered

Legal form Charitable company

Company number [09296727](#)

Registered 2015-01-30

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

Contact

Address 4-5 Inverness Mews
London
W2 3JQ

Phone 020 7221 3499

Email enquiries@ismtrust.org

Website ismtrust.org

Activities

Objects: THE OBJECTS OF THE CHARITY (THE 'OBJECTS') ARE FOR THE PUBLIC BENEFIT:-3.1.1 TO ADVANCE EDUCATION; 3.1.2 TO ADVANCE HEALTH;3.1.3 TO PROMOTE THE ARTS PARTICULARLY MUSIC; AND 3.1.4 TO FURTHER SUCH OTHER EXCLUSIVELY CHARITABLE PURPOSES ACCORDING TO THE LAW OF ENGLAND AND WALES AS THE TRUSTEES IN THEIR ABSOLUTE DISCRETION FROM TIME TO TIME DETERMINE.

Activities: The ISM Trust delivers professional development to the music sector through webinars, seminars, events and partnerships with leading charities and organisations. It develops innovative resources for music professionals, covering a wide range of topics from performance anxiety and legal essentials to primary singing and musical understanding.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£86,053	£56,134	-	-
2023-08-31	£70,094	£56,926	-	-
2022-08-31	£17,056	£55,349	-	-
2021-08-31	£59,004	£51,009	-	-
2020-08-31	£97,569	£112,127	-	-

Trustees

Name	Role	Appointed
Bushra El-Turk		2022-12-07
Danielle Howard		2025-04-24
Deborah Keyser		2019-12-18
Dr Kirsty Devaney		2022-06-14
Dr MARIUS CARBONI		2016-04-14
Dr Paul Edlin		2020-04-25
Eugene Monteith		2020-06-17
Gabriella Swallow		2025-04-24
IVOR CHARLES LEO FLINT		2015-06-11
Jeremy Huw Williams BEM PhD		2016-04-14
Jess Gillam		2025-04-24
Mahaliah Edwards		2025-04-24
Nicky Spence		2020-04-25
PROFESSOR DAVID JOHN SMITH		2015-06-11
Pauline Black		2019-12-18
Peter Nicolas Chisholm		2015-06-11
Professor CHRIS COLLINS		2019-09-18
Stephen Goss		2016-04-14
Vicki Louise Bain		2020-04-25

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England & Wales - Charity number 1160261

Accounts

Company number: 9296727
Charity number: 1160261

INCORPORATED SOCIETY OF MUSICIANS TRUST

**DIRECTORS' REPORT AND
UNAUDITED FINANCIAL STATEMENTS**

FOR THE YEAR ENDED
31 AUGUST 2024

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

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LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2024

Directors and Trustees	Vick Bain Pauline Black Dr Marius Carboni Dr Michelle Castelletti (resigned 20 June 2024) Nicolas Chisholm MBE Professor Christopher Collins Dr Kirsty Devaney Dr Paul Edlin Ivor Flint (Treasurer) Professor Stephen Goss Deborah Keyser Eugene Monteith Professor David Smith Nicky Spence (Chair) Dr Jeremy Huw Williams Bushra El-Turk
Company secretary	Deborah Annetts
Company registered number	9296727
Charity registered number	1160261
Registered office (and principal office)	4-5 Inverness Mews London W2 3JQ

INCORPORATED SOCIETY OF MUSICIANS TRUST
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LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2024

Independent examiner James Mathieson FCA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Bankers NatWest Bank plc
Baker Street
London, W1U 6AT

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London
EC4R 1BE

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) present their annual report together with the financial statements of Incorporated Society of Musicians Trust ('ISM Trust' or 'the Trust') for the year ended 31 August 2024. The Directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Structure, governance, and management

The ISM Trust, which is a Company Limited by Guarantee, was incorporated on 5 November 2014. It was set up by the Council of the Independent Society of Musicians ('ISM'), formally the Incorporated Society of Musicians ('ISM') and received its charity status on 30 January 2015. It is governed by its Articles of Association. The management of the charity is the responsibility of the Board of Directors. The Directors are appointed by the members and the sole member of the charity is the ISM (a company limited by guarantee, registered number 36882). On a regular basis new Trustees are appointed to the charity and they are identified on the basis of their skills and their knowledge of the music sector.

In 2015, the ISM Trust became the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians ('ISM Members Fund', a charitable trust). The three organisations, namely the ISM, the ISM Trust and the ISM Members Fund, work closely together and are operating under the name "the ISM Group".

Objectives and activities

The objects of the ISM Trust are to:

- advance education;
- advance health; and
- promote the arts, particularly music.

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FOR THE YEAR ENDED 31 AUGUST 2024

Professional development was delivered by the ISM Trust through webinars, webcasts, a regional seminar, and resources. The Directors had due regard to the Charity Commission's guidance on public benefit when setting objectives and planning activities. A number of ISM staff delivered services on behalf of the Trust: none of them were employed by the Trust. The work of the Trust was also supported by the Senior Leadership Team and the Trust's Board.

Achievements and performance

In the 2023-24 financial year the Trust focused on delivering a new ground-breaking digital resource, including Breaking the Singing Barrier (delivered in partnership with Voices Foundation) and 14 webinars on subjects such as tax, flexible working, Ofsted, advocating for music in your school, arranging and composing, and engaging D/deaf musicians in music-making.

In February 2024, we launched Breaking the Singing Barrier, a new, free resource aimed at helping teachers to understand and overcome the barriers to singing for children, young people and adults of all cultures and backgrounds. The resource was delivered in partnership with the Voices Foundation and supported by the Schools Music Association (SMA). The online resource included webinars from leading voices in the music education sector and 20 bite-sized videos full of support from singing specialists and tips on topics such as:

- SEND barriers to singing
- Cultural barriers to singing
- Differing barriers between primary and secondary singing
- Psychological and personal barriers to singing

The webinars were attended by 147 people live and replayed a total of 1000 times on YouTube. In total, the resource has been accessed over 3000 times since its launch. It has been shortlisted for Outstanding Music Education Resource at the Music & Drama Education Awards 2025.

Webinars, seminars and partnerships

A total of 14 free webinars were held across the year, attracting 631 live attendees and 4,560 views overall. Webinars included the Breaking the Singing Barrier series, arranging and composing using Dorico 5, coping with hearing loss as a musician, synthesis in music production, advocating for music in schools, engaging D/deaf musicians in music-making activities, and flexible working for parents and careers in the music sector.

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FOR THE YEAR ENDED 31 AUGUST 2024

In terms of in-person sessions, the ISM Trust delivered one session at the MTA conference on the Primary Music Toolkit.

Future activity

The Trust's future programme includes the release of new and updated National Curriculum documents (due early 2025) and free webinars including on the new National Curriculum resources, on accessing music technology at primary education level, and teaching children on the autism spectrum.

Compliance

The ISM Trust is registered as a data controller in its own right at the Information Commissioner's Office (ICO). All ISM staff working on Trust activities are bound by the provisions of the ISM Group Data Governance Policy introduced across all ISM Group companies in 2018 as part of our activities to ensure compliance with the General Data Protection Regulation (EU) 2016/679 ('GDPR') and the Data Protection Act 2018. The Trust was also registered with the Fundraising Regulator and in accordance with Charity Commission guidance further training in trustee duties and charity governance was provided to Trustees in 2020. New Trustees received guidance in relation to trustee duties and charity governance during the course of the year.

Financial Review

Overview

During the reporting period, total income increased by 22.8% compared to the previous year, reaching £86,053 (2023: £70,094), while expenditure decreased slightly by 1.4% to £56,134 (2023: £56,926). This resulted in a surplus of £29,919 (2023: £13,168), exceeding the budgeted figure. The ISM Trust derives its income from three primary sources: membership subscriptions, professional development activities, and donations and legacies.

Income

The Trust generated a total income of £86,053 during the reporting period, with the majority sourced from donations and legacies, supplemented by membership fees and income from charitable activities.

Donations and legacies increased, with £77,237 received during the year (2023: £55,897), including

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

a £75,000 contribution from the ISM (2023: £50,000) to support the Trust's activities. The Trustees are deeply grateful for the generosity of all donors and would like to acknowledge a legacy received from the estate of Annemauraide Hamilton.

Membership subscriptions income grew to £4,011 during the reporting period (2023: £3,752), supported by a 19% increase in membership numbers, which rose to 186 by August 2024. The ISM Trust also launched a new resource, *Breaking the Singing Barrier*, with sponsorship from the School Music Association (SMA), of £1,781. This, along with income from other professional development activities, contributed to total income from charitable activities of £4,805 (2023: £10,445).

Expenditure

Total expenditure for the year amounted to £56,134, with £54,833 allocated to **charitable activities** (2023: £54,216). A key driver of this expenditure was the launch and delivery of the *Breaking the Singing Barrier* resource, which formed part of the Trust's ongoing commitment to education and professional development.

Reserves

The ISM Trust's reserves policy ensures that normal operations can continue for up to four months in the event of an income shortfall, while also accounting for potential risks and contingencies. As of 31 August 2024, the Trust held £94,947 in unrestricted reserves (2023: £65,028), equating to over 20 months of annual expenditure for 2023-24. This figure significantly exceeds the target range, providing a strong foundation to support upcoming conferences, events, and new educational resources aimed at developing the professional capacity of the music industry.

Statement of Directors' responsibilities

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable 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 charity will continue in operation.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Directors of the ISM Trust on 13 February 2025 and signed on their behalf by:

Nicky Spence
Chairman of the ISM Trust

Deborah Annetts
Chief Executive Officer

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INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF MUSICIANS TRUST

I report to the trustees on my examination of the accounts of the Incorporated Society of Musicians Trust ('the charitable company') for the year ended 31 August 2024.

Responsibilities and basis of report

As the trustees of the charitable 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 charitable 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 the charitable company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

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

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INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF
MUSICIANS TRUST

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.

James Mathieson FCA

Lindeyer Francis Ferguson Limited

North House, 198 High Street

Tonbridge

Kent TN9 1BE

Date: 17 February 2025

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STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2023 £
Income from:			
Donations and legacies		77,237	55,897
Charitable activities		4,805	10,445
Other trading activities		4,011	3,752
Total income	2	86,053	70,094
Expenditure on:			
Raising funds		1,301	2,710
Charitable activities		54,833	54,216
Total expenditure	3	56,134	56,926
Net income and net movement in funds		29,919	13,168
Reconciliation of funds:			
Total funds brought forward		65,028	51,860
Total funds carried forward		94,947	65,028

There were no restricted funds in the current nor preceeding period.

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BALANCE SHEET
AS AT 31 AUGUST 2024

	Notes	£	2024 £	£	2023 £
Current assets					
Debtors		193		251	
Cash at bank and in hand		101,578		74,875	
		<u>101,771</u>		<u>75,126</u>	
Creditors: amounts falling due within one year					
	6	(6,824)		(10,098)	
Net current assets			94,947		65,028
Total net assets			<u><u>94,947</u></u>		<u><u>65,028</u></u>
Funds of the charity					
Unrestricted funds			<u><u>94,947</u></u>		<u><u>65,028</u></u>

For the financial period ended 31 August 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 financial statements for the period in question in accordance with section 476;
- The Executive Committee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements 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 13 February 2025 and signed by:

Nicky Spence
Chairman of the ISM Trust

Deborah Annetts
Chief Executive

Company registration number: 9296727

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in pounds sterling and rounded to the nearest pound.

Incorporated Society of Musicians Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Group reporting

The charity has taken advantage of the exemption under section 399 of the Companies Act 2006 and section 139 of the Charities Act 2011 not to prepare consolidated accounts, on the basis that the group of which this is the parent qualifies as a small group. The financial statements present information about the charity as an individual entity and not about its group.

1.3 Status

The charity is a company limited by guarantee, incorporated in England and Wales. The address of the registered office is 4-5 Inverness Mews, London, W2 3JQ. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Income recognition

Income is recognised once the charity has entitlement to income, it is probable that the income will be received and the amount of the income receivable can be measured reliably. For donations this is usually on receipt. Professional development fee income is recognised in the period in which the services are performed.

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1.4 Income recognition (continued)

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

1.5 Resources expended

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be measured or estimated reliably. It is inclusive of any VAT which can be recovered.

Expenditure has been included under expense categories that aggregate all costs for allocation to activities. Support costs are those incurred in support of expenditure on the objects of the charity, and have been allocated between charitable activities and costs of raising funds on the basis of direct staff costs.

1.6 Financial instruments

The charity has financial instruments of a kind that qualify as basic financial instruments. The charity's short term debtors and creditors are recognised at settlement value.

1.7 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

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

2 Income

	2024	2023
	£	£
Donations and legacies:		
Donations from Independent Society of Musicians	75,000	50,000
Legacy income	2,187	5,729
Other donations	50	168
	<u>77,237</u>	<u>55,897</u>
Charitable activities		
Professional development fees	4,805	10,445
Other trading activities		
Membership subscriptions	4,011	3,752
	<u>86,053</u>	<u>70,094</u>

3 Expenditure

	2024	2024	2024	2023
	Direct	Support	Total	Total
	costs	costs	costs	costs
	£	£	£	£
Raising funds				
Membership services	1,240	61	1,301	2,710
Charitable activities				
Professional development	31,219	23,349	54,568	52,439
Promotion of the arts	105	160	265	1,777
	<u>31,324</u>	<u>23,509</u>	<u>54,833</u>	<u>54,216</u>
	<u>32,564</u>	<u>23,570</u>	<u>56,134</u>	<u>56,926</u>

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FOR THE YEAR ENDED 31 AUGUST 2024

3 Expenditure (continued)

	2024	2023
	£	£
Direct costs		
Wages and salaries	13,017	14,644
Employer's national insurance contributions	1,460	1,634
Employer's pension contributions	976	1,309
Professional development	8,588	6,248
Membership services	1,200	994
Consultancy fees	-	105
Seminars	700	1,042
Webinars	5,019	2,744
Advertising	1,488	2,466
Other	116	221
	<u>32,564</u>	<u>31,407</u>
	2024	2023
	£	£
Support costs		
Wages and salaries	11,683	11,539
Employer's national insurance contributions	1,328	1,331
Employer's pension contributions	1,098	1,123
Advertising	376	1,613
Management charges	6,008	5,884
Irrecoverable VAT	573	969
Administration	39	465
Governance:		
Legal and professional fees	170	420
Independent examiner's fee	2,295	2,175
	<u>23,570</u>	<u>25,519</u>

Management charges comprise costs recharged from the Independent Society of Musicians (ISM) for the use of premises, administration and other related expenditure.

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4 Staff costs

Wages and salaries relate to employment costs recharged from Independent Society of Musicians (ISM) for the time spent by their employees working on the activities of the ISM Trust.

No Trustee received remuneration or reimbursement of expenses during either year.

The key management of the charity includes Trustees, the Chief Executive, the Director of Finance & Facilities and the Head of Charity Development of the ISM. The aggregate amount of employee benefits recharged from ISM in respect of key management was £17,910 (2023: £21,467).

5 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	-	100
Amounts due to Independent Society of Musicians	1,782	4,122
Accruals and deferred income	5,042	5,876
	<u>6,824</u>	<u>10,098</u>

6 Control

The parent company is Independent Society of Musicians, a company limited by guarantee and registered in England and Wales (registered number - 00036882), which is the charity's sole member. The Independent Society of Musicians is a professional body for musicians, and its principal purpose and activities are to promote the art of music and to protect and support the interests of musicians and the music profession.

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7 Subsidiary undertaking

The ISM Trust is the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians (ISM Benevolent Fund, a charitable trust) and is deemed to have control. Its registered office is 4-5 Inverness Mews, London, W2 3JQ. The principle activity of the ISM Benevolent Fund is to provide relief and prevent poverty amongst ISM members and the dependents of deceased members.

The aggregate amount of reserves and the results for the last relevant financial year were as

	Reserves at 31 August 2024 £	Surplus for the year to 31 August 2024 £
Benevolent Fund of the Incorporate Society of Musicians	5,029,144	354,220

8 Related party transactions

At the balance sheet date, the charity owed £1,782 (2023: £4,122) to the Independent Society of Musicians (ISM) in respect of expenses paid on behalf of the charity. Re-charged expenses totalled £35,570 (2023: £37,463), consisting of £6,008 (2023: £5,884) of management costs and £29,562 (2023: £31,581) for employment costs. During the year, the charity received £75,000 in donations from the ISM (2023: £50,000). The ISM is considered to be a related party as it is the charity's sole member, and it has directors in common with the charity.

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England & Wales - Charity number 1160261

Accounts

Company number: 9296727
Charity number: 1160261

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**DIRECTORS' REPORT AND
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FOR THE YEAR ENDED
31 AUGUST 2023

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LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2023

Directors and Trustees	Vick Bain (Chair) Pauline Black (Chair from 21 April 2023) Dr Marius Carboni Dr Michelle Castelletti Nicolas Chisholm MBE Professor Christopher Collins Dr Kirsty Devaney Dr Paul Edlin Ivor Flint (Treasurer) Professor Stephen Goss Deborah Keyser Eugene Monteith Professor David Smith Nicky Spence Dr Jeremy Huw Williams Bushra El-Turk (appointed 7 December 2022)
Company secretary	Deborah Annetts
Company registered number	9296727
Charity registered number	1160261
Registered office (and principal office)	4-5 Inverness Mews London W2 3JQ

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LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2023

Independent examiner Amy Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Bankers NatWest Bank plc
Baker Street
London, W1U 6AT

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London
EC4R 1BE

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) present their annual report together with the financial statements of Incorporated Society of Musicians Trust ('ISM Trust' or 'the Trust') for the year ended 31 August 2023. The Directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Structure, governance, and management

The ISM Trust, which is a Company Limited by Guarantee, was incorporated on 5 November 2014. It was set up by the Council of the Incorporated Society of Musicians ('ISM') and received its charity status on 30 January 2015. It is governed by its Articles of Association. The management of the charity is the responsibility of the Board of Directors. The Directors are appointed by the members and the sole member of the charity is the ISM (a company limited by guarantee, registered number 36882). On a regular basis new Trustees are appointed to the charity and they are identified on the basis of their skills and their knowledge of the music sector.

In 2015, the ISM Trust became the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians ('ISM Members Fund', a charitable trust). The three organisations, namely the ISM, the ISM Trust and the ISM Members Fund, work closely together and are operating under the name "the ISM Group".

Objectives and activities

The objects of the ISM Trust are to:

- advance education;
- advance health; and
- promote the arts, particularly music.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Professional development was delivered by the ISM Trust through webinars, webcasts, a regional seminar, and resources. The Directors had due regard to the Charity Commission's guidance on public benefit when setting objectives and planning activities. A number of ISM staff delivered services on behalf of the Trust: none of them were employed by the Trust. The work of the Trust was also supported by the Senior Leadership Team and the Trust's Board.

Achievements and performance

In the 2022-23 financial year the Trust focused on reacting to significant sector-wide challenges, as well as continuing its work on music education.

We launched the Primary Singing Toolkit in March 2023. This free digital resource, created in partnership with Voices Foundation, was developed from our shared goal of improving music education and the belief in the power of singing and music to change lives. Designed to give non-specialist primary school teachers the confidence and skills to sing with their pupils and teach the foundations of good singing technique, the Toolkit is an online resource made up of 14 videos and seven lesson plans.

Since its launch, the Toolkit has been accessed by over 5,000 users. Users rated the quality of the resource as 4.4/5 (with 5 being excellent). The Primary Singing Toolkit has been shortlisted for Outstanding Music Education Resource at the Music & Drama Education Awards 2024.

All ISM Trust resources were redesigned and rebranded to bring them up to date and in line with the new ISM Trust brand and website. The Teachers' Pack for instrumental and vocal music teachers was rewritten to reflect current best practice, with new sections on setting up as a teacher, managing finances, record keeping and data protection, online teaching and health and wellbeing.

Webinars, seminars and partnerships

A total of ten free webinars were held across the year, attracting 462 live attendees and 2,300 views overall. Webinars included a series of three webinars on the ongoing cost of living crisis – these webinars helped musicians navigate challenging times by learning how to manage money, stay mentally and physically well, and make more money from their music – and in response to the publication of the English National Plan for Music Education in June 2022, we delivered a series of two webinars to help music leads and teachers write their Music Development Plan. Feedback from

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

our webinar programme was very positive, with 63% of attendees rating the webinars as excellent.

The Trust continued to offer seminars to schools and music hubs, and Dr Alison Daubney, Greg Daubney and Paul Harris delivered two training sessions on performance anxiety and teaching pedagogy. The Trust continues to work in partnership with organisations from across the music sector, including NMC Recordings and ABRSM.

Future activity

The Trust has a full programme of work planned for 2023-24 building on the organic growth it has experienced since its formation in 2014. The series of free webinars will continue and cover topics such as Music and Social Prescribing, Ofsted: Music in Schools and Tax for Musicians. Following the successful Primary Singing Toolkit launched in March 2023, another major singing resource is planned in conjunction with the Voices Foundation.

Compliance

The ISM Trust is registered as a data controller in its own right at the Information Commissioner's Office (ICO). All ISM staff working on Trust activities are bound by the provisions of the ISM Group Data Governance Policy introduced across all ISM Group companies in 2018 as part of our activities to ensure compliance with the General Data Protection Regulation (EU) 2016/679 ('GDPR') and the Data Protection Act 2018. The Trust was also registered with the Fundraising Regulator and in accordance with Charity Commission guidance further training in trustee duties and charity governance was provided to Trustees in 2020. New Trustees received guidance in relation to trustee duties and charity governance during the course of the year.

Financial Review

Overview

During the reporting period, total income grew by 311.0% over the previous year to £70,094 (2022: £17,056) and expenditure grew by 2.8% to £56,926 (2022: £55,349). During the year under review, the Trust generated a surplus of £13,168 (2022: £38,293 deficit) which was higher than the budgeted figure. The ISM Trust derives its income from three main sources: membership subscriptions, income from events, and donations and legacies.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Income

During the reported period, the Trust's total income was £70,094. The ISM Trust receives nearly all its income through receipt of donations and legacies supplemented by income from membership fees, and its charitable work. Income from **donations and legacies** increased over the course of the year, with £55,897 recognised in the year (2022: £9,973). The ISM provided a donation this year of £50,000 (2022: £Nil) to support the work of the Trust. The Trustees are appreciative to everyone who donated during the reporting period and would like to recognise and express gratitude for legacies from the estates of Marion Russell and Annemauraide Hamilton.

Membership subscriptions income remained consistent with the prior year with £3,752 recognised in the reporting period (2022: £3,330). However, at the year end (August 2023) the number of members had grown to 156 which represents a growth of 12%. During the year in question as part of the ISM Trusts **charitable activities**, a new resource called the Primary Singing Toolkit was launched which was supported by the School Music Association (SMA) leading to sponsorship income of £8,090. This income in addition to income from other professional development activities led to income from charitable activities of £10,445 (2022: £3,753).

Expenditure

Total expenditure for the period amounted to £56,926. Expenditure on **charitable activities** came to £54,216 (2022: £53,689), slightly higher than the prior year and was led by the rebranding of existing resources, the new Primary Singing Toolkit and other professional development activities.

Reserves

The ISM Trust's reserves policy states that normal operating activities should be able to continue for up to 4 months in the event of an income shortfall, while also considering certain risks and contingencies that could occasionally develop. On 31 August 2023, the Trust had £65,028 (2022: £51,860) of unrestricted reserves to carry forward, the equivalent of almost 14 months of the 2022-23 annual expenditure which is well above the target range. The ISM Trust's primary objective is to build an educational professional development programme for the industry; hence these reserves are being held to support plans for upcoming conferences, events, and resources.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Statement of Directors' responsibilities

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Directors of the ISM Trust on 19 February 2024 and signed on their behalf by:

Pauline Black
Chairman of the ISM Trust

Deborah Annetts
Chief Executive Officer

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF MUSICIANS TRUST

I report to the trustees on my examination of the accounts of the Incorporated Society of Musicians Trust ('the charitable company') for the year ended 31 August 2023.

Responsibilities and basis of report

As the trustees of the charitable 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 charitable 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 the charitable company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

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

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF
MUSICIANS TRUST

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.

Amy Healey FCA CTA DChA

Lindeyer Francis Ferguson Limited

North House, 198 High Street

Tonbridge

Kent TN9 1BE

Date: 26 February 2024

**INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
(A company limited by guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2023**

	Notes	2023 £	2022 £
Income from:			
Donations and legacies		55,897	9,973
Charitable activities		10,445	3,753
Other trading activities		3,752	3,330
Total income	2	70,094	17,056
Expenditure on:			
Raising funds		2,710	1,660
Charitable activities		54,216	53,689
Total expenditure	3	56,926	55,349
Net income/(expenditure) and net movement in funds		13,168	(38,293)
Reconciliation of funds:			
Total funds brought forward		51,860	90,153
Total funds carried forward		65,028	51,860

There were no restricted funds in the current nor preceeding period.

**INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
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**BALANCE SHEET
AS AT 31 AUGUST 2023**

	Notes	£	2023 £	£	2022 £
Current assets					
Debtors	5	251		9,297	
Cash at bank and in hand		74,875		61,494	
		<u>75,126</u>		<u>70,791</u>	
Creditors: amounts falling due within one year					
	6	(10,098)		(18,931)	
Net current assets			65,028		51,860
Total net assets			<u><u>65,028</u></u>		<u><u>51,860</u></u>
Funds of the charity					
Unrestricted funds			<u><u>65,028</u></u>		<u><u>51,860</u></u>

For the financial period ended 31 August 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 financial statements for the period in question in accordance with section 476;
- The Executive Committee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements 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 19 February 2024 and signed by:

Pauline Black
Chairman of the ISM Trust

Deborah Annetts
Chief Executive

Company registration number: 9296727

INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in pounds sterling and rounded to the nearest pound.

Incorporated Society of Musicians Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Group reporting

The charity has taken advantage of the exemption under section 399 of the Companies Act 2006 and section 139 of the Charities Act 2011 not to prepare consolidated accounts, on the basis that the group of which this is the parent qualifies as a small group. The financial statements present information about the charity as an individual entity and not about its group.

1.3 Status

The charity is a company limited by guarantee, incorporated in England and Wales. The address of the registered office is 4-5 Inverness Mews, London, W2 3JQ. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Income recognition

Income is recognised once the charity has entitlement to income, it is probable that the income will be received and the amount of the income receivable can be measured reliably. For donations this is usually on receipt. Professional development fee income is recognised in the period in which the services are performed.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1.4 Income recognition (continued)

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Fund that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

1.6 Resources expended

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be measured or estimated reliably. It is inclusive of any VAT which cannot be recovered.

Expenditure has been included under expense categories that aggregate all costs for allocation to activities. Support costs are those incurred in support of expenditure on the objects of the charity, and have been allocated between charitable activities and costs of raising funds on the basis of direct staff costs.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustee has agreed to pay the grant without condition and the recipient has a reasonable expectation that they will receive a grant, or any condition attaching to the grant is outside the control of the Trust.

1.7 Financial instruments

The charity has financial instruments of a kind that qualify as basic financial instruments. The charity's short term debtors and creditors are recognised at settlement value.

1.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2 Income

	2023	2022
	£	£
Donations and legacies:		
Donations from Incorporated Society of Musicians	50,000	-
Legacy income	5,729	8,500
Other donations	168	1,473
	<u>55,897</u>	<u>9,973</u>
Charitable activities		
Professional development fees	10,445	3,753
Other trading activities		
Membership subscriptions	3,752	3,330
	<u>70,094</u>	<u>17,056</u>

3 Expenditure

	2023	2023	2023	2022
	Direct	Support	Total	Total
	costs	costs	costs	costs
	£	£	£	£
Raising funds				
Membership services	1,694	1,016	2,710	1,661
Charitable activities				
Professional development	28,988	23,451	52,439	51,357
Promotion of the arts	725	1,052	1,777	2,331
	<u>29,713</u>	<u>24,503</u>	<u>54,216</u>	<u>53,688</u>
	<u>31,407</u>	<u>25,519</u>	<u>56,926</u>	<u>55,349</u>

**INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

3 Expenditure (continued)

	2023	2022
	£	£
Direct costs		
Wages and salaries	14,644	9,304
Employer's national insurance contributions	1,634	1,025
Employer's pension contributions	1,309	862
Professional development	6,248	2,973
Membership services	994	1,410
Consultancy fees	105	-
Seminars	1,042	1,939
Webinars	2,744	1,959
Advertising	2,466	109
Other	221	215
	<u>31,407</u>	<u>19,796</u>
	2023	2022
	£	£
Support costs		
Wages and salaries	11,539	18,021
Employer's national insurance contributions	1,331	2,176
Employer's pension contributions	1,123	1,783
Advertising	1,613	2,880
Management charges	5,884	6,881
Irrecoverable VAT	969	845
Administration	465	123
Governance:		
Legal and professional fees	420	719
Independent examiner's fee	2,175	2,125
	<u>25,519</u>	<u>35,553</u>

Management charges comprise costs recharged from the Incorporated Society of Musicians (ISM) for the use of premises, administration and other related expenditure.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

4 Staff costs

Wages and salaries relate to employment costs recharged from Incorporated Society of Musicians (ISM) for the time spent by their employees working on the activities of the ISM Trust.

No Trustee received remuneration or reimbursement of expenses during either year.

The key management of the charity includes Trustees, the Chief Executive, the Director of Business Development, the Director of Finance & Facilities and the Head of Charity Development of the ISM. The aggregate amount of employee benefits recharged from ISM in respect of key management was £21,467 (2022: £23,465).

5 Debtors

	2023	2022
	£	£
Trade debtors	-	600
Prepayments and accrued income	251	8,697
	<u>251</u>	<u>9,297</u>
	<u><u>251</u></u>	<u><u>9,297</u></u>

6 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	100	-
Grants payable	-	10,000
Amounts due to Incorporated Society of Musicians	4,122	3,303
Accruals and deferred income	5,876	5,628
	<u>10,098</u>	<u>18,931</u>
	<u><u>10,098</u></u>	<u><u>18,931</u></u>

7 Control

The parent company is Incorporated Society of Musicians, a company limited by guarantee and registered in England and Wales (registered number - 00036882), which is the charity's sole member. The Incorporated Society of Musicians is a professional body for musicians, and its principal purpose and activities are to promote the art of music and to protect and support the interests of musicians and the music profession.

**INCORPORATED SOCIETY OF MUSICIANS TRUST
(ISM Trust)
(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8 Subsidiary undertaking

The ISM Trust is the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians (ISM Benevolent Fund, a charitable trust) and is deemed to have control. Its registered office is 4-5 Inverness Mews, London, W2 3JQ. The principle activity of the ISM Benevolent Fund is to provide relief and prevent poverty amongst ISM members and the dependents of deceased members.

The aggregate amount of reserves and the results for the last relevant financial year were as

	Reserves at 31 August 2023 £	Surplus for the year to 31 August 2023 £
Benevolent Fund of the Incorporate Society of Musicians	4,674,924	308,269

9 Related party transactions

At the balance sheet date, the charity owed £4,122 (2022: £3,303) to the Incorporated Society of Musicians (ISM) in respect of expenses paid on behalf of the charity. Re-charged expenses totalled £37,463 (2022: £40,052), consisting of £5,882 (2022: £6,881) of management costs and £31,581 (2022: £33,171) for employment costs. During the year, the charity received £50,000 in donations from the ISM (2022: none). The ISM is considered to be a related party as it is the charity's sole member, and it has directors in common with the charity.

INCORPORATED SOCIETY OF MUSICIANS TRUST

England & Wales - Charity number 1160261

Accounts

Company number: 9296727
Charity number: 1160261

INCORPORATED SOCIETY OF MUSICIANS TRUST

DIRECTORS' REPORT AND
UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 AUGUST 2021

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

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INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2021

Directors and Trustees	Deborah Keyser (appointed Chair from 24 April 2021) Dr Jeremy Huw Williams Professor Christopher Collins (former Chair from 24 April 2021) Vick Bain (future Chair from 24 April 2021) Pauline Black Dr Marius Carboni Dr Michelle Castelletti Nicolas Chisholm MBE Tim Daniell Dr Paul Edlin Reginald Fletcher Ivor Flint (Treasurer) Trevor Ford Professor Stephen Goss Eugene Monteith Professor David Smith Nicky Spence
Company secretary	Deborah Annetts
Company registered number	9296727
Charity registered number	1160261
Registered office (and principal office)	4-5 Inverness Mews London W2 3JQ

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2021

Independent examiner	Amy Healey FCA CTA DChA Lindeyer Francis Ferguson Limited Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
Bankers	NatWest Bank plc Portman Square London W1A 1DW
Solicitors	Bates Wells Braithwaite 10 Queen Street Place London EC4R 1BE

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) present their annual report together with the financial statements of Incorporated Society of Musicians Trust ('ISM Trust' or 'the Trust') for the period ended 31 August 2021. The Directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Structure, governance and management

The ISM Trust, which is a Company Limited by Guarantee, was incorporated on 5 November 2014. It was set up by the Council of the Incorporated Society of Musicians ('ISM') and received its charity status on 30 January 2015. It is governed by its Articles of Association. The management of the charity is the responsibility of the Board of Directors. The Directors are appointed by the members and the sole member of the charity is the ISM (a company limited by guarantee, registered number 36882). On a regular basis new Trustees are appointed to the charity. Trustees are identified on the basis of their skills and their knowledge of the music sector.

In 2015, the ISM Trust became the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians ('ISM Members Fund', a charitable trust). The three organisations, namely the ISM, the ISM Trust and the ISM Members Fund, work closely together and are operating under the name "the ISM Group".

Objectives and activities

The objects of the ISM Trust are to:

- advance education;
- advance health; and
- promote the arts, particularly music.

Professional development work is delivered by the ISM Trust, by itself and in partnership with other organisations or respected practitioners in their field. Professional development was delivered by the ISM Trust through webinars, webcasts, regional seminars and training events, and resources. The Directors had due regard to the Charity Commission's guidance on public benefit when setting objectives and planning activities. A number of ISM staff delivered services on behalf of the Trust: none of them were employed by the Trust. The work of the Trust was also supported by the Senior Leadership Team and the Trust's Board.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

Achievements and performance

The Trust's activity throughout 2020-21 centred around continuing to support musicians navigate the ongoing challenges to the profession – whether from COVID-19, Brexit or the pressures facing teachers and those working in music education. Consequently, strands of work were developed to assist musicians around work opportunities, disseminating vital information on the issues of the day and supporting career development.

In the education sphere, the Trust also held its first series of TeachMeets in May and June 2021. Sessions were held for primary, secondary and music hub teachers. Consisting of presentations from teachers followed by discussion on topics such as composition, improvisation, whole class teaching and the recovery curriculum there were 74 attendees across the three events.

The Trust was commissioned by the National College to produce six bespoke webinars on curriculum music at primary and secondary level which were prepared and delivered by Dr Alison Daubney and Prof Martin Fautley. The Trust also extended its partnership with ABRSM to renew the inclusion of two ISM Trust webinars, *Setting up your business* and *Looking after your hearing health* in its 'Becoming a better music teacher' course on Futurelearn to spring 2022.

The webinar programme continued to flourish with 19 webinars being delivered across the year. Themes running through the programme included SEND with webinars on music and dyslexia, working with visually impaired children and young people, experiences as a neurodiverse composer, and teaching students with ASD; Brexit, with webinars looking at what the Trade and Cooperation Agreement (TCA) means for musicians, immigration routes and applying for a Musical Instrument Certificate; keeping school music safe during COVID-19 and transitioning to online teaching; and exploring issues around equality, diversity and inclusion through topics such as diversifying music lessons, inclusive and accessible music making, and the inclusion of world music in the national curriculum.

The last work-strand looked at ways for musicians to increase or diversify their income through webinars on topics such as online realtime music making, and through a partnership with Scottish technology start-up Delic, the Trust embarked upon a series of webinars on topics such as how technology can aid creativity and using merchandise to diversify your revenue. This will continue into 2021-22.

Although COVID-19 restrictions meant that most of the Trust's in person activities, such as the seminar programme, were severely curtailed, three in-person events took place, one at Milton Keynes Music Hub and two events for Cornwall Music Hub. The Trust embarked upon a four-year partnership with NMC Records to support its 'Discover' hub on the newly relaunched NMC website. This partnership will enable the Trust to engage with the composer and contemporary classical community. Sales of the Trust's publications *Play* and *Performance Anxiety* continued to perform strongly with 40 and 57 sales respectively across the year.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

The Friends of the ISM Trust membership was overhauled to make the member benefits more relevant and accordingly the price was reduced to £25 per annum. This resulted in an increase in members with membership standing at 117 as at 31 August 2021.

There have been approximately 58,780 visits to the Trust's website across the financial year. The most popular was the Primary Music Toolkit page which had 8,153 views.

The Trust's social media as at 26 August 2021 stands at 2,189 users. The ISM Trust saw a large increase in engagement on its Twitter platform following the Trust's online conference, *Where to next for music education?* in November 2021 and will be further reported on in the next annual report.

Compliance

The ISM Trust is registered as a data controller in its own right at the Information Commissioner's Office (ICO). All ISM staff working on Trust activities are bound by the provisions of the ISM Group Data Governance Policy introduced across all ISM Group companies in 2018 as part of our activities to ensure compliance with the General Data Protection Regulation (EU) 2016/679 ('GDPR') and the Data Protection Act 2018. The Trust was also registered with the Fundraising Regulator and in accordance with Charity Commission guidance further training in trustee duties and charity governance was provided to Trustees in 2020. New Trustees received guidance in relation to trustee duties and charity governance during the course of the year.

Financial Review

During the reporting period, total income fell by 39.5% over the previous year to £59,004 (2020: £97,569) and expenditure fell by 54.5% to £51,009 (2020: £112,127). During the year under review, the Trust generated a surplus of £7,995 (2020: £14,558 deficit). The ISM Trust derives its income from three main sources: membership subscriptions, income from events, and donations and legacies.

Income from membership subscriptions fell during the year with £3,236 recognised in the reporting period (2020: £5,377), a decrease of 39.8%. At the start of the financial year, the Trust redesigned the membership offer and reduced the membership fee by 59.7% which resulted in the fall in income. £5,915 (2020: £5,637) has been generated as a result of professional development work an increase of 4.9% over the previous year.

The ISM did not provide a donation this year (2020: £85,000) to support the work of the Trust as the Trust had sufficient reserves to carry out its charitable activities this year. The Trustees acknowledge with thanks a legacy to the Trust from the estate of the late Thomas Johnstone Prentice. Total donations and legacies received during the year were £49,853 (2020: £86,555). The Trustees are most grateful to all individuals who made donations or organised fundraising initiatives during the reporting period.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

Expenditure on charitable activities fell by £62,083 to £48,319 (2020: £110,402), a fall of 56.2% largely due to the funding costs of £40,000 recognised during 2019-20 regarding the partnership with NMC on the project called Discover. Other costs fell as expected due to an overall reduction in activities within the Trust this year.

Reserves

The ISM Trust's Reserves Policy is to maintain a sufficient level of reserves to enable normal operating activities to continue over a period of up to 4 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. On 31 August 2021, the Trust had £90,153 (2020: £82,158) of unrestricted reserves to carry forward, the equivalent of 21 months (2020: 9 months) of the 2020-21 annual expenditure which is well above the target range.

These reserves are being held to support plans for future conferences and events and to develop a program of educational professional development for the sector which is at the core of the ISM Trust's work.

Plans for Future Periods

The Trust will continue to offer information to support the sector around key issues such as music education, how to navigate Brexit and the ongoing impact of COVID-19. In particular it will building on the very successful music education conference held in November 2021. The Trust will continue its partnership with NMC Records to support its 'Discover' hub on the newly relaunched NMC website. This partnership is an exciting opportunity to enable the Trust to engage with the composer and contemporary classical community.

Statement of Directors' responsibilities

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and

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DIRECTORS' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2021

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Directors of the ISM Trust on 16 February 2022 and signed on their behalf by:

Deborah Keyser
Chairman of the ISM Trust

Deborah Annetts
Chief Executive Officer

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF
MUSICIANS TRUST

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

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

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

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

Date: 22 February 2022

Amy Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
North House, 198 High Street
Tonbridge
Kent TN9 1BE

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
Income from:			
Donations and legacies		49,853	86,555
Charitable activities		5,915	5,637
Other trading activities		3,236	5,377
Total income	2	<u>59,004</u>	<u>97,569</u>
Expenditure on:			
Raising funds		2,690	1,725
Charitable activities		48,319	110,402
Total expenditure	3	<u>51,009</u>	<u>112,127</u>
Net expenditure and net movement in funds		<u>7,995</u>	<u>(14,558)</u>
Reconciliation of funds:			
Total funds brought forward		<u>82,158</u>	<u>96,716</u>
Total funds carried forward		<u><u>90,153</u></u>	<u><u>82,158</u></u>

All funds are unrestricted.

INCORPORATED SOCIETY OF MUSICIANS TRUST
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BALANCE SHEET
AS AT 31 AUGUST 2021

	Notes	£	2021 £	£	2020 £
Current assets					
Debtors	5	1,780		2,673	
Cash at bank and in hand		119,517		128,048	
		<u>121,297</u>		<u>130,721</u>	
Creditors: amounts falling due within one year	6	(21,144)		(28,563)	
Net current assets			100,153		102,158
Creditors: amounts falling due after more than one year	7		(10,000)		(20,000)
Total net assets			<u>90,153</u>		<u>82,158</u>
Funds of the charity					
Unrestricted funds			<u>90,153</u>		<u>82,158</u>

For the financial period ended 31 August 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 financial statements for the period in question in accordance with section 476;
- The Executive Committee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The financial statements were approved by the trustees on 16 February 2022 and signed by:

Deborah Keyser
Chairman of the ISM Trust

Deborah Annetts
Chief Executive

Company registration number: 9296727

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in pounds sterling and rounded to the nearest pound.

Incorporated Society of Musicians Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

The directors have considered the effect of the Covid-19 outbreak on the company's activities. Although the outbreak has caused some disruption to the business, the directors do not believe that this will be significant, they have a reasonable expectation that the business will continue as a going concern as it will take action to mitigate the risks caused by Covid-19 by reducing future expenditure. There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

1.3 Group reporting

Whilst COVID-19 continues to influence the company's activities, the Trustees have a reasonable expectation that the business will continue as a going concern as it will take action to alleviate the risks caused by reducing future expenditure or by utilising its reserves.

1.4 Status

The charity is a company limited by guarantee, incorporated in England and Wales. The address of the registered office is 4-5 Inverness Mews, London, W2 3JQ. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1.5 Income recognition

Income is recognised once the charity has entitlement to income, it is probable that the income will be received and the amount of the income receivable can be measured reliably. For donations this is usually on receipt. Professional development fee income is recognised in the period in which the services are performed.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Fund that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

1.6 Resources expended

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be measured or estimated reliably. It is inclusive of any VAT which cannot be recovered.

Expenditure has been included under expense categories that aggregate all costs for allocation to activities. Support costs are those incurred in support of expenditure on the objects of the charity, and have been allocated between charitable activities and costs of raising funds on the basis of direct staff costs.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustee has agreed to pay the grant without condition and the recipient has a reasonable expectation that they will receive a grant, or any condition attaching to the grant is outside the control of the Trust.

1.7 Financial instruments

The charity has financial instruments of a kind that qualify as basic financial instruments. The charity's short term debtors and creditors are recognised at settlement value.

1.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2 Income

	2021	2020
	£	£
Donations and legacies		
Donations from Incorporated Society of Musicians	-	85,000
Other donations	49,853	1,555
	<u>49,853</u>	<u>86,555</u>
Charitable activities		
Professional development fees	5,915	5,637
Other trading activities		
Membership subscriptions	3,236	5,377
	<u>59,004</u>	<u>97,569</u>

3 Expenditure

	2021	2021	2021	2020
	<i>Direct costs</i>	<i>Support costs</i>	<i>Total costs</i>	<i>Total costs</i>
	£	£	£	£
Raising funds				
Membership services	1,476	1,214	2,690	1,725
Charitable activities				
Professional development	18,476	28,225	46,701	68,903
Promotion of the arts	451	1,167	1,618	41,499
	<u>18,927</u>	<u>29,392</u>	<u>48,319</u>	<u>110,402</u>
	<u>20,403</u>	<u>30,606</u>	<u>51,009</u>	<u>112,127</u>

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

3 Expenditure (continued)

	2021	2020
	£	£
Direct costs		
Wages and salaries	9,876	13,661
Employer's national insurance contributions	1,073	1,500
Employer's pension contributions	878	921
Professional development	280	3,613
Membership services	1,007	1,044
Consultancy fees	600	-
Seminars	1,075	4,078
Webinars	5,140	2,116
Advertising	214	1,783
Grants	-	40,000
Other	260	255
	<u>20,403</u>	<u>68,971</u>
	2021	2020
	£	£
Support costs		
Wages and salaries	17,328	20,301
Employer's national insurance contributions	1,963	2,218
Employer's pension contributions	1,619	1,795
Advertising	710	7,778
Computer costs	-	17
Management charges	6,121	7,327
Irrecoverable VAT	561	1,264
Administration	69	275
Governance:	-	
Legal and professional fees	160	156
Independent examiner's fee	2,075	2,025
	<u>30,606</u>	<u>43,156</u>

Management charges comprise costs recharged from the Incorporated Society of Musicians (ISM) for the use of premises, administration and other related expenditure.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

4 Staff costs

Wages and salaries relate to employment costs recharged from Incorporated Society of Musicians (ISM) for the time spent by their employees working on the activities of the ISM Trust.

No Trustee received remuneration or reimbursement of expenses during either year.

The key management of the charity includes Trustees, the Chief Executive of ISM and the Head of Business Development of ISM. The aggregate amount of employee benefits recharged from ISM in respect of key management was £4,608 (2020: £7,043).

5 Debtors

	2021	2020
	£	£
Trade debtors	-	1,294
Prepayments and accrued income	1,780	1,379
	<u>1,780</u>	<u>2,673</u>

6 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	50	-
Grants payable	10,000	20,000
Amounts due to Incorporated Society of Musicians	6,693	3,649
Accruals and deferred income	4,401	4,914
	<u>21,144</u>	<u>28,563</u>

7 Creditors: amounts falling due after more than one year

	2021	2020
	£	£
Grants payable	10,000	20,000
	<u>10,000</u>	<u>20,000</u>

The grant commitment totalling £20,000 (2020: £40,000) relates to a sponsorship agreement with NMC Records to support the facilitation of a new digital platform. Funding is being released over a three year period to assist with digital content creation and promotion.

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

8 Control

The parent company is Incorporated Society of Musicians, a company limited by guarantee and registered in England and Wales (registered number - 00036882), which is the charity's sole member. The Incorporated Society of Musicians is a professional body for musicians, and its principal purpose and activities are to promote the art of music and to protect and support the interests of musicians and the music profession.

9 Subsidiary undertaking

The ISM Trust is the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians (ISM Benevolent Fund, a charitable trust) and is deemed to have control. Its registered office is 4-5 Inverness Mews, London, W2 3JQ. The principle activity of the ISM Benevolent Fund is to provide relief and prevent poverty amongst ISM members and the dependents of deceased members.

The aggregate amount of reserves and the results for the last relevant financial year were as follows:

	<i>Reserves at 31 August 2021 £</i>	<i>Surplus for the year to 31 August 2021 £</i>
Benevolent Fund of the Incorporated Society of Musicians	4,079,314	308,973

10 Related party transactions

At the balance sheet date, the charity owed £6,693 (2020: £3,649) to the Incorporated Society of Musicians (ISM) in respect of expenses paid on behalf of the charity. Re-charged expenses totalled £38,858 (2020: £47,724), consisting of £6,121 (2020: £7,327) of management costs and £32,737 (2020: £40,397) for employment costs. The ISM is considered to be a related party as it is the charity's sole member, and it has directors in common with the charity.

During the year, the charity received no donations from the ISM (2020: £85,000).

INCORPORATED SOCIETY OF MUSICIANS TRUST

England & Wales - Charity number 1160261

Accounts

Company number: 9296727
Charity number: 1160261

INCORPORATED SOCIETY OF MUSICIANS TRUST

DIRECTORS' REPORT AND
UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 AUGUST 2020

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

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INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2020

Directors and Trustees	Dr Jeremy Huw Williams (chair until 25 April 2020) Professor Christopher Collins (from 18 September 2019 and Chair from 25 April 2020) Vick Bain (from 25 April 2020) Pauline Black Dr Marius Carboni Dr Michelle Castelletti Nicolas Chisholm MBE Tim Daniell Paul Edlin (from 25 April 2020) Reginald Fletcher (from 25 April 2020) Ivor Flint (Treasurer) Trevor Ford Professor Stephen Goss Deborah Keyser (from 18 December 2019) Eugene Monteith (from 17 June 2020) Karl Lutchmayer (until 25 April 2020) Elizabeth Partridge (until 25 April 2020) Kevin Rogers (until 25 April 2020) Professor David Saint (until 25 April 2020) Ed Scolding (until 25 April 2020) Professor David Smith Nicky Spence (from 25 April 2020) Susan Sturrock (until 25 April 2020) George Vass (until 5 September 2019)
Company secretary	Deborah Annetts
Company registered number	9296727
Charity registered number	1160261
Registered office (and principal office)	4-5 Inverness Mews London W2 3JQ

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2020

Independent examiner Amy Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Bankers NatWest Bank plc
Portman Square
London W1A 1DW

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London
EC4R 1BE

INCORPORATED SOCIETY OF MUSICIANS TRUST
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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) present their annual report together with the financial statements of Incorporated Society of Musicians Trust ('ISM Trust' or 'the Trust') for the period ended 31 August 2020. The Directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) (Charities SORP (FRS 102)).

Structure, governance and management

The ISM Trust, which is a Company Limited by Guarantee, was incorporated on 5 November 2014. It was set up by the Council of the Incorporated Society of Musicians ('ISM') and received its charity status on 30 January 2015. It is governed by its Articles of Association. The management of the charity is the responsibility of the Board of Directors. The Directors are appointed by the members and the sole member of the charity is the ISM (a company limited by guarantee, registered number 36882). On a regular basis new Trustees are appointed to the charity. Trustees are identified on the basis of their skills and their knowledge of the music sector.

In 2015, the ISM Trust became the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians (ISM Members Fund, a charitable trust). The three organisations, namely the ISM, the ISM Trust and the ISM Members Fund, work closely together and are operating under the name "the ISM Group".

Objectives and activities

The objects of the ISM Trust are to:

- advance education;
- advance health; and
- promote the arts, particularly music.

Professional development work is delivered by the ISM Trust, by itself and in partnership with other organisations or respected practitioners in their field. Professional development was delivered by the ISM Trust through webinars, webcasts, regional seminars and training events, and resources. The Directors had due regard to the Charity Commission's guidance on public benefit when setting objectives and planning activities. A number of ISM staff delivered services on behalf of the Trust: none of them were employed by the Trust. The work of the Trust was also supported by the Senior Leadership Team and the Trust's board.

INCORPORATED SOCIETY OF MUSICIANS TRUST
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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Achievements and performance

Work in the early part of the year centred on the implementation of legacy plan from The Empowered Musician, the one-day conference attended by 400 musicians in October 2018. As the COVID-19 pandemic took hold the Trust pivoted to disseminating information and advice through webinars to support the music profession through the crisis. Subjects ranged from moving to online teaching, safeguarding online and risk assessments.

Across the year the Trust delivered 15 webinars in total, two of which were collaborations with The Amber Trust. The Trust also developed closer ties to ABRSM through the licensing of two webinars for inclusion in its *Becoming a Better Music Teacher* course available on the Futurelearn platform. The course ran 5 times across the financial year with *Setting up your business* viewed 3,058 times and *Looking after your hearing health* 3,562 times. It is clear that there is a real appetite for learning digitally across a range of areas and the ISM Trust will continue to provide a high quality offer to all those engaged in the music sector.

Seminars continued to be presented by music education specialists including Dr Alison Daubney and Paul Harris on behalf of the Trust. In total eight seminars were delivered to Derby, Cornwall, Hounslow and Tri-borough Music Hubs, Severn Arts, Kingston and East Riding Schools' Music Services and to a group of ISM members in Liverpool.

In March 2020 the Trust launched *Indian Takeaway! Rag and Tal basics* a major new online resource by Indian music specialist Yogesh Dattani was launched at the Music and Drama Education Expo in London. It has been viewed 1280 times since it was launched.

Sales of *Performance anxiety: A practical guide for music teachers* and its sister publication *Play: A psychological toolkit for optimal music performance* remained steady with combined sales of 117 E-book and 54 printed copies sold throughout the year.

There have been approximately 58,780 visits to the Trust's website across the financial year. The most popular was the Primary Music Toolkit page which had 8153 views.

Reach across the ISM Trust social media (Facebook and Twitter) at 31 August 2020 stands at 1,871 followers.

Compliance

The ISM Trust is registered as a data controller in its own right at the Information Commissioner's Office (ICO). All ISM staff working on Trust activities are bound by the provisions of the ISM Group Data Governance Policy introduced across all ISM Group companies in 2018 as part of our activities to ensure compliance with the General Data Protection Regulation (EU) 2016/679 ('GDPR') and the Data Protection Act 2018. The Trust was also registered with the Fundraising Regulator and in accordance with Charity Commission guidance further

INCORPORATED SOCIETY OF MUSICIANS TRUST
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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

training in trustee duties and charity governance was provided to Trustees in 2019. New Trustees received guidance in relation to trustee duties and charity governance during the course of the year.

Financial Review

During the reporting period, total income grew by 1.3% over the previous year to £97,569 (2019: £96,284) and expenditure fell by 6.4% to £112,127 (2019: £119,828). During the year under review, the Trust generated a deficit of £14,558 (2019: £23,544).

The ISM Trust derives its income from three main sources: membership subscriptions, income from events, and donations.

Income from membership subscriptions grew during the year with £5,377 recognised in the reporting period (2019: £4,600), an increase of 16.9%.

£5,637 (2019: £11,634) has been generated as a result of professional development work a fall of 51.5% over the previous year. During the financial year, the COVID-19 outbreak and the resulting lockdowns around the UK led to the cancellation of all planned face-to-face events in the last 6 months of the year which is largely the reason for the reduced income in the period.

The ISM provided £85,000 (2019: £80,000) by way of donations to continue supporting the work of the ISM Trust. The Trustees acknowledge with thanks a legacy to the Trust from the estate of the late Orience Evelyn Burton. Total donations and legacies received during the year were £86,555 (2019: £80,050). The trustees are most grateful to all individuals who made donations or organised fundraising initiatives during the reporting period.

Expenditure on charitable activities fell by £9,426 to £110,402 (2019: £119,828), a fall of 7.9% largely due to no major conference being held during the year. The ISM Trust started its partnership with NMC on a new project called Discover which led to £40,000 of recognised costs in the financial year.

Reserves

Currently, the ISM Trust is funded largely by the ISM. The ISM Trust's Reserves Policy is to maintain a sufficient level of reserves to enable normal operating activities to continue over a period of up to 4 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. On 31 August 2020, the Trust had £82,158 (2019: £96,716) of unrestricted reserves to carry forward, the equivalent of 9 months (2019: 10 months) of the 2019/20 annual expenditure which is well above the target range.

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

These reserves are being held to support plans for The Empowered Musician legacy and the expansion of the educational work of the Trust.

Plans for Future Periods

The Trust will continue to offer information to support the sector around Brexit and the ongoing impact of COVID-19. Online seminars will be developed and offered in place of face to face events whilst restrictions remain.

The Trust will continue its partnership with NMC Records to promote and support composers and artists working in the area of contemporary music in the UK.

The Friends of the ISM Trust membership scheme will be reviewed.

Statement of Directors' responsibilities

The Directors (who are also Trustees of the charity for the purposes of the Charities Act 2011) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Directors of the ISM Trust on 12 February 2021 and signed on their behalf by:

Professor Christopher Collins
Chairman of the ISM Trust

Deborah Annetts
Chief Executive Officer

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

INDEPENDENT EXAMINERS' REPORT TO THE DIRECTORS OF INCORPORATED SOCIETY OF
MUSICIANS TRUST

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Amy Healey FCA CTA DChA Date: 1 March 2021
Lindeyer Francis Ferguson Limited
North House, 198 High Street
Tonbridge
Kent TN9 1BE

INCORPORATED SOCIETY OF MUSICIANS TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(including income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	2019 £
Income from:			
Donations and legacies		86,555	80,050
Charitable activities		5,637	11,634
Other trading activities		5,377	4,600
Total income	2	<u>97,569</u>	<u>96,284</u>
Expenditure on:			
Raising funds		1,725	-
Charitable activities		110,402	119,828
Total expenditure	3	<u>112,127</u>	<u>119,828</u>
Net expenditure and net movement in funds		<u>(14,558)</u>	<u>(23,544)</u>
Reconciliation of funds:			
Total funds brought forward		<u>96,716</u>	<u>120,260</u>
Total funds carried forward		<u><u>82,158</u></u>	<u><u>96,716</u></u>

All funds are unrestricted.

INCORPORATED SOCIETY OF MUSICIANS TRUST
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BALANCE SHEET
AS AT 31 AUGUST 2020

		2020		2019	
	Notes	£	£	£	£
Current assets					
Debtors	5	2,673		1,754	
Cash at bank and in hand		128,048		108,176	
		<u>130,721</u>		<u>109,930</u>	
Creditors: amounts falling due within one year	6	(28,563)		(13,214)	
Net current assets			102,158		96,716
Creditors: amounts falling due after more than one year	7		(20,000)		-
Total net assets			<u>82,158</u>		<u>96,716</u>
Funds of the charity					
Unrestricted funds			<u>82,158</u>		<u>96,716</u>

For the financial period ended 31 August 2020 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 financial statements for the period in question in accordance with section 476;
- The Executive Committee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006.

The financial statements were approved by the trustees on 12 February 2021 and signed by:

Chris Collins
Chairman of the ISM Trust

Deborah Annetts
Chief Executive

Company registration number: 9296727

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements are presented in pounds sterling and rounded to the nearest pound.

Incorporated Society of Musicians Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

The directors have considered the effect of the COVID-19 outbreak on the company's activities. Although the outbreak has caused some disruption to the business, the directors do not believe that this will be significant, they have a reasonable expectation that the business will continue as a going concern as it will take action to mitigate the risks caused by Covid-19 by reducing future expenditure. There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

1.3 Group reporting

The charity has taken advantage of the exemption under section 399 of the Companies Act 2006 and section 139 of the Charities Act 2011 not to prepare consolidated accounts, on the basis that the group of which this is the parent qualifies as a small group. The financial statements present information about the charity as an individual entity and not about its group.

1.4 Status

The charity is a company limited by guarantee, incorporated in England and Wales. The address of the registered office is 4-5 Inverness Mews, London, W2 3JQ. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.5 Income recognition

Income is recognised once the charity has entitlement to income, it is probable that the income will be received and the amount of the income receivable can be measured reliably. For donations this is usually on receipt. Professional development fee income is recognised in the period in which the services are

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1.6 Resources expended

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be measured or estimated reliably. It is inclusive of any VAT which cannot

Expenditure has been included under expense categories that aggregate all costs for allocation to activities. Support costs are those incurred in support of expenditure on the objects of the charity, and have been allocated between charitable activities and costs of raising funds on the basis of direct staff costs.

Grants payable are payments made to third parties in the furtherance of the charitable objectives of the Trust. The grants are accounted for where either the Trustee has agreed to pay the grant without condition and the recipient has a reasonable expectation that they will receive a grant, or any condition attaching to the grant is outside the control of the Trust.

1.7 Financial instruments

The charity has financial instruments of a kind that qualify as basic financial instruments. The charity's short term debtors and creditors are recognised at settlement value.

1.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

2 Income

	2020 £	2019 £
Donations and legacies		
Donations from Incorporated Society of Musicians	85,000	80,000
Other donations	1,555	50
	<u>86,555</u>	<u>80,050</u>
Charitable activities		
Professional development fees	5,637	11,634
Other trading activities		
Membership subscriptions	5,377	4,600
	<u>97,569</u>	<u>96,284</u>

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3 Expenditure

	<i>2020</i>	<i>2020</i>	<i>2020</i>	<i>2019</i>
	<i>Direct costs</i>	<i>Support costs</i>	<i>Total costs</i>	<i>Total costs</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Raising funds				
Membership services	1,229	496	1,725	-
Charitable activities				
Professional development	27,335	41,568	68,903	119,828
Promotion of the arts	40,407	1,092	41,499	-
	<u>67,742</u>	<u>42,660</u>	<u>110,402</u>	<u>119,828</u>
	<u>68,971</u>	<u>43,156</u>	<u>112,127</u>	<u>119,828</u>

	<i>2020</i>	<i>2019</i>
	<i>£</i>	<i>£</i>
Direct costs		
Wages and salaries	13,661	19,159
Employer's national insurance contributions	1,500	2,077
Employer's pension contributions	921	1,047
Professional development	3,613	49,425
Membership services	1,044	-
Consultancy fees	-	304
Seminars	4,078	4,501
Webinars	2,116	2,362
Advertising	1,783	6,573
Grants	40,000	-
Other	255	249
	<u>68,971</u>	<u>85,697</u>

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3 Expenditure (continued)

	2020 £	2019 £
Support costs		
Wages and salaries	20,301	17,336
Employer's national insurance contributions	2,218	1,885
Employer's pension contributions	1,795	1,450
Consultancy fees	-	171
Advertising	7,778	109
Stationery	-	24
Computer costs	17	-
Management charges	7,327	8,953
Irrecoverable VAT	1,264	864
Administration	275	730
Governance:		
Legal and professional fees	156	634
Independent examiner's fee	2,025	1,975
	43,156	34,131
	43,156	34,131

Management charges comprise costs recharged from the Incorporated Society of Musicians (ISM) for the use of premises, administration and other related expenditure.

4 Staff costs

Wages and salaries relate to employment costs recharged from Incorporated Society of Musicians (ISM) for the time spent by their employees working on the activities of the ISM Trust.

No Trustee received remuneration or reimbursement of expenses during either year.

The key management of the charity includes Trustees, the Chief Executive of ISM and the Head of Business Development of ISM. The aggregate amount of employee benefits recharged from ISM in respect of key management was £7,043 (2019: £2,908).

5 Debtors

	2020 £	2019 £
Trade debtors	1,294	1,343
Prepayments and accrued income	1,379	411
	2,673	1,754
	2,673	1,754

INCORPORATED SOCIETY OF MUSICIANS TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

6 Creditors: amounts falling due within one year

	2020	2019
	£	£
Grants payable	20,000	-
Amounts due to Incorporated Society of Musicians	3,649	4,759
Accruals and deferred income	4,914	8,455
	<u>28,563</u>	<u>13,214</u>

7 Creditors: amounts falling due after more than one year

	2020	2019
	£	£
Grants payable	<u>20,000</u>	<u>-</u>

The grant commitment totalling £40,000 relates to a sponsorship agreement with NMC Records to support the facilitation of a new digital platform. Funding is to be released over a three year period to assist with digital content creation and promotion.

8 Control

The parent company is Incorporated Society of Musicians, a company limited by guarantee and registered in England and Wales (registered number - 00036882), which is the charity's sole member. The Incorporated Society of Musicians is a professional body for musicians, and its principal purpose and activities are to promote the art of music and to protect and support the interests of musicians and the

9 Subsidiary undertaking

The ISM Trust is the sole corporate trustee of the Benevolent Fund of the Incorporated Society of Musicians (ISM Benevolent Fund, a charitable trust) and is deemed to have control. Its registered office is 4-5 Inverness Mews, London, W2 3JQ. The principle activity of the ISM Benevolent Fund is to provide relief and prevent poverty amongst ISM members and the dependents of deceased members.

The aggregate amount of reserves and the results for the last relevant financial year were as follows:

	<i>Reserves at 31 August 2020</i>	<i>Deficit for the year to 31 August 2020</i>
	£	£
Benevolent Fund of the Incorporate Society of Musicians	<u>3,770,341</u>	<u>(257,145)</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10 Related party transactions

At the balance sheet date, the charity owed £3,649 (2019: £4,759) to the Incorporated Society of Musicians (ISM) in respect of expenses paid on behalf of the charity. Re-charged expenses totalled £47,724 (2019: £51,907), consisting of £7,327 (2019: £8,953) of management costs and £40,397 (2019: £42,954) for employment costs. The ISM is considered to be a related party as it is the charity's sole member, and it has directors in common with the charity.

During the year, the charity received donations from the ISM amounting in aggregate to £85,000 (2019: £80,000).

11 Contingent asset

During the year the ISM Trust were notified of a legacy in relation to the estate of Mrs Burton. The legacy entitled the Trust to the proceeds of the sale of a piano and music repertoire. The piano was subsequently valued, and was sold post year end, and the income has been recognised within these financial statements. The music repertoire is yet to be obtained, and hence has not been valued or sold, and as no reliable estimate of the value is currently available this has not been recognised within these financial statements.