

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

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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
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Bankers	NatWest Bank plc Baker Street London, W1U 6AT
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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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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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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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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	<u>(6,824)</u>		<u>(10,098)</u>	
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

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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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FOR THE YEAR ENDED 31 AUGUST 2024

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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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	<u>4,011</u>	<u>3,752</u>
Total income	<u><u>86,053</u></u>	<u><u>70,094</u></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><u>32,564</u></u>	<u><u>23,570</u></u>	<u><u>56,134</u></u>	<u><u>56,926</u></u>

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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
	<hr/>	<hr/>
	6,824	10,098
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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

	<i>Reserves at</i>	<i>Surplus for</i>
	<i>31 August</i>	<i>the year to</i>
	<i>2024</i>	<i>31 August</i>
	<i>£</i>	<i>2024</i>
		<i>£</i>
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.